



# Impact Report

2025





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# About this Report

We extend special thanks to all our colleagues and partners who have supported our sustainability journey.

This is Orbia's 2025 Impact Report, detailing the company's annual business performance and its 17th annual sustainability-related disclosure pertinent to the company's environmental and social commitments. It showcases Orbia's identity as a purpose-driven company working to advance life around the world, which is reflected in its growth strategy, operations organization and community relationships.

This year, we continued to report on our milestones via our comprehensive reporting hub, designed to enhance the disclosure review experience for our stakeholders.

SUSTAINABILITY REPORTING HUB

In 2025, a total of 113 sites reported data during the year. For analytical purposes, only 109 sites were considered active, as four sites operated for less than six months.

The **financial data** included in this report pertains to the 2025 calendar year and encompasses all global businesses under Orbia's operational and financial control (more than 50% of voting rights), to ensure alignment between sustainability and financial reporting. All monetary figures are expressed in U.S. dollars (USD), unless otherwise specified.

**Environmental and social data** cover from sites that were operational in 2025, from their date of acquisition and/or up to their date of divestment and excludes data on joint ventures (JV) where Orbia holds 50% or less of ownership. Environmental data includes manufacturing facilities only (excludes offices, warehouses, distribution centers and other facilities, which represent less than 5% of Orbia's environmental footprint). Social data includes all facilities and represents manufacturing sites, offices, warehouses, distribution centers and research and development labs. All data throughout this report is provided in metric units.

This report reflects Orbia's continued evolution toward more connected and decision-useful sustainability reporting.

In 2025, Orbia further refined its approach to materiality by quantifying key sustainability-related impacts, risks and opportunities (IROs), strengthening the foundation for more consistent integration between sustainability performance, business strategy and long-term value creation.

Additionally, Orbia advanced its climate-related disclosures in alignment with IFRS S2 and continued preparations for broader sustainability disclosures in anticipation of IFRS S1. These efforts support greater consistency and connectivity between sustainability and financial reporting. In parallel, we continue to monitor developments related to the European Union's Corporate Sustainability Reporting Directive (CSRD) to be prepared to disclose.

In this context, we leverage our existing disclosures aligned with the Global Reporting Initiative (GRI), the Sustainability Accounting Standards Board (SASB) 2018 Chemicals Standards and the recommendations of the Task Force on Climate-related Financial Disclosures (TCFD).

Furthermore, this report highlights our ongoing progress in fulfilling our commitments to the United Nations Global Compact and the CEO Water Mandate.

A defined set of material sustainability indicators, along with the underlying data traceability systems, was subject to limited assurance by an independent third party for the period from January 1 to December 31, 2025. Throughout this report, data assured is marked with a check mark (✓) and has undergone limited assurance. As reporting expectations continue to evolve—including emerging regulatory requirements—we will further strengthen our processes and, advance toward reasonable assurance across a broader range of indicators in future reporting cycles. The full assurance statement is available [here](#).



# Message from our Chairman and CEO

Dear stakeholders,

As we look back on 2025, it is clear that disruption is no longer episodic—it is structural. Supply chain fragility, geopolitical volatility, rapid technological change and climate-related weather events are now persistent features of the global business environment. As a result, expectations are shifting. Investors, customers, partners and employees increasingly seek endurance from the companies they invest in, buy from and work for.

In this environment, leadership is defined by the choices that strengthen a company's ability to operate reliably, allocate capital responsibly and perform through cycles. At Orbia, we have been deliberate in making those choices, prioritizing long-term resilience over short-term reaction and hardwiring discipline into how we lead, united by the purpose to advance life around the world.

For us, sustainability is not a compliance exercise or a side agenda. It is the method by which we create enduring value—and it is embedded in the solutions we deliver to customers every day. Our portfolio helps address the pressing challenges of our time: food and water security, information access and connectivity and decarbonization and the energy transition. And by integrating sustainability into how we source, operate, innovate and partner, we reinforce the fundamentals of our business. We sharpen decision-making, enhance capital allocation and improve reliability across our value chains while reducing exposure and preparing for evolving regulatory and customer requirements. Simply put, sustainability enables resilience for our company and our markets—and resilience underpins long-term value.

Over more than 70 years, Orbia has evolved into a global, purpose-driven company built to perform across decades. Today, we operate as a market shaper, working alongside our customers and partners to provide efficient, innovative, fit-for-purpose solutions that address complex current issues and drive progress for the years ahead.

## Overall Company Performance

Throughout 2025, we executed with discipline and focused on optimizing costs, improving efficiency, reinforcing our balance sheet and aligning our portfolio to meet future demand. Revenues reached \$7.6 billion, up 2% from 2024. EBITDA was \$1.02 billion. Excluding \$90 million in one-time legal and restructuring costs, adjusted EBITDA was \$1.11 billion, a decrease of 7% from 2024.

Growth was driven by Fluor & Energy Materials, Connectivity Solutions and Precision Agriculture, while lower selling prices and operational disruptions in Polymer Solutions and soft demand in certain regions in Building & Infrastructure weighed on results. Operating cash flow increased 24% to \$645 million, supported by strong working capital performance and changes in balance-sheet accruals, partially offset by lower EBITDA, higher taxes and higher net interest paid. Working-capital days improved from 80 to 74 year-over-year. During the year, we successfully completed a refinancing that significantly improved our debt profile, extending key maturities to 2030 and beyond and strengthening our liquidity. This action reduces risk and further aligns our capital structure with our long-term strategic horizon.



**Juan Pablo del Valle Perochena**  
Chairman of the Board of Directors



## Business Performance & Market Alignment

Sustainability remains central to our performance as we navigate uneven dynamics across our businesses. It enables us to reinforce our market-leading positions by delivering the reliable, efficient and future-fit solutions our customers expect.

In 2025, **Polymer Solutions** operated amid ongoing excess supply and global trade uncertainty, which resulted in pricing pressure in certain markets. In response, the business maximized production and maintained strict cost and cash discipline, while continuing to align its portfolio with evolving end-market requirements. This included the introduction of new lower-carbon compounds, such as Megolon™ ECO, and increased sales of sustainable PVC resins, reflecting strong customer demand for solutions that meet performance requirements and increasingly stringent sustainability criteria.

**Building & Infrastructure** faced subdued demand in parts of Europe and Latin America. At the same time, the business continued advancing climate-resilient water and urban infrastructure solutions, including circular products such as Wavin Tegra 600 LC, which incorporates up to 70% recycled content, and the Certaro stormwater treatment product range. These innovations support flood management, water reuse and long-term infrastructure reliability.

**Precision Agriculture** delivered solid year-over-year growth, supported by strong execution and higher recurring revenues, particularly in Brazil, Peru and the U.S. permanent crop sector. The business expanded digital and water-efficiency solutions such as GrowSphere™, helping farmers optimize water and nutrient use. It also progressed climate-smart farming partnerships, including projects in Turkey designed to benefit producers by monetizing avoided greenhouse gas emissions thanks to the use of drip irrigation.

**Connectivity Solutions** grew revenues through strong North American volumes and improved product mix, demonstrating durability despite pricing pressure. The business advanced low-impact broadband infrastructure across major U.S. projects, deploying nearly 1,000 miles of backbone using FuturePath® armored conduit and microtrenching techniques to reduce disruption while expanding connectivity.

**Fluor & Energy Materials** delivered record revenues, supported by strong performance across its portfolio. Progress continued on next-generation refrigerants and medical propellants, the latter of which included initiating construction of a large-scale, medical-grade facility for the low Global Warming Potential (GWP) HFA-152a propellant. The business also advanced critical battery materials projects, including expansion of custom electrolyte operations in Wisconsin to enhance U.S. supply-chain security and enable the transition to a more resilient energy system.



## Sustainability Priorities & Performance

Our sustainability priorities remain focused on where we can create the greatest impact for our business and stakeholders—driving efficiency, reducing risk and supporting disciplined growth. In 2025, we made solid progress across our three priority areas: energy optimization and decarbonization, water and nature and sustainable solutions. For customers, this means compliance-ready, cost-efficient and durable solutions. For investors, it means disciplined capital deployment, reduced volatility exposure and risk-adjusted returns. For employees and communities, it means safer workplaces, cleaner environments and expanded access to essential resources.

In terms of energy optimization and decarbonization, we remain intent to meet our 2030 scope 1, 2 and 3 emissions-reduction targets, supported by our energy optimization initiatives related to cost-efficient renewable sourcing, continued efficiency gains and the expansion of our lower global warming potential offerings. In 2025, we exceeded our 60% sulfur oxide (SO<sub>x</sub>) reduction commitment, achieving an 87% reduction from the 2018 baseline and fully satisfying the requirements of our sustainability-linked bond. Progress toward the Zero Waste to Landfill (ZWTL) objective was also notable, with 90% of Orbia's sites now classified under the ZWTL definition and more than 61,000 tons of process waste diverted from landfill. This shift improves operational efficiency and reduces waste-handling costs. Seventy-three percent of our sites achieved Environmental Management System certification, reinforcing consistent environmental controls across our footprint and improving efficiency by standardizing processes.

We also continued to advance nature-positive approaches with the launch of our Positive Water Impact Program, which integrates operational efficiency and community engagement to build water security and resilience in resource-stressed regions worldwide. At our La Presa site in Mexico, we put this ambition into practice by recovering and treating process water at scale, achieving a 70% recovery rate and reintegrating most of it into operations.

In 2025, we continued to scale sustainable solutions as a core engine of growth—delivering offerings that meet rising customer needs while preparing Orbia for the future. This past year brought meaningful progress across our businesses, from expanding low-carbon and circular materials to accelerating next-generation refrigerants, propellants and battery materials. These advancements deepen the value we deliver to customers through improved efficiency, compliance readiness and reduced environmental impact.

Not all our 2025 ambitions were met, and we report this transparently. Where progress fell short, we gained clarity on the operational, technical and governance conditions required to close remaining gaps and are applying those lessons to optimize our approach.

Crucially, financial-grade sustainability reporting and assurance remain strategic advantages. By aligning our disclosures with standards such as IFRS S1/S2 and CSRD, we ensure information that is decision-useful, comparable and credible. This rigor is reinforced by balanced and globally representative governance, with 55% independents on our Board of Directors representing four countries. We further elevated our oversight in 2025 by welcoming Sergio Rial as a new Board member



**Sameer Bharadwaj**  
Chief Executive Officer



and conducted two workshops at the Board level, with deep engagement. Orbia again earned recognition from major sustainability benchmarks, maintaining its place in the S&P's Dow Jones Best-in-Class MILA Pacific Alliance Index and Global Sustainability Yearbook, the FTSE4Good Index and the BMV ESG Index, further validating the consistency and credibility of our approach.

Progress is only possible because of our people—and their safety remains our constant concern, guiding our operations and decision-making processes. Our operating locations apply rigorous processes to assess potential risks to employees and contractors and to identify, implement and monitor controls designed to ensure effective worker protection. In 2025, we suffered a tragic work-related fatality. This loss deepens our resolve to constantly focus on reducing risks and further embed a safety culture defined by vigilance, prevention and care—so that everyone who arrives at an Orbia site or office location returns home safely at the end of the day.

What ultimately sustains Orbia through change and challenges is the ownership our people bring to their work and its broader impact. In 2025, that commitment was visible in the expansion of our global Time4Water campaign, engaging more than 2,500 employee volunteers across 31 countries in water security and access efforts as well as continued workforce investment in food security volunteering, WASH and STEM education initiatives. Enterprise-wide moments—including our first Sustainability Week, the Global Sustainability Summit and the culmination of our five-year Generations

of Impact celebration—renewed our shared sense of purpose. Together, these efforts reflect a workforce defined by pride and stewardship—united in building a company designed to serve generations to come.

As we move into the new year, we remain grateful to our shareholders, customers, partners, communities and employees for their continued engagement and trust. That trust carries responsibility, and we take it seriously. With sustainability embedded in how we operate and lead, we are fortifying Orbia for enduring resilience and value as we continue to address the world's—and our stakeholders'—most pressing challenges.

**Orbia is a company built to endure.  
And today, we are just getting started.**

**Juan Pablo del Valle Perochena,**  
Chairman of the Board of Directors

**Sameer Bharadwaj,**  
Chief Executive Officer



# We Are Orbia

Click a topic below to visit that section.

[Purpose-Driven and Values-Centered](#)

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# We Are Orbia

Orbia is a company driven by a shared purpose: to advance life around the world.

With more than 70 years of history and a bold vision for the future, we deliver sustainable materials, technologies and solutions that help our customers secure food and water supplies, expand connectivity, decarbonize industries and accelerate the global energy transition.

What began as a \$200 million business in Mexico has grown into a global enterprise of over \$7 billion, propelled by a new generation of leaders and a shared conviction that business must generate positive impact alongside profit. Our customers rely on Orbia not only for materials, but for market-shaping partnerships that improve competitiveness, reduce risk and build resilience.

Orbia trades on the Mexican Stock Exchange (BMV: ORBIA) and has been included in the S&P/BMV Total Mexico ESG Index since 2012. The company is also a constituent of several sustainability-related indices and is assessed by multiple sustainability rating agencies. For our latest external recognitions and awards, please visit our dedicated page [here](#).

For further information: [Orbia.com](https://Orbia.com)

Purpose-Driven and Values-Centered

**Our common purpose is:**

**To advance life around the world**

The future we are creating is one where sustainability drives enduring value: one where safe water and sanitation are universal, nutritious food is abundant, connectivity reaches every community and efficient technologies replace carbon-intensive systems. For our customers, this means greater reliability and competitive advantage. For our investors, it means durable returns. For society, it means lasting progress and resilience.

Orbia is built to endure—and to help the world endure. And we are only getting started.

**Our common values are:**



### Be Brave

We don't let our fears hold us back. In order to venture into the unknown, we move forward with curiosity and the ambition to create a better world.



### Take Responsibility

We realize that our actions have impact. We hold ourselves to the highest levels of accountability, never forgetting the ripple effect we have on each other, our customers and the world.



### Embrace Diversity

We envision a more diverse and inclusive world, starting with our own global community. We welcome diversity in all its forms—identity, culture, background, experience, abilities and opinions—promote fairness in policies and programs and strive for a culture where all employees feel that they belong and can thrive.





# Global Imprint and Impact

**22,537**  
Employees

**\$7.6B**  
Revenue

**\$1.1B**  
Adjusted EBITDA

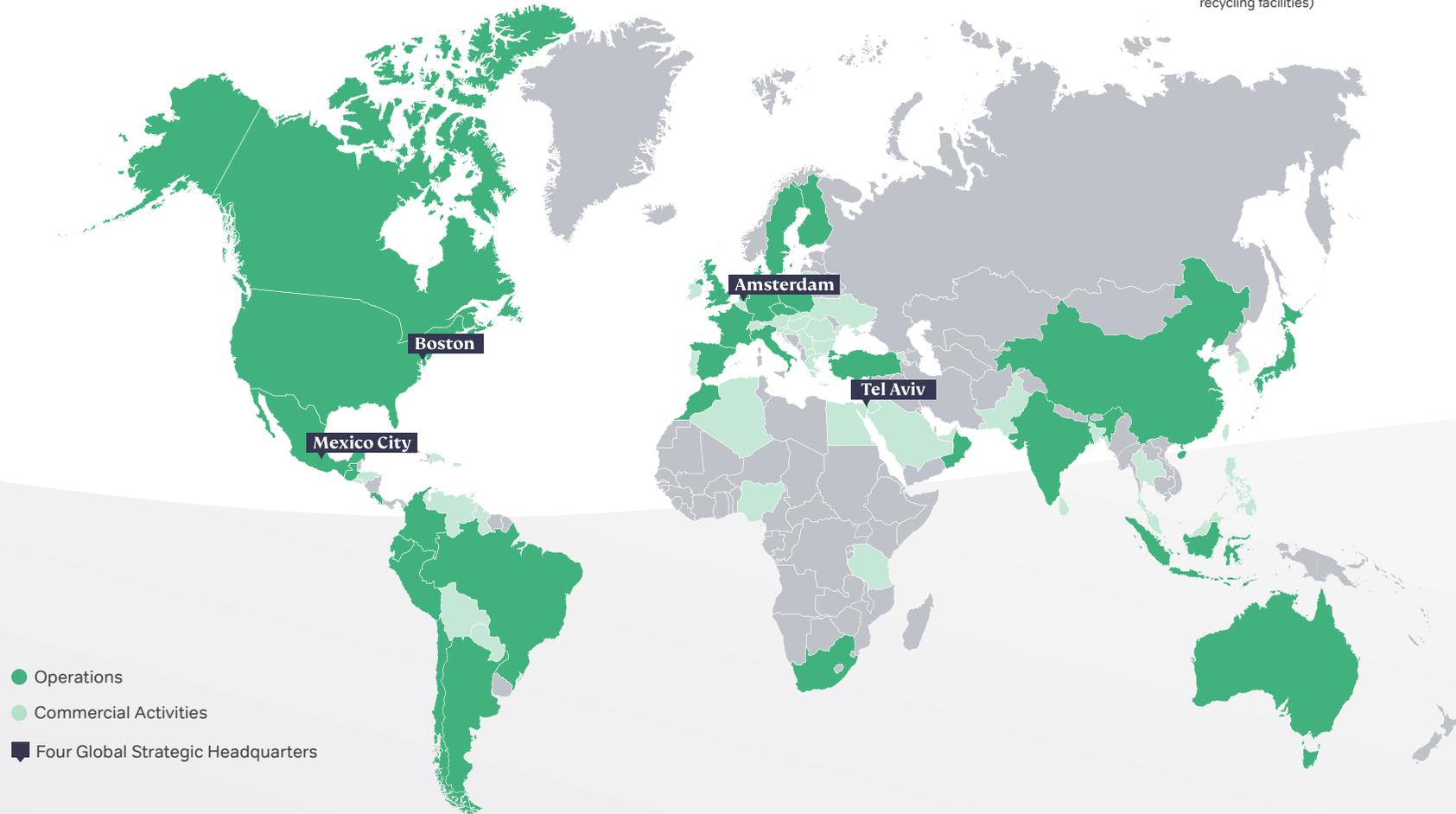
**14.6%**  
Adjusted EBITDA Margin

**100+**  
Countries Commercial Footprint

**50+**  
Countries Operational Footprint

**109**  
Production Sites  
(including one active mine and two recycling facilities)

**25**  
R&D Labs  
(in addition to our production facilities)



In 2025, a total of 113 sites reported data during the year. For analytical purposes, only 109 sites were considered active, as four sites operated for less than six months.



# Delivering Sustainable Value

## Strategy Overview

Our strategy is anchored in addressing three interconnected global challenges that provide unique opportunities to deliver systemic solutions that improve competitiveness, unlock growth and strengthen resilience. Those challenges are water and food security, connectivity and information access and decarbonization and the energy transition.

We execute this strategy by applying our core strengths:

- **Material engineering-led, vertically integrated model.** Leveraging materials science expertise and value chain efficiencies to deliver differentiated, cost-competitive sustainable materials and technologies.
- **Disciplined, strategic investment.** Prioritizing sustainable growth and scalable impact through selective opportunities in our core verticals.
- **Customer co-creation.** Partnering side by side with customers to design fit-for-purpose solutions that address pressing challenges.
- **Capital discipline.** Advancing projects that balance attractive returns (typically entail costs  $\leq 4x$  expected EBITDA at maturity) with long-term, market-shaping differentiation.

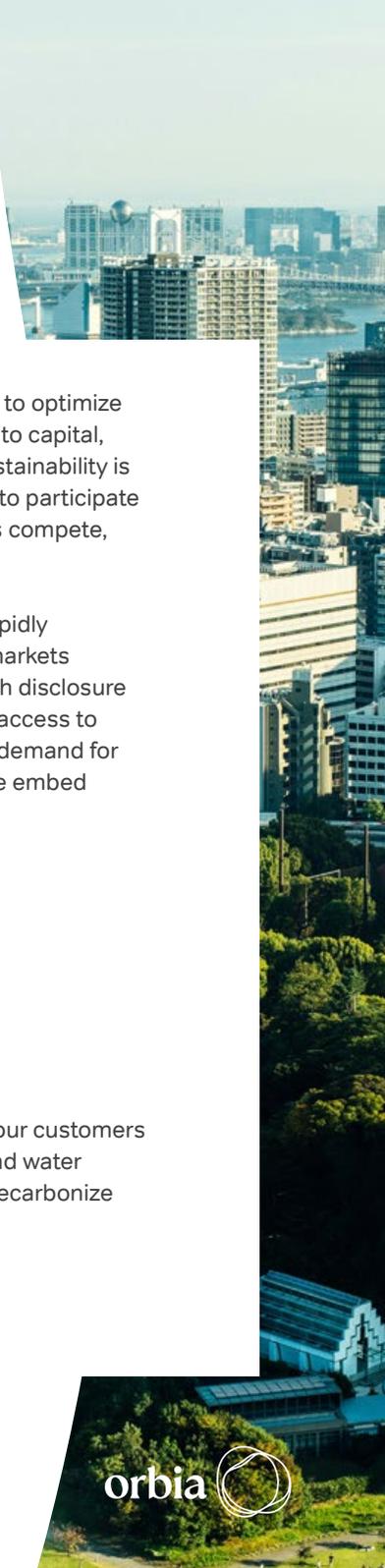
At Orbia, sustainability is not a compliance checkbox—it’s a strategic growth engine. It drives us to optimize resources and reduce costs for customers, strengthen community resilience and unlock access to capital, partnerships and regulatory advantages that position our businesses for long-term success. Sustainability is how we strengthen our value chain and deliver enduring competitive advantage. We’re not here to participate for the short term; we’re here to shape markets for the long term. This means helping customers compete, reducing systemic risks and creating durable value.

Across the industries we serve, expectations from customers, investors and communities are rapidly evolving. Customers now demand verified low-carbon, circular solutions to stay competitive in markets where sustainability is essential. Investors prioritize resilient, transparent businesses aligned with disclosure standards and long-term value creation, while communities rely on infrastructure that improves access to food, water, connectivity, renewable energy and quality of life. These shifting expectations drive demand for sustainable solutions and shape our impact priorities, guided by three clear impact drivers as we embed sustainability into our strategy and portfolio:

- **Energy optimization and decarbonization:** Cutting emissions, securing low-carbon energy mixes and expanding our portfolio of low-carbon solutions.
- **Water security and nature:** Advancing water conservation and replenishment through closed-loop reuse, treatment and nature-positive solutions.
- **Solutions for a sustainable future:** Advancing products and services that help customers reduce their environmental footprint, accelerate circularity and unlock new business models for a low-carbon, resource-efficient economy.

By embedding sustainability into our strategy and portfolio, we create enduring value for Orbia, our customers and communities—partnering globally to deliver materials and technologies that secure food and water supplies, expand digital connectivity, build North America’s energy materials supply chain and decarbonize critical industries.

For more information: [Sustainability Strategy](#)

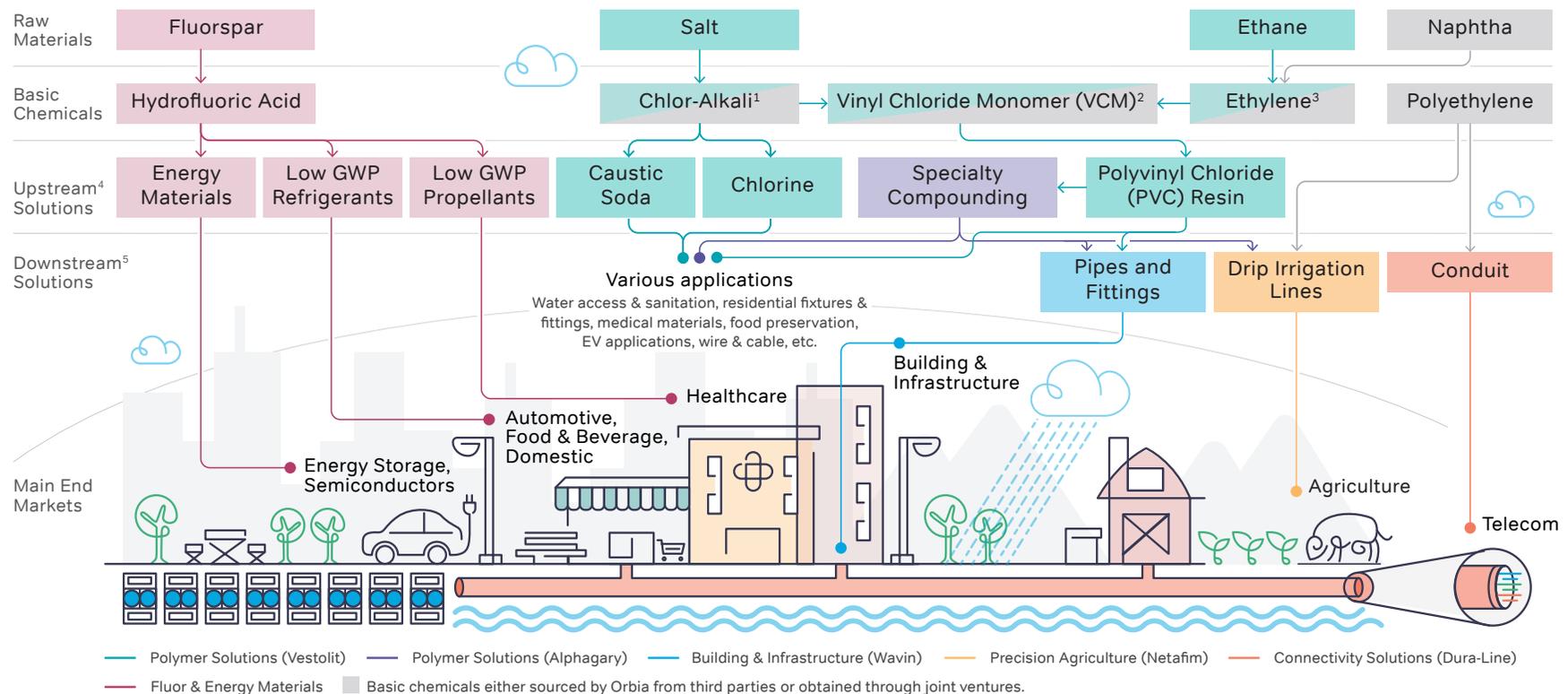




## Market Shaper in Sustainable Materials and Solutions

In today's world, disruption is the new normal. Supply chains are fragile, climate shocks are intensifying and technology is racing ahead. Customers, investors and communities now demand more than short-term performance—they demand long-term security. Our answer is resilience, made real by sustainability embedded across sourcing, operations, development and solutions. Upstream, we build resilience through low-impact and efficient operations, resilient sourcing and circular material flows that reduce cost,

volatility and risk. Downstream, we strengthen competitiveness through sustainable, high-performing solutions and circular models that create customer value, improve compliance outcomes and extend material life. More than a supplier, we work to actively shape the markets where we operate: remaining agile in execution, customer-centered in design and sustainability-driven across our strategy, portfolio and outcomes.



This is a simplified representation of Orbia's value chain, designed for a general audience. While additional inputs and processes exist, the diagram highlights the main upstream inflows, downstream outputs and key sustainable solutions across the value chain.

1. Chlor-alkali is produced by Orbia and sold to third parties in the Americas, while in Europe it is integrated directly into the production process. (In the Americas, it is also sourced from a third party to enable the process.) 2. Vinyl chloride monomer is manufactured by Orbia in Europe, while in the Americas it is sourced from an external supplier. 3. In Europe, ethylene is derived from naphtha sourced from a third party, while in the Americas it is produced directly by Orbia. 4. Upstream solutions include specialty chemicals and differentiated materials. 5. Downstream solutions displayed include main manufactured products. Our portfolio encompasses a wider selection of solutions. Selected examples are available [here](#).





## Our Business Groups



### Delivering High-Performance Sustainable PVC and Specialty Compounding Solutions

**Orbia Polymer Solutions** is a global leader in PVC and specialty polymer solutions, ranked #1 in specialty PVC and #6 in general PVC production worldwide. In a world facing 10 billion people by 2050 and 68% urbanization, our solutions address global challenges by enabling resilient infrastructure, safe mobility and improved well-being. Through innovation and responsible practices Orbia Polymer Solutions creates exceptional value for today and tomorrow.

Total Employees

**2,376**

(11% of Orbia headcount)

Total Sales

**\$1,766M**

(20% of Orbia revenues)

Production Sites

**9**

(8% of Orbia sites)

Markets

**80+ countries**

with strong positions in the Americas and Europe.

**Orbia’s Polymer Solutions, Vestolit**, recognized globally as a leading producer of polyvinyl chloride (PVC) raw materials, operates one of the largest integrated PVC production plants in Europe—located in Marl, Germany. With over 70 years of experience, Orbia Vestolit is trusted by major industry players for durable, high-performing products used in automotive, building and infrastructure, household materials and medical supplies. Its portfolio includes paste-making PVC for flooring, wall coverings, tarpaulin fabrics and underbody coatings. Orbia is also committed to advancing sustainable solutions by offering products made with non-fossil-based resources and actively promoting circularity.

Total Employees

**1,269**

(6% of Orbia headcount)

Total Sales

**\$654M**

(9% of Orbia revenues)

Production Sites

**11**

(10% of Orbia sites)

Markets

**80+ countries**

with strong positions in the Americas and Europe.

**Orbia’s Polymer Solutions, Alphagary** is a world leader in polymer compounding, delivering high-performance materials and additives to customers across the globe, supported by robust manufacturing capabilities and deep technical expertise. Its versatile approach spans a broad range of polymers—including PVC, polyolefins (PO), thermoplastic polyurethane (TPU) and thermoplastic elastomers (TPE)—to create durable solutions for industries such as data communications and healthcare. Orbia also produces plasticizers and stabilizers, essential components in PVC formulations. Across all its compounds and additives, the company designs lower-carbon-footprint solutions that deliver reliable performance while helping customers meet their environmental goals.



Total Employees

**10,142**

(45% of Orbia headcount)

Total Sales

**\$2,462M**

(32% of Orbia revenues)

Production Sites

**43**

(39% of Orbia sites)

Markets

**80+ countries**

with strong positions in LATAM, Europe and Asia.

### Building a Better Future

**Orbia’s Building & Infrastructure business, Wavin**, is a global leader in innovative water management solutions for resilient construction, ranked #1 in Europe and #1 in Latin America. With over 70 years of experience, Orbia Wavin delivers solutions for safe drinking water, sanitation and urban resilience, along with indoor climate innovations that enhance comfort and energy efficiency. Its portfolio includes water distribution systems that reduce leakage, sanitation and sewer solutions to close hygiene gaps and advanced heating and cooling systems. As urbanization accelerates—68% of the world’s population will live in cities by 2050—and water scarcity grows, with 25% of Europe’s water lost to leakage and 46% of people in developing regions lacking basic sanitation, Orbia Wavin partners with municipal leaders, engineers and contractors to build future-proof communities, buildings and homes.

The number of sites per business group may vary from other sources due to factors like shared facilities, multiple units at one location and inactive sites.





orbia  Precision Agriculture

Total Employees  
**4,552**

(20% of Orbia headcount)

Total Sales  
**\$1,095M**

(14% of Orbia revenues)

Production Sites

**18** and 2 recycling plants  
(18% of Orbia sites)

Markets

**100+ countries**  
with strong positions in the U.S., India, LATAM, Turkey and Europe.

orbia  Connectivity Solutions

Total Employees  
**2,030**

(9% of Orbia headcount)

Total Sales  
**\$918M**

(12% of Orbia revenues)

Production Sites

**19**  
(17% of Orbia sites)

Markets

**50+ countries**  
serving the U.S. as its main market, with additional presence in Asia, Europe and LATAM.

orbia  Fluor & Energy Materials

Total Employees  
**1,759**

(8% of Orbia headcount)

Total Sales  
**\$958M**

(13% of Orbia revenues)

Production Sites

**7**  
(6% of Orbia sites)

Markets

**60+ countries**  
strong presence in the U.S., LATAM, Europe and Asia.

### Growing More with Less

**Orbia's Precision Agriculture business, Netafim,** is the global leader in precision irrigation and sustainable farming solutions, ranked #1 worldwide. Since pioneering drip irrigation in 1965 Orbia has transformed agriculture with end-to-end solutions—from water source to root zone—covering irrigation, fertigation, greenhouse projects and digital farming technologies. Its advanced systems integrate real-time monitoring, automated control and tailor-made solutions for farmers of all scales, supported by components such as pumps, filtration, valves, connectors, sprinklers and subsurface drip irrigation. In a world where agriculture consumes 70% of freshwater and 75% of arable land suffers inefficient water use—and where 60% more food will be needed by 2050—Orbia Netafim enables growers to grow more with less™ for a sustainable future.

The number of sites per business group may vary from other sources due to factors like shared facilities, multiple units at one location and inactive sites.

### Enabling Advanced Connectivity

**Orbia's Connectivity Solutions business, Dura-Line,** is a global leader in data network infrastructure solutions that enable reliable, high-performance connectivity. With more than 50 years of experience, Orbia designs and delivers critical conduit, duct and connectivity solutions that support fiber and network technologies worldwide—forming the backbone of digital infrastructure for smart cities, data centers, transportation hubs and airports.

As digital demand and urbanization accelerate, connectivity is essential to closing the digital divide. Today, 2.6 billion people remain offline, highlighting the need for resilient, scalable and climate-ready network solutions. Orbia enables faster network deployment, protects critical infrastructure and supports upgrades and 5G expansion, helping communities access reliable connectivity in a rapidly digitalizing world.

### Advancing Low-Carbon and Energy Storage Solutions

**Orbia's Fluor & Energy Materials business** leverages over 35 years of expertise to deliver fluorine-based technologies that enable decarbonization, energy security and essential applications across refrigeration, healthcare and energy storage. With a unique mine-to-market, vertically-integrated position in the fluorine value chain—including ownership and operation of the world's largest fluorspar mine—Orbia secures critical materials and works with industry partners and researchers to develop advanced fluorine solutions.

Orbia Fluor & Energy Materials' portfolio includes LiPF<sub>6</sub> battery salts, PVDF binders, custom electrolytes and additives that improve safety, efficiency and lifespan in lithium-ion batteries, along with graphite recycling solutions that advance circularity. Supported by strong U.S. manufacturing and vertically-integrated supply chains, Orbia is accelerating clean energy growth, strengthening regional battery supply chains and operating responsibly while supporting the communities where it works.





# 2025: A Year in Review

Click a topic below to visit that section.

[ImpactMark](#)

[Key Financial Figures](#)

[Sustainability Highlights](#)

[Business Group Spotlights](#)

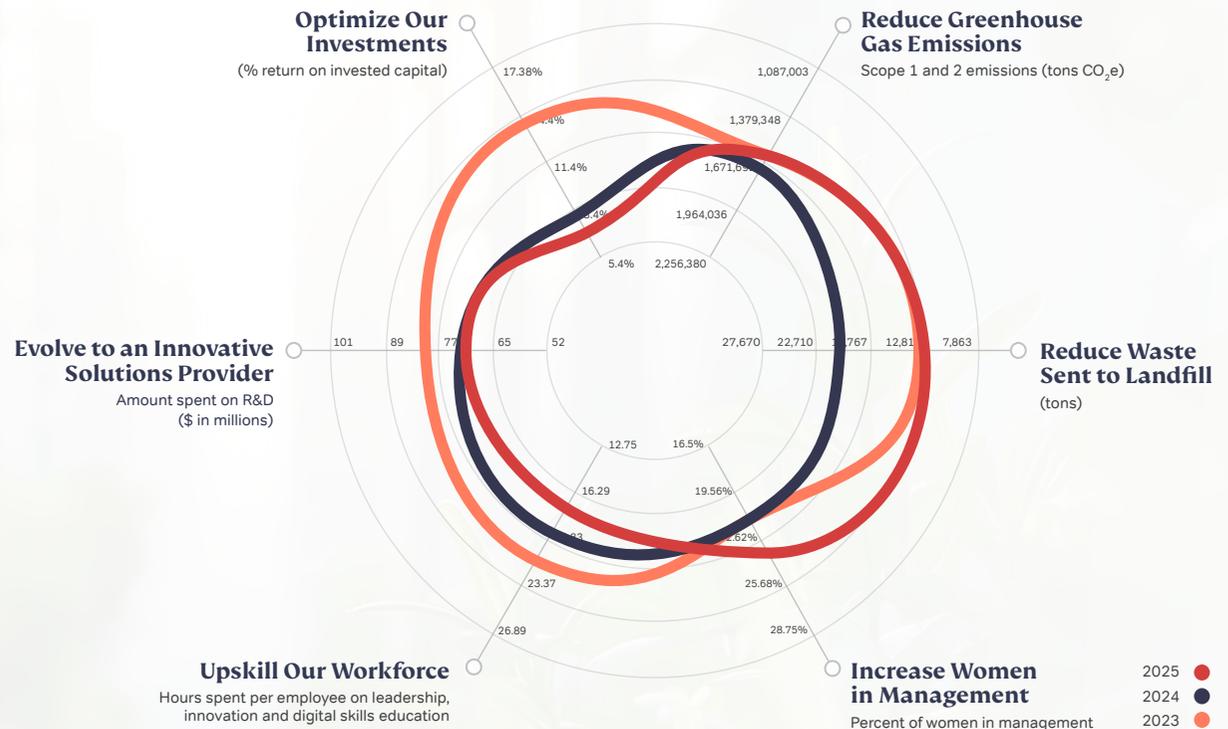


# ImpactMark

Orbia is passionate about tackling the challenges that define how people can live better today and thrive tomorrow.

To inspire momentum on our journey to advance life around the world, our first-of-its-kind ImpactMark transparently demonstrates year-over-year performance on six key environmental, social and governance indicators, with the outermost ring representing the most recent year. More than a logomark, the ImpactMark is a continuous performance gauge that shows Orbia's progression towards a more perfect circle (and impact as a healthy, innovative and sustainable company). As relevant topics emerge, we will work on evolving the ImpactMark metrics in the future.

As we track our progress through the ImpactMark, we remain committed to driving measurable change across our sustainability priorities. The strides we made in 2025 reflect this commitment, with tangible achievements in emissions reduction, circularity, renewable energy and social impact. This report showcases how we translated our goals into action, reinforcing our role as a leader in sustainable solutions while creating value for our customers, communities and the planet.





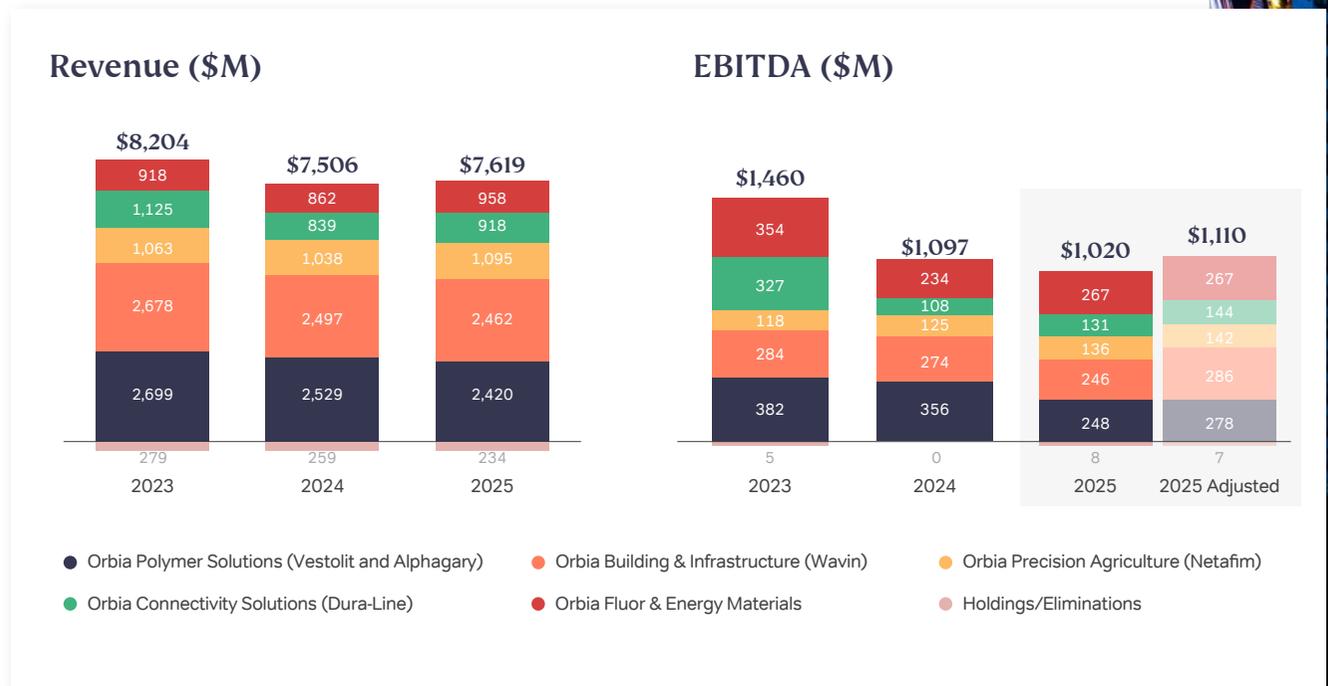
# Key Financial Figures

In 2025, our revenues totaled \$7.6 billion, reflecting an increase of 1.5% compared to 2024 while EBITDA stood at \$1.0 billion, marking a 7% decrease year-over-year. Excluding approximately \$90 million in one-time legal and restructuring costs, adjusted EBITDA was \$1.1 billion, a decrease of 6.7% from 2024. The increase in revenues was driven by Fluor & Energy Materials, Connectivity Solutions and Precision Agriculture, partially offset by Polymer Solutions and Building & Infrastructure.

The decline in EBITDA was driven by operational disruptions and lower selling prices in Polymer Solutions and continued soft demand in Building & Infrastructure. This was partially offset by strong results in Fluor & Energy Materials and positive market trends in Connectivity Solutions and Precision Agriculture.

During the year, we successfully completed a refinancing that significantly improved our debt profile, extending key maturities beyond 2030 and strengthening liquidity. This action reduces financial risk and further aligns our capital structure with our long-term strategic horizon.

Operating cash flow for the year of \$646 million increased 24%, mainly due to the absence of last year's adverse currency impacts and changes in various balance sheet accruals, partially offset by lower EBITDA and lower working capital inflows. Notably, however, we reduced working capital days from 80 days at the end of 2024 to 74 at the end of 2025.





## Business by Business Performance Overview

### Polymer Solutions

In 2025, Polymer Solutions (Vestolit and Alphagary) continued to navigate market challenges stemming from supply and demand imbalances and the uncertainties driven by global trade issues. Moreover, Orbia Vestolit experienced lower operating rates in its derivatives business and lower prices.

### Building & Infrastructure

Building & Infrastructure (Wavin) continued to experience subdued demand in several European regions and in parts of Latin America. Additionally, the sale of operations in India and the U.K. clay pipes business had an impact on year-over-year revenue comparisons. Nevertheless, notable results were achieved in Brazil and certain areas of Europe. Efforts to optimize operations and reduce costs are progressing as planned, alongside the successful launch of new products.

### Precision Agriculture

Precision Agriculture (Netafim) delivered solid year-over-year growth, driven by strong execution in project activity and supported by increases in recurring sales. The positive performance was broad-based, with notable strength in Brazil, Peru and permanent crops in the U.S. Meanwhile, softer activity in Mexico, Colombia and Chile tempered regional performance, reflecting localized market dynamics.

### Connectivity Solutions

At Connectivity Solutions (Dura-Line) revenues increased, supported by strong volume momentum in North America and an improved product mix, reinforcing the resilience of the portfolio even under a continued soft pricing environment. Telecommunications, power grid and data center end markets are all experiencing strong growth.

### Fluor & Energy Materials

The Orbia Fluor & Energy Materials business delivered its highest revenue level on record, driven by broad-based strength across all segments and supported by robust market demand. Growth was led primarily by higher volumes in refrigerants and pharma, reflecting expanding end-market needs and strong commercial execution.



# Sustainability Highlights

## Environmental



**28%**

reduction of our scope 1 and 2 GHG emissions vs. 2019 baseline.



**31%**

reduction of our scope 3 GHG emissions vs. 2019 baseline.



**90%**

of sites achieved our Zero Waste to Landfill\* goal.



**87%**

reduction of our sulfur oxide (SOx) emissions vs. 2018 baseline. (exceeding our 60% reduction target)

## Social

**72%**

Participation in Orbia's 2025 Engagement Survey.

The first cohort of our **Leadership Pipeline Development** program SUCCEED successfully graduated.

### Recipes for Connection

Orbia's new global employee engagement initiative designed to strengthen connection through food-focused events and volunteering activities across Orbia.

## Governance

Our Board of Directors is **55% independent.**

First **Board Sustainability Training** sessions delivered.

### Sustainability Recognition

- Member of the **FTSE4Good Index** since 2015.
- Continued inclusion in **S&P's Best-in-Class Index (MILA)** and their Sustainability Yearbook.
- One of the 30 members of the **BMV (Mexican Stock Exchange) ESG Index** since 2012.
- Highest Governance score in the **Empresas Responsables** ranking from Expansión.
- EcoVadis** score improved (from 67 to 72), maintaining our silver medal.
- Inclusion in **LACADI's regional ranking**, recognized as a climate disclosure leader.

\*Orbia adopts the zero-waste-to-landfill definition as sending no more than 10% of total hazardous and non-hazardous waste to landfills.



## Solutions for a Sustainable Future

### Polymer Solutions



Vinyl in Motion prevented ~800,000 kg of PVC waste in 2025, avoiding landfill and incineration while expanding recycling programs across the region.

Click [here](#) for further information.

### Polymer Solutions



Expanded portfolio of compounds using recycled ingredients, to support low-carbon needs across markets.

Click [here](#) for further information.

### Building & Infrastructure



Expanded stormwater management solutions portfolio, helping cities manage rainfall and reduce flood risk.

Click [here](#) for further information.

### Precision Agriculture



Launched first-of-its-kind carbon credits project in Turkey, enabling emissions reductions while supporting farmer productivity.

Click [here](#) for further information.

### Connectivity Solutions



Expanded MicroTechnology transportation applications, allowing for high-speed conduit installation and fiber placement, resulting in significant time, cost and space efficiencies.

Click [here](#) for further information.

### Fluor & Energy Materials

Scaled development of low GWP portfolio reduced the carbon emissions of the propellant contained in metered dose inhalers (MDI) by approximately 90%, while strategic expansion of battery materials will enable up to 100 GWh of battery capacity.

Click [here](#) for further information.

# 68%

of Orbia's 2025 revenues contributed to the UN Sustainable Development Goals.

Click [here](#) for further information.





# Business Group Spotlights

As we expand the reach of our solutions, there's immense potential for positive change and for shaping a future where growth and responsibility are closely linked. Our 2025 success stories reflect the role of collaboration, innovation and sustainability in addressing world challenges.



## Orbia Polymer Solutions

Vinyl in Motion

Redefining Fire Safety with Low-Carbon Materials

Scaling Circular Plasticizers for High-Performance Applications



## Orbia Building & Infrastructure

Circular Plastics Driving Low-Carbon Infrastructure

Designing Climate-Resilient Water Systems for Cities



## Orbia Precision Agriculture

Advancing a Unified Digital Platform for Next-Generation Precision Irrigation

Enabling Farmer-Led Carbon Reducing Solutions

Unlocking Access to Capital for Sustainable Farming



## Orbia Connectivity Solutions

Building Resilient and Scalable Connectivity for Underserved Regions

Orbia Dura-Line Academy: Training for Safer, Higher-Quality Connectivity at Scale



## Orbia Fluor & Energy Materials

Strengthening Essential Supply Chains for Health and Energy

Leading the Next Generation of Refrigerants

Building the Foundations of Energy Independence



## Vinyl in Motion

Vinyl in Motion underscores how collaboration and innovation together enable the transformation of PVC waste into sustainable solutions with tangible impact. As PVC is inherently a durable material, this initiative extends its lifecycle by reintegrating it into new, high-value applications—maximizing resource efficiency and advancing circularity.

Since its official launch in 2023, Vinyl in Motion has expanded its positive impact considerably. By 2025, the volume of post-industrial and post-consumer PVC waste transformed into high-quality materials increased by approximately 30% compared to 2024.

The initiative has been consolidated as a value-adding effort across the PVC value chain, multiplying positive outcomes for customers, end users and the families involved in strengthening PVC recycling systems. Through this work, Orbia supports waste pickers in becoming vinyl-recycling entrepreneurs, helping build more inclusive and resilient recycling chains.

In 2025, around 800,000 kg of PVC were prevented from reaching landfills or being incinerated. This is equivalent to planting 70,000 trees or avoiding the release of 1,500 tons of CO<sub>2</sub>e into the environment. During this process, the number of participating health institutions increased by 40% compared to the previous year, as did the number of home-dialysis patients from whom IV bags are collected.

The program has also begun operations in Mexico through new strategic alliances with customers. In Brazil, as planned, the program was introduced to clients and is now moving into the pilot phase.

We work closely with our customers to co-develop products that incorporate the high-quality recycled content produced through the program, resulting in outstanding applications. A notable example comes from a major customer in Colombia who used Orbia's Polymer Solutions (Alphagary) compound to produce a high-performance cable made with recycled PVC from our Vinyl in Motion program.



## Redefining Fire Safety with Low-Carbon Materials

Requirements for materials used in data cable applications continue to evolve—particularly in data center environments, where both halogen-free and PVC solutions are required depending on safety and performance specifications. To meet these diverse needs, we provide a full portfolio of compounds, including Megolon™ ECO and PVC ECO versions manufactured with lower-carbon footprint raw materials such as recycled content and bio-based raw materials. These options help customers reduce environmental impact without compromising flame retardance or technical performance.

Beyond these tailored formulations, we also offer next-generation halogen-free compounds engineered to reduce smoke and corrosivity. Each material is designed to meet the industry’s highest safety standards while supporting our customers’ sustainability goals. Through this work, we are helping shape the next generation of safer, more responsibly sourced cable materials—one compound at a time.

## Scaling Circular Plasticizers for High-Performance Applications

As part of our commitment to advancing circular solutions, we continue to expand our portfolio of low-impact plasticizers such as Meviklex™ ECO and other ECO-formulated materials. These solutions are designed to deliver high performance while incorporating lower-carbon-footprint ingredients, including recycled and bio-based components.

In parallel, we are strengthening our efforts around alternative circular pathways—most notably through Mexiflex™ PP, a polyplasticizer recovered from wastewater streams. We incorporated this plasticizer into compounds with strong performance in industrial and general-purpose applications. This provides a high-quality option that reduces reliance on virgin materials and supports customers’ sustainability targets.

These developments reflect our broader commitment to responsible material innovation, demonstrating how circular and recovered inputs can meet demanding technical requirements while enabling progress toward a more resource-efficient future.



*Vinyl in Motion continues to demonstrate how collaborative innovation can transform PVC waste into sustainable solutions with tangible environmental and social impact.*

*In 2025, the program significantly expanded its reach, recovering greater volumes of discarded PVC products, engaging more participants and developing advanced recycled compounds that are already enabling one-of-a-kind applications across Colombia, Mexico and Brazil.*

*Our drive to reduce carbon footprint extends well beyond the Vinyl in Motion project. By formulating ECO versions of flame-retardant compounds for wire and cable applications—using bio-based ingredients and recycled content—we’re equipping customers to meet demanding global safety standards while meaningfully reducing environmental impact.”*

### Nicholas P. Ballas

Executive Vice President & President, Polymer Solutions (Vestolit and Alphagary)





## Circular Plastics Driving Low-Carbon Infrastructure

Construction must meet our world’s growing housing and infrastructure needs while cutting carbon emissions and preserving resources. Life Cycle Assessments show products made with 100% circular raw material can cut CO<sub>2</sub> emissions by up to 80% versus virgin alternatives.

Our new circular innovations help the industry build sustainably. In 2025, we launched the Wavin Tegra 600 LC (Low-Carbon) road gully: made with 70% circular material, reducing CO<sub>2</sub>e emissions by up to 70%. We also introduced the Wavin PVC+ range, a low-carbon solution with 20% circular material in fittings, 10% in pipes and 100% recyclability.

Our bio-based portfolio expanded with first deliveries of bio-based PVC drinking water pipes to Dutch utilities. We extended the Wavin Take-Back Service to Mexico, Denmark, Sweden, Brazil and Poland, alongside existing operations in Colombia and the Netherlands. This program recycles end-of-life pipes into valuable raw materials: avoiding incineration, cutting emissions and creating new materials for our low-carbon circular solutions.

## Designing Climate-Resilient Water Systems for Cities

In addition to climate mitigation through our low-carbon circular solutions, our urban climate resilience solutions equip cities to adapt to the growing impacts of climate change, including heavy rainfall, heat stress and water scarcity.

At its core, this approach reimagines rainwater as a resource rather than a risk, combining smart solutions and circular design—our “Magic 5” resilience initiatives—to prevent droughts, reduce heat stress, enhance biodiversity, protect against floods and harvest rainwater.

In 2025, we expanded our stormwater portfolio with Certaro, helping cities manage heavy rainfall by filtering runoff and removing pollutants before they reach groundwater or natural water bodies, enabling treated rainwater to be reused for irrigation and supporting green infrastructure.

We also introduced an intelligent stormwater management system that integrates attenuation tanks, sensors and smart controls to optimize rainwater storage and discharge using weather forecast data.



*In 2025, we advanced sustainability together with our customers and partners. We launched new low-carbon solutions and climate-resilient water management systems to help communities thrive. Orbia Wavin Take-Back program expanded to new countries, turning waste into value. At the same time, we continued reducing our own footprint through solar and energy efficiency projects. None of this happens without our people—their dedication extends beyond daily operations, driving volunteer efforts and social impact projects to restore watersheds, improve sanitation and secure safe water access. Thank you to every employee and partner for putting sustainability into action.”*

### Freek Crum

Executive Vice President & President, Building & Infrastructure (Wavin)





## Advancing a Unified Digital Platform for Next-Generation Precision Irrigation

In 2025, we advanced GrowSphere™, our next-generation operating system that automates precision irrigation and fertigation to help farmers optimize resources, improve yields and address environmental challenges. GrowSphere™ integrates hydraulic, operational and agronomic capabilities into one intelligent platform, reducing manual work through end-to-end irrigation automation. Powered by AI, it transforms sensor and field data into predictive insights to optimize water and nutrient use and scale agronomic expertise. Developed with leading PLC and cloud providers, GrowSphere™ leverages IoT, analytics and over 50 years of agronomic experience to perform across diverse climates and terrains.

By 2025, GrowSphere™ reached thousands of users, covering 100,000+ hectares across tens of countries.

## Enabling Farmer-Led Carbon Reducing Solutions

In partnership with Virridy, Orbia Precision Agriculture launched a first-of-its-kind project in Turkey to help farmers boost productivity and profitability while reducing greenhouse gas (GHG) emissions. Spanning more than 1,000 hectares of alfalfa, corn and sugar beet, the initiative deploys precision irrigation and

digital farming solutions. The program is expected to cut at least 3.5 tCO<sub>2</sub>e per hectare annually.

The project monetizes GHG reductions achieved when farmers transition from inefficient methods, such as flood irrigation, to drip systems. These reductions are measured, verified and issued as carbon credits under recognized standards (e.g., Verra, depending on methodology). Revenues are shared with farmers to support adoption and sustained use of drip irrigation, while Orbia and partners manage implementation, monitoring and verification to support credit issuance.

## Unlocking Access to Capital for Sustainable Farming

Investing in modern irrigation systems can be costly for farmers and while public grants and federal or state funding can help, accessing these resources is often complex. [Orbia Precision Agriculture's Corporate Partnership Program](#) helps bridge this gap. Through partnerships with major companies such as Keurig Dr Pepper (KDP) and Google, the program has supported farmers in adopting more efficient irrigation systems and sustainable practices.

In 2025, the program continued to expand with new cross-sector partners, including its first projects in India, focused on promoting sustainable agriculture for smallholders and enabling them to access funding for growth for the first time.



*We take pride in the remarkable journey Orbia Precision Agriculture has taken with farmers around the world driven by innovation, shaped by resilience and guided by the belief that together, we can use smart farming to help create a better future for us all.*

*Especially in challenging times, it is this commitment and ongoing collaboration that inspires all of us at Orbia to push the boundaries of agriculture and create a more sustainable and prosperous future for generations to come.”*

### Gaby Miodownik

Executive Vice President & President, Precision Agriculture (Netafim)





## Building Resilient and Scalable Connectivity for Underserved Regions

Orbia Connectivity Solutions is helping public sector bodies to expand broadband access in underserved areas through scalable fiber pathways installed along existing rights-of-way, minimizing disruption to communities and sensitive environments.

The Pennsylvania Turnpike Commission deployed FuturePath 8-way in a narrow MicroTrench along 563 miles of highway, reducing costs, accelerating installation and limiting community impact. The project created an Integrated Transport System (ITS) that modernizes the corridor and extends critical middle-mile fiber to underserved communities, lowering barriers for Internet Service Providers to build local networks. Learn more [here](#).

In Arizona, the Department of Transportation (ADOT) selected FuturePath Armored to expand its statewide fiber backbone across key interstate corridors. Using low-impact methods such as plowing, MicroTrenching and directional drilling, the Department overcame challenges posed by rocky terrain while protecting cultural sites and wildlife habitats. To date, more than 400 miles of conduit have been installed across three major highways, improving high-speed internet access in rural communities and strengthening the state's digital resilience. Learn more [here](#).

## Orbia Dura-Line Academy: Training for Safer, Higher-Quality Connectivity at Scale

A remote rural community, Clearwater County in Alberta, Canada, faced the same labor challenges as many underserved areas in Canada and the United States: a shortage of specialized fiber infrastructure workers, an aging workforce and difficulty in attracting and retaining talent.

In Clearwater, technicians from neighboring provinces supported a large fiber-to-the-home project, relying on Orbia's Dura-Line Academy for the specialized training needed to deliver robust broadband infrastructure. Rapidly training and deploying crews is critical in today's evolving connectivity landscape. Through the Dura-Line Academy, Orbia provides accessible, relevant instruction that accelerates project timelines and helps align a workforce with diverse experience and roles.

In 2025, the Orbia Dura-Line Academy added 2,300 new learner accounts and achieved more than 15,000 mini-course completions, reflecting strong industry demand for accessible training. By making this knowledge easy to access, we support customers and partners as they prepare for successful network deployment. Learn more [here](#).



*From the very beginning, we have built our business with sustainability in mind—prioritizing conscientious sourcing and manufacturing methods to reduce our environmental footprint. That commitment is becoming even more relevant as our customers place greater value on partners who align with their sustainability goals.*

*Orbia Connectivity Solutions customers, particularly in energy-intensive sectors such as data centers, have set themselves ambitious targets to offset the impact of their investments towards a Net Zero goal on carbon footprint impact.*

*In response to this challenge, we have diverted millions of pounds of material from landfill by reworking routine scrap HDPE from our internal manufacturing process into quality conduit products. And 50% of the conduit reels we sell are recycled through our reel return program."*

### Gautam Nivarthu

Corporate Vice President of Strategy Orbia, President of Connectivity Solutions (Dura-Line)





Fluor & Energy Materials

## Strengthening Essential Supply Chains for Health and Energy

Orbia Fluor & Energy Materials is leading the transition to low-GWP medical propellants while ensuring continuity for patients and partners. As the world's largest supplier of medical-grade propellants, we continue to supply Zephex<sup>®</sup> 134a while accelerating adoption of Zephex<sup>®</sup> 152a—our low-GWP alternative that reduces carbon emissions associated with the propellant contained within the metered-dose inhaler (MDI) by over 90%.

Supported by decades of expertise and partnerships, including extensive customer collaboration, we are advancing climate-friendly metered dose inhalers built on rigorous quality and innovation. Through our investment in our new full commercial scale propellant purification plant at our Rocksavage facility in the U.K. we will scale up production of Zephex<sup>®</sup> 152a, expanding capacity, and helping towards the reduction of Orbia's GHG emissions by 30%. Throughout the transition, our Rocksavage site ensures uninterrupted delivery of high-quality propellants.

## Leading the Next Generation of Refrigerants

With decades of fluorochemical expertise and a vertically integrated supply chain, Orbia is well positioned to lead the transition to next-generation

refrigerants aligned with global sustainability goals and regulations, including the Kigali Amendment, F-Gas rules and the AIM Act.

Our refrigerants support critical industries worldwide—from automotive and HVAC to cold-chain logistics and data centers—delivering efficient, lower-impact solutions. Our next-generation portfolio, including Klea<sup>®</sup> Edge™ 444A, Klea<sup>®</sup> 456A and Klea<sup>®</sup> 473A, delivers high performance with reduced climate impact, supported by advanced technology centers in the U.K. and a U.S. innovation facility opening in Houston in 2026.

## Building the Foundations of Energy Independence

Orbia Fluor & Energy Materials is strengthening domestic supply chains for critical battery materials to support a cleaner, more resilient energy future and reduce reliance on imports.

Fluorine-based materials are essential to this transition. Lithium-ion batteries are enabled by fluorine-based materials, which can account for up to 10% of cell mass, enabling ion flow, structural stability and enhanced performance across electric vehicles, grid storage and next-generation technologies. Through vertical integration to critical materials—from flourspar mining to HF and LiPF<sub>6</sub>—we are ensuring long-term supply security.



*As a global leader in fluorine innovation, we transform this essential element into sustainable solutions that drive progress across industries. Through responsible operations, advanced technologies and a relentless focus on low-impact alternatives, our products enable the energy transition, healthcare breakthroughs and next generation refrigeration aligned with global climate goals.*

*Guided by strong partnerships and empowered teams, we deliver solutions that improve lives and support a more sustainable future. From leading the future of refrigerants to advancing energy independence through battery materials and supporting the pharma sector with low-GWP propellants, these commitments define our vision and inspire every innovation we bring to market.”*

### Gregg Smith

Executive Vice President & President, Fluor & Energy Materials





# Sustainability at Orbia

Click a topic below to visit that section.

## [Our Differentiated Approach](#)

[Low Impact and Resilient Operations](#)

[Sustainable Solutions](#)

[Impactful Ventures](#)

## [Impact Drivers](#)

[Energy Optimization and Decarbonization](#)

[Water Security and Nature](#)

[Solutions for a Sustainable Future](#)

## [Collective Action for Sustainability](#)



# Our Differentiated Approach

At Orbia, sustainability is a core driver of competitiveness, risk management and long-term value creation in a world of constant disruption and rising expectations for low-carbon, recycled and verified solutions.

Our approach is pragmatic, science-based and market-shaping—embedded in how we operate, innovate and plan for the future.

- **Sustainability builds resilience.** Every solution we deliver —whether water infrastructure, precision agriculture, clean energy materials or connectivity—reduces fragility and increases endurance.
- **Sustainability drives business value.** Optimizing energy, water and materials use lowers costs, unlocks growth opportunities and mitigates regulatory, supply chain and climate risks —for our company and our customers alike.
- **Sustainability differentiates us as a market shaper.** While others focus on compliance Orbia co-creates systemic, fit-for-purpose solutions with customers and partners —reshaping markets for long-term resilience and competitiveness.

## Sustainability Framework



### Low-Impact and Resilient Operations

Minimizing our environmental footprint while ensuring a positive social impact. This includes reducing emissions, increasing resource efficiency and advancing circular economy practices.



### Sustainable Solutions

Developing innovative products and services that address global challenges, leveraging our scale and expertise to drive systemic change in industries like agriculture, water management and urban infrastructure.



### Impactful Ventures

Building an innovation ecosystem that fosters sustainable growth through investments in climate tech, energy security and advanced materials to accelerate the transition to a low-carbon economy.



## Low-Impact and Resilient Operations

**We aspire to be a global leader in sustainable development based on how we conduct our business through:**



### Building Climate Resilience

Reducing our scope 1 and 2 emissions by 47% by 2030 and achieving net-zero emissions by 2050, while also cutting scope 3 emissions by 30% by 2030 1. All short-term targets have been validated by the Science Based Targets initiative (SBTi).

Prioritizing the installation of more efficient equipment, advancing co-generation and tri-generation plans and increasing renewable electricity use.

Learn more [here](#).



### Reducing Pollution and Waste

Ensuring proper management of industrial discharge and effluents, as well as prioritizing waste reduction at the source by optimizing manufacturing, minimizing scrap, enhancing rework and partnering with recyclers.

Learn more [here](#).



### Reusing and Reclaiming Water

Mitigating water-related risks and reducing impacts from water withdrawals, while identifying opportunities across our operations and solutions with particular emphasis on priority basins and water-scarce regions.

Learn more [here](#).



### Driving Circularity

Focusing on extending material use, incorporating recycled plastics and other post-consumer or post-industrial feedstocks and developing solutions that close the loop in our material processes.

Learn more [here](#).



### Fostering Inclusion

Embedding inclusive behaviors into our employee models, setting clear expectations for collaboration, respect and fairness in the way we work and lead.

Learn more [here](#).



### Prioritizing Safety

Eliminating all injuries. Nothing is more important than the safety and well-being of our employees, contractors and communities.

Learn more [here](#).



### Boosting Thriving Communities

Prioritizing initiatives that enhance water access and management, strengthen food security, promote social empowerment through circularity and expand access to science, technology, engineering and mathematics (STEM) education for our communities.

Learn more [here](#).



## 2025 Goals and Performance

In 2019, we set ambitious goals for 2025. While not all were fully met, we achieved meaningful progress toward long-term impact. When we fall short, we report it transparently, not as failure, but as evidence that our goals are bold, our disclosures are credible and our commitment is enduring.

Click on each goal to explore achievements, lessons learned and outlook for the future.

### Safety

Total Recordable Incident Rate (TRIR) below 0.2 for employees and contractors.



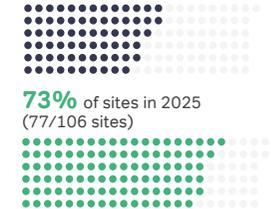
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### Environmental Management

100% of sites certified.

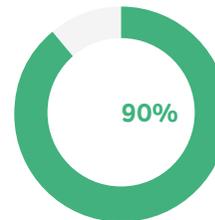
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55% of sites in 2019 (70/127 sites)



### Waste

100% of sites will send zero waste to landfill<sup>1</sup>.

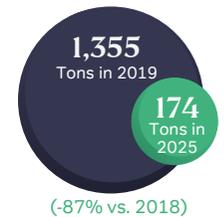


[CLICK HERE](#)

### Pollution

Reduce sulfur oxides (SOx) emissions by 60%<sup>2</sup>.

[CLICK HERE](#)



1. Orbia adopts a definition of zero-waste-to-landfill as sending no more than 10% of total waste to landfill.  
 2. 2019 is baseline for all goals, except for SOx emissions, which is 2018, due to a one-month planned shutdown for maintenance in 2019.



## Sustainable Solutions

**Guided by a business strategy rooted in sustainability, we are dedicated to innovating and delivering fit-for purpose solutions that address the world's most pressing challenges. Orbia is in a unique position to help people live and thrive now and into the future. We have sustainable solutions in the following areas:**

### NextGen Solutions

Orbia's NextGeneration solutions enable the transition to a low-carbon economy through low global warming potential (GWP) refrigerants and propellants, as well as advanced materials that improve battery performance and energy storage. These innovations support climate action, sustainable healthcare and the electrification of transport and infrastructure, while helping customers meet regulatory requirements and net-zero ambitions.

### Urban Climate Resilience

Through holistic water management solutions Orbia helps cities adapt to the growing impacts of climate change, including extreme rainfall, flooding, heat stress and water scarcity. By rethinking rainwater as a resource rather than a risk, our solutions capture, store, treat and reuse water across the urban landscape, supporting climate-resilient, livable cities.

### Low-Carbon Building Materials

Orbia advances circular construction through pipe and fittings systems manufactured with recycled or bio-based materials, helping reduce embodied carbon while maintaining performance and durability. Our solutions turn waste into value, enable circular material flows and support the construction sector's transition toward lower-carbon infrastructure.

### Precision Agriculture

Through precision irrigation and digital farming solutions. Orbia is transforming how water is used in agriculture. By delivering water and nutrients directly to crops, our solutions help farmers grow more with less, improve yields, conserve water, reduce emissions and strengthen food security in water-stressed regions.

### Low-Carbon PVC

Orbia is driving transformation in the PVC value chain through circular compounds, plasticizers, resins and additives designed to lower carbon footprints while meeting rigorous safety and performance standards. By combining recycled, bio-based and renewable inputs with certified mass-balance approaches, we are accelerating the shift toward circular, lower-impact materials.

### Low-Carbon Conduit

Orbia's low-carbon HDPE conduit solutions incorporate regrind material from our own operations, enabling circularity in telecom and energy infrastructure. These solutions help expand connectivity while reducing scope 3 emissions and supporting the buildout of resilient, future-ready networks.

Together, these solutions demonstrate how sustainability is embedded into Orbia's portfolio, driving innovation, strengthening resilience and delivering tangible value for customers, communities and the planet.



## SDG-aligned Impact

### Food & Water Security



Sustainable Agriculture | Access to Water | Sanitation Infrastructure and Hygiene | Urban Climate Resilience

#### Orbia Solutions

- Precision irrigation solutions.
- Infrastructure to guarantee supply and access to water.
- Pipes and resins to provide better sanitation.
- Caustic soda.
- Stormwater management solutions.
- Smart blue-green infrastructure.

### Decarbonization & Energy Transition



Low-Carbon Solutions | Alternative Energy | Energy Efficiency | Resource Efficiency

#### Orbia Solutions

- Low temperature fusion resins.
- Indoor climate solutions for improved energy efficiency.
- Circular, recycled and bio-based products.
- NextGen Solutions
- Low-GWP propellants and refrigerants.
- High performance fluorine-based lithium-ion battery materials.

### Information Access & Connectivity



Connectivity

#### Orbia Solutions

- Long-lasting and durable connectivity infrastructure and materials for fiber cables.

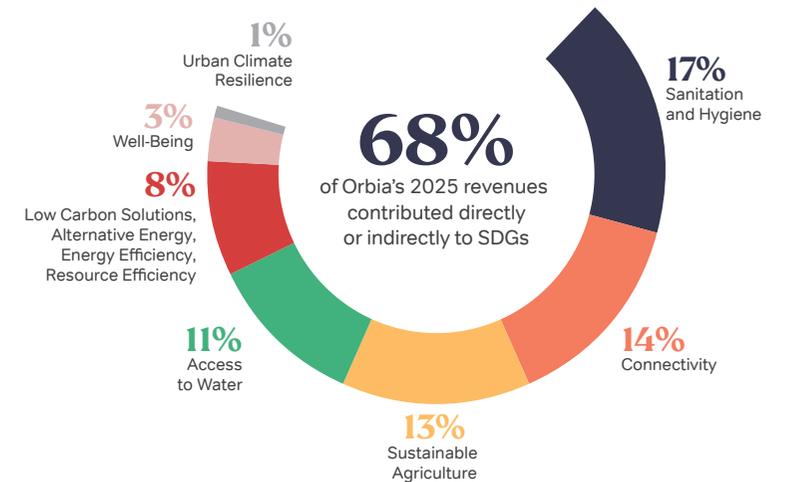
### Other contributions



Health and Well-Being

#### Orbia Solutions

- Resins and compounds for essential medical applications from Orbia Polymer Solutions.



\*The remaining 32% of our revenue comes from our general products and services.

For more information: [Global Impact at Orbia](#)



## Impactful Ventures

Orbia Ventures is Orbia’s corporate venture capital (CVC) fund. To date, it has invested more than \$45M in startups advancing climate tech, sustainability, circularity, energy, agriculture, water and infrastructure solutions. The Orbia Ventures team pairs rigorous due diligence with hands-on support across business development, financing, talent and strategy.

Recognized in 2025 as a top five global data-driven CVC, Orbia Ventures is active in leading climate-tech and ag-tech forums and continues to back solutions tackling the world’s toughest challenges. Its portfolio includes standout innovators such as Type One Energy, a pioneer in stellarator fusion; Chloris, which delivers satellite-based forest carbon intelligence; and Greeneye, which uses AI to enable precise, low-impact application of agricultural chemicals.

Click [here](#) to see Orbia Ventures’ entire portfolio.

### Innovating for Impact

At Orbia, innovation provides more than a competitive advantage: It is a force that brings about good for the planet and its people. This philosophy is embedded in our business:

#### 3 Follow-on investments

in Greeneye, Fortephest and Chloris.

#### \$72M invested in innovation and R&D

(Excluding investments by Orbia Ventures).

#### 10.4% of 2025 revenues

came from new products and services.

#### 5 New episodes

of *Expand your Horizon* webcast (Hosting CEOs of groundbreaking startups).

## Orbia LaunchPad

Orbia’s intrapreneurship program that enables employees to turn ideas into real business impact.

Each year, employees propose innovations in circularity and sustainability and work with complementary expertise from startups and external partners to accelerate smarter, more efficient and more sustainable solutions.

With strong local teams in every region, thousands of hours of training and coaching and engagement from over 14,000 employees in 50+ countries since its inception, LaunchPad has become a global platform for innovation. Employees actively shape solutions, with more than 3,000 ideas submitted to date and a 70% engagement across challenges. Each project receives dedicated resources, weekly mentoring and executive support, combining freedom to innovate with clear focus and accountability.

### LaunchPad projects deliver measurable results. By 2025:

64%

employees joined the platform.

3,000+

ideas across 24 challenges.

125~

ideas per challenge.

70+

fully or partially implemented ideas.

\$8M

of EBITDA impact to date.

Environmentally focused projects have delivered at least **161 tons of CO<sub>2</sub> reduction.**

In 2025 alone, initiatives generated \$3.3 million in EBITDA, with operational improvements such as \$200,000 in working capital savings. Initiatives like our APC program, piloted in Germany and expanded to Colombia, demonstrate how employee-driven innovation can scale globally.

By fostering a structured yet empowering environment, LaunchPad helps Orbia drive smarter, more efficient and more sustainable solutions while recognizing and rewarding employees for their contributions. It is how we turn creativity into measurable business and environmental impact, helping Orbia take meaningful steps toward a circular, sustainable future.



# Impact Drivers

We are turning sustainability into a growth engine—driving innovation, efficiency and long-term value creation.

Our priorities are informed by what matters most to our stakeholders and business resilience, as identified through our double materiality assessment. To deliver on this ambition, we focus on three impact drivers: Energy Optimization and Decarbonization, Water Security and Nature and Solutions for a Sustainable Future. These drivers reflect our commitment to achieving Net Zero emissions, becoming Net Water Positive and developing solutions that enable a more sustainable future.



## Energy Optimization and Decarbonization

We are committed to achieving Net Zero by optimizing energy use, transitioning to renewable sources and reducing greenhouse gas emissions across scopes 1, 2 and 3. This includes improving operational efficiency and embedding climate resilience into our processes and supply chains, while at the same time striving to ensure the affordability, reliability and cost-effective delivery of Orbia's energy supply.



## Water Security and Nature

Our ambition to become Net Water Positive drives us to protect water resources, restore ecosystems and promote biodiversity. We focus on reducing water stress in priority regions and implementing regenerative practices that strengthen natural systems.



## Solutions for a Sustainable Future

Innovation is at the core of our sustainability strategy. We are developing products and services that help customers reduce their environmental footprint, accelerate circularity and unlock new business models for a low-carbon, resource-efficient economy.



## Energy Optimization and Decarbonization

### Driving Efficiency, Reducing Emissions, Enabling Climate Resilience

Orbia is strengthening its global energy strategy to reduce emissions, secure reliable access to energy and enhance competitiveness across our operations.

By expanding renewable electricity, optimizing energy performance and advancing lower-carbon materials and technologies, Orbia continues to make progress toward its science-based targets while building resilience in a rapidly changing energy landscape. Through the Energy Optimization Program, we deliver cost efficiencies and emissions reductions by competitively sourcing energy and deploying low-capex, high-impact projects, while leveraging incentives and scaling efficiency initiatives to advance our scope 1 and 2 reduction pathway.

We remain on track to meet our 2025 and 2030 targets, supported by cost-efficient renewable electricity and the work of the Orbia Energy Efficiency Working Group. At the same time, we are reducing lifecycle emissions in construction and manufacturing through bio-based and recyclable PVC alternatives, demonstrating how circularity can lower emissions, reduce costs and enable new markets. Together, these efforts reflect a pragmatic, market-shaping approach that mitigates risk and strengthens long-term competitiveness.

#### Key Highlights

##### On track for scope 1 and 2 emissions 2030 reduction targets

Our scope 1 and 2 decarbonization roadmap includes: optimizing processes to drive efficiencies and transitioning to cost-effective renewables and lower carbon energy sources. To date, we have achieved a 28% reduction versus baseline, in line with our net-zero roadmap. In 2025, we increased our share of renewable electricity compared to 2024 by 6%, supporting long-term decarbonization while enhancing cost efficiency and reliability across our global operations. Primarily driven by the increase of renewable consumption at our Marl site from Polymer Solutions (Vestolit), followed by a Building & Infrastructure agreement in Ecuador site and further supported by the expansion of our new on-site solar generation initiatives around Orbia.

##### Reduction of scope 3 emissions by transitioning to lower Global Warming Potential (GWP) refrigerants and propellants

Orbia's scope 3 emissions are primarily driven by the use phase of our medical propellants and

refrigerants. In line with our commitment to enable lower-carbon solutions, we are actively transitioning our portfolio toward lower Global Warming Potential (GWP) alternatives, including next-generation refrigerants and medical propellants that significantly reduce climate impact, such as Zephex® 152a. Building on this transition, we continued advancing our efforts in 2025, reaching a 34% reduction vs. the 2019 baseline as we expand adoption of lower-GWP technologies across our markets.

##### Energy Efficiency Working Group driving results

Cross-business collaboration accelerated the deployment of the Energy Efficiency Playbook, improving scalability, data quality and the replication of proven solutions. Recent initiatives delivered strong results, including more than 25% energy savings and safety improvements from thermal-jacket deployment in Peru, significant emissions and cost reductions from optimization work in Leominster and high-value opportunities identified through treasure hunts. Across sites, these efforts generated substantial annual savings and uncovered additional MWh-reduction potential ahead of a broader global rollout in 2026.



## Water Security and Nature

### Safeguarding Water Resources, Restoring Ecosystems, Building Resilience

Water stewardship is central to Orbia’s sustainability strategy and our ambition to become Net Water Positive.

We address water risks at our operations through closed-loop systems, basin partnerships and innovative reuse strategies, safeguarding business continuity and supporting our Net Positive Water Impact ambition.

Our dual-pathway approach combines operational excellence—such as closed-loop, reuse processes and treatment in high-risk basins—with customer solutions that scale precision irrigation, climate-ready piping and stormwater systems. These technologies have reduced agricultural water use by up to 40% in Latin America and Europe, while improving crop yields and protecting cities against flooding from extreme weather events.

By advancing water stewardship and enabling smarter water management, we are building resilience across our value chain and for the communities we serve.

#### Key Highlights

##### Water Management

Orbia prioritizes water efficiency, closed-loop systems and targeted actions at high-risk sites to reduce reliance on stressed basins. Our water footprint is concentrated in Polymer Solutions (64% of withdrawals) and geographically in Mexico (54%), followed by Colombia and Germany. Using WRI’s Aqueduct 4.0, we continuously assess water stress across our footprint. By the end of 2025, 41% of sites were located in high or extremely high-stress regions, representing 17% of total water withdrawal. Importantly, 80% of these sites operate closed-loop water systems, significantly improving water-use efficiency, while 33% of total withdrawal comes from groundwater.

##### CONAFOR Collaboration

Orbia’s partnership with CONAFOR (*Comisión Nacional Forestal*) is helping protect one of Mexico’s key natural areas, the Sierra de Álvarez, through a decade-long commitment to conservation and community stewardship. Working alongside the Santa Catarina Ejido, the program advances

biodiversity monitoring, habitat restoration, invasive-species control and water-availability improvements for wildlife. To date, more than 1,700 hectares have been restored, supported by over \$200,000 in targeted investment—ensuring the resilience and continuity of vital ecosystem services.

##### Water Stewardship Programs - Turning Corporate Goals into Real Water Savings

Orbia’s water-positive initiatives are delivering measurable impact across multiple geographies. Our Precision Agriculture business helps companies meet water stewardship commitments by funding end-to-end irrigation modernization—from planning and installation to digital monitoring and independent verification—delivering double-digit water savings for farmers. At the same time, our Building & Infrastructure business deploys smart water-network technologies that help cities recover lost water and improve system performance, with projects generating hundreds of thousands of cubic meters in measurable savings.



## Solutions for a Sustainable Future

### Translating capabilities into tangible impact for people and the planet.

Orbia solutions portfolio demonstrate how our business strategy rooted in sustainability enables innovation across our portfolio.

By advancing technologies that reduce emissions, conserve water, embed circularity and strengthen climate resilience, we deliver solutions that address the world's most pressing challenges today and into the future.

Across our businesses, we design solutions that reduce environmental impact while helping customers stay competitive, meet evolving regulatory standards, enhance performance and accelerate the transition to a lower-carbon economy.

Our Sustainability Solutions span low-GWP materials for next-generation energy systems, urban climate resilience solutions for cities, circular and low-carbon building materials, precision agriculture tools that conserve water and increase yields and low-carbon infrastructure technologies that expand responsible connectivity. Together, these solutions strengthen communities, improve resource efficiency and build resilience for a more sustainable future.

### Product Portfolio

#### Next-generation low-GWP Refrigerants and Advanced Energy Materials

Orbia's Fluor & Energy Materials business reduces emissions with next-generation low-GWP refrigerants, medical propellants and advanced energy materials. The business reduces emissions for refrigerants and medical propellants, including the Klea® family and Zephex® 152a, which cuts GWP by over 90% and support regulatory and net-zero goals. Its energy-materials portfolio—LiPF<sub>6</sub> salts, custom electrolyte, OS3®, Koflyte® and regenerated battery-grade graphite—enable cleaner energy through safer and longer-lasting batteries.

#### Urban Climate Resilience and Water Management Systems.

Orbia's Building & Infrastructure business helps cities manage extreme weather and water scarcity with solutions such as AquaCell® 400, Q-Bic Plus LC and Wavin PolderRoof®. These systems capture, store and reuse rainwater to reduce flooding, recharge groundwater and cool urban areas, while using recycled materials to lower embedded carbon.

#### Precision Irrigation

Orbia's Precision Agriculture technologies enable higher yields with far less water. Drip irrigation systems cut water use by up to 70% while improving soilhealth and GrowSphere™ provides digital insights to boost efficiency improve soil health and reduce emissions.

#### Low-Carbon and Circular PVC Compounds.

Orbia's Future-Fit® PVC portfolio includes bio-attributed, mechanically recycled and renewable-energy PVC. At the same time, its circular compounds such as Infinitude®, Evoprene ECO, Megolon™ ECO and additives like Vinastab® 8000 and Mexiflex® ECO, enable manufacturers to use lower-impact ingredients while maintaining performance.

#### Low-Carbon Conduits and Digital Infrastructure Materials.

Orbia's Connectivity Solutions business advances lower-carbon infrastructure with FuturePath® ECO MicroDucts and Smoothwall ECO conduits, made with up to 100% regrind HDPE. These products reduce scope 3 emissions and enable responsible expansion of future-ready telecom and energy networks.



# Collective Action for Sustainability



## Global Agenda

Orbia endorses the Universal Declaration of Human Rights adopted by the United Nations and unequivocally condemns human rights abuses, as stated in its [Human Rights Policy](#).

Orbia [signed](#) the United Nations Global Compact (UNGC) in 2018, committing to upholding and promoting its principles within our spheres of influence. As part of this commitment, we publish our [Communication on Progress \(CoP\)](#) annually, demonstrating our ongoing actions, performance and transparency in advancing the UNGC's Ten Principles. Through the diverse industries we serve—including construction and infrastructure, agriculture, health, transportation, data communications, energy materials and petrochemicals, all essential to daily life—we also contribute meaningfully to progress on the [Sustainable Development Goals \(SDGs\)](#).

Since 2024 Orbia participates in the UN-sponsored [Forward Faster](#) initiative, a global call to action aimed at accelerating private sector contributions in five critical areas where businesses can drive significant and rapid progress toward achieving the 17 SDGs by 2030.

### Climate

Orbia supports the Science Based Targets initiative (SBTi) and has established science-based greenhouse gas emissions reduction targets through 2030, aligned with climate science and the goals of the Paris Agreement. These targets guide our decarbonization efforts across operations and the value chain, reinforcing our commitment to climate action.

Orbia Fluor & Energy Materials is part of the Alliance for Responsible Atmospheric Policy, an industry coalition dedicated to developing economically and environmentally responsible policies for managing fluorinated gases and protecting the atmosphere. We are proud of the alliance's work in fostering collaboration among industries, NGOs and governments.

### Water

In 2018, Orbia [signed](#) the CEO Water Mandate, a special initiative of the UN Secretary-General and the UN Global Compact that provides a multistakeholder platform to advance corporate water sustainability policies and practices. To further our commitment, in 2023 Orbia joined the Business Leaders' Open Call for Accelerating Action on Water, a unified effort by the corporate sector to improve water resilience globally. Additionally, in 2023 Orbia further deepened its engagement with the UN Global Compact by joining the Board of Directors of the Mexico Chapter.



## Local Agenda

Orbia collaborates with purpose-driven global, national and regional associations whose strategic goals align with our sustainable business ambitions, including decarbonization, net-positive water impact and circularity. Through collective action, we contribute to advancing global and local agreements that support our shared objectives. Supported associations are listed in our [Carbon Disclosure Project \(CDP\)](#) report. Selected examples are next.



Galápagos Islands

### Water

In collaboration with Microsoft, Orbia Building & Infrastructure (Wavin) launched a long-term water stewardship collaboration announced at the 2024 Stockholm World Water Week. Through this initiative Orbia deploys its Water Network Management technologies to help utilities strengthen water systems, reduce losses and improve operational efficiency. In its first year, the collaboration delivered verified water benefits in Campinas, Brazil, through early leak detection and real-time network monitoring. Learn more [here](#).

Complementing these efforts, Orbia Precision Agriculture (Netafim) advances water stewardship through corporate partnerships that support more efficient water use in agriculture. Through its Corporate Partnership Program Orbia works with global companies to deploy precision irrigation and digital farming solutions that improve water productivity, support smallholder farmers and strengthen water resilience in water-stressed regions. Learn more [here](#).

### Biodiversity

Orbia Fluor & Energy Materials provides leadership and support to biodiversity conservation efforts through collaboration with the National Forestry Commission of Mexico (CONAFOR). These efforts contribute to forest conservation, restoration and sustainable land management initiatives that support biodiversity protection and climate resilience. Through this engagement Orbia helps advance nature-positive outcomes aligned with national priorities and global biodiversity goals.

In Ecuador, we support the Galápagos Guardians initiative, which aims to stop marine pollution in the Galápagos Islands by capturing waste in river systems before it reaches the ocean. Learn more [here](#).



# Sustainability Reporting

Click a topic below to visit that section.

[Foundations of Accountability](#)

[Environment](#)

[Social](#)

[Governance](#)



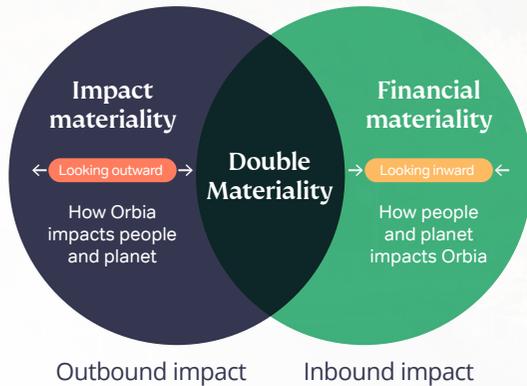
# Foundations of Accountability

Our sustainability-centered value proposition requires transparency, accountability and continuous improvement—values our stakeholders come to count on. We transparently represent our progress and align our disclosures with evolving standards.

In a world of rising disclosure rigor, we see transparency not as a burden but as an advantage—strengthening investor trust and customer confidence alike. Orbia’s sustainability strategy is underpinned by a double materiality approach that evaluates topics based on their impacts on people and the planet, as well as their relevance to business performance and long-term value creation.

Our double materiality assessment began in 2019 with our first impact materiality analysis. In 2023, we incorporated financial materiality and in 2025 we further refined and updated the results.

## What is double materiality?



## Our double materiality assessment process:

- 1 Current state assessment**  
Evaluate internal state and external landscape to identify potential material, impacts, risks, opportunities (IROs), and key stakeholders.
- 2 Stakeholder engagement**  
Gather input from internal and external stakeholders to refine list and priorities.
- 3 Topic assessment and prioritization**  
Evaluation of topics according to internal thresholds.
- 4 Impact, risk, and opportunity review**  
Evaluate potential impacts, risks and opportunities linked to material topics to refine double materiality.
- 5 Validation**  
Validate assessment results with executives and other key leaders.

### 2023

Adopted in 2023, this framework strengthens how we identify, prioritize and manage sustainability-related impacts, risks and opportunities by integrating sustainability considerations into governance, strategy, risk management and reporting processes, while aligning with regulatory expectations, stakeholder concerns and business priorities.

### 2025

In 2025, Orbia further enhanced its double materiality assessment by incorporating the quantification of key impacts, risks and opportunities (IROs). This enhanced approach supports more informed prioritization, deeper internal alignment and clearer linkages between sustainability and financial considerations. It also helps build the processes and data readiness required to meet upcoming disclosure expectations under IFRS S1.



## Double Materiality Results

Click on each topic to go to these sections.

Topic	Outbound impact						Inbound impact					
	High		Medium		Moderate		Moderate		Medium		High	
<a href="#">Health and Safety</a>	●	●	●	●	●	●	●	●	●	●	●	●
<a href="#">Solutions for a Sustainable Future</a>	●	●	●	●	●	●	●	●	●	●	●	
<a href="#">Quality and Safety of Products</a>	●	●	●	●	●	●	●	●	●	●	●	
<a href="#">Innovation for Sustainable Growth</a>		●	●	●	●	●	●	●	●	●	●	
<a href="#">Climate Strategy</a>		●	●	●	●	●	●	●	●	●	●	
<a href="#">Water Strategy</a>		●	●	●	●	●	●	●	●	●		
<a href="#">Community Empowerment</a>			●	●	●	●	●	●	●	●		
<a href="#">Pollution Management</a>			●	●	●	●	●	●	●	●		
<a href="#">Employee Development, Engagement and Retention</a>			●	●	●	●	●	●	●	●		
<a href="#">Good Governance and Business Ethics</a>			●	●	●	●	●	●	●			
<a href="#">Cybersecurity and Data Privacy</a>				●	●	●	●	●	●	●	●	
<a href="#">Responsible Value Chain Management</a>				●	●	●	●	●	●			
<a href="#">Biodiversity</a>					●	●	●	●				



# Environment

## Environmental Management

### Environmental Governance

Our [sustainability governance](#) outlines Orbia's oversight, responsibility and management of environmental issues—including climate, water, pollution, circularity and biodiversity—and the systems in place to monitor associated sustainability risks. The Board-level governance committee, the CEO and Business Group Presidents form the core governance structure responsible for material environmental topics. Together, they review progress on these topics and our overall sustainability goals quarterly, ensuring that emerging risks and performance gaps are identified and addressed across the organization.

### Environmental Culture

To strengthen our resource efficiency mindset, we incorporate EMS best practices into employee training on energy efficiency, waste management, circular economy principles, sustainable water use and related sustainability initiatives. **Environmental training is conducted at all sites, while each business group leads its own initiatives to cultivate a strong environmental culture.**





# Environmental Management Systems

## 2025 Goal: 100% of Sites Certified with an Environmental Management System.

Orbia adheres to a global [sustainability policy](#) supported by our environmental management systems (EMS), which comply with all applicable environmental laws and regulations of the places we operate in. We pursue external quality and environmental certifications to support continuous improvement across our global operations.

### Our Journey and Outlook

In 2019, we set an ambitious target: achieving Environmental Management System (EMS) coverage across 100% of our eligible manufacturing sites by 2025. By the end of 2025, 73% of our 106 eligible sites had achieved ISO 14001 or equivalent external certification. An additional 19 sites had fully implemented their EMS and are on track to obtain third-party certification in the first half of 2026, which would bring certified coverage to 87%.

While the 2025 target was not fully met, we made significant progress toward our long-term commitment. Several sites faced operational or economic challenges that affected their certification timelines; however, all remaining facilities formally initiated their certification processes and have established clear pathways toward compliance.

Achieving comprehensive EMS certification remains a priority for 2026 and beyond. Many sites are currently progressing through audits and pre-audit phases, with some undergoing certification in recent weeks. Orbia will continue supporting businesses through guidance, best-practice sharing and improved forward planning to ensure sustained progress and continued advancement toward environmental excellence across all operations.



[MORE >](#)

[2025 GOALS](#)

**73%**  
of our **106 eligible sites** had achieved ISO 14001 or equivalent external certification.

**19**  
**additional sites** had fully implemented their EMS and are on track to obtain third-party certification in the first half of 2026, which would bring certified coverage to 87%.



### Environmental Management Systems 2025 progress:



By year-end 2025, 100% of our **Polymer Solutions (Vestolit)** manufacturing sites operated under a certified ISO 14001 EMS, reflecting strong system maturity and long-standing environmental discipline. In Mexico, the General Resins facilities successfully maintained multi-site ISO 14001 certification, demonstrating consistent execution across locations. On the other hand, **Polymer Solutions (Alphagary)** operated 11 manufacturing sites, with seven holding an active ISO 14001 EMS certification. The remaining four sites continued progressing through structured EMS implementation plans, leveraging mature practices from certified locations to advance toward full certification.

A full list of Orbia EMS and SMS certificates is available [here](#).



At the close of 2025, **Building & Infrastructure (Wavin)** operated 40 active manufacturing facilities globally. 37 sites achieved and maintained ISO 14001 certification; three sites remain in the pipeline (new site in Indonesia and two sites in Canada) currently being integrated into the standardized management system.



**Connectivity Solutions (Dura-Line)** expanded ISO 14001 EMS coverage significantly in 2025. Starting the year with six certified sites (four in EMEA, two in North America; 32% of the regional portfolio), the team advanced a multi-site certification to include 12 additional manufacturing sites plus the U.S. headquarters. With three out of five external audits completed and the final two scheduled for the first trimester 2026, Connectivity Solutions is on track to reach 13 North American sites and HQ certified, with the only remaining site targeted for the second half of 2026. This positions the business for 100% certification by end of 2026.



In 2025, **Precision Agriculture (Netafim)** continued strengthening EMS maturity across 20 manufacturing facilities worldwide. By year-end, 13 sites operated under a certified ISO 14001 EMS, while the remaining seven are at different implementation stages, building the foundations to enter formal certification.



Throughout 2025, ISO 14001 EMS certification was successfully maintained across all four chemical manufacturing sites at Fluor & Energy Materials. Mining operations completed key preparatory steps and established ISO 14001-aligned implementation roadmaps, positioning them to achieve certification in the near future.

2025 GOALS





## Environmental Audits

All EMS-certified sites (ISO 14001 or equivalent) undergo third-party audits to verify compliance with environmental management standards. For sites not yet covered by EMS certification or third-party limited assurance Orbia's Internal Audit function conducts environmental performance reviews as part of its audit plan. In 2024, the Internal Audit team evaluated 14 sites across business groups, representing 11% of Orbia's sites, strengthening data reliability, reporting accuracy and accountability.

In parallel, Orbia's Environmental Performance team conducts targeted environmental data reviews to support continuous improvement. These reviews focus on sites that have shown recurring challenges in data reporting, such as unit conversions or indicator interpretation and are carried out in coordination with site leadership. In 2025, this work included reviews of first- and second-quarter data at selected operations, helping improve data quality and build internal reporting capabilities.

In 2025, we advanced our commitment to high environmental standards by continuing our second-party audit programs focused on environmental liability management. During the year, we conducted reviews and audits of two additional active manufacturing sites in Mexico. We also prioritized follow-ups on earlier assessments and carried out inspections of sites that had ceased operations to ensure a compliant and responsible decommissioning process in accordance with all applicable regulations.

**Orbia's business groups conduct audits to identify energy efficiency opportunities. Some recent examples include:**

### Orbia Connectivity Solutions (Dura-Line) | Orbia Polymer Solutions (Vestolit)

After joining the U.S. Department of Energy's (DOE) Better Climate Challenge in 2023, Orbia Connectivity Solutions (Dura-Line) and Orbia Polymer Solutions (Vestolit) committed to reducing scope 1 and 2 greenhouse gas (GHG) emissions by at least 50% across their U.S. operations by 2030, using a 2019 baseline. By 2025, Polymer Solutions (Vestolit) achieved a 31% reduction, demonstrating strong progress toward meeting the 2030 target. In addition, Connectivity Solutions (Dura-Line) was awarded a grant for an energy efficiency treasure hunt\* and in-plant technical training, facilitated by the DOE's Oak Ridge National Laboratory team at its Mountain Grove, Missouri site. During the exercise, our site team identified 10% potential energy savings. The site team will leverage this experience to develop a long-term energy efficiency strategy for the entire business.

### Orbia Building & Infrastructure (Wavin)

Orbia Building & Infrastructure (Wavin) Bogotá plant in Colombia once again earned the ELITE distinction in the District Environmental Excellence Program (PREAD), the city's flagship environmental management program. This highest-level recognition follows the plant's successful completion of PREAD's rigorous process, including habilitation, on-site audits and review of environmental systems and results, demonstrating sustained environmental leadership. As one of only two companies that have participated every year since the program's launch in 2001, the site was invited to share its 24-year journey and best practices with participating organizations, underscoring its long-standing commitment to continuous improvement. Learn more [here](#).

### Orbia Fluor & Energy Materials

Orbia Fluor & Energy Materials demonstrates its commitment to environmental stewardship through globally recognized certifications and sustainability achievements. The Mihara facility in Japan and the St. Gabriel site in Louisiana have maintained ISO 14001 certification since 2019 and 2023, respectively, supporting robust environmental management systems across operations. In the U.K., the Rocksavage site also holds ISO 14001 certification and has earned a Silver Medal from EcoVadis participating since 2023, increasing its sustainability score from 74 to 76. Additionally, our Matamoros site in Mexico is RC14001 certified and our mining operations completed a third-party diagnostic assessment in 2025 and are preparing to initiate ISO 14001 certification in 2026.

\*An energy treasure hunt is an initiative to identify energy-saving opportunities within operations by engaging cross-functional teams. This collaborative approach uncovers inefficiencies and highlights practical solutions that reduce energy consumption, lower costs and advance performance.





## Environmental Compliance

This past year saw Orbia continuing to monitor HSE (health, safety and environmental) compliance in partnership with ENHESA, to stay current with regulatory requirements across all our manufacturing sites. Following self-assessments by all sites, 97% of all regulatory requirements had been reviewed for applicability at the end of 2025.

## Sustainable Design Principles

At Orbia, we prioritize responsible sourcing, low-impact manufacturing and impact mitigation actions across our value chain—integrating circularity principles and ensuring sustainability from end-to-end, from product inception throughout our product life cycles (extraction, manufacturing, storage and distribution, usage performance and final disposal, reuse and/or recycling). Based on market and customer demand—and fulfilling our collective goal to minimize the environmental impact—our business groups advance specific life cycle assessment (LCA) programs across our full product portfolio.

### Orbia Building & Infrastructure (Wavin)

Increasingly, our customers in construction and infrastructure-related projects are specifically requesting sustainability and (in particular) climate impacts—to enable them to evaluate the sustainability of their endeavors and make informed, eco-conscious decisions.

To support this need, we expanded our environmental footprint coverage in 2025 by adding 300 new environmental profiles for our Calefa, TEGRA 600 and TreeTank product ranges. We also developed our first Environmental Product Declarations (EPDs) for Calefa II V & S (2 EPDs) and Sentio products (14 EPDs), which will be published through EPD International.

### Orbia Connectivity Solutions (Dura-Line)

During 2025, Connectivity Solutions (Dura-Line) began developing a new LCA for our 2-layer smoothwall ECO product. This work is underway and is expected to be completed by Q1/2026.

### Orbia Fluor & Energy Materials

In 2025, Fluor & Energy Materials conducted LCAs and third-party verification for six core products: metspar, acidspar, HF, Klea® 134a and Zephex® 134a. This work strengthens client relationships and improves the quality and visibility of impact reporting for both the business group and its customers. Key milestones included active leadership engagement and the appointment of site champions and LCA trainees to ensure data accuracy and streamline processes.

Looking ahead to 2026, priorities include refining LCA models, implementing targeted communications for clients and sales teams and expanding LCAs to energy materials such as LiPF<sub>6</sub> to compare sourcing strategies. These efforts have positioned us as a proactive leader in sustainability, embedding LCAs into client engagement while driving continuous improvement across operations.

Our businesses have proven the environmental benefits of our solutions over the past several years. See selected examples [here](#).



## Climate and Emissions

Climate impacts are and remain some of the greatest challenges faced by the global community. Orbia's Climate Action Framework focuses on addressing risks, impacts and opportunities from a strategic perspective, considering these fundamental factors:

### 1 Scenario Analyses

Scenarios used in our climate assessment follow best-in-class recommendations and practices. In addition, we evaluate these scenarios across multiple time horizons to capture short-, medium- and long-term implications.

### 2 Risk, Impact and Opportunity Screenings

Using varied data sources and tools, we identify possible physical and transition risks and opportunities that inform mitigation and adaptation actions.

### 3 Assessments and Modeling

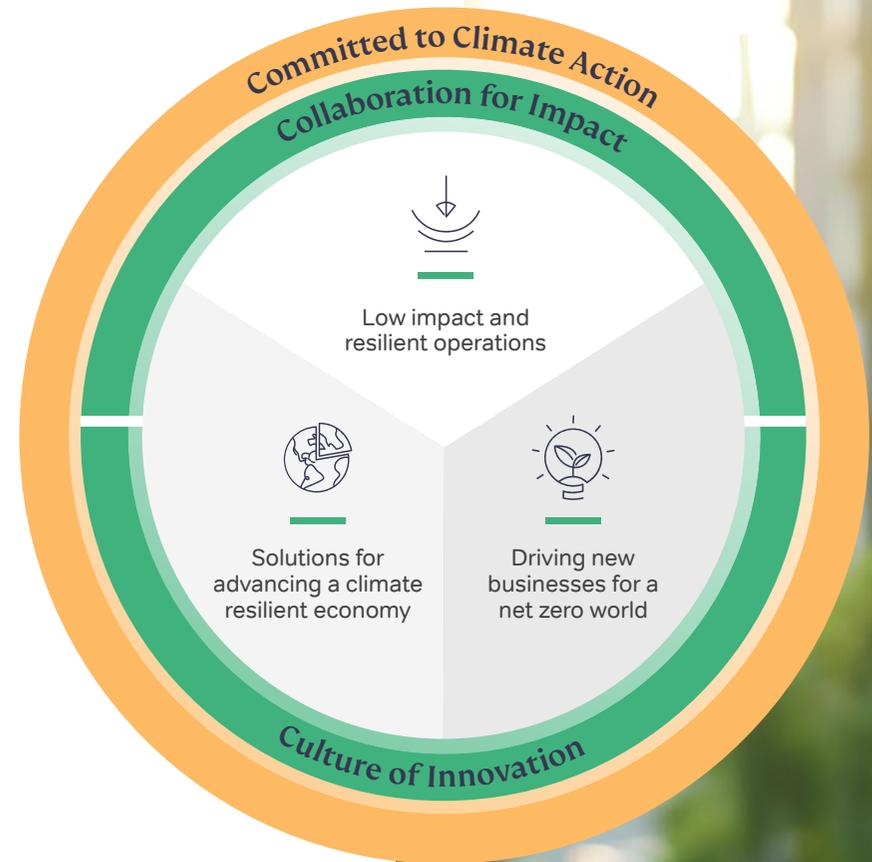
We conduct assessments of risks, impacts and opportunities based on magnitude/likelihood, exposure, vulnerability and financial impact. Our modeling approach is designed to quantify potential financial implications, enabling informed decision-making and prioritization of actions.

In response to ongoing climate challenges, we continue to focus on delivering low-carbon and climate-resilient operations and solutions—continuously investing in climate technology and fostering a culture of collaboration and innovation.

Throughout 2025 Orbia continued to advance our climate action efforts, reinforcing our commitment to validated [science-based targets](#). Our goals include reducing scope 1 and 2 GHG emissions by 47% by 2030 (from a 2019 baseline) and cutting scope 3 GHG emissions (categories 11 and 12) by 30% within the same timeframe. To date, we have achieved a 28% reduction in scope 1 and 2 emissions and a 31%\* reduction in scope 3 emissions compared to our baseline, demonstrating steady progress toward our 2030 targets.

\*We achieved a 31% reduction in scope 3 GHG emissions from 2019, exceeding our target ahead of the 2030 deadline. This milestone reflects the impact of our efforts, though we recognize that market conditions also played a role. We remain committed to improving our low-GWP portfolio and scope 3 performance to ensure sustained progress.

## Orbia's Climate Action Framework



For more information: [2025 CDP Response](#)



## Climate Governance

Orbia's Board of Directors oversees climate-related risks, opportunities and decarbonization actions through established governance bodies, with execution driven by quarterly Sustainability Reviews in which Business Group Presidents and sustainability leaders report progress directly to the CEO. Climate decision-making is informed by Orbia's Climate Risk & Opportunity Assessment and overseen through the Critical Risk Committee, ensuring integration into enterprise risk management and operational priorities.

Climate-related risks and opportunities are managed through an enterprise-wide framework that evaluates physical and transition risks across operations and the value chain. Business Group Climate Risk Teams maintain the Climate Risk Registry, coordinate mitigation and adaptation actions and monitor climate-related events to activate response measures as needed. These inputs feed into regular reporting to senior management and the Board, supporting operational and strategic decisions and the identification of transition opportunities such as low-GWP materials, circular and energy-efficient solutions and resilient technologies. GHG emissions-reduction metrics are embedded in executive short-term incentive compensation, reinforcing accountability for climate performance.

## Risk and Opportunity Assessment

Orbia completed an updated climate risk and opportunity assessment in 2023, covering 134 sites globally\*, with an in-depth review of 12 priority sites selected based on vulnerability screenings and strategic relevance across business groups. The assessment evaluated physical and transition risks under 2030 and 2050 climate scenarios and strengthened financial quantification in alignment with Orbia's Enterprise Risk Management (ERM) framework. For detailed methodology, see our dedicated [Climate Risk and Opportunity Assessment](#) page.

Building on this foundation, Orbia enhanced its approach in 2025 through a company-wide Impact, Risk and Opportunity (IRO) exercise, adopting a more standardized and robust methodology to identify, assess and quantify climate-related impacts, risks and opportunities, with an important focus on flood and water stress. The updated process strengthens financial quantification of physical and transition risks and supports the identification of climate-related opportunities, in line with evolving IFRS S1/S2 disclosure expectations.

In parallel, business groups have focused on assessing and prioritizing risk mitigation and adaptation measures, supported by site-level monitoring strategies. High-risk sites advanced resilience actions, including emergency response planning and infrastructure reinforcement. Looking ahead, Orbia will continue refining these strategies through enhanced monitoring and governance, including strengthened Board oversight and the incorporation of insights from insurance providers to further enhance physical climate resilience.

## Climate Transition Approach

Orbia's climate transition approach is anchored in a structured decarbonization roadmap aligned with its science-based targets, to reduce scope 1 and 2 GHG emissions by 47% by 2030 (from a 2019 baseline) and cutting scope 3 GHG emissions (categories 11 and 12) by 30% within the same timeframe. Key levers include cost-effective decarbonization solutions, such as expanding renewable electricity sourcing, power purchasing agreements, improving energy efficiency and operational performance and evolving the portfolio toward lower-GWP and climate-resilient solutions—while maintaining affordability, reliability and operational resilience.

In 2025, Orbia delivered tangible decarbonization progress. Advanced manufacturing technologies and energy-efficient processes contributed to an estimated 15,000-ton year-over-year reduction in CO<sub>2</sub> emissions, while renewable electricity increased to 26% of total consumption. Growth at key sites, expanded renewable sourcing that generated cost savings and a 57% increase in on-site solar generation strengthened Orbia's long-term decarbonization strategy while improving cost efficiency and operational reliability.

\*134 active sites in 2022 (when assessment started)





## Key Enablers

### Capital allocation

Orbia finances its transition through a disciplined capital-planning approach that directs CAPEX and OPEX to the core levers to cost-optimized renewable electricity (PPAs, green tariffs, EACs, on-site solar), efficiency upgrades and the phase-out of coal-based equipment—focusing resources where abatement is most material. To standardize decisions, Orbia applies its Green CAPEX Template, which compares decarbonization alternatives and risk-adjusted costs, informing quarterly Sustainability and Board reviews. In 2025, Orbia allocated more than \$11M to machinery upgrades, water-monitoring technology and waste-management improvements, demonstrating a focused commitment to strengthening operational resilience and long-term environmental performance.

### Value Chain Engagement

Orbia's scope 3 reduction efforts focus on the most material categories—Use of Sold Products (Category 11) and End-of-Life Treatment of Sold Products (Category 12)—which together represented approximately 87% of total scope 3 emissions in 2025. Downstream, Orbia advances portfolio innovation, customer engagement and sustainable design principles to decarbonize products, including increasing recycled content, extending material use and developing circular solutions across the portfolio. All relevant business groups—Building & Infrastructure, Connectivity Solutions, Precision Agriculture and Polymer Solutions—have established objectives to increase

the use of recycled raw materials, supported by product redesign, circular take-back programs and closed-loop material solutions.

Upstream, environmental criteria are integrated into raw-material selection and a future supplier-engagement strategy is being developed to address embedded emissions over time. In parallel, businesses are improving logistics efficiency through advanced transportation measurement tools; for example, in 2025 Orbia's Building & Infrastructure business streamlined logistics operations in Mexico, increasing truck utilization by approximately 10%, reducing kilometers traveled and associated emissions.

### Policy Engagement

Orbia does not engage in political lobbying. Participation in industry associations is monitored to ensure alignment with climate commitments and is transparently disclosed through [CDP](#).

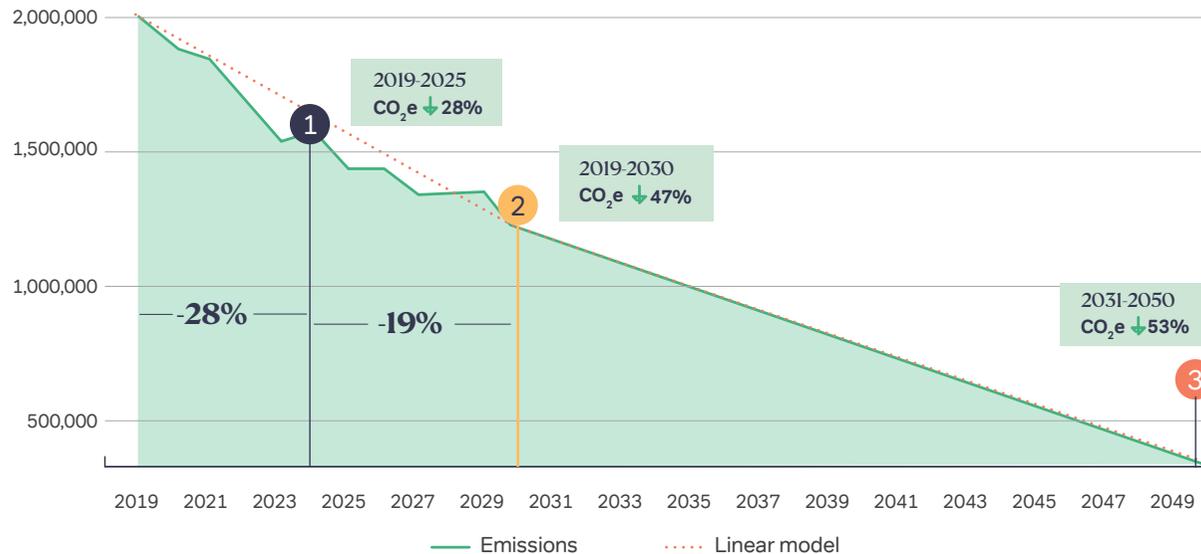
### Carbon Credits and Emerging Solutions

In line with its SBTi-aligned climate goals, Orbia prioritizes absolute emissions reductions and would only consider carbon credits to neutralize residual, hard-to-abate emissions after achieving its long-term science-based targets. In parallel, the company continues to assess emerging solutions—including energy storage, carbon capture, hydrogen-based technologies and innovations identified through Orbia Ventures—to support future decarbonization pathways.



## Net-Zero Roadmap (Scope 1 and 2 Emissions)

Orbia's roadmap to accelerate progress toward decarbonization and a net-zero future includes ongoing alignment with our Science-Based Targets initiative (SBTi) to reduce scope 1 and 2 emissions. In keeping with that strategy, we continue to emphasize adopting renewable electricity, enhancing energy efficiency and investing in emerging technologies such as hydrogen and carbon capture, while at the same time we secure affordability and reliability. While this roadmap is based on a linear model, we acknowledge that as our company grows, this roadmap will evolve to address sustainability challenges while balancing growth and profitability. Achieving net zero requires continuous innovation and improvement in production practices. Details of our performance are available [here](#).



In line with our SBTi-aligned climate goals, we will only consider using carbon credits to neutralize any remaining unabated emissions once we have achieved their long-term science-based target.

### 1 2019 – 2025:

Reduction of 28% vs. baseline mainly as a result of the use of instruments such as:



### 2 2025 – 2030:

Reduction of additional 19% vs. baseline driven by strengthened energy-efficiency practices, increased green power and improved supplier emission factors.



**By 2030, we will have achieved our GHG emission reduction target (-47% vs 2019, meaning an accumulated reduction of 940 ktCO<sub>2</sub>e).**

### 3 2031 – 2050:

By 2050, Orbia aims to achieve net-zero emissions, eliminating scope 1 and 2 emissions through a combination of energy efficiency, electrification, emerging technologies such as energy storage, carbon capture, hydrogen-powered equipment and innovative solutions identified through Orbia Ventures.





## Decarbonization Progress

Orbia is advancing its decarbonization efforts with a structured approach to achieving net-zero carbon emissions (scope 1 and 2) by 2050. In the near term, we are committed to reducing scope 1 and 2 GHG emissions by 47% and scope 3 (categories 11 and 12) emissions by 30% by 2030, both measured against a 2019 baseline.

### Scope 1 and 2

**Target:** Reduce GHG emissions by 47% vs 2019 baseline

2025 progress vs baseline:

Scope 1: -19%  
Scope 2: -33%

Quantitative contribution:

#### Scope 1:

Efficiency in processes.  
Equipment upgrade considering lower carbon energy sources and low scale electrification activities.

#### Scope 2:

Energy efficiencies and audits.  
Increase in renewable energy generation.

### Scope 3

**Target:** Reduce GHG emissions (categories 11 and 12) by 30% vs 2019 baseline

Scope 3: -31%\*

New developments and improvements in product planning.  
Development and commercialization of low GWP refrigerants.

Details of our 2019-2025 emissions performance can be found [here](#).

To ensure consistency and traceability, we maintain a comprehensive carbon inventory aligned with globally recognized standards and protocols, including the Greenhouse Gas Protocol. Additionally, our GHG emissions reporting undergoes annual verification by leading third-party experts.

\*We achieved a 31% reduction in scope 3 GHG emissions from 2019, exceeding our target ahead of the 2030 deadline. This milestone reflects the impact of our efforts, though we recognize that market conditions also played a role. We remain committed to improving our low-GWP portfolio and scope 3 performance to ensure sustained progress.





### Scope 1 and 2 | Decarbonization Progress

Our approach includes:

- Optimizing processes to drive efficiencies.
- Transitioning to renewables and lower carbon energy sources.
- Exploring carbon capture and hydrogen investment opportunities.

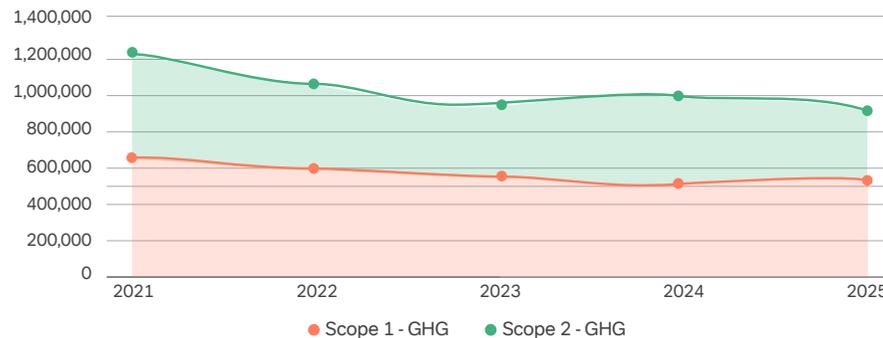
Orbia remains committed to its ambition to reduce scope 1 and 2 GHG emissions by 47% by 2030 from a 2019 baseline and continues to advance along its decarbonization pathway. To date, the company has achieved a 28% reduction, remaining ahead of its long-term trajectory.

In 2025, scope 1 emissions increased year-over-year, primarily due to changes in operational energy demand at several sites, including greater reliance on combustion-based systems. This shift led to higher natural gas consumption and, consequently, increased direct fuel use, despite overall production levels remaining stable. These impacts were driven by site-specific and year-specific operating conditions and do not affect Orbia’s long-term strategy or progress toward lower-carbon operations.

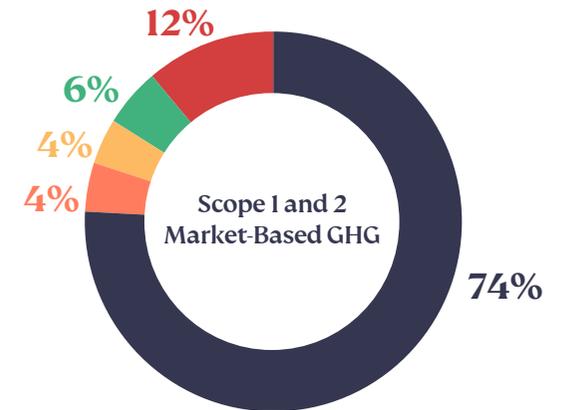
In contrast, scope 2 emissions decreased year-over-year, driven by a combination of increased on-site renewable energy use, improved energy efficiency and lower electricity demand at certain operations due to reduced production levels. Together, these factors contributed to a meaningful reduction in market-based scope 2 emissions.

Despite short-term variability in scope 1 emissions Orbia continues to optimize processes, expand access to renewable and lower-carbon energy sources and strengthen its energy strategy. These actions are designed to improve resilience, mitigate external energy volatility and support sustained emissions reductions over time.

#### Scope 1 and 2 Market-Based GHG Emissions (Total CO<sub>2</sub>e) Over Time ✓



#### Scope 1 and 2 Market-Based GHG Emissions Breakdown by Business Group (% of Total CO<sub>2</sub>e)



- Orbia Polymer Solutions (Vestolit and Alphagary)
- Orbia Building & Infrastructure (Wavin)
- Orbia Precision Agriculture (Netafim)
- Orbia Connectivity Solutions (Dura-Line)
- Orbia Fluor & Energy Materials





## Optimizing Processes to Drive Efficiencies

In 2025, we estimate a reduction of approximately 15,000 tons of CO<sub>2</sub> by implementing advanced manufacturing technologies and energy-efficient processes.

These efforts, including enhanced process controls and equipment upgrades, not only drive progress toward our decarbonization goals but also strengthen energy security across our operations.



### Key highlights from 2025 include:

#### Orbia Polymer Solutions (Vestolit)

In 2025, we began testing the newly installed trigeneration system at our Altamira I site in Mexico. During this initial phase, the system is operating at about 93% of its capacity and has already strengthened energy reliability at the site and lowered operating costs compared with purchasing electricity from external providers. Once fully implemented, it is designed to supply 100% of the site's electricity, steam and chilled-water needs.

By increasing control over on-site energy generation and reducing exposure to market volatility, the system supports a more resilient and adaptable long-term energy model.

At our Henry, Illinois site, we partnered with the U.S. Department of Energy's Industrial Training and Assessment Center to complete an energy and waste assessment aimed at identifying improvement opportunities across current and future operations.

#### Orbia Polymer Solutions (Vestolit and Alphagary)

During 2025, the Orbia Polymer Solutions business launched the first energy treasure hunt\* initiative at our Altamira site in Mexico, identifying opportunities to improve energy efficiency and reduce operational costs. This initiative uncovered opportunities that delivered over 900 MWh in savings and lowered operational expenses over \$47K, reinforcing our commitment to efficiency and sustainability. This program engaged cross-functional teams to uncover actionable projects aimed at optimizing resource use and supporting our sustainability goals. In the coming years, the business plans to expand this effort across additional sites.

\*An energy treasure hunt is an initiative to identify energy-saving opportunities within operations by engaging cross-functional teams. This collaborative approach uncovers inefficiencies and highlights practical solutions that reduce energy consumption, lower costs and advance performance.





## Orbia Building & Infrastructure (Wavin)

At our Building & Infrastructure (Wavin) production plant in Buk, Poland, we designed and implemented an innovative heat-recovery system that captures waste heat from air compressors. Using heat-exchanger technology, thermal energy that was previously lost is now transferred to the local Veolia heating plant, where it is used to heat water for the municipal district-heating network serving residents of Buk. Because the Veolia plant normally relies on natural-gas combustion, replacing part of its fuel use with recovered heat from our facility reduces both gas consumption and emissions. In total, the system recovers 2,799 GJ/year (~780 MWh/year) and reduces CO<sub>2</sub> emissions by 141 tons per year.

## Orbia Connectivity Solutions (Dura-Line)

During 2025, the Connectivity Solutions business through their Treasure Hunts\* initiative saved around \$200,000 in energy savings projects across four sites: McAlester, Evansville, St. Albert and Mountain Grove. In the years to come, the business is targeting savings of approximately 3,673 MWh (or close to \$300,000) by launching a global energy efficiency effort, with each site implementing at least one energy savings project in 2026.

## Orbia Fluor & Energy Materials

Orbia Fluor & Energy Materials prioritizes process optimization to enhance energy efficiency and reduce emissions from our operations across the globe. At our Mihara facility in Japan, continuous energy audits drive improvements in steam and refrigerant systems. In St. Gabriel, Louisiana, sustainable energy management is central to operations, supported by state-of-the-art technologies that maximize efficiency and minimize environmental impact. Energy usage is monitored and controlled through advanced Distributive Control Systems (DCS), while world-class mechanical integrity programs and leak detection devices prevent fugitive emissions. At the Rocksavage plant in the U.K., the introduction of 152a will significantly reduce emissions through improved containment of fugitive emissions. Additionally, the site undergoes regular assessments under the U.K. Energy Savings and Opportunities Scheme (ESOS) and transparently reports progress against its energy action plan.

\*An Energy Treasure Hunt is an initiative to identify energy-saving opportunities within operations by engaging cross-functional teams. This collaborative approach uncovers inefficiencies and highlights practical solutions that reduce energy consumption, lower costs and advance performance.





## Transitioning to Renewable and Lower Carbon Energy Sources

Orbia continues to manage renewable deployment with a focus on cost efficiency, affordability, reliability and long-term decarbonization, recognizing that annual outcomes may vary across its global footprint.

In 2025, Orbia increased on-site solar renewable electricity by 57% year-over-year and raised its share of renewable electricity to 26% of total consumption, up 6% from 2024. This progress supported long-term decarbonization while improving cost efficiency and reliability across operations.

Primarily driven by the increase in renewable electricity consumption at our Polymer Solutions (Vestolit)'s Marl site, which grew by 11% over the previous year, followed by the Building & Infrastructure PPA launched in Ecuador in 2024 that doubled its renewable supply in 2025 and delivered over \$700K in additional savings. This progress was further supported by approximately \$500K in cost savings from new on-site solar projects across Orbia sites, adding nearly 10,000 MWh of renewable electricity compared to 2024.

### Renewable Energy Sourcing Methods (MWh) in 2025

**564,983**

Green e-contracts



**25,977**

On-site



#### 2025 highlights include:

##### Orbia Polymer Solutions (Alphagary)

In 2025, Polymer Solutions (Alphagary), in partnership with Shakun Polymers, commissioned a Solar Project at India sites, an 830 kWp captive solar installation designed to deliver high efficiency and sustainability. With advanced technology, the project has already generated 891 MWh, achieving \$81K in annual cost reductions. This initiative reinforces our commitment to renewable energy and operational excellence.

##### Orbia Polymer Solutions (Vestolit)

At our Henry, Illinois site, we are strengthening our renewable energy commitment by securing power from community solar projects, expected to supply approximately 7,500 MWh of renewable electricity annually, including Renewable Energy Certificates (RECs).

In 2025, we installed approximately 1,000 MWh of solar capacity in Mexico through carports and ground-mounted systems, with additional capacity planned for completion in 2026. Looking ahead, we plan to expand solar installations across more

Latin American sites, further strengthening our renewable energy footprint and energy security.

##### Orbia Building & Infrastructure (Wavin)

During the year, Building & Infrastructure (Wavin) commissioned an additional on-site solar array at its Cuautitlán site in Mexico, generating approximately 400 MWh during 2025. This installation increased the total number of on-site solar systems to seven across Orbia Building & Infrastructure operations.

In 2025, the business continued to source 100% renewable electricity in EMEA and Brazil and maintained renewable energy consumption at sites in Colombia (Guachené and Bogotá) and Ecuador, where renewable electricity was introduced in 2024.

During 2025, Building & Infrastructure (Wavin) advanced its renewable-energy strategy in Poland by finalizing a Power Purchase Agreement (PPA) with Polenergia. The overall contract covers 33 GWh of electricity annually, of which 11 GWh is secured directly through the PPA from 100% wind and solar sources. The remaining volume is supplied under a standard electricity contract and complemented with renewable energy certificates to ensure green electricity coverage.



**2025 highlights include (continued):**

**Orbia Precision Agriculture (Netafim)**

At our sites in Israel, we increased on-site solar generation capacity by 57%, led by the Hazerim site, which expanded its on-site generation by more than 2,000 MWh compared to 2024. Meanwhile, our team at the Chennai site in India secured a new contract for wind-generated renewable electricity, enabling nearly 60% of its electricity needs through clean energy.

**Orbia Connectivity Solutions (Dura-Line)**

Our facility team in Oman installed an on-site rooftop solar array in late 2023. During 2025, the array generated about 600 MWh annually, which covered approximately 20% of the site's electricity demand for that year.

**Orbia Fluor & Energy Materials**

Our Matamoros site in Mexico celebrated a full year of solar energy generation through our first on-site solar PPA project. We now have two half-megawatt solar systems fully operational, delivering a combined capacity of 1 MW annually and closing the year with 516 MWh of clean energy generated. This achievement strengthens our renewable energy portfolio and marks a significant milestone as we continue expanding solar generation across our sites in Mexico.



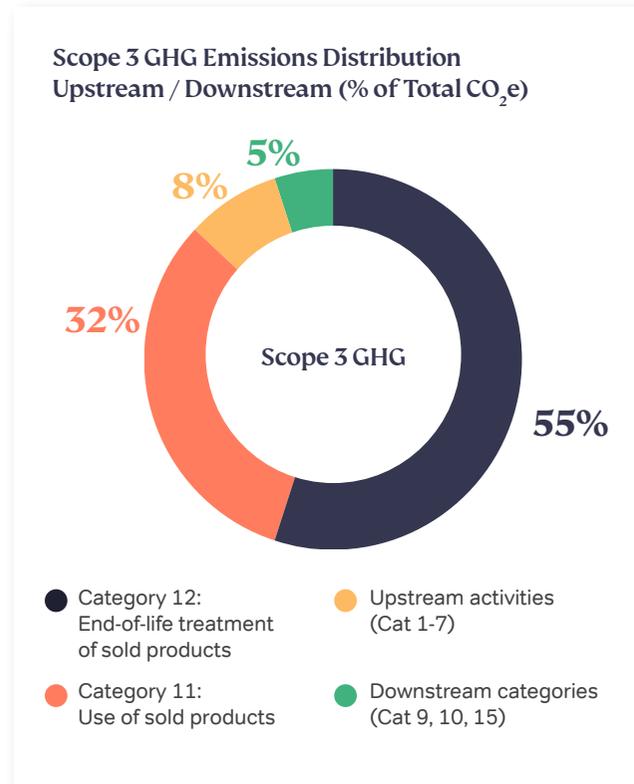


### Scope 3 | Decarbonization Progress

Our efforts to reduce scope 3 emissions focus primarily on categories 11 (Use of Sold Products) and 12 (End-of-Life Treatment of Sold Products), which in 2025 accounted for approximately 87% of our total footprint. These categories are largely driven by the refrigerants and propellants produced by our Fluor and Energy Materials business. As a result, our decarbonization strategy centers on transitioning to low-global-warming-potential refrigerants and propellants to support a more sustainable, climate-friendly product portfolio.

By the end of 2025 Orbia achieved a 31% reduction in scope 3 GHG emissions compared to 2019, surpassing our science-based target by 1% ahead of the 2030 deadline for categories 11 and 12.

This milestone reflects the impact of our efforts, though we recognize that market conditions also played a role. As markets recover, performance may fluctuate, but our commitment remains steadfast.





**2025 highlights include:**

Orbia continued advancing low-GWP, high-performance refrigerant solutions that support critical industries—including automotive, HVAC, refrigeration, cold-chain logistics, and data centers—in their transition to a lower-carbon future. NextGeneration refrigerants such as Klea® Edge™ 444A, Klea® 456A, and Klea® 473A combine strong performance with significantly reduced climate impact, helping customers meet increasingly stringent regulatory requirements. Klea® Edge™ 444A delivers a GWP of approximately 93, reduces TFA formation compared with R-1234yf, improves lifecycle climate performance, and was launched in the EU in 2025, with U.S. approval expected in 2026. Klea® 473A enables an 90% GWP reduction for specialized applications such as marine cold-chain and biomedical freezers, while Klea® 456A provides a lower-impact alternative to R-134a and is already deployed in over one million vehicles in the EU.

These innovations are strategic enablers for industries navigating the global shift toward low-carbon technologies.

Our efforts to reduce GHG emissions across our value chain extend beyond the use and end-of-life phases of our products (categories 11 and 12). Our businesses have also adopted advanced transportation measurement tools to optimize routes and cut emissions.

**Orbia Building & Infrastructure (Wavin)**

**Enabling Low-Carbon Products and Logistics**

In 2025 Orbia Building & Infrastructure (Wavin) streamlined logistics with a unified digital system and optimized loading practices, adding ~10% more capacity per truck in Mexico. This reduced the number of vehicles on the road, lowering costs and kilometers traveled, while setting the foundation to measure and cut scope 3 emissions over time.

Additionally, we have prioritized lowering embedded emissions in our products by increasing the use of recycled content. Further examples are available [here](#).

Following 2024 actions we partnered with a trusted external provider to enhance the collection and calculation of scope 3 data. Building on this collaboration, we have developed a dedicated platform for managing our emissions inventory. During this period, we also engaged with each business group to design category-specific roadmaps, delivered specialized training and aligned all initiatives with upcoming legal disclosure requirements through 2027.



## Pollution

Orbia operates and maintains its manufacturing facilities to minimize resource consumption and ensure proper management of industrial discharge and effluents.

### Other Air Emissions (Non-GHG)

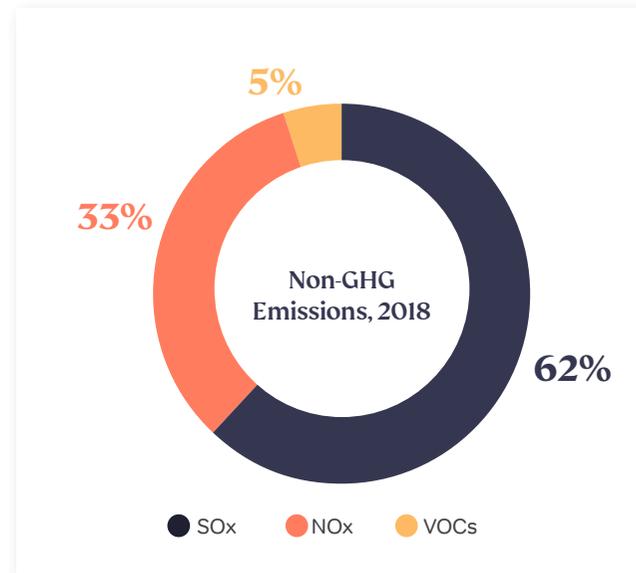
#### Focus on SOx

Non-GHG emissions at Orbia are primarily limited to SOx, NOx and VOCs—the only pollutants that appear at material levels across our operations. Technical reviews of our main production processes confirm that other emissions, such as particulate matter (PM) and hazardous air pollutants (HAP), occur only at very low, non-material levels.

- Across our businesses, this pattern holds: Extrusion operations (Precision Agriculture, Connectivity Solutions, Building & Infrastructure): Thermoplastic extrusion produces minimal emissions, mainly SOx/NOx from energy use, with negligible PM or HAP.
- Fluorochemical processing (Fluor & Energy Materials): SOx is the primary non-GHG emission from fluorochemical processing, significantly reduced through targeted abatement measures.
- PVC production and compounding (Polymer Solutions): Emissions consist of SOx/NOx from energy use and low-level VOCs from polymer manufacturing, with no other pollutants reaching material significance.

This consistent emissions profile confirms that our environmental management efforts are best focused on SOx, NOx and VOC reductions, where improvements can make the greatest impact.

Our performance in non-GHG emissions is available [here](#).





# Pollution | Air emissions

## 2025 Goal: Reduce SOx Emissions by 60%

In 2019, we set a goal to reduce SOx emissions by 60% by 2025, a target later tied to the issuance of our first [sustainability-linked bond](#) in 2021. The Fluor & Energy Materials plant in Matamoros, Mexico—the main source of our SOx emissions—has since made emissions reduction a central priority.

### Achievements

By 2025, we exceeded our Sustainability-Linked Bond target by 27 percentage points. This achievement was driven by the replacement of the catalyst system in 2022 and an additional upgrade implemented in 2024 at the Matamoros site within our Fluor & Energy Materials business, as well as by the decommissioning of the coal boiler in 2021 at our Henry site within our Polymer Solutions business (Vestolit). Together, these actions enabled an 87% reduction in SOx emissions at the Orbia level in 2025 compared to 2018, avoiding approximately \$16.5M in interest payments. In addition, SOx emissions were reduced by 85% at Matamoros and by 99% at the Henry site compared to 2018.

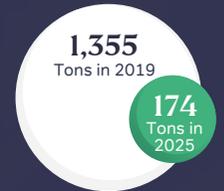
### Lessons learned

The SOx-reduction initiative at Matamoros and Henry showed that a structured technology upgrade process, supported by rigorous validation and cross-functional collaboration, is essential for success. By comparing

alternatives and running proof-of-concept tests, we minimized risk and achieved significant impact at lower cost and shorter timelines. This experience reinforced the value of data-driven decision-making and teamwork in delivering environmental improvements that go beyond compliance, generating additional benefits such as improved energy efficiency and a reduced carbon footprint.

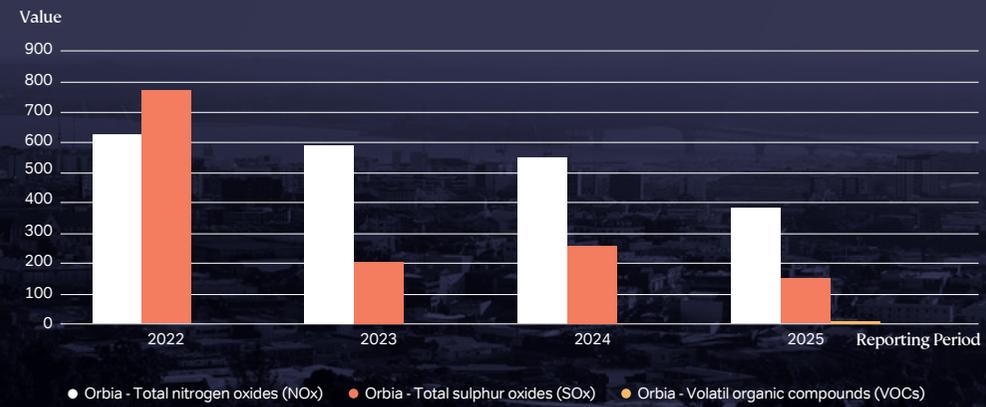
### Outlook

Building on these results, the next step is to target NOx emissions using similar approaches to process optimization and technology upgrades. We will continue refining catalyst performance, explore advanced reduction technologies and replicate the Matamoros model across other sites. These actions strengthen Orbia's environmental roadmap, ensuring progress toward our long-term sustainability commitments.



2025 GOALS

### Air Emissions Over Time





## Water Discharges

Orbia is committed to maintaining the health of local water basins wherever we operate and recognizes that ocean and marine ecosystem health is strongly influenced by upstream water quality, plastic stewardship and circularity. While our operations have limited direct interaction with marine ecosystems, we focus on preventing indirect impacts through strong operational controls, including measures to prevent resin loss and to improve wastewater and stormwater performance across sites. All our facilities meet—and often exceed—local regulatory requirements, with a consistent focus on water quality.

At our chemical sites, where wastewater discharge standards are more stringent, we go beyond compliance by monitoring and reporting additional water quality indicators such as total suspended solids (TSS), chemical oxygen demand (COD) and biochemical oxygen demand (BOD). In addition, we advance basin-level water resilience projects that indirectly benefit coastal and marine environments. This proactive approach reflects our dedication to strong regulatory compliance and reinforces our commitment to safeguarding water resources across every region in which we have a footprint.

Data available [here](#).

We recognize that preventing microplastic pollution is a critical component of protecting water and nature. Across our polymer-related operations, we have strengthened controls to prevent the loss of pellets, flakes and powders—our primary potential microplastic pathways.

### Operation Clean Sweep

Polymer Solutions (Vestolit) teams continue to strengthen their commitment to Operation Clean Sweep; a global initiative focused on eliminating plastic resin loss. This work is key to preventing pellets, flakes and powders from entering waterways and impacting ecosystems. Since 2019, we've refined our operational guidelines and implemented measures to keep these materials within our facilities. In 2025, we reinforced these practices across all sites, ensuring that we play an important role in reducing microplastic pollution. Our goal remains clear: zero pellet loss and ongoing protection of water resources.





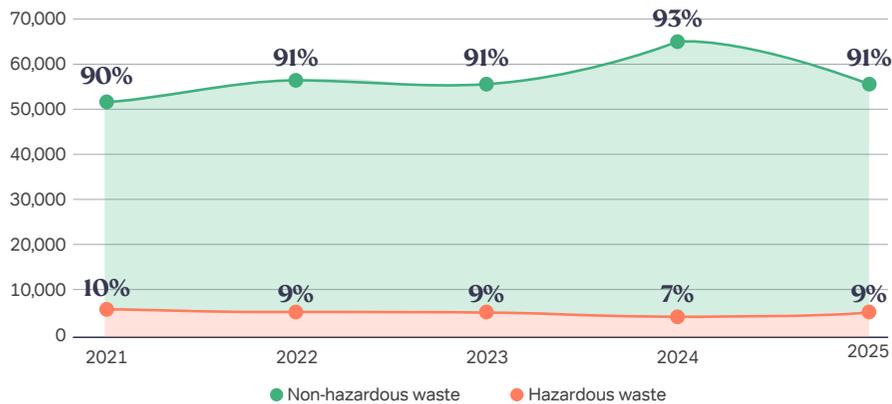
## Waste Management

At Orbia, we consistently strive to reduce waste at the source: streamline manufacturing processes to minimize waste generation, reducing the creation of both hazardous and non-hazardous waste, promoting circularity and moving toward sending zero waste to landfills. We are committed to producing minimal scrap, enhancing reprocessing and strengthening partnerships with waste management companies to offer recycling capabilities whenever possible, preventing waste streams from reaching landfills in the first place.

For non-recyclable waste, where possible we employ waste-to-energy technologies to reduce landfill use while generating energy—all while complying with environmental laws and regulations and investing in responsible disposal practices on an ongoing basis.

### Process Waste Composition at Orbia

Non-hazardous and hazardous waste production (Tons and %) ✓



Note: Excludes waste from special projects.

Orbia adopts the zero-waste-to-landfill definition as sending no more than 10% of total hazardous and non-hazardous waste to landfills.

Waste from special projects refers to activities unrelated to normal production operations in our sites and can include construction, demolition, soil removals, etc.





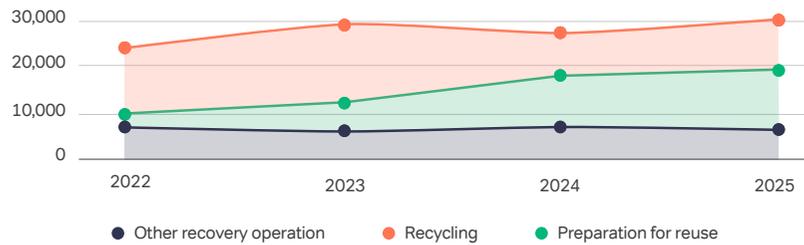
## Diverting Waste From Landfill

All Orbia sites share a mission to reduce and divert waste from landfills. To fulfill this mission, we've established the goal of achieving Zero Waste to Landfill (ZWTL) by 2025. We will continue to focus on reducing waste at the source, while developing partnerships with waste management companies to implement effective diversion solutions.

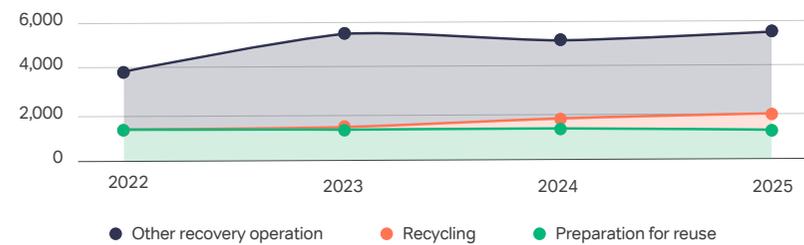
Overall, waste recovery per ton has shown a steady upward trend. In 2025, waste diverted from disposal increased by 7% compared to 2024, with 17% of hazardous waste recycled. ✓

### Operational Waste Diversion from Disposal Methods Breakdowns (Tons)

#### Non-Hazardous Waste



#### Hazardous Waste



\*Other recovery operations category includes Recovery and Incineration with energy recovery. Note: Excludes waste from special projects.

Orbia adopts the zero-waste-to-landfill definition as sending no more than 10% of total hazardous and non-hazardous waste to landfills. Waste from special projects refers to activities unrelated to normal production operations in our sites and can include construction, demolition, soil removals, etc.

## Turning Unavoidable Waste into Circular Value

At Orbia's Marl site in Germany, quench acid generated during methyl chloride production had long been treated as an unavoidable hazardous waste stream, requiring energy-intensive incineration with high natural gas use and associated CO<sub>2</sub> emissions.

In 2025 Orbia implemented a first-of-its-kind separation and purification process, enabling recovery where no viable solution previously existed. This innovation converts most of the waste stream into usable hydrochloric acid, significantly reducing disposal and energy demand.

### Results at the Marl site:

- ~90% of the quench acid stream recovered as hydrochloric acid
- 7,000 tons of CO<sub>2</sub> avoided per year
- >90% reduction in natural gas use, delivering ~\$600k in annual savings
- 1,800 tons of additional production capacity per year

This project demonstrates how targeted process innovation can transform an unavoidable by-product into a valuable resource, advancing circularity while strengthening operational efficiency and environmental performance.





# Waste Disposal

## 2025 Goal: All Sites Sending Zero Waste to Landfill\*

Orbia is committed to operating and maintaining our manufacturing facilities with a focus on reducing resource use and managing industrial waste responsibly. Across all business groups, we continue to strengthen waste management practices and advance more sustainable operations. As part of this commitment, we set the goal of achieving Zero Waste to Landfill (ZWTL) by 2025.

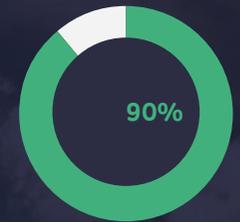
### Achievements

In 2025, 90% of Orbia sites achieved our Zero Waste to Landfill (ZWTL) goal. While we did not reach full Zero Waste to Landfill (ZWTL) across all sites by 2025, every business group advanced its waste-reduction and circularity efforts. In 2025, Orbia plants diverted 61,000+ tons of process waste from landfill. Multiple sites achieved or maintained ZWTL status and others made significant progress through improved waste segregation, expanded recycling and reuse programs, strengthened vendor partnerships and implemented innovative circular-use initiatives. These collective efforts contributed to higher diversion rates and reinforced our commitment to minimizing waste across operations.

### Lessons learned

Progress toward ZWTL offered important insights that will help accelerate our future efforts. Several waste streams presented technical

### Zero Waste to Landfill Progress by Business Group (% of Sites)



[MORE >](#)

**2025 GOALS**

challenges—such as high-moisture sludge, hazardous byproducts with limited treatment alternatives and residual materials that contain regulated components. In addition, some solutions required investments with longer payback periods or higher implementation costs and certain technologies or partnerships are not yet available across all regions. Organizational changes, shifting site portfolios through acquisitions or divestments and varying internal capabilities across locations also influenced overall timelines. These experiences, while challenging, have strengthened our understanding of what is required to move forward effectively. They highlighted the need for targeted innovation, expanded regional capabilities and continued collaboration with external partners. Most importantly, they reaffirmed the value of cross-business coordination, consistent standards and dedicated resources to address the most complex waste categories and continue advancing our ZWTL ambition.

### Outlook

While we did not achieve full ZWTL across all sites by 2025, waste reduction and landfill diversion remain core priorities for 2026 and beyond. Our business groups continue progressing through ZWTL audits and implementing improved recycling, reuse and recovery practices. As new vendors, technologies and circularity solutions become available—and as recently initiated programs mature—we expect continued improvement in our waste performance. Orbia remains committed to strengthening waste management, advancing circularity and ensuring responsible operations across all sites.



2025 progress:



At the end of 2025, 67% of our **Polymer Solutions (Vestolit)** sites achieved Zero Waste to Landfill (ZWTL). Progress was supported by advancing circular-use initiatives for waste materials in our sites in Mexico and the United States, enabling recovery opportunities and potential commercialization. In addition, our Altamira sites implemented lubricant reactivation initiatives that reduced both fossil-based lubricant consumption and hazardous waste generation. We remain focused on strengthening operations as we work toward our waste reduction ambition.

**Polymer Solutions (Alphagary)** maintained its ZWTL status across 100% of sites and developed a new application for a plasticizer material that was previously sent to wastewater treatment for removal of Chemical Oxygen Demand (COD) before discharge. By creating a viable product use for this stream, we are now able to recover and reuse the material without compromising performance. This advancement reduces waste generation and strengthens our commitment to circularity by extending the useful life of our materials.



In 2025, **Building & Infrastructure (Wavin)** continued implementing waste segregation practices, employee awareness programs and vendor partnerships to enhance recycling and reuse capabilities. As a result, 95% of sites achieved our ZWTL goal. Work is underway to expand supplier take-back solutions in Canada and other regions to continue progressing toward full ZWTL compliance.



In 2025, **Precision Agriculture (Netafim)** focused efforts at U.S. (California) and Mexico (Culiacán) sites to improve waste segregation, strengthen vendor partnerships and expand recycling and reuse capabilities. These initiatives led to significant reductions in waste disposal and contributed to 85% ZWTL progress across our operations.



In 2025, 100% of **Connectivity Solutions (Dura-Line)** sites achieved our ZWTL goal, achieving a total 97% global landfill diversion rate. Contract reviews and new vendor partnerships enabled reductions in waste sent to landfill.

Learn more about our take-back programs [here](#).



In 2025, **Fluor & Energy Materials** reached 57% ZWTL across its operations. At our mining sites in Mexico, the waste recovery rate increased to 97%, supported by initiatives such as repurposing tires, conveyor belts and sacks as alternative fuel in cement plants, expanding wood and metal recycling and improving waste sorting practices. At our chemical manufacturing sites, we continued advancing circularity through partnerships with waste recovery contractors, comprehensive recycling programs for metals, cardboard, plastics and paper and processes that enable the recycling of refrigerants.

Beyond waste management, all our businesses are on a mission to advance circular practices, including take-back programs. Learn more [here](#).

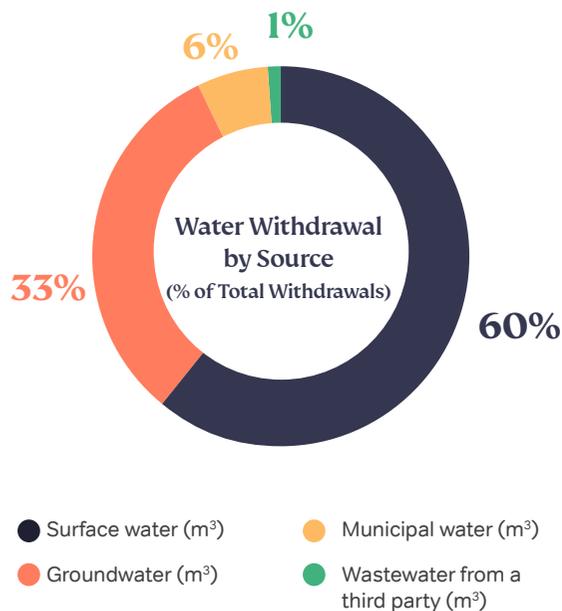
2025 GOALS





## Water and Nature

At Orbia, we recognize the interdependencies between climate, water and biodiversity and acknowledge how our water-related actions can mitigate climate change and strengthen ecosystems. We aim to achieve net-positive water impact by conducting water risk assessments, developing water stewardship plans and targets and engaging in collective action in priority basins.



Our water footprint is largely associated with our Polymer Solutions business, which accounts for 64% of our water withdrawal. In addition, 54% of our water consumption is in Mexico, followed by our sites in Colombia and Germany.

We continuously monitor water use in water-stressed areas using Aqueduct 4.0, a tool provided by the World Resources Institute (WRI)\*. By the end of 2025, our assessment showed that 41% of our sites were located in regions classified as experiencing high or extremely high-water stress, representing 17% of our total water withdrawal and 33% of our water consumption ✓. Importantly, 80% of these sites operate with closed-loop water systems, significantly improving overall water-use efficiency.

**33%**  
of our water withdrawal comes from groundwater.

### Sites in “Extremely High” or “High” Water Stress Areas:



For further information: [2025 CDP Response](#)

\* From 2025 onwards Orbia continues to use WRI's Aqueduct tool in its version 4.0, in response to the highest standards and best practices in the market, committed to the most reliable and up-to-date information.



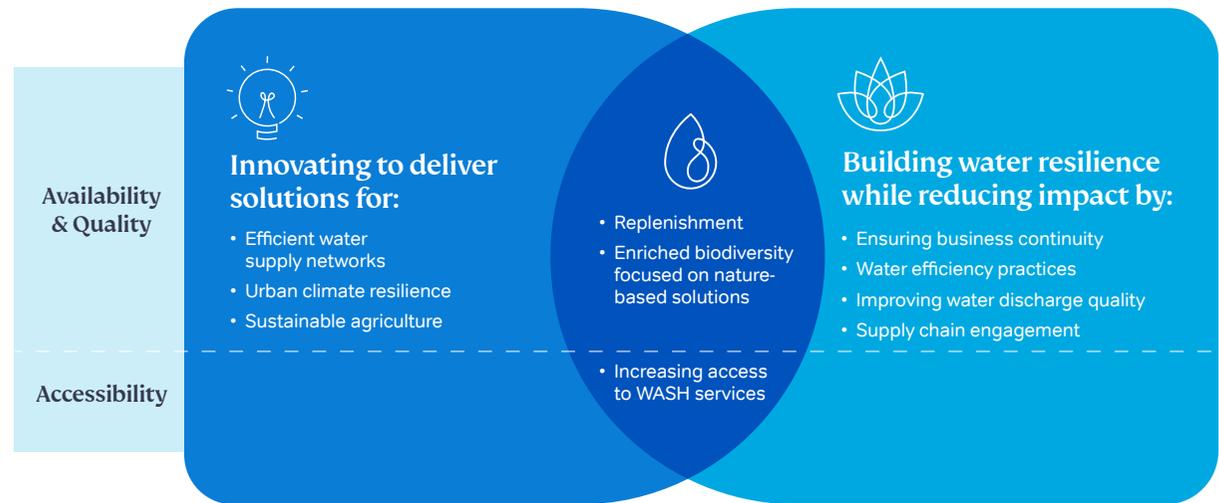
## Positive Water Impact

In 2025 we launched our Positive Water Impact Program: a strategic initiative that brings together three interconnected pathways—operations, solutions and community action—to ensure that our water stewardship efforts create measurable benefits for people and ecosystems. On the operations side, we prioritize water efficiency, closed-loop systems, drought resilience and targeted actions at high water-risk sites to reduce our own reliance on stressed basins. Through our sustainable solutions pathway, we connect companies’ sustainability goals with real impact. We partner with companies to turn corporate sustainability goals into permanent, measurable water savings. We do this with projects that use our water solutions, such as those in precision agriculture, resilient water infrastructure and circular water. Beyond our operational footprint and solutions, we seek to engage in community and collective action by supporting water-replenishment projects, participating in multi-stakeholder initiatives and collaborating with local partners in priority basins to enhance water security and ecosystem health.

The Positive Water Impact Program will identify and prioritize actions at Orbia sites in high water-risk regions, amplify the go-to-market reach of Orbia solutions, establish strategic partnerships around water replenishment and access and define a water positive roadmap with targets, aligned with leading frameworks such as the CEO Water Mandate.

### Orbia’s Water Framework

Orbia is committed to build water resilience, contribute to thriving biodiversity and join efforts to impact key vulnerable prioritized water basins by 2030



### Partner

to foster shared water security and watershed health through collective action.



## Operational Improvements for a Water-Positive Future

### Water Efficiency

Water is an essential input for Orbia's petrochemical operations and a critical resource across the company. All manufacturing sites apply high-efficiency water-management practices and, where possible, incorporate alternative water sources. As a result, most extrusion sites operate closed-loop water systems that significantly reduce consumption.

Within Polymer Solutions (Alphagary), we further optimize water use by closely monitoring steam consumption across plants—improving operational efficiency, reducing boiler make-up water needs and lowering total water use. We also continuously assess our closed-loop systems to identify opportunities to minimize waste and enhance conservation. In 2024, a severe drought in Mexico temporarily halted operations in Altamira; in response, we made a strategic investment to upgrade the cooling system and become water self-sufficient. The new system increases efficiency and recirculation capacity, ensuring reliable water availability even during future shortages. This shift not only protects business continuity but also reflects our commitment to responsible resource management where human needs come first and to advancing sustainable, resilient operations across the company.

In Polymer Solutions (Vestolit), we further strengthened water efficiency at our Altamira I site by recovering and treating process streams through physicochemical, biological and reverse osmosis systems, allowing the water to be reintegrated into operations. These improvements contributed to a 20% reduction in water consumption compared with our 2019 baseline, enhancing operational resilience amid the region's increasing climate-related water challenges.

### Water Recovery

#### Orbia Polymer Solutions (Vestolit)

During 2025 Orbia Polymer Solutions (Vestolit) achieved an average process water recovery rate of 70% through advanced treatment systems. One key example is La Presa site, in Mexico, which captures wastewater from the Lázaro Cárdenas community and the industrial corridor. After reverse osmosis treatment, the water meets industrial quality standards and is reused in our production processes. This initiative significantly reduces dependence on municipal and groundwater sources, with 80% of treated water being used internally. The effort has resulted in up to 35% savings in total water costs while reducing pressure on the local watershed and promoting circular water use within the industrial corridor.

#### Orbia Building & Infrastructure (Wavin)

Over this past year Orbia Building & Infrastructure (Wavin) continued to advance solutions that reduce the consumption of fresh water for irrigation. In 2025, we implemented the reuse of water from the pipe washing station project in Lima, Peru. The initiative captures water used for pipe washing, treats it for reuse and transports it for irrigation of green areas. Adaptations included expanding the reclaimed water area from 72 m<sup>2</sup> to 480 m<sup>2</sup>, exceeding the original 128 m<sup>2</sup> goal. The project demonstrates how water reuse strategies can optimize water efficiency and strengthen our sustainability practices.

#### Orbia Fluor & Energy Materials

Orbia Fluor & Energy Materials advanced major water-efficiency projects in 2025 at our mining operations, including new solid-removal technology and upgrades to decanter systems, both scheduled to be operational in early 2026. At Rioverde, Mexico, additional equipment will also enhance water and solids management in tailings dams. These initiatives represent a combined \$16 million investment to strengthen water recovery and operational resilience. Across our chemical sites Orbia Fluor & Energy Materials continues to optimize water use through advanced treatment, high recycling rates—such as 98% cooling water reuse at Mihara—and process improvements that reduce overall consumption.



## Solutions for Positive Water Impact

**Orbia Building & Infrastructure (Wavin)** and **Orbia Precision Agriculture (Netafim)** continued developing solutions that enable positive water impact through improved water replenishment and circular-use strategies. In late 2024 Orbia announced a collaboration with Microsoft and SANASA—the public water utility of Campinas, Brazil—to support the region’s water replenishment targets.

Under this 10-year agreement Orbia, Microsoft and SANASA are working to reduce water losses across Campinas’ network using Orbia’s Water Network Management. After only one year, the partnership is already delivering measurable results: From July 2024 to June 2025, the project generated a volumetric water benefit of over 370,000 cubic meters—equivalent to 151 Olympic swimming pools. The target for year two is 622,000 cubic meters, with a long-term ambition of saving more than 2.5 million cubic meters annually once fully implemented.

**Precision Agriculture (Netafim)** expanded its water stewardship portfolio in 2025 by launching and scaling new projects with major customers across industries in the U.S. and India. These initiatives—implemented in the U.S. (California, Arizona, Utah, Midwest and Florida) and in India (Karnataka and Telangana)—focus on supporting farmers’ transition from flood irrigation to drip irrigation, enabling more efficient water use and stronger on-farm performance.

In 2025, the program surpassed 1,000 hectares, reaching approximately 100–120 farmers. The projects deliver shared value: corporate partners benefit from improved water efficiency and stewardship outcomes, while farmers see higher yields, lower input costs and improved livelihoods, strengthening economic resilience for households and communities. Notably, 2025 marked Orbia’s Precision Agriculture’s first water stewardship projects in India, establishing a replicable model that is planned to scale further across the U.S., India and additional geographies.

## Supporting Water Funds

Since 2012, Orbia has supported multiple Water Funds across Latin America to finance water security initiatives and share technical expertise in Mexico, Colombia, Guatemala, Peru, Brazil and Ecuador, promoting nature-based solutions, sustainable watershed management and coordinated action among the public, private and social sectors. In 2025, we amplified our collaboration with Agua Capital to advance water security in the Valley of Mexico—expanding rainwater harvesting in schools through stronger technical follow-up and education (building toward a goal of 150 systems) and progressing landscape restoration in Izta-Popo and Amanalco-Valle de Bravo to 75%, supporting forest recovery and aquifer recharge while launching new efforts such as San Nicolás Totolapan. Agua Capital also strengthened capacity building through the Cities for Water MOOC, deepened coordination with authorities—including a formal cooperation agreement with Mexico City’s water authority—and convened stakeholders in forums focused on water governance, climate adaptation and integrated water management. We also continued partnering with Aquafondo in Peru, building on prior irrigation efficiency work in Lima and advancing community water and food security efforts in Cerro Colorado, including support for safe water access across 35 community kitchens.

Learn more [here](#).



## Linking Water and Nature

At Orbia, our ambition to achieve net-positive water impact is closely linked to our commitment to protect and restore nature. Water security, ecosystem health and biodiversity resilience are deeply interconnected—strengthening one reinforces the others. Healthy freshwater systems sustain habitats, regulate nutrient cycles and support species diversity, meaning that improving water management directly enhances ecosystem services and resilience.

Our approach seeks to support two key areas: water availability, by reducing extraction from rivers, lakes and aquifers and preventing groundwater depletion to maintain ecological connectivity; and water quality, by mitigating pollution loads and excess nutrients that can trigger ecosystem degradation. Together, these actions safeguard freshwater habitats and species survival, reinforcing the link between water stewardship and biodiversity resilience.

As part of this work, in 2022 we conducted preliminary nature-related screenings using reference tools such as the Integrated Biodiversity Assessment Tool (IBAT) and WWF’s Biodiversity Risk Filter (based on the 137 eligible sites at the time of the assessment).

1. Protected areas classified within categories V and VI of the International Union for Conservation of Nature (IUCN) are excluded because they either refer to landscapes with already implemented conservation plans or landscapes in which activities have had little permanent impact on the region’s environmental health.

2. Protected species include the following categories from the IUCN Red List: Critically Endangered, Endangered and Vulnerable.

### Key results:



These assessments provide inputs that help us better understand where our sites may intersect with sensitive natural areas and where ecosystem conditions could influence water-related risks and opportunities. By aligning water stewardship with biodiversity, we create measurable benefits for nature and communities, advancing Orbia’s commitment to nature-positive outcomes.

## Contributing to Biodiversity and Landscape Resilience in Guyana

In 2025 Orbia, through its participation in the Latin America Conservation Council (LACC), supported initiatives in Guyana aimed at strengthening biodiversity and landscape resilience. Working alongside Conservation International, Cobra Collective, Indigenous governments and national authorities, LACC contributed to environmental and social impact studies for the Georgetown–Lethem Road, an ecologically sensitive corridor in the Amazon region.

These efforts combined hydrological modeling and ecosystem assessments to identify conservation-priority areas, inform agroforestry development and mitigate biodiversity loss associated with new infrastructure. At the national level, LACC also supported Guyana’s efforts to expand protected areas—targeting 17% coverage by 2025 and 30% by 2030—including progress toward the designation of the 1.4-million-hectare New River Triangle Forest Reserve. Together, these actions help protect critical habitats, address deforestation risks and lay the groundwork for long-term biodiversity financing mechanisms.





## Contributing to the Preservation of Environmental Services

As part of our nature-risk assessment, we evaluate pressures on biodiversity and ecosystem services using tools such as WWF's Biodiversity Risk Filter. This analysis highlights regional drivers—such as tree cover loss and water stress—as some of the most significant threats to ecosystem stability in the areas where we operate. These insights inform our risk management approach and help identify opportunities to contribute positively to ecosystem preservation across our operations and value chain.

### Orbia Building & Infrastructure (Wavin)

#### Ecuador: Preventing Marine Pollution through River-Based Solutions

In Ecuador, Building & Infrastructure (Wavin), through Plastigama Wavin, supports the Galápagos Guardians initiative, which aims to stop marine pollution in the Galápagos Islands by capturing waste in river systems before it reaches the ocean. Learn more [here](#).

The initiative combines technical innovation with community engagement. Working with partners Orbia developed a floating river-waste barrier using Orbia Wavin piping systems; a prototype is currently being tested in the San Pedro River near Quito. At the same time, the project builds awareness and strengthens capacity among local communities and grassroots recyclers to improve waste collection, promote responsible consumption and prevent pollution at the source.

Together, these efforts aim to keep over four metric tons of plastic from entering fragile marine ecosystems while advancing circular-economy outcomes through technology and social inclusion.

#### Brazil: Resnascente Jacareí – Nature-Based Solutions for Water and Ecosystem Restoration

In Brazil, Building & Infrastructure (Wavin) continues to advance nature-positive outcomes through the Resnascente Jacareí project, developed in partnership with The Nature Conservancy (TNC). The initiative focuses on restoring freshwater ecosystems while improving water security and sanitation services for surrounding communities. Learn more [here](#).

Through this project Orbia supports the installation of basic sanitation and ecological restoration solutions designed to protect water sources, enhance ecosystem functionality and reduce pollution loads entering local waterways. By integrating nature-based solutions with resilient infrastructure, the project contributes to healthier freshwater systems that sustain biodiversity, regulate hydrological cycles and strengthen ecosystem services critical to both nature and people. The Resnascente Jacareí initiative illustrates how collaboration with conservation partners can translate water stewardship commitments into tangible biodiversity and community benefits.

### Orbia Fluor & Energy Materials

#### Mexico: Conserving Ecosystem Services through Partnership with CONAFOR

In Mexico, Orbia Fluor & Energy Materials supports ecosystem preservation through a long-standing public-private partnership with Mexico's National Forestry Commission (CONAFOR) focused on conserving the Sierra de Álvarez Natural Protected Area in San Luis Potosí. Launched in 2016 and renewed in 2021, the initiative channels investment through mechanisms such as payments for environmental services and matching funds. To date, more than \$200,000 has been invested, benefiting the Santa Catarina Ejido community and supporting biodiversity monitoring, habitat restoration and water catchment projects. As a result, 1,705 hectares have been conserved and rehabilitated, strengthening ecosystem resilience and the long-term provision of environmental services.



## Reforestation and Engagement

### Orbia Polymer Solutions (Vestolit)

In 2025, Polymer Solutions (Vestolit) advanced Orbia’s environmental stewardship efforts at the La Presa site in Mexico. On Cerro del Chiquihuite, part of the Sierra de Guadalupe, we helped reforest the area with 60 fruit trees in coordination with the Government of Tlalnepantla. The region had been severely affected by wildfires in recent years and the initiative supports its ecological recovery.

The Sierra de Guadalupe serves as a vital “green lung” and hydrological regulator for Mexico City, contributing to ecosystem restoration, biodiversity protection and water management for the metropolitan area. Our efforts were recognized with the Sello Verde award from the Tlalnepantla Municipal Government, underscoring our commitment to sustainable development and community collaboration.



### Orbia Fluor & Energy Materials

Orbia Fluor & Energy Materials continues to reinforce its commitment to environmental restoration through reforestation and community-based environmental initiatives.

In Mexico, through the efforts of more than 100 volunteers—including community members, contractors and Orbia employees—500 pine nut trees were planted in La Salitrera and an additional 1,140 trees were added in Rioverde helping to promote biodiversity and strengthen ecosystem resilience in the region.

#### Las Cuevas Nursery

Since its opening in 2024, the Las Cuevas Nursery has grown into a space for biodiversity and environmental learning. It now hosts 1,687 specimens from 65 endemic species. The site also serves as an educational hub: in 2025, the environmental management team facilitated 11 germination courses, where 76 participants successfully germinated 875 plants, including pomegranate and chamomile. This project continues to grow alongside the local community.

Beyond reforestation, Orbia Fluor & Energy Materials promotes biodiversity and conservation across its

sites through a range of local stewardship actions. These efforts included a riverside cleanup in May 2025 at Mihara, Japan to remove litter and fallen leaves and help protect local ecosystems. At Rocksavage, U.K., work to enhance wildlife habitats led to the installation of four new nest boxes in 2025, several of which were successfully inhabited and used for egg-laying and fledging. The site also plans to conduct a baseline ecological survey to further strengthen its biodiversity efforts.

These actions—large and small—demonstrate Orbia Fluor & Energy Materials’ commitment to preserving natural habitats and fostering ecological balance within the communities where we operate.





## Circularity

Advancing a circular economy requires looking at all stages of our products' life cycles while reducing the environmental impact of our portfolio.

Orbia integrates sustainable design principles to support decarbonizing our products. These principles focus on extending material use, incorporating recycled plastics and other post-consumer or post-industrial feedstocks and developing solutions that close the loop in our material processes.

Orbia's Circularity Community of Practice, established in 2020, continues to drive progress by exploring new technologies, monitoring circularity-related regulations, sharing best practices and identifying cross-business initiatives to enhance circularity across our operations.

### Driving Recycled Content Use

We consider environmental criteria when selecting raw materials. All relevant Orbia businesses (Building & Infrastructure, Connectivity Solutions, Precision Agriculture and Polymer Solutions) seek to increase the use of recycled raw material across our portfolio.

Circularity Target	2025 Performance	
<b>Building &amp; Infrastructure:</b> Increase % of recycled content in products <sup>1,2</sup>	5.3% by 2025	<b>5.3%</b>
<b>Building &amp; Infrastructure:</b> % of products 100% recyclable	90% by 2025	<b>91%</b>
<b>Precision Agriculture:</b> Increase recycled content in driplines for irrigation <sup>1</sup>	45% by 2030	<b>19.5%</b>

1. Recycled plastics content (according to ISO 14021): The proportion (%) obtained by dividing the mass of recycled plastics used for products by the total mass of plastics in the final products.

2. Building & Infrastructure (Wavin): Average recycled content is a global average and varies per region (i.e., 10% in Europe vs. 1.5% in Latin America). The global total potential level of recycled content in Building & Infrastructure (Wavin) is currently limited to approximately 36% because of limitations in local regulations and product standards, technical and equipment limitations and the absence of mature recycling infrastructure. Regulations and standards are likely to be revised for circular design in different countries, allowing higher recycled content levels in the future.

3. Based on cradle-to-gate Life Cycle Assessment (LCA)

### Orbia Building & Infrastructure (Wavin)

Supporting a circular economy is one of the key pillars of our decarbonization strategy. In 2025 we launched new low-carbon solutions in the market:

- Tegra LC inspection chambers soil and waste range, incorporating circular materials with a [reduced CO<sub>2</sub> footprint](#).
- Wavin PVC+, PVC pipes and fittings
- Bio-based PVC drinking water pipes delivered to Dutch water utilities.

Low-carbon products are designed and produced with at least 40% recycled content, which reduces their carbon footprints by about 36%. Products designed and produced with 100% recycled content have the potential to decrease their carbon footprints by as much as 80%.<sup>3</sup>

### Recyclability and Circular Design

Our Building & Infrastructure (Wavin) business uses circular and low-carbon raw materials and a circular design for disassembly and recycling to make progress on our goal of 90% of products being 100% recyclable by 2025. Our performance in 2025 was 91% (up from 90% in 2024). See the rest of this chapter for examples of circular product launches and circularity programs.





## Closing the Loop in Materials

### Orbia Polymer Solutions

**Our Polymer Solutions (Vestolit)** expanded its circularity strategy through Future-Fit PVC, a portfolio of lower-carbon PVC solutions designed to close the loop in materials while maintaining full technical performance. Future-Fit PVC includes bio-attributed grades with up to 60% lower carbon footprint, circular PVC produced using pyrolysis oil from plastic waste and Carbon Capture Usage (CCU) PVC manufactured from recovered industrial carbon off-gases.

In parallel Orbia continues to scale its Vinyl in Motion program, which recovers post-industrial and post-consumer PVC waste and reintegrates it into new value-added applications. Discarded PVC products—such as medical IV bags, pipes, window frames, artificial leather and blister packs—are collected, reprocessed and transformed into new PVC compounds used in wire jackets, flooring, pipes, carpets, footwear and construction materials.

Vinyl in Motion has been successfully implemented in Colombia, where it currently supports more than 100 medical centers, with a goal of reaching over 250 in the coming years. In 2025, the program expanded to Mexico, engaging around 200 home-dialysis patients, four medical institutions and two PVC transformers. In Brazil, pilots with four customers have tested the recycling of post-industrial PVC.

See [Vinyl in Motion](#) for further information.

### Orbia Polymer Solutions (Alphagary)

accelerated our commitment to circularity through three major innovations:

- First, working in tandem with the Vinyl in Motion program, we repurposed recycled PVC recovered from hospitals to produce our Infinitude™ compounds, increasing sales to 197 metric tons—a 23% increase vs. 2024.
- Second, we transformed our plasticizer production process by reclaiming wastewater that had previously been outsourced for disposal. Through a series of experiments, we developed PoliPlasticizer™—a unique blend successfully incorporated into general-purpose vinyl compounds such as floor mats and shoe soles. These compounds matched the performance of those made with virgin plasticizers while lowering carbon intensity and eliminating disposal costs.
- Finally, we pioneered a new application for plasticizer material that was previously treated as waste. By integrating this high color plasticizer into pre-colored compounds, we recovered valuable resources without compromising product quality.

Together, these initiatives reflect our drive to reduce waste, extend material lifecycles and deliver high-performance solutions with a lower environmental impact.

### Orbia Building & Infrastructure (Wavin)

#### Orbia Building & Infrastructure (Wavin)

advanced its sustainability commitment through the global rollout of the Take-Back Service, an innovative program that transforms end-of-life pipes into high-quality circular raw materials. Traditionally, used pipes are incinerated or landfilled, generating significant CO<sub>2</sub> emissions. By recycling instead, the program avoids waste, reduces emissions and creates feedstock for low-carbon products such as pipes, fittings, road gullies and rainwater infiltration units.

The Take-Back Service offers customers a simple, cost-effective solution with immediate CO<sub>2</sub> savings. Contractors can schedule collections or drop off materials at designated recycling points, after which recovered materials are processed to Orbia's quality standards and reintroduced into the product portfolio. Participating customers also receive CO<sub>2</sub> certificates, supporting their sustainability goals without compromising performance.

In 2025, the program expanded to Mexico, Denmark, Sweden, Brazil and Poland, in addition to Colombia and the Netherlands. During the year, 487 tons of pipes and fittings were collected, delivering CO<sub>2</sub> savings of 624 tCO<sub>2</sub>e and reinforcing Orbia's leadership in circular construction.



## Orbia Precision Agriculture (Netafim)

**Orbia Precision Agriculture (Netafim)** operates two ReGen recycling plants in the U.S. and Mexico, with take-back programs in 10 countries to collect end-of-life driplines and process content for new dripline manufacturing. In 2025, our ReGen plants collected over 14,000 tons of used driplines for reuse. Our team aims to extend the ReGen circularity program to Turkey, China and Morocco and collaborate with local partners to introduce greater amounts of recycled content into dripline manufacturing.

## Orbia Connectivity Solutions (Dura-Line)

**Orbia Connectivity Solutions (Dura-Line)** continued its reel take-back program, which repurposed over 115,000 conduit reels and saved \$8.5 million. In addition, we are currently conducting an additional LCA at two manufacturing sites to certify another regrind content product line that will help us quantify the benefits of products made with internal regrind vs. products made with virgin materials.

After the successful completion of final field trials, Connectivity Solutions began fulfilling orders of a conduit product made with internal regrind material for a key Tier-1 customer in the U.S. and Canadian markets, supporting our sustainability efforts and the customer's environmental goals.

During 2025 we achieved volumes of 1,052 metric tons of ECO product sales which have up to 44% lower emissions against products made with 100% virgin resin.

## Orbia Fluor & Energy Materials

**Orbia Fluor & Energy Materials** strengthened its hydrofluorocarbon (HFC) recovery efforts at the Mihara plant in Japan, significantly boosting refrigerant recycling capacity utilization.

Through this initiative, the company:

- Recovered 916 tons of refrigerants, delaying approximately 1.7 million tons of greenhouse gas emissions.
- Destroyed 463 tons of refrigerants, avoiding an additional millions tons of greenhouse gas emissions.

Additionally, our Fluorocompound Innovation Center has pioneered the use of recovered mineral tailings to create synthetic fluorspar stones, enabling the production of high-performance steel with a significantly lower environmental impact.

Throughout 2025, we have been working on options to scale up production following excellent results and promising prospects from our innovation efforts.



# Social

Our defining advantage is clear. Our people—totaling 22,000+ in number—are the drivers of our success.

As Orbia strives to create a prosperous workplace, we know that in order to address the challenges and opportunities of our business activities our actions must be intentional and thoughtful. We are committed to protecting the safety and well-being of our people and empowering them to grow and succeed, with support every step of the way. By taking proactive measures to prevent potential risks and fostering an environment where everyone can thrive, we're building a foundation for long-term success.

## Safety First

Our goal is to eliminate all injuries, reduce emissions and prevent adverse environmental and health impacts at every stage of the life cycle of our products. Caring for one another is a core value that shapes our culture, guides our actions and informs our decision-making. The health, safety and well-being of our employees, contractors and the communities where we operate are our highest priorities and remain central to everything we do.

We were deeply saddened by a fatality at our St. Gabriel, Louisiana site in November 2025. Full investigation protocols and corrective actions have been taken. Following the event, all our operating sites paused production to review critical safety activities and procedures, including our Life Saving Rules. We remain committed to deploying industry best practices for process safety in chemical plants and augmenting them with our own technology-specific know-how.

## Safety Governance

We are dedicated to achieving leading HSE (Health, Safety and Environment) performance and advancing continuous improvement across all our operations. A strong HSE culture is integral to Orbia's purpose of advancing life around the world and underpins how we operate every day. Each business group is accountable for delivering on the ambitions set out in our [HSE Commitment](#), ensuring consistent standards and measurable progress.

Our safety governance framework is supported by three coordinating bodies designed to strengthen alignment, collaboration and execution: the HSE Core Council, the Extended Council and the Strategy & Implementation Council, which meet biweekly, bimonthly and three times per year, respectively. Together, they help guide progress toward our HSE objectives and foster a culture of continuous improvement.

In addition, safety metrics are integrated into leadership's strategic priorities and are tied to executive compensation and the evaluation of senior management's delivery on our purpose and values. This structure reinforces clear accountability and sustains a company-wide commitment to maintaining a strong safety culture.

The Orbia Board of Directors sets and agrees on annual HSE objectives, goals and targets. The Board's Governance Committee reviews progress versus these goals via formal review quarterly. Each business group develops plans to attain its annual goals. These plans include agreed-upon cross-business initiatives and business-specific tailored actions best designed for the risk profiles of their operations. Business group leadership regularly reviews HSE goals and key program progress with workers at each plant and reports progress to Orbia leadership. When recordable incidents occur, the root cause analyses and corrective actions are reviewed personally by the affected Business Group President and their leadership.



# Safety

## 2025 Goal: Total Recordable Incident Rate Below 0.2

### Our Journey

We are proud of our journey supporting our belief that all injuries are preventable. Since 2016, we have improved our total recordable incident rate (TRIR) by approximately 75%. In 2025, we took a step back in our continuous improvement trajectory with our incident rate retreating to 0.52. Several of our business groups, including Polymer Solutions and Precision Agriculture, have achieved TRIR levels at or below 0.20, demonstrating that this target is attainable. Although Orbia did not meet its 2019 aspirational goal of reaching a company-wide TRIR of 0.20 by 2025, we are encouraged by our progress and remain committed to advancing toward a workplace where no one is hurt.

During the year, Orbia developed and began implementation of four detailed Life Saving Rule standards. All sites are working on gap analysis and closure for Forklift Technology, Electrical Safety, Machine Safety and Job Safety Analyses (JSA). In addition to reducing risks of a serious injury or fatality, these standards, particularly the JSA standard, will provide a meaningful layer of protection against all occupational injuries.



2025 GOALS

### Orbia Total Recordable Incident Rate (TRIR) ✓



\*Data includes employees and contractors



## Safety Culture

A zero-injuries future requires a steadfast commitment to cultural transformation. In 2025, each Orbia business leader embraced the challenge and led their team's vision of an injury-free workplace. Their efforts focused on designing programs that fit their team's culture and motivated performance. At the end of 2025, we conducted a Third-Party Safety Perception survey of all Orbia employees. We look forward to analyzing these results to understand progress and opportunities for improvement.

Delivering best-in-class HSE performance and strengthening our practices year after year remain central to how we operate. Our commitment to health, safety and the environment is deeply rooted in Orbia's purpose of advancing life around the world and shapes everyday decisions across the organization. Business groups are responsible for translating our HSE Commitment into consistent action, driving tangible results and upholding common standards.



## Safety Recognition

### Orbia HSE Excellence Awards

In 2025, Orbia continued its plant-level recognition program with the second edition of the HSE Excellence Awards. Each business group selected nominee teams evaluated by an independent panel using clearly defined criteria aligned with the HSE excellence benchmark. Nominees were recognized with awards presented by their respective Business Group Presidents, reinforcing our commitment to celebrating outstanding HSE performance across the company.

In association with Global Safety Day, the Orbia Board Committee Chair overseeing HSE and the VP of HSE & Engineering also presented an Orbia-wide HSE Excellence Award to the Altamira II Polymer Solutions Resins site in Mexico. The site was recognized for its deeply embedded safety culture and strong practices in work permits, risk assessment, emergency response, mentorship and operational discipline. Orbia remains committed to promoting HSE excellence recognition across its sites in the years ahead.

Together, these recognitions demonstrate how Orbia embeds safety into its culture by celebrating excellence, learning from success and continuously raising standards to protect people and communities.

### Safety Steward Award

Complementing this program, the Safety Steward Award recognizes teams that deliver exceptional safety transformations through leadership, discipline and care in action. It is one of four Orbia-wide milestone awards within the annual Purpose Comes to Life Awards, which celebrate company-level achievements. In 2025, a new award was introduced to recognize one site per business group for the most improved HSE performance, highlighting teams whose commitment and collaboration drove measurable progress in health, safety and environmental outcomes.

Last year, the Connectivity Solutions U.S. Evansville Plant Safety Transformation Team received the award for leading a cultural turnaround that significantly improved safety performance, engagement and accountability—setting a strong benchmark for safety leadership.



## Safety Management Systems

Orbia is committed to ensuring the highest safety standards across all its facilities through internationally recognized safety management systems. These systems enforce disciplined adherence to best practices and a focus on continuous improvement.

**In 2025, 62% of Orbia’s sites achieved certification to renowned safety standards, such as ISRS, ISO 45001 or OHSAS 18001. Certification will remain a key priority in the coming years.**

Learn more [here](#).

Our comprehensive safety approach—embedded in our management systems—covers several critical areas:

### 1 Emergency Response Plans

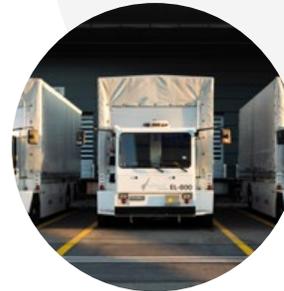
All Orbia facilities maintain comprehensive emergency preparedness and response plans, supported by drills conducted at least once a year. Certain sites—including our chemical operations—carry out more frequent, specialized exercises, such as fire, spill and injury response simulations, multiple times annually to reinforce readiness and operational resilience.



### 3 Transport Safety

We place strong emphasis on the safe transportation of our materials worldwide. This includes robust training programs for employees involved in logistics and distribution, along with periodic evaluations to ensure preparedness in emergency situations. We also deliver targeted training to external emergency response teams, equipping them to effectively address potential incidents involving the accidental release of our products into the environment or surrounding communities.

In 2025, we strengthened direct collaboration with transport companies to reduce hazards and improve risk identification for Polymer Solutions (Vestolit), which led to a decrease in incidents.



### 2 Product Handling and Emergency Protocols

We ensure that all employees receive appropriate training on the safe handling and use of our products. Our safety management systems also provide clear guidance, communication protocols and defined response procedures to effectively manage emergencies related to our products.



## Hazard and Risk Assessments

Hazard awareness and risk assessments remain key to Orbia's zero-injury goal for employees and contractors. Work performed at Orbia takes two forms: routine and non-routine work. Routine work consists of work that is guided by safe work procedures. Non-routine work are tasks requiring safe work instruction before continuing, planned activities and one-time or nonrecurring work. Before starting any task, we require a formal review of risks and preventive measures.

We require an operating procedure or standard routine work instruction in the local language for routine work. This document must include the potential hazards and risks associated with the task and the actions to prevent an injury. Each procedure or work instruction includes physical and chemical exposure hazards and risks and proper techniques and tools for maximizing safety and minimizing exposure. Often, pictures help operators better understand proper task execution and the risks associated with failure to follow the instructions. We use these written and, in some cases, digital documents as the foundation for training new workers or workers undertaking new roles. For non-routine work, the risks and hazards are assessed using a Job Safety Analysis (JSA) that is aligned with the Orbia JSA Standard and local site procedures. In both work types, we require assessment of the task at hand and the injury prevention actions before the work begins.

A key to effective hazard and risk assessment continues to be getting workers to stop, think and then act. Recognizing that something is different, changed or not as expected is key to injury prevention. Managing what has changed by adjusting the work steps, personal protective equipment or tools remains challenging for all industries. To further enable our employees and contractors to effectively manage these situations, many Orbia sites employ AI and digital technology to ensure everyone understands the task and safety measures. For example, several facilities now use AI-enabled CCTV systems that automatically identify unsafe acts—such as workers entering restricted zones without proper PPE—or detect hazardous conditions like blocked emergency exits or equipment left in unsafe positions, allowing immediate corrective action before an incident occurs. This helps our workers complete tasks correctly and safely and return home unharmed at the end of the day.

**Orbia's hazards and risk assessment activities extend beyond keeping our people safe to assess how our actions affect individuals, communities and the planet.**

## Commitment to Excellence

In 2025, we consolidated and matured shared safety programs across all business groups, particularly those focused on workplace observations and audits. We also expanded these initiatives by introducing worker participation recognition awards and several other methods to encourage engagement. These efforts have strengthened hazard identification and awareness across our operations. Through Orbia's Safety Observation Program—launched five years ago—we recorded more than 178,000 observations in 2025; an 8% increase compared to 2024. This progress underscores our commitment to identifying, reporting and addressing unsafe acts and conditions to improve workplace safety.

In 2025, we also maintained and reinforced our second-party audit program, ensuring full coverage across all business groups. These independent audits focused on key initiatives and programs that drive safety performance improvements, including the Orbia Fundamentals of Safety, the Orbia Life-Saving Rules, hazard awareness and risk assessment and recognition programs. Findings were shared within and across business groups to promote continuous learning and ongoing improvement.



## Process Safety

In 2025, we advanced our journey towards best-in-class performance. Our Process Safety Management System is anchored in the 20 elements of the Centre for Chemical Process Safety’s risk-based model, ensuring a robust and systematic approach to risk management.

We continued to elevate our standards, aligning expectations and driving consistency across all operations. This year, we successfully updated and published our Corporate Process Safety Standards for Management of Change and Asset Integrity Management, reinforcing our commitment to minimizing risk throughout the lifecycle of our plant operations—from design and construction to start-up, daily operation and maintenance.

### Orbia Fluor & Energy Materials

#### HSE & Engineering Excellence Conference

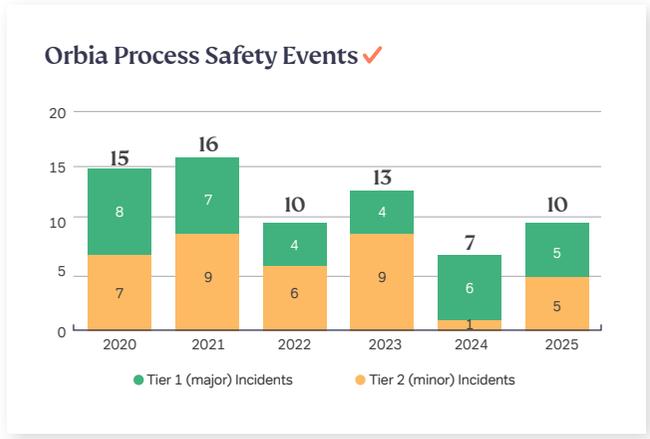
In 2025, Orbia Fluor & Energy Materials held its first in-person HSE & Engineering Excellence Conference in three years, bringing together global leaders to strengthen HSE and process performance through collaboration, benchmarking and targeted workshops. The program included a site visit to the St. Gabriel facility, sessions on safety standards and digital integration and breakout discussions, reinforcing a shared commitment to continuous improvement and world-class safety and engineering performance.





All sites achieved their targeted Process Hazard Analyses (PHAs) and are actively implementing resulting actions. To maintain risks at levels As Low As Reasonably Practicable (ALARP), we conduct comprehensive assessments of plant operations every five years.

In 2025, we saw mixed progress in process safety, with a reduction in major (Tier 1) incidents, from six in 2024 to five in 2025. However, the rebound in minor (Tier 2) incidents, from one to five, highlights areas for focused attention in 2026. Orbia follows process safety metrics reporting set by CEFIC and ICCA. In addition, Orbia is tracking Process Safety near misses, minor releases, injuries and safety system activations, ensuring corrective actions are taken to prevent recurrence or escalation.



We conduct thorough investigations and root cause analyses (RCA) for all process-related incidents to identify systemic issues and corrective actions. We also promote proactive safety by sharing investigation findings, corrective actions and lessons learned across the company to prevent future incidents.

All process-related incidents are subject to comprehensive investigation and root cause analysis to uncover underlying factors and determine effective corrective measures. Beyond addressing individual events, we reinforce a proactive safety culture by sharing findings, actions taken and key lessons learned across the organization, helping to prevent recurrence and strengthen our overall risk management practices.





## Caring for Our People

To amplify our impact Orbia brings together top talent, leverages their expertise and nurtures their capabilities. We are committed to fostering an innovative and agile work culture, where our people are driven to develop solutions for a sustainable future and to bring our purpose to life.

For a full view of people-related performance indicators, visit our [Sustainability Reporting Hub](#).

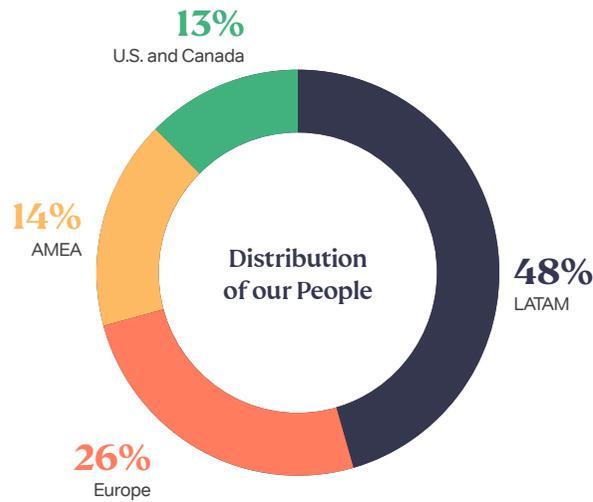


### Our Global Team in 2025

**22,537**  
colleagues in  
50+ countries.

**405,000+**  
hours invested in learning  
and development.

**26%**  
of our managers  
are women. ✓



### Key People-Related Metrics

**47%** of employees have collective bargaining agreements.

**9%** voluntary turnover rate (2% for women).



## Our People Strategy

Orbia is committed to creating enduring experiences for our employees, made up of moments that matter.



### What makes me happy?

#### Fulfillment

- A culture where I can thrive and be myself.
- People who guide me to do my best work.
- Leaders who value my work and give me opportunities to grow.
- Being part of something bigger than myself.



### What helps me grow?

#### Development

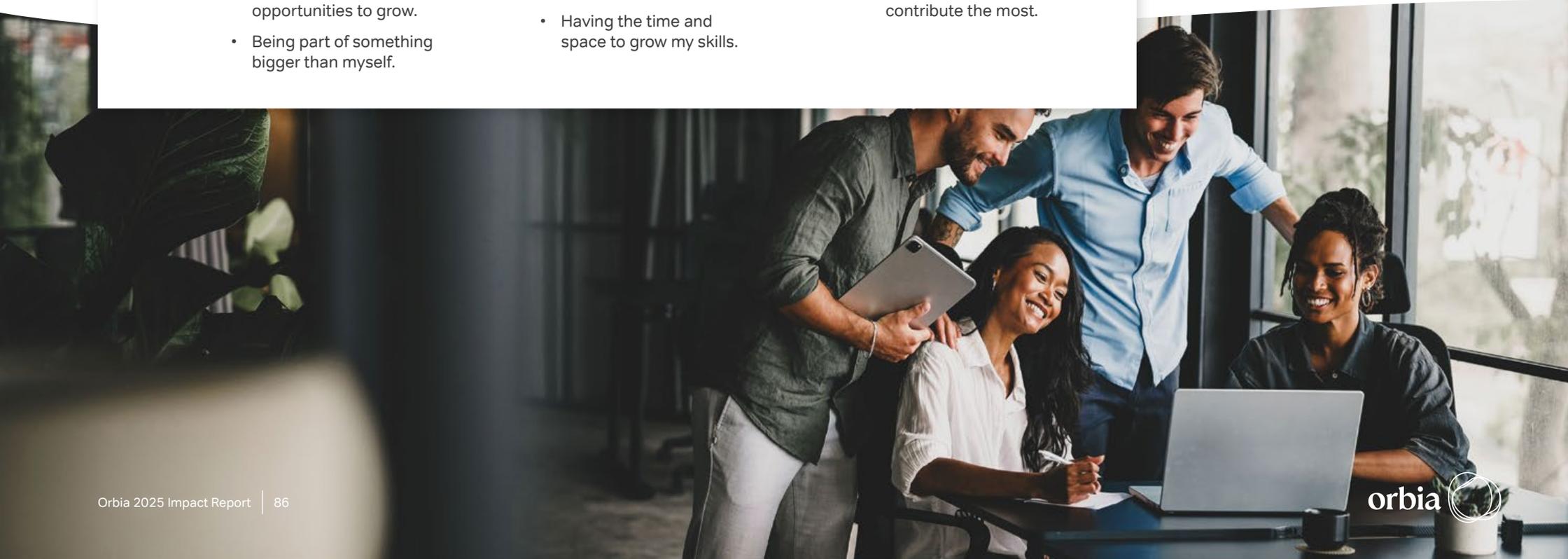
- A culture that values development.
- People who help me identify future pathways.
- Leaders who recognize my potential.
- Having the time and space to grow my skills.



### What makes me healthy?

#### Well-being

- A culture that embraces my wellness as a priority.
- Leaders who role-model.
- Having the freedom to balance my work and life that allow me to contribute the most.





## The Basics

Our labor relations are founded on respect for employee rights, including the right to freedom of association, regardless of political, professional or religious beliefs. As outlined in our [Human Rights Policy](#), we strictly prohibit any form of child labor, servitude, unpaid work or slavery.

We are committed to creating workplace conditions that support both personal and professional development while aligning with organizational goals. To ensure fair compensation, we adhere to local regulations and periodically assess our competitiveness to make sure we pay our people fairly and in line with market practices.

Our People team ensures compliance with local regulations for social income, including minimum wages and social contributions. Additional benefits may include weeks of extended parental leave, augmented health insurance, retirement plans, disability and life insurance in line with domestic regulations and industry standards.

From the start of our recruitment process, we clearly communicate How We Hire at Orbia to ensure a fair and transparent experience for all candidates. Our approach allows us to assess individuals based on their experience, skills and potential while upholding equal-opportunity best practices and complying with legal requirements across all jurisdictions where we operate. To help prevent child labor, we also apply a rigorous age-verification process to ensure no underage workers are hired.

The safety of our people remains our number one priority. We provide the necessary infrastructure and working conditions to ensure teams can operate effectively while offering continuous training and certifications to meet regulatory and industry standards. Learn more in the [Safety](#) section.



## Employer Recognition

Our Precision Agriculture business (Netafim) was certified as a Great Place to Work® in Brazil and received the certification for the fifth consecutive time in the United States. This recognition reflects the workplace environment we have built together—one grounded in respect, trust, collaboration and a shared sense of purpose.

Orbia was also featured in the 12<sup>th</sup> edition of the Merco Mexico ranking of the companies with the best reputations in Mexico. The prestigious and rigorous ranking analyzes 27 different sources of information and perceptions from over 36,000 individual surveys to identify the companies that stand out for their excellence in leadership, ethical practices, social responsibility and innovation.

Additionally, for the second consecutive year Orbia was included on the Women's Choice Award 2025 list of best companies for women and millennials in the U.S., highlighting our commitment to a respectful and inclusive workplace culture.



## Fulfillment

We are committed to creating an environment where each and every Orbia team member can show up as their authentic selves, feel a sense of purpose and belong. From employee resource groups that foster belonging, to cultural awareness sessions that expand our perspectives, to volunteer opportunities that give back to our communities, we support fulfillment by investing in inclusion, connection and impact.

### Employee Engagement: Creating Moments that Matter



#### Recipes for Connection

Orbia's 2025 global employee engagement campaign used the universal language of food to share stories, celebrate traditions and spark meaningful connections. The campaign, Recipes for Connection, invited all employees to submit their favorite recipes and the stories behind them, participate in local food-focused events and volunteer to support food security in communities worldwide.

With over 200 recipes shared, 11 food security-focused volunteering events and 74 culture and cuisine meetups at local offices, the Recipes for Connection campaign continues strengthening team bonds and bringing employees closer to their colleagues. The campaign proves that connection is the secret ingredient to advancing life together.



#### Orbia Engagement Survey 2025

Conducted from September 16 to October 6, the 2025 Orbia Engagement Survey provided employees an opportunity to share their experience at work, helping Orbia identify strengths and areas to further enhance connection, engagement and empowerment. With participation from over 72% of the global workforce, results showed a positive outlook supported by strong trust, safety and teamwork. Orbia's Employee Net Promoter Score reached 35+—well above the manufacturing industry average—and all four carryover sentiment indicators related to pride, belonging, purpose alignment and leadership transparency improved from the Q1 2025 Sentiment Survey. The survey reaffirmed employees' belief in Orbia's purpose as a key driver of momentum, which leadership will continue to strengthen through action plans implemented in 2026.



#### Returning to the Office

When it comes to how we work together, in-person time matters: it builds trust, strengthens alignment and accelerates decision-making. With this in mind, we formalized a work approach that emphasizes in-person connection—helping us engage more deeply with our colleagues, share ideas more freely, move faster to meet the needs of our customers and bring our purpose to life at scale—while continuing to support flexibility where it makes sense.

On September 1, 2025, each Orbia Business Group President & Global Functional Leader, in alignment with their People leader, implemented specific guidelines for on-site work at their respective headquarters and site locations. These expectations reflect local realities while upholding our guiding principle: being together helps build the future we want for Orbia—with more alignment, more momentum and more meaning.



## Volunteering with Purpose

The Volunteering with Purpose program unites Orbia employees around the world to create positive change in the places where we live and operate. Guided by our belief that every employee can be a force for good, we promote meaningful volunteer experiences that strengthen our connection to local communities, the environment and one another.

Every year, all employees can use up to 10 hours of paid volunteer time to participate in initiatives that address local social and environmental needs, working with community partners, nonprofits and local governments when relevant and ensuring activities are carried out responsibly in their context.

### Volunteering with Purpose

As part of Orbia's Volunteering with Purpose program, in 2025 we registered:

**340+**  
volunteer activities

**5,000+**  
volunteers

**14,000+**  
hours



### Time4Water: Strengthening Our Global Movement for Water

To mark World Water Day on March 22, we launched our second global Time4Water campaign, inviting teams across Orbia to take part in water-stewardship activities throughout the month. Building on the success of the inaugural 2024 campaign, this year's effort sparked even greater awareness and collective action to protect and value water in our communities.

Learn more in [Communities](#).



## Employee Recognition



Orbia's Purpose Comes to Life Awards are our global recognition program that celebrates teams and individuals who turn Orbia's purpose and values into real-world impact. At their core, these awards recognize initiatives that demonstrate how Orbia's purpose is lived through safety, sustainability, innovation, collaboration and social impact.

As part of these awards, Orbia's Generations of Impact Global Team was recognized with the One Orbia Trailblazer Award, honoring an initiative that strengthened connection, pride and belonging across our global workforce celebrate the company's 5<sup>th</sup> anniversary as Orbia. Through a creative, inclusive campaign that invited the children and youth in employees' lives to express—through more than 500 artwork submissions—what Orbia's work means to them and the future they hope to inherit, the initiative brought our purpose to life in a deeply personal way. Featuring family events, storytelling and a special children's storybook, Generations of Impact demonstrated how engagement is amplified when employees and their loved ones are invited to participate, create and celebrate together. The campaign became one of Orbia's highest-rated engagement initiatives (4.8/5 experience score), with over 2,000 employee votes and 15,000 impressions.



### Orbia Fluor & Energy Materials

#### Matamoros 50<sup>th</sup> Anniversary Celebration: Honoring Half a Century of Dedication

On October 29, Orbia's Matamoros site in Mexico celebrated its 50th anniversary, honoring five decades of growth, teamwork, innovation and resilience. Colleagues from every generation came together to recognize the people who have made Matamoros a symbol of dedication, community and purpose. From its beginnings in the 1970s to today, the site has evolved through continuous improvement and collaboration, with its people remaining the constant driving force behind its success.

During the celebration, employees shared personal reflections on their journeys at Matamoros, highlighting growth, teamwork and pride in meaningful work. The event also recognized the increasing leadership of women across operations, reinforcing Orbia's commitment to diversity, inclusion and a more equitable workplace.



## Inclusion at Orbia

At Orbia, we are committed to fostering a workplace where everyone has the opportunity to contribute, grow and thrive. As a global company with operations spanning more than 50 countries, we value the perspectives and experiences of employees from different backgrounds and recognize how everyone contributes to stronger teams and a supportive work environment.

Inclusive behaviors are embedded into our Future-Fit Leader and Employee Models, setting clear expectations for collaboration, respect and fairness in the way we work and lead.

## Employee Resource Groups

Orbia's Employee Resource Groups (ERGs) are voluntary, employee-led communities open to all colleagues, regardless of background, identity or role. These groups foster connection, shared learning and a sense of belonging across our global workforce. During 2025 ERGs continued to grow steadily in membership and engagement, creating spaces for peer-to-peer connection, collaboration and community across Orbia.

## Orbia Helping Refugees

Through the Orbia Helping Refugees initiative, we continued to hire and train refugees around the world. Each business group identified opportunities to support refugee talent—for example, maintaining an average of 21 refugees actively employed in Colombia.



*“Orbia is an excellent and well-organized company in every aspect; from quality to employee care. It’s a place where you learn something new every day in the work environment.”*

### **Alfredo Mogollón**

Forklift Operator in the Logistics department for our Building & Infrastructure business in Bogotá.



## Development

Orbia’s Future-Fit Model—introduced in 2022—sets clear expectations for performance and leadership behaviors across the organization. It serves as a foundational framework embedded throughout our People processes, including talent acquisition, performance management and succession planning.

One of the model’s four core expectations is “developing yourself and others.” In line with this, employees are encouraged to create individualized development plans, seek ongoing coaching and on-the-job learning opportunities from their managers and participate in development offerings at both the Orbia and business-group levels.

To further support career growth and internal mobility, employees can access a variety of tools and resources through the [Orbia Careers](#) site. These include dedicated channels for exploring opportunities across the company, as well as career-focused newsletters tailored to our upstream businesses and global functions.

Future-Fit Model





## Learning at Orbia

Providing learning opportunities and encouraging employees to take on new challenges provides a strong future for Orbia. Technology is changing fast and we all must become life-long learners in order to become a future-fit company.



We offer a range of education and development offerings for managers and employees, including access to curated content through online platforms such as Orbia's Learning Management System (LMS) and LinkedIn Learning. In 2025, this accounted for:

- Orbia's AI Awareness training and learning paths on AI-related skills.
- Apprenticeships and internships at our Fluor & Energy Materials sites.
- Manager Momentum, a new cross-BG development program on people managers on managing employee performance and fostering their professional development.
- Entry level and midlevel manager development programs for our Building & Infrastructure (Wavin) and Precision Agriculture (Netafim) businesses.
- Functional learning paths for the global finance and procurement teams.

**10,300+**

Learners on Orbia  
online platforms.

**70,000+**

Learning resources available  
in Orbia's LMS, including  
mandatory trainings on safety,  
health, ethics and compliance.

**237,000+**

Learning hours  
spent online.



## Advancing Leadership Development

Orbia continues to cultivate a strong, diverse pipeline of future leaders by expanding access to growth and advancement opportunities across the organization. Our development approach supports employees at every stage of their career, offering mentoring, capability-building and targeted learning experiences that equip emerging talent for roles of greater responsibility.

Our suite of leadership programs—Inspire, Succeed and Achieve—plays a central role in this effort. These programs help participants strengthen key leadership competencies while connecting with experienced mentors from across the company. Each year, employees from a broad cross-section of our global operations are selected to participate, reflecting a range of regions, backgrounds and perspectives. This inclusive approach reinforces our commitment to fairness, transparency and equal opportunity as we invest in building the next generation of leaders at Orbia.



**Collectively, we provided more than 3,150 hours of training in 2025 through the Achieve, Succeed and Inspire leadership programs.**

In 2025, the second generations of Succeed and Achieve successfully graduated, demonstrating Orbia's ongoing commitment to talent development and building diverse leadership. The participants reported appreciation for the high-quality, practical program content and activities; opportunities to build cross-Orbia networks; engaging peer-to-peer and collaborative learning experiences and meaningful exposure to and interaction with Orbia senior leaders.





## Performance Management

Performance management at Orbia is closely connected to employee development, talent reviews and reward processes. Our annual Performance and Development Process (PDP) applies to all office employees and unifies two essential elements: what we aim to deliver (our goals and priorities) and how we deliver (through the Future-Fit Model behaviors and our core values).

To maintain alignment and clarity across the organization, all office employees set goals within three key dimensions:

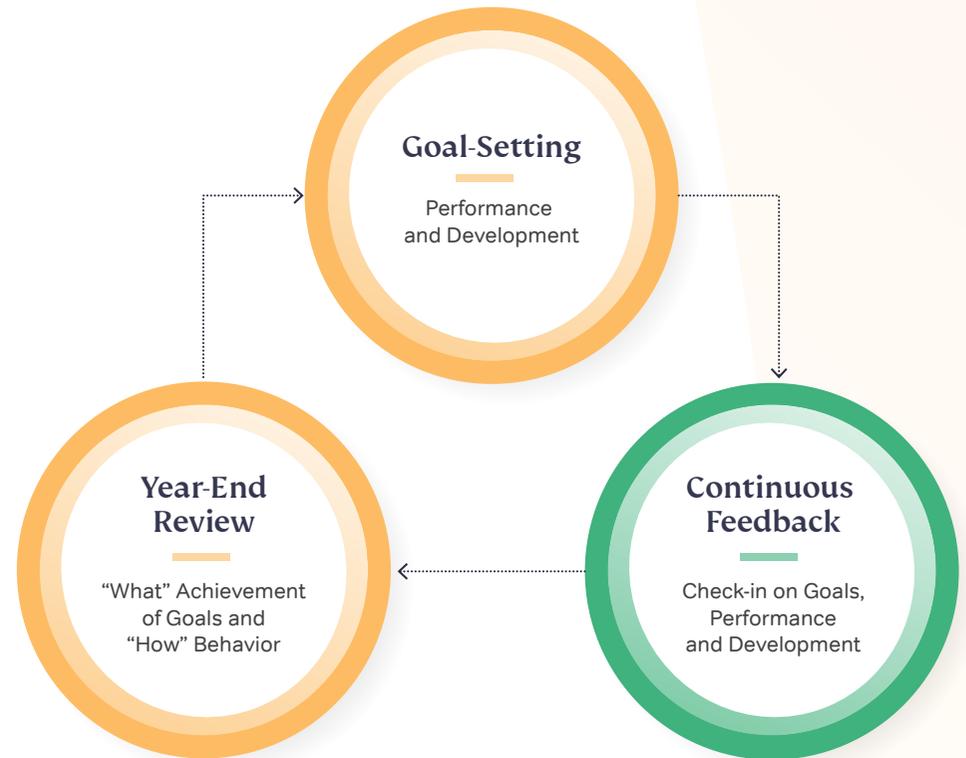
- Health and safety, sustainability, ethics and compliance, ensuring that foundational commitments remain embedded in day-to-day work.
- Business, functional and strategic objectives, which include ambitions that extend beyond routine responsibilities and support overall annual performance.
- “One Orbia” objectives, which encourage collaboration across teams, functions and business groups to advance shared goals, strengthen synergies and spark innovation.

Employees with people leadership responsibilities also establish objectives focused on developing, engaging and supporting their teams.

Our PDP approach emphasizes recurring feedback, progress monitoring, planning for development, recognizing accomplishments and managing commitments throughout the year. The year-end review provides a structured opportunity to reflect on results and contributions. In 2025, we improved the digital user experience for both employees and managers during goal-setting while maintaining the core methodology.

Performance management at Orbia continues to be closely tied to compliance. The PDP includes integrated compliance communication and training, underscoring the expectation that all business objectives must be pursued ethically. Adherence to the Orbia Code of Ethics and completion of required training remain directly linked to performance evaluations and associated rewards.

## Performance Development Process





## Well-Being

As part of our well-being strategy, we continue to prioritize mental health by increasing awareness of mental health conditions, reducing stigma and expanding access to resources that help employees feel supported, safe and equipped to perform at their best.



Globalizing and harmonizing key best practices across our operations to help prevent mental health risks and promote overall well-being.



Encouraging open dialogue about mental health and strengthening our ability to identify and challenge stigmas or negative assumptions.



Educating employees and leaders about mental health conditions and the support resources available through Orbia.



Cultivating a workplace environment where people feel valued, respected and confident seeking support when they need it.

In 2025, we continued to promote participation in wellness communities hosted on the Orbia People Hub and Viva Engage—spaces where employees connect around topics such as cooking, fitness, reading and healthy lifestyle practices.

### Employee Assistance Program

As healthy and well people are essential to our community, Orbia offers employee assistance programs to provide our employees and their families with resources to overcome personal challenges. We offer support on a wide range of topics and free access to psychological assistance to address life and work events.

Throughout 2025, we deepened our focus on mental well-being, fostering an environment where open communication and mutual support thrive. Encouraging our employees to speak up and share their perspectives has helped us nurture a stronger culture of trust and respect.

### Fostering Psychological Safety

Orbia is committed to creating a positive and safe workplace where employee well-being is a priority. An essential part of this effort is promoting mental health awareness and psychological safety. Through our internal People communication channel, we highlight practical ways to foster open dialogue, practice active listening, and support one another.

### Meditation and Yoga Sessions

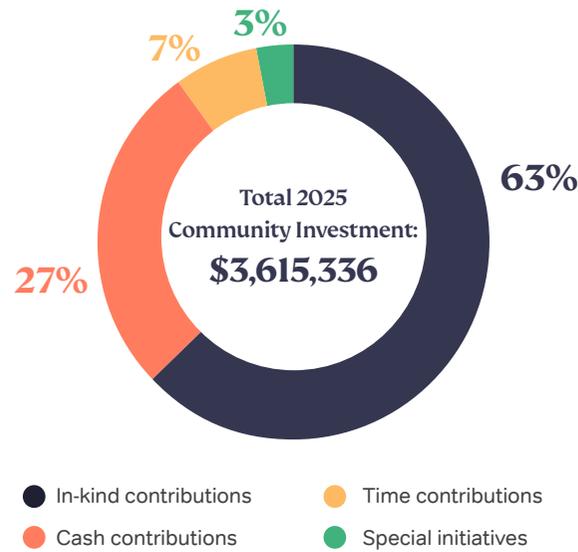
When we are our best selves mentally, emotionally and physically, we are better contributors at work and beyond. Through the Orbia Energizing Together content series, we offer employees more than 30 videos of guided Yoga and Meditation sessions. These are available to all employees in our internal communication channel.



## Thriving Communities

Orbia’s commitment to communities continues to deepen through intentional engagement with those closest to our operations. By actively identifying the communities we impact and listening closely to local stakeholders, we ensure our actions respond to their most pressing needs. Even amid challenging conditions, this approach—grounded in thoughtful dialogue and enhanced data collection—allows us to make smarter, more targeted decisions that create meaningful, measurable change.

Our Time4Water program keeps gaining momentum, alongside sustained progress in food security, circularity and STEM education. Across our global footprint, teams show up with purpose—collaborating, volunteering and driving lasting impact. With sharper insights and renewed energy, we are building on our momentum to empower communities and advance life around the world.



Independent limited assurance for Total Giving covers in-kind and cash donations (\$3,264,919 USD), excluding time contributions and special initiatives. ✓





## Community Engagement

Orbia engages with communities near its operations through ongoing dialogue. Across business groups, teams engage regularly with local stakeholders to understand expectations, address emerging priorities and build long-term trust. Social impact assessments and continuous consultation guide this work, helping identify concerns, opportunities and areas where collaboration adds the most value. These insights shape programs that differ by region but share a common purpose: addressing what matters most to nearby communities in practical, locally informed ways.



### Orbia Polymer Solutions (Vestolit)

In 2025, our Polymer Solutions (Vestolit) business continued to ground its community engagement strategy in the findings of the Social Impact Assessment conducted across the sites in Latin America. This assessment remains the foundation for identifying priority communities and shaping new project opportunities, enabling participating sites to strengthen relationships and direct social investment and volunteering toward areas of greatest local need and strategic relevance.

Key focus areas included STEM education, social innovation, food security and student well-being.

These efforts were reflected in two notable recognitions. Our operations in El Salto, Mexico received the Empresa Socialmente Responsable (ESR) distinction from CEMEFI (Centro Mexicano de la Filantropía), acknowledging our commitment to ethical practices, sustainability and the well-being of employees, communities and the environment.

We also participated in the Private Social and Environmental Investment Index (IISAP), which highlights voluntary corporate contributions to community well-being among Colombia's leading companies. This year, our performance in the Management component was recognized for strong results-based planning, financial effort relative to EBITDA and clear evaluation and reporting of outcomes.

### Orbia Precision Agriculture (Netafim)

As part of our Precision Agriculture business commitment, dialogue and collaboration with nearby communities continue to guide our support efforts. In Morocco, this approach informed the work of our team and dozens of volunteers who supported a medical caravan organized by the Youth Association for Social Activities in Sidi Bousber. The caravan provided free medical care and health-awareness guidance to several hundred residents, building on our ongoing engagement with local stakeholders to identify emerging concerns and respond effectively to community needs.

In addition to distributing medical equipment, the team also established a small herb and medicinal-plant garden to improve nutrition and provide a sustainable resource for the community.



## Orbia Fluor & Energy Materials

In 2025, Orbia's Fluor & Energy Materials mining operation in Mexico maintained its Social License to Operate through ongoing, transparent dialogue and active engagement with local stakeholders. Under the 2022–2027 Community Development Plan, the team advanced the Community Infrastructure Program in La Salitrera and other nearby communities, improving roads, streets, and shared public spaces. The operation supplied materials while local partners contributed labor, strengthening accessibility and overall quality of life. Investments in education and cultural initiatives also continued, supporting long-term community development.

Since 2024, all expansion projects have followed rigorous due diligence and social impact assessments, securing necessary permits and rights-of-way agreements. In 2025, the Las Cuevas Mine received positive results in its third-party social impact reevaluation, confirming stronger management systems and engagement practices, including selective open-house visits for community members to observe operations and risk-mitigation measures.

For the second year in a row, the operation brought the San Luis Potosí State Symphony Orchestra to Zaragoza and La Salitrera, reaching over 650 attendees and promoting classical music in rural areas.

## Emergency Relief

Orbia engages with communities near its operations through ongoing dialogue. Across business groups, teams engage regularly with local stakeholders to understand expectations, address emerging priorities and build long-term trust. Social impact assessments and continuous consultation guide this work, helping identify concerns, opportunities and areas where collaboration adds the most value. These insights shape programs that differ by region but share a common purpose: addressing what matters most to nearby communities in practical, locally informed ways.

Orbia activates its emergency relief efforts based on its internal guidelines, which outline how the company responds to crises affecting its operations, employees or nearby communities. In 2025, this included support for two natural disasters in regions within our operational footprint. In Colombia, teams coordinated with the Colombian Red Cross to aid communities affected by the June earthquake, which caused severe damage to water and sanitation systems in rural areas. In Mexico, Orbia joined industry efforts led by CAMIMEX to support families impacted by intense rainfall and flooding in Veracruz, contributing essential supplies distributed through emergency authorities. These efforts delivered rapid, practical assistance during moments of urgent need.



## WASH and Water Security

Water is essential to human well-being and sustainable development, yet global water systems face growing strain as climate and demographic pressures intensify. In this context, reliable water and sanitation access has become a critical foundation for public health, social resilience and long-term stability. Guided by this context Orbia focuses on expanding WASH solutions strengthening essential services and supporting more water-resilient communities.

**In 2025, Orbia carried out 21 WASH (Water, Sanitation and Hygiene) initiatives in Latin America, distributing 32 water storage tanks with a total capacity of ~64,700 liters, 70 rainwater systems and 20 hand-washing stations.**

### Water that brings Life

Water That Brings Life is Orbia’s program focused on improving access to clean water, basic sanitation and safe hygiene (WASH) conditions in communities near our operations. The program delivers practical solutions such as rainwater harvesting systems, sanitation facility upgrades and hygiene education particularly in schools, vulnerable households and areas with insufficient water and limited infrastructure. By addressing gaps in WASH services, the program supports public health and social well-being while creating long-term improvements, strengthening local resilience and contributing to global goals on water and sanitation.



### orbia Building & Infrastructure

One of our Water that Brings Life projects, in partnership with Fondo de Agua Bogotá, improved water use and sanitation at a rural school in Sesquilé, Colombia, in the upper Bogotá River basin. The initiative installed a 16,000-liter Aquacell rainwater harvesting system and a 1,100-liter storage tank to supply water to 30 toilet blocks.

The project also included community engagement and a volunteer day, with nine volunteers providing technical support to ensure proper installation, use and long-term maintenance. In total, the initiative benefits 268 students ages 5–16 and 12 staff members. By using harvested rainwater, the school reduces reliance on potable water, improves daily operations and strengthens WASH conditions while promoting more sustainable water management in the community.



Another Water That Brings Life initiative, developed with the Triple A Foundation, improved access to basic sanitation in the Portal de Las Moras neighborhood in Soledad, Barranquilla, Colombia, where inadequate sewer connections had led to overflows and sanitation risks. The project installed complete household sewer connections and inspection chambers, supported by donated materials such as sanitary pipes, Novafort traps, couplings, tees and sanitary kits. This work benefited 48 households—around 200 people—by restoring safe wastewater management and access to essential services.

Throughout the process, the Triple A Foundation provided technical and social support to help ensure long-term maintenance and empower residents to manage their upgraded sanitation infrastructure.





## Food Security and Nutrition Gardens

The issue of clean water access is closely linked to the challenge of food security. Orbia promotes best-in-class agricultural practices in underserved communities and empowers families to fortify their economic well-being and access to healthy, clean food. Our nutrition garden projects foster unity within families, who share tasks and gain ownership by incorporating crops they cultivate into their meals.



### orbia Precision Agriculture

Building on the success of the 2023 sustainable cocoa initiative funded by the Inter-American Development Bank (IDB), Orbia Netafim launched the Crece Agricultor program in Peru in June 2024. The program aims to democratize access to precision irrigation technologies for smallholder farmers who previously lacked access to technical systems, particularly in rural communities across Peru's Coast Andes and Amazon regions.

Through a collaborative model that combines training, technical assistance and flexible financing, Crece Agricultor empowers family farmers to increase productivity, optimize water and fertilizer use and strengthen their livelihoods sustainably. In its first year, the program trained more than 850 farmers, implemented irrigation systems across 82 hectares and activated 38 producers. Notably, cocoa pilot projects showed yield increases of up to 139% within six months through drip irrigation and fertigation, while also helping farmers secure reliable buyers.

In 2025, the program expanded to new crops, including oil palm, avocado and potato to broaden its impact and increase the resilience of family farming systems. In recognition of its contributions to sustainable water and resource use, Crece Agricultor received the "Empresa Hídricamente Responsable" recognition from Lima's Water Fund, Aquafondo.

By 2026, the program will bring in new partners and additional crops and continue to improve productivity, profitability and sustainable growth for smallholder farmers.





orbia  Precision Agriculture

In 2025, the Better Life Farming (BLF) initiative, in partnership with Yara International, Bayer and Netafim, continued to expand across nine countries, reaching approximately 1.2 million smallholder farmers through 4,000 locally operated centers. These agri-business hubs provide access to inputs, precision irrigation, agronomic advice and practical training, translating global partnerships into local impact.

In India, BLF supports women’s economic participation through locally run centers. Chitralkha Devi, a BLF center manager and farmer, operates a one-stop hub that has improved yields and reduced water use while strengthening her confidence and role in the community.

In Tanzania, BLF reached more than 12,000 farmers through 40 centers. In the Mara region, agri-entrepreneur Clifford Magoti supports nearly 100 farmers with inputs, training and field demonstrations, helping improve productivity, create jobs and strengthen local supply chains.

Looking ahead, BLF aims to further scale its impact by expanding access to finance, insurance and market linkages to support resilient and inclusive food systems.



orbia  Building & Infrastructure

Building on a previous initiative in Lima, Peru, Building & Infrastructure has continued advancing food and water security through its long-standing partnership with the Municipality of Cerro Colorado, SEDAPAR and the NGO Agualimpia.

Through this collaboration, up to 2025, access to safe water has been ensured in 36 community kitchens in Cerro Colorado, improving food preparation conditions for 1,954 direct beneficiaries and daily users and indirectly benefiting more than 253,000 district residents.

Women leading these kitchens participated in a series of workshops on safe water management, improved food preparation practices, water and sanitation awareness and “Mujeres con Punche” sessions. Reaching 979 participants, these activities strengthened women’s roles in sanitation infrastructure and promoted labor inclusion.

By combining infrastructure support with capacity building, the program enhances water use and food preparation practices while strengthening community resilience and sustainable resource management.



## Circularity and Decarbonization

As climate risks intensify and waste streams grow, communities face degraded environments and reduced access to healthy ecosystems. By aligning climate and social needs, Orbia advances efforts that bring circularity and decarbonization into daily community life by restoring ecosystems and supporting dignified work in recycling and resource recovery. These actions create a reinforcing cycle where communities help restore their environment and healthier environments help communities thrive, ensuring people remain at the center of the transition to a circular, low-carbon future.

### Reforestation

Reforestation efforts restore ecosystems, enhance biodiversity and sequester carbon dioxide from the atmosphere—all while providing essential benefits to local communities such as improved air quality, increased water retention and economic opportunities through sustainable forestry practices.

See examples [here](#).



VITA, a social impact initiative within the Vinyl in Motion program, strengthens the LATAM recycling ecosystem by helping recyclers turn PVC waste into high-quality raw materials. The program equips informal street recyclers and waste pickers with training and tools to build sustainable, entrepreneurial livelihoods.

Under this framework, in 2025, Vinyl in Motion supported and strengthened five recycling companies, which have generated more than 120 direct jobs, an increase of over 37% compared to the previous year. Their quality of life continues to improve thanks to the program. Their engagement is high, reflected in very low employee turnover, as well as positive changes in their economic stability, such as access to credit, improved housing conditions, school attendance for their families and better nutrition.

Thanks to the program's positive impact across all sustainability components, including VITA's contribution to improving recyclers' quality of life, Vinyl in Motion received the 2025 Corporate Commitment to the Circular Economy Award, in the Big Companies category. This recognition was awarded among more than 80 initiatives evaluated.

This model began to be replicated in Mexico in 2025. Three small recycling companies are currently being trained based on VITA's quality-of-life improvement guidelines. Grants for equipment and working capital are being provided and more than 30 direct jobs are expected to be created in 2026.





## Information Access and Education

As education and digital access struggle to keep pace with today's demands, many students lack the skills needed to navigate an increasingly complex world. To address this gap, Orbia expands access to quality STEM education and scholarship programs that help students build stronger careers, engage in their communities and better understand global challenges. Through this approach, Orbia aims to reduce educational inequality and promote long-term inclusion and social progress.

**In 2025, Orbia implemented more than 70 STEM education campaigns, benefiting over 4,000+ students.**



Building up our future.

Orbia ecosySTEM brings together initiatives from each business group and connects them with nonprofit partners to accelerate and promote STEM careers. The program reflects Orbia's commitment to strengthening scientific and technical education and inspiring the next generation of leaders, with a strong focus on expanding opportunities for young women in STEM. Through scholarships, innovation challenges and mentorship, ecosySTEM supports future talent as they explore, grow and pursue meaningful professional paths.



In Marl, Germany, Orbia's Polymer Solutions (Vestolit) business has sponsored the Jugend Forscht regional competition since 2015, supporting young STEM researchers. Over the past decade, the program engaged 902 students, who submitted 485 projects across disciplines such as Biology, Chemistry, Physics, Mathematics, IT, Engineering and Geo- and Space Sciences. To date, 66 projects have received awards, recognizing 126 students, with female participation rising to more than 50%, reflecting progress in gender equity. By fostering scientific curiosity and future career pathways, the initiative strengthens local communities and Orbia's long-term social impact.



In Latin America, the STEMing Together initiative connects students with Orbia STEM leaders through interactive learning to inspire, challenge stereotypes and promote gender equity. The program links students with role models, expands access to STEM education and helps remove barriers to STEM careers in communities where Orbia operates. From its creation through the end of 2025, STEMing Together delivered nine initiatives, engaging 70 volunteers who contributed 198 hours and reached 265 students and community members through site tours, workshops, hands-on experiments and panel discussions. By fostering gender equity and exposing students to real-world STEM applications, the program strengthens local talent pipelines and supports Orbia's EcosySTEM mission.



In Ohio, U.S., the Science Coaches initiative delivers hands-on learning about PVC and its real-world applications in graphics and flooring. Employees have contributed over 100 hours to engage more than 250 students, with about 50 honors chemistry students now pursuing STEM degrees. The program also introduces students to diverse career pathways, including technical roles that do not require a four-year degree, linking classroom learning with industry opportunities and reinforcing Orbia's commitment to workforce development and community education.





**orbia** | Precision Agriculture

The Yerukot (Green Girls) STEM program is a collaborative initiative between our Precision Agriculture (Netafim) business and the Ein Shemer Ecological Greenhouse in Israel. This program aims to inspire teenage girls to delve into and excel in STEM fields such as technology, sustainability and precision agriculture. By engaging them in hands-on projects, we empower these young women to lead initiatives that merge technological innovation with environmental engineering.

During 2025, the Yerukot program expanded its reach and operated in three schools. Under the mentorship of volunteers from Orbia Netafim, the participating schools developed projects that combined environmental awareness, technological solutions and social value. One school established a garden accessible to individuals with disabilities, another school developed a solar-efficient irrigation system, while the third school created an edible garden to improve nutrition in a financially disadvantaged neighborhood. These projects highlight how technological principles can empower young girls to enhance their communities and their own lives.



**orbia** | Fluor & Energy Materials

In the U.S., the Orbia Empower Scholarship Program is helping students transition into real career opportunities. In 2025, one recipient completed his training and joined the Louisiana plant as a full-time lab technician, becoming the program's first graduate to secure permanent employment. Other students are gaining hands-on experience as interns and five recipients are now in their final semester and on track to graduate in May 2026.

In Mexico, through STEM Career Outreach, more than 350 students from three local schools participated in a Careers Exhibition. Over three days, 22 Orbia employees contributed 80 volunteer hours, leading sessions on technical roles, academic pathways and mining-related STEM disciplines, including workshops led by female engineers. The initiative helped students better understand practical skills, operations and future career opportunities.

Orbia also supported a scholarship program in Mexico through a partnership with the Instituto Tecnológico de Matamoros and the Matamoros Rotary Club. Implemented in 2025, the program supported Chemical and Environmental Engineering students under a gender-equity framework and provided professional internships within the company, strengthening local talent pipelines and pathways to employment.





## Time4Water

Time4Water is Orbia's flagship global volunteering campaign that brings employees together to act for water security in the places where they live and work. Every March, in honor of UN World Water Day, teams across regions and businesses unite to take part in hands-on water-stewardship activities that restore ecosystems and raise awareness through cleanups, reforestation, awareness races and workshops.

In its second year, Time4Water continued to build momentum. It received the International CSR Excellence Award, reflecting how the campaign is becoming a unifying force that connects colleagues across borders around a shared purpose. Learn more [here](#).

This year also marked a step forward for the initiative. By measuring the outcomes of the activities, the insights revealed not only the scale of participation but also how these collective actions create tangible value for the places and people they support. This data-driven approach will guide how Time4Water continues to evolve and will help lay the foundation for long-term impact tracking.

Time4Water's second edition also strengthened its internal structure. A robust network of local champions across Orbia sites played a key role in coordinating actions on the ground and clearer processes were introduced to make the campaign easier to replicate and scale globally—approaches to help sustain high engagement and set the stage for broader impact in the years ahead.

### Time4Water

31 countries

150 champions

110+ activities

2,500+ volunteers

7,000+ hours

**23**  
Reforestation events

Planted 4,258 trees and seeds to boost watershed health and resilience.

**13**  
Awareness walks/races

Walked a combined 4,320 kilometers to raise water security awareness.

**28**  
Community clean-ups

Cleared more than 3,381 kilograms of waste to maintain our water basins and ecosystems.

**46**  
Water workshops

Empowered over 3,300 people to protect and preserve our water future.





## Consumers and End-Users

We advance product responsibility through design, material selection, rigorous risk assessment and transparent disclosures across our portfolio. In 2025, Orbia continued to focus on evaluating product-related risks and applicable regulations, while continuing product-level risk evaluations. We also continued targeted actions to address legacy chemistries (e.g., lead in certain recycled-content streams) and monitored evolving requirements such as the EU's PFAS roadmap.

### What this means for customers and end users:

- We prioritize human health and environmental risk management across marketed substances, mixtures and articles.
- We comply with restrictions under frameworks such as REACH Annex XIV and SVHC Candidate List requirements for all Orbia businesses producing or importing in Europe or for EU-relevant operations. When required, we submit SCIP notifications in alignment with EU waste legislation.
- We maintain chemical safety assessments and reports to support compliance assurance.
- For substances in scope, REACH/CLP dossiers are maintained and extended Safety Data Sheets (SDS) are updated in line with regulatory requirements.
- Where feasible, we encourage safer material selection and support suppliers in increasing transparency (e.g., declarations, listings) and lowering hazard content.
- Orbia does not use conflict minerals (tin, tantalum, tungsten), as they are not part of the value chains we participate in.

## Product Stewardship Approach

Throughout 2025, Orbia continued to deepen its focus on identifying and addressing environmental and health risks within our product portfolio.

- We have conducted human-health and environmental-risk assessments on 93% of marketed chemical substances by revenue. These evaluations support compliance while strengthening customer decision-making through greater transparency.
- Two percent of products (in terms of revenues) contains restricted substances in Annex XVII of REACH.
- The candidate list of SVHC for authorization above 0.1% by weight is in 4% (by revenue) of our products.

### Where relevant, businesses take targeted measures to eliminate or responsibly manage substances of concern:

- Polymer Solutions (Alphagary): working to identify viable replacements for phthalate-based products. One of our sites participates in the Toxic Use Reduction Institute (TURI) program, which requires annual reporting. In Mexico, we are also focused on increasing the share of non-phthalate plasticizers in our product mix.
- At Precision Agriculture (Netafim): evaluating PFAs-free alternatives for selected materials; transitioning to alternative chemistries where scientifically and technically feasible.
- Connectivity Solutions (Dura-Line): removing lead-metal elements in certain formulations and working with Assent to strengthen risk-identification processes.



## Animal Testing

At Orbia, we conduct animal testing only when legally required or when ethically and scientifically justified to meet regulatory obligations. We remain committed to minimizing the use of animals in testing and to ensuring all activities adhere to high animal welfare standards.

Only **Polymer Solutions (Alphagary)**, **Fluor & Energy Materials** and **Precision Agriculture (Netafim)** businesses have conducted animal testing due to the markets in which they operate and the regulatory requirements applicable to their products. While our **Polymer Solutions (Vestolit)**, **Building & Infrastructure (Wavin)** and **Connectivity Solutions (Dura-Line)** business have not conducted animal testing.

Within **Polymer Solutions (Alphagary)** and **Fluor & Energy Materials**, some products serve the medical device and healthcare sectors, where specific safety assessments mandated by regulators may require animal testing. Despite these requirements, both businesses prioritize the reduction of animal use and pursue validated alternative testing methods whenever feasible.

Over the past three years, **Polymer Solutions (Alphagary)** has not conducted any animal-based biocompatibility studies beyond cytotoxicity testing, which relies solely on cell cultures. While the business previously sponsored USP Class VI testing that involved animal studies, it now focuses on alternative methods. For example, we evaluate biocompatibility using surrogate compounds that have already undergone required testing, significantly reducing the need for new animal studies.

At **Fluor & Energy Materials**, nonclinical studies are required to demonstrate the safety of HFA-152a as a medical propellant, which includes animal testing as part of standard toxicology assessments. These studies are carried out by external laboratories, including Lovelace Biomedical Institute in New Mexico, United States and Charles River facilities in Scotland, United Kingdom and Ohio, United States. We apply a weight-of-evidence approach to streamline its toxicology program and requires partner laboratories to justify the number of animals used to their institutional animal care committees to ensure minimal impact.

Within our **Precision Agriculture** business, animal testing is conducted only in rare cases and always under strict ethical and regulatory oversight. In 2025, we partnered with Remote Epigenetics, a United States-based company, on research aimed at developing natural rodent repellents. As part of this initiative, the supplier carried out limited, non-lethal and non-harmful tests involving mice at the University of California, Riverside. All tests followed required authorizations and institutional care protocols. These activities were minimal and aligned with Orbia's commitment to responsible research practices and to reducing reliance on animal testing wherever possible.

Through these efforts, we aim to comply with applicable regulations while continuing to reduce animal testing and expand the use of alternative testing methods.



# Governance

## Corporate Governance

From the highest levels of management and oversight, everything we do at Orbia is based on (1) ethical conduct and (2) responsible, accountable and transparent business practices. As a signatory to the UN Global Compact, we strive each day to live up to the highest ethical standards—as individuals and as an enterprise.

In 2025, Orbia’s Board of Directors included nine directors from four countries. Five (55%) of them are independent, exceeding the minimum number of independent members (25%) required by Mexican Securities Market Law and our [bylaws](#) and two Board members are women (22%). Mr. Juan Pablo del Valle Perochena has presided as non-executive chairman since 2011.

## Board Renewal and Capability Building

In 2025, Orbia renewed its Board of Directors through member rotation, new appointments and planned retirements, supported by ad-hoc nomination committees that assess candidates based on independence, experience, diversity of perspectives and strategic alignment. To support effective oversight, management provides orientation for new directors and ongoing education on business-relevant topics, including sustainability. In 2025, this included targeted training on climate change and circularity, strengthening oversight of sustainability-related risks and opportunities in response to evolving sustainability expectations.

Detailed Board member profiles, including executive roles, independence status and competency contributions, are available [here](#).



**Antonio del Valle Ruiz**  
Honorary Chairman for Life



**Juan Pablo del Valle Perochena**  
Chairman



**Antonio del Valle Perochena**  
Non-Independent



**Francisco del Valle Perochena**  
Non-Independent



**María de Guadalupe del Valle Perochena**  
Non-Independent



**Maria Teresa Arnal**  
Independent



**Mihir Desai**  
Independent



**Jack Goldstein Ring**  
Independent



**Mark Rajkowski**  
Independent



**Sergio Rial**  
Independent

## Board of Directors Composition (2025)

9 Directors

4 Countries





## Board Committees

Three committees assist the Orbia Board of Directors in carrying out its duties. As required by Mexican Securities Market Law, they are mainly comprised of independent Board members. Learn more [here](#).

Audit Committee	Governance Committee	Finance Committee
<p>Assists the Board in fulfilling its responsibilities relating to matters of:</p> <ul style="list-style-type: none"> <li>• Appointing and overseeing the performance of the company's independent auditors.</li> <li>• Ensuring the integrity of the company's financial statements.</li> <li>• Overseeing the company's compliance with legal and regulatory requirements.</li> <li>• Assessing the independent auditors' qualifications and independence.</li> <li>• Evaluating and following up on the performance of the company's internal controls and internal audit function.</li> </ul>	<p>Assists the Board in fulfilling its responsibilities relating to matters of:</p> <ul style="list-style-type: none"> <li>• Corporate responsibility, including environmental, social and governance matters.</li> <li>• Sustainability and Health, Safety and Environment (HSE) topics.</li> <li>• Talent, compensation and performance.</li> </ul>	<p>Supports the Board in monitoring and overseeing:</p> <ul style="list-style-type: none"> <li>• Capital structure and capital allocation strategy.</li> <li>• Financial policies and management of financial risks.</li> <li>• Cash flow plans, dividend policy and investment strategy (including material mergers, acquisitions and divestitures).</li> </ul>

## Meeting Attendance

In 2025, the Board of Directors and its Committees held a total of 24 meetings, with an average overall attendance rate of 96%. Breakdowns as follows:

<p><b>Board of Directors</b> (6 meetings)</p> <p><b>96%</b> Attendance</p>	<p><b>Finance Committee</b> (7 meetings)</p> <p><b>100%</b> Attendance</p>
<p><b>Audit Committee</b> (6 meetings)</p> <p><b>96%</b> Attendance</p>	<p><b>Governance Committee</b> (5 meetings)</p> <p><b>95%</b> Attendance</p>

Throughout the year, the Orbia Board of Directors has played a pivotal role in guiding our strategic direction, overseeing key initiatives and ensuring operational excellence. An overview of its activities, decisions and accomplishments is available at our [Sustainability Reporting Hub](#).





## Leadership Team

**Orbia's Leadership Team (LT)** enables the successful execution of our strategy at the overall enterprise level—and is composed of highly experienced, ethical individuals from a variety of diverse backgrounds.

**The Business Group Presidents** are responsible for leading and overseeing Orbia's strategy at an operational level.

## Executive Compensation

Besides their fixed salary, the CEO and senior executives participate in a variable short-term incentive (STI) program, which consists of 75% shared financial and Purpose and Values performance metrics aligned to our strategic targets:

- **Financial:** EBITDA, cash flow and ROIC.
- **Purpose and Values:** climate (scope 1, 2 and 3 emissions reduction), achieving our Zero Waste to Landfill goal, accelerating our circularity initiatives, growing our sustainable solutions offerings, improving our safety rates and advancing in our women in management ambition.

## Advancing Responsible Tax Practices

In 2023, Orbia updated its tax strategy and policy to clearly define our commitments and practices, emphasizing the role of taxes as a key tool in promoting responsible corporate behavior. As part of our ongoing efforts to enhance transparency, a summary of our [country-by-country tax report](#) was published in early 2025.

### Leadership Team



**Sameer Bharadwaj**  
Chief Executive Officer



**Deb Butters**  
Senior Vice President and  
Chief People Officer



**Sheldon Hirt**  
Senior Vice President,  
General Counsel



**Jim Kelly**  
Senior Vice President and  
Chief Financial Officer



**Shai Albaranes**  
Corporate Vice President,  
Innovation and Ventures



**Andrea Bergamini**  
Chief Information Officer



**John Branan**  
Corporate Vice President,  
Health, Safety and Engineering



**Tania Rabasa**  
Chief Sustainability Officer,  
Vice President of Public  
Affairs and President of  
Orbia Mexico



**Jorge Guzmán**  
Corporate Vice President,  
Internal Audit



**Gautam Nivarthi**  
Corporate Vice President,  
Strategy

### Business Group Leaders



**Nicholas P. Ballas**  
EVP and President,  
Polymer Solutions  
(Vestolit and Alphagary)



**Freek Crum**  
EVP and President,  
Building & Infrastructure  
(Wavin)



**Gaby Miodownik**  
EVP and President,  
Precision Agriculture  
(Netafim)



**Gautam Nivarthi**  
EVP and President,  
Connectivity Solutions  
(Dura-Line)



**Gregg Smith**  
EVP and President,  
Fluor & Energy Materials

For more information: [Orbia's Executive Compensation](#) | [Orbia's Tax Policy](#)



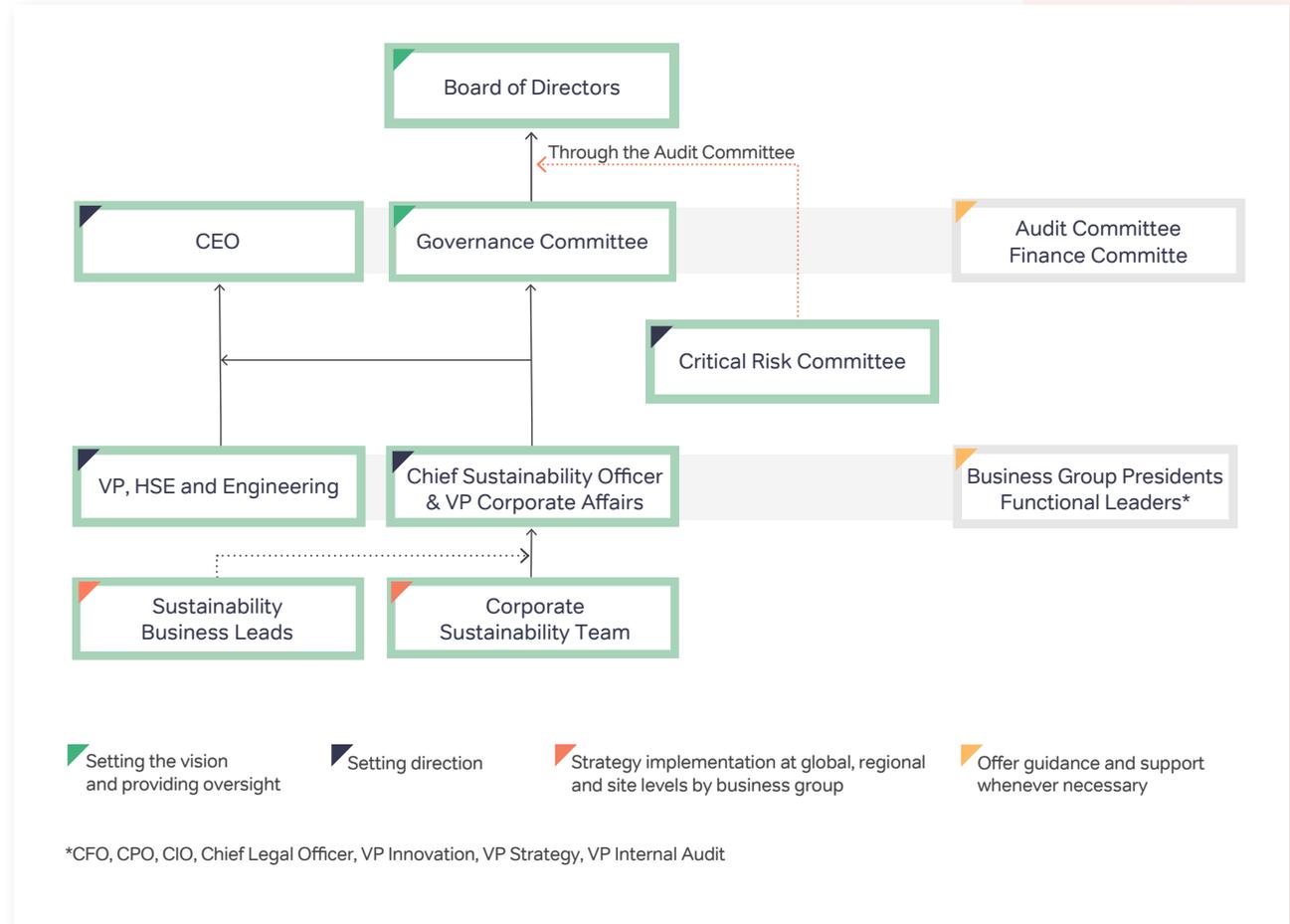
## Sustainability Governance

Orbia's Board of Directors oversees and provides strategic guidance on its sustainability strategy, following a prior review by the Governance Committee, in order to ensure the effective implementation of sustainability initiatives and collaboration across business groups.

Our Chief Sustainability Officer (CSO) regularly briefs the Governance Committee and provides quarterly updates on sustainability progress. Orbia manages sustainability efforts through a matrix structure and integrates leadership and functional expertise at both the global function and business group levels. Each business group embeds sustainability into their operations and collaborates closely with the corporate sustainability team to implement company-wide programs and business-specific initiatives. Employees receive regular updates through companywide town hall meetings and sustainability goals are incorporated into performance reviews.

Additionally, executive and senior management compensation is tied to sustainability performance, which reinforces accountability and commitment.

Through our sustainability operational model Orbia takes a structured approach to implementing its sustainability framework.





## Sustainability Core Council

The Sustainability Core Council develops, implements and reports on Orbia’s sustainability strategy and ensures informed decision-making on key commitments.

Comprised of sustainability business leads and the corporate sustainability team, the Core Council meets monthly to help direct Orbia’s decarbonization, circularity, water and waste management and social impact strategies—supporting our deepest sustainability commitments, while staying ahead of evolving sustainability regulations. Dedicated thematic groups, including the Circularity Community of Practice, Energy Efficiency Working Group, Water Positive Impact Program, Energy Optimization & Decarbonization Initiative, Social Impact Working Group and the Sustainability Regulations Steering Committee, play a key role in driving progress and ensuring alignment with global sustainability standards.



## Sustainability Performance Quarterly Reviews

Business Group Presidents and sustainability leaders present progress on sustainability commitments and initiatives to the CEO each quarter.

## Global Orbia Sustainability Engagements

Throughout the year, the corporate sustainability team hosts virtual events to help the broader Orbia community integrate sustainability into their daily practices. The teams also share regular updates across functions and business groups through various formats, including a quarterly sustainability newsletter.

Orbia held its virtual Sustainability Week in September, bringing together employees worldwide to celebrate progress and strengthen shared commitment to sustainability. Guided by the theme “Purpose in Action: Our Shared Path to Building a Sustainable Future” the program featured nine sessions and close to 30 speakers covering a range of topics, including circularity, low-carbon innovation, sustainable infrastructure, social impact, carbon markets and data-driven sustainability insights.



## Orbia’s 2025 Global Sustainability Summit

### Bringing sustainability leadership together

In November 2025, Orbia convened sustainability leaders from across the company for a two-day, in-person Global Sustainability Summit in Mexico City. The Summit strengthened cross-business collaboration, celebrated progress and aligned leaders around priority topics, including water and nature, energy optimization and decarbonization, sustainable solutions and governance and engagement, while translating shared insights into concrete actions and commitments toward Orbia’s 2030 sustainability journey.



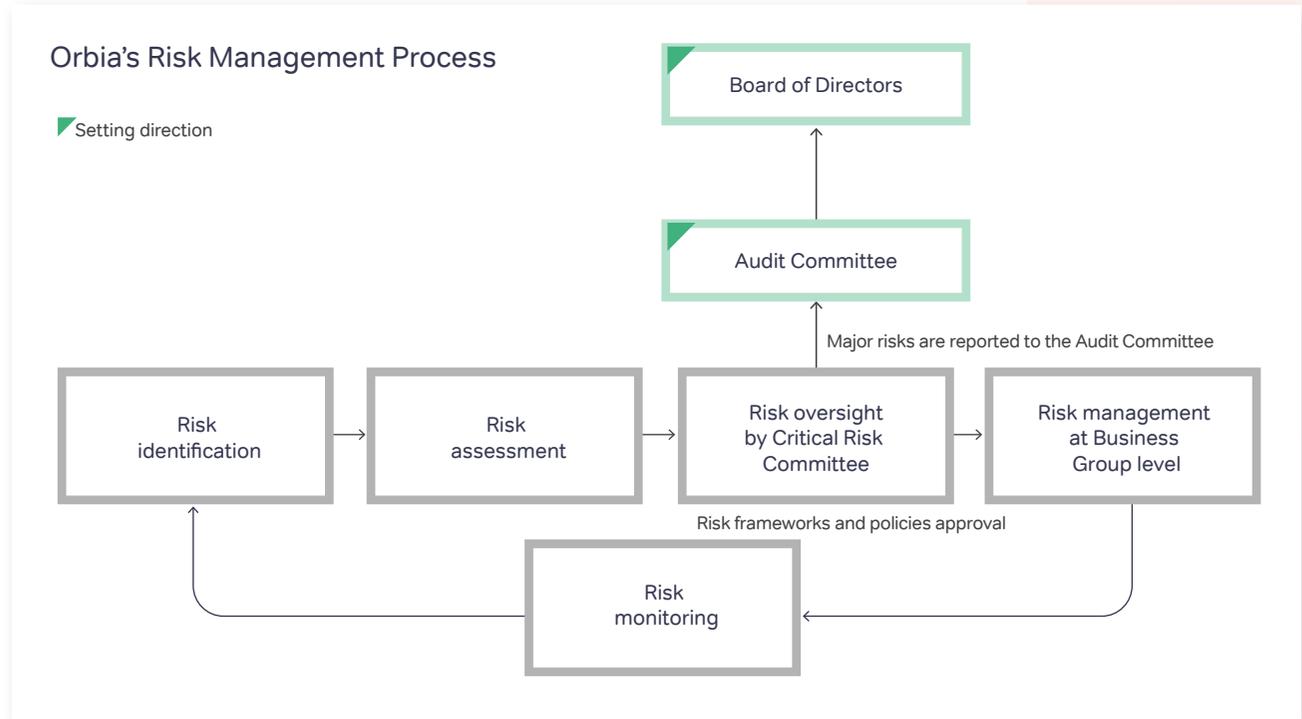
## Risk Management

Orbia promotes a strong risk management culture and uses enterprise and business group risk management procedures to systematically identify, evaluate, prioritize and mitigate risks.

The Orbia Critical Risk Committee (CRC), chaired by our CEO and comprised of the CFO, Business Group Presidents and other key functional heads, acts as the center of our enterprise risk management process.

The CRC meets quarterly and reports directly to the Audit Committee and the Board of Directors. Under Orbia’s governance procedures, the Audit Committee oversees our risk management function as outlined in its charter. In 2025, the Audit Committee conducted a dedicated session to review Orbia’s ERM and CRC’s documented procedures, which are described in more detail below.

The CRC oversees the identification and assessment of enterprise and emerging risks, evaluates Orbia’s risk profile, ensures mitigation plans are developed and monitors their implementation. The CRC applies a documented risk evaluation framework that assesses likelihood and impact across four areas—strategic/business, financial, operational and reputational—and requires risk owners to report quarterly on mitigation progress.



This process enables executives to monitor shifts in risks and opportunities, set priorities with key decision-makers and periodically review short-, medium- and long-term risks. Since 2020, climate and cyber risks have been systematically evaluated and environmental risks are integrated into product development through lifecycle assessments.

Orbia’s CRC-approved Risk Register consolidates prioritized risks identified across the business, with business groups managing their own risk registers and mitigation strategies. The enterprise risk management framework incorporates sustainability-related risks alongside broader business risks, with insights from the 2025 double materiality assessment being integrated into ongoing risk identification, prioritization and monitoring processes to support effective governance oversight.





## Ethics and Compliance

Our long-term success is rooted in our commitment to ethical conduct and legal compliance. We foster a culture of personal accountability, ensuring our team members understand what is expected and seek to do what is right. Orbia's [Code of Ethics](#) sets forth our values, principles and policies. As a foundational document, it guides the daily actions of our directors, executives, employees, contractors, temporary workers and business partners. In 2025, we continued to invest in our ethics and compliance program, committed to international best practices including robust compliance governance, instilled a compliance-driven culture and implemented appropriate control mechanisms.

### Compliance Governance and Resources

Orbia's Ethics and Compliance program is designed to follow international best practices and governance standards and is supported by a strong legal and compliance team of experienced in-house lawyers and compliance professionals in key jurisdictions, enabling localized, proactive advice and training. The program is led by the Global Head of Compliance who oversees the company's global ethics and compliance strategy, including policy governance, risk assessment and mitigation, training and awareness, monitoring and controls, regulatory compliance and continuous program improvements.

Reporting directly to the SVP, General Counsel and Chief Compliance Officer, Chief Compliance Officer chairs the quarterly Ethics Committee (CFO, Chief People Officer, CCO/General Counsel and Head of Internal Audit), co-leads

the quarterly Data Privacy Steering Committee and provides regular updates to business leadership. Orbia's General Counsel and Chief Compliance Officer also provides quarterly compliance updates to the Audit Committee.

### Compliance-Driven Culture

Orbia reinforces its values and compliance procedures to sustain a strong culture of compliance. Employees set annual safety, sustainability or ethics and compliance goals as part of performance objectives, embedding ethical behavior into performance appraisal and remuneration processes

The compliance team also partners with business leaders to implement key initiatives each year. In 2025, these included a review of Know Your Customer and third-party due diligence processes in response to evolving regulations, as well as Orbia's sixth annual Ethics Month, during which all employees completed Code of Ethics training with a focus on data privacy, responsible AI use and data retention.

Additionally, Orbia conducted subject-matter risk assessments, including reviews of human rights prevention procedures to support readiness for the EU Corporate Sustainability Due Diligence Directive and an evaluation of cartel-related risks in Latin America following changes in U.S. legislation.

### Ethics Month

Orbia hosted its sixth annual, month-long Code of Ethics Awareness Campaign, during which all employees—including executives, senior leaders and managers—completed annual ethics training on Orbia's policies. Leadership actively participated, reinforcing ethical decision-making aligned with Orbia's core values.

### Enhanced Code of Ethics Training

During Ethics Month, employees completed online or on-site training. In 2025, administrative employees again exceeded 99% completion through a customized, role-based course covering core Code of Ethics topics such as anti-corruption, antitrust, data privacy, human rights, workplace respect and trade controls.

Employees in high-risk functions received additional role-specific content, refreshed annually using scenario-based learning and Ethics Helpline insights. Employees also received 2024 Helpline metrics to promote transparency and trust in the Speak-Up program. Operations employees complemented online learning with live, customized training on anti-harassment, human rights, safety and speak-up culture.





## Ethics Program

We operate a confidential whistleblowing mechanism for reporting any breach of law or regulation, including suspected or possible violations of the Orbia Code of Ethics. Our Ethics Helpline allows anonymous reporting 24/7 and has operators who speak all languages of the countries where we do business. The Ethics Helpline is overseen by Orbia’s dedicated Investigations team, led by Internal Audit, ensuring that all Ethics Helpline reports are reviewed in accordance with Orbia’s [Speak-Up, Investigations and Non-Retaliation Policy](#).

During Orbia’s Ethics Month and periodically throughout the year, we use Ethics Helpline data to provide information and anonymized examples of situations that emerged to demonstrate to employees that it is safe and worthwhile to speak up—and reassure them that retaliation is prohibited. Orbia also periodically modifies its global speak-up procedures to meet local requirements, such as the EU’s Whistleblower Directive.

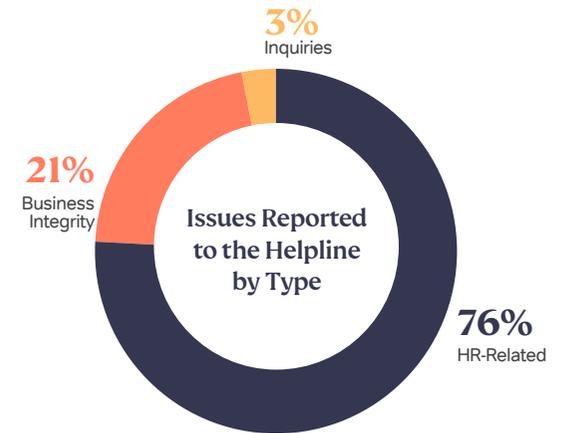
In 2025, we received 450 reports via the Orbia Ethics Helpline or directly to a company representative, a 5% increase from last year, which we see as a distinctly positive trend. Based on data obtained during the 2024 Ethics Survey, we confirmed that employees do not observe misconduct more often than other companies in the survey’s benchmark. At the same time Orbia employees do speak up and report their concerns at greater rates than the benchmark—a positive trend we plan to reinforce in our compliance messaging and training.

Matters addressed through the Ethics Helpline process include HR-Related matters (e.g., allegations of discrimination, harassment, inappropriate behavior), Business Integrity matters (e.g., allegations of fraud, conflicts of interest, theft, protection of confidential information) and inquiries about Orbia policies or procedures. Using documented investigation procedures Orbia investigates 100% of the allegations brought to our attention. In 2025 Orbia expanded its investigations team to include a Head of Investigations and two full-time investigators, ensuring that all allegations received are adequately reviewed and addressed by team members experienced in handling employee concerns.

At the close of each investigation, we conduct a root-case analysis as necessary and recommend corrective measures, including discipline and process improvements, to prevent recurrence. Our processes also include implementing remediation efforts identified during the investigation.

Periodically, we review metrics, including anonymity and substantiation rates, consistency of discipline and case closure time and monitor these leading indicators of the health of Orbia’s speak-up culture and the efficacy of its investigations program. Selected metrics and noteworthy matters, including any that lead to termination of employment because of a Orbia Code of Ethics violation, are shared with Orbia’s Ethics Committee monthly, with business group leadership teams regularly and with Orbia’s Audit Committee quarterly.

Ethics Helpline Reports





## Anti-Corruption Program

Orbia is committed to complying with international anti-corruption laws and has implemented policies and procedures, internal controls, training and awareness campaigns, auditing and monitoring protocols and periodic risk assessments. All employees receive anti-corruption training, with employees in high-risk jurisdictions receiving supplemental live training and communications. Additionally, we use a third-party due diligence tool and service provider, Ethixbase and high-risk third parties are required to comply with additional requirements. See [Supply Chain](#) for further information.

## Antitrust Compliance

We take our obligation to compete fairly and lawfully in the global marketplace seriously and make clear to employees that we will not tolerate or condone activities that breach antitrust laws. Over the last several years, we have invested in our antitrust program by providing meaningful, tailored training for commercial teams across Orbia. In May 2025, all office staff participated in online antitrust training with all commercial teams receiving a dedicated antitrust module. This training is supplemented with live training and communication reminders, including a series of live trainings delivered to commercial teams in the latter half of the year. This area remains a priority as we continue to reinforce [Orbia's Antitrust Handbook](#).

## Data Privacy

Orbia takes a cross-functional approach to data privacy compliance. Our Information Security and Ethics & Compliance teams partner to enhance systems and processes to protect employee, customer and partner data. In 2025, we updated Orbia's website and employee privacy notices, issued several new operational procedures, provided live training for members of the marketing and people teams and enhanced and prepared systems and processes to meet regulatory updates in the U.S., Turkey, India, Israel and other regions.

## Internal Audits

Orbia conducts internal process audits to provide reasonable assurance on the effectiveness and efficiency of operations and the accuracy of financial records.

We audit the main business cycles (order to cash, requisition to pay, forecast to stock and fixed assets), through on-site visits that also cover security aspects. Sites are selected for auditing based on a methodology that evaluates various risk factors such as their contribution to Orbia's total expenses, revenue and assets; significant changes over the past year; time elapsed since the last audit; results of previous audits and, if relevant, ethical concerns.

Audits include testing of anti-corruption and fraud prevention controls and the audit plan incorporates IT and sustainability reviews.

During 2025, we conducted 66 audits, 30 special investigations, five guest audits and 20 ad-hoc reviews, including outsourcing engagements that required subject-matter expertise (e.g. IT).

Internal Audit also develops analytical tools to facilitate continuous monitoring activities. Orbia's Chief Audit Executive reports directly to the Chairman of the Orbia Audit Committee and internal audit operates independently from the business groups.



## Human Rights

Guided by our purpose to advance life around the world, Orbia remains steadfast in its commitment to Human Rights and to the principles that uphold them. We embed these standards into our policies, our culture and the way we operate across all businesses and geographies.

Orbia maintains a [Human Rights Policy](#) and a [Modern Slavery Policy](#), which collectively prohibit child labor, forced labor, discrimination, harassment, excessive overtime, unsafe conditions and retaliation. Employees in critical functions receive regular training on these policies to ensure strong awareness and consistent application.

To strengthen our internal governance, Orbia has implemented Human Rights risk systems and processes that cover our workforce and operations. These include an internal Human Rights risk assessment, grievance mechanisms through which employees can report concerns and dedicated compliance resources available

across Orbia businesses. As part of its readiness for evolving sustainability regulations Orbia has conducted a human rights risk assessment focused on our internal procedures and controls to prevent human rights violations and reviewed risks within our supply chain. This area will remain a priority in 2026.

Our commitment also extends to the value chain. While this section outlines the foundations of Orbia's Human Rights governance, the way these commitments are operationalized with suppliers—including screening, capability building and sustainability performance—can be found in the [Supply Chain](#) chapter.





## Supply Chain

Orbia's global commitment to responsible business practices applies across our entire value chain and specifically to our network of more than 30,000 suppliers—who support our enterprise worldwide by providing raw materials, products, equipment and services. In 2025, our objective has remained the same: establishing reliable supply chains that meet high ethical, social and environmental standards.

### Expectations for our Partners

In late 2023, we published our first [Orbia Supplier Code of Conduct](#), which sets expectations for our suppliers and other third parties across human rights, labor standards, environmental protection, health and safety and business integrity. It requires compliance with applicable laws and promotes responsible business practices across our value chain.



### What our expectations mean in practice

#### Labor and Human Rights

- Suppliers must comply with applicable labor and human rights laws and uphold internationally recognized human rights. Suppliers are expected to conduct human rights due diligence and ensure alignment with ILO minimum age and child labor conventions, as well as broader international standards, where relevant.
- Child labor and forced labor are prohibited and suppliers must prevent coercion abuse, harassment, discrimination and retaliation. Suppliers must ensure their workforce has a mechanism to raise concerns. If an internal mechanism is not available, suppliers must make Orbia's Ethics Helpline available as a reporting option.
- Suppliers must respect freedom of association and collective bargaining where legally permitted. They must also comply with legal requirements on working hours and ensure that any overtime is voluntary and compensated according to applicable laws.
- Suppliers must pay wages and benefits that meet all legal requirements and ensure that compensation constitutes a living wage according to local living conditions.
- Suppliers must provide a safe and healthy workplace, including appropriate training, hazard controls, PPE and emergency preparedness measures and should implement a structured health and safety management system.

#### Environment

- Suppliers must comply with applicable environmental laws and permits, manage environmental impacts responsibly and, where feasible, implement an environmental management system and site-level improvement plans.
- Suppliers must manage energy, water, chemicals, waste, emissions and discharges responsibly to prevent pollution. This includes managing air emissions (e.g. SOx, NOx, VOCs), complying with water discharge quality requirements and promoting recycling and circularity practices.
- Where relevant, suppliers should address climate impacts by reducing their carbon footprint and implementing mitigation and adaptation measures. Orbia engages with suppliers and clients through CDP to support effective carbon management. As a consequence, participation in CDP and other recognized sustainability assessments is strongly encouraged.
- Orbia does not procure conflict minerals (such as tin, tantalum, tungsten, gold) and expects suppliers to properly manage chemicals and other substances that pose a hazard to the environment to ensure safe handling, use, storage and disposal.

#### Business integrity and information protection

- Suppliers must comply with all applicable anti-corruption laws. Bribery is prohibited and follow Orbia's rules on gifts, hospitality and entertainment.
- Suppliers must comply with competition laws, protect confidential and proprietary information and comply with applicable data privacy and security requirements.



## Supplier Engagement and Risk-Based Assessment

Orbia applies a risk-based approach to supplier engagement and assessment to help protect our business, strengthen resilience and promote responsible practices across our value chain. Our approach combines four complementary elements: integrity and trade compliance due diligence, cybersecurity and third-party risk management, sustainability performance evaluation and capability building and speak up channels that support early issue identification.

### Integrity and trade compliance screening

Orbia uses Ethixbase, a third-party due diligence platform, to screen suppliers and customer facing third parties for anti-corruption and trade sanctions risks. Third parties are categorized by risk level based on geographies and type of services provided. Higher risk parties undergo enhanced vetting, complete Orbia's anti-corruption training and certify compliance with applicable anti-corruption laws. In scope third parties are continuously monitored after onboarding through media screening and the process is periodically updated to reflect evolving requirements.

### Human Rights

We embed Orbia's Human Rights commitment across our supply chain through supplier due diligence, sustainability ratings and targeted capability building focused on labor conditions, ethical conduct and respect for people.

### Cybersecurity and third-party risk management

To reduce technology and data risks Orbia applies secure-by-design principles across IT and OT environments and reviews key initiatives from a cybersecurity perspective early in the design phase. We reinforce third party risk management through rigorous onboarding, detailed questionnaires, independent cyber scoring and ongoing controls throughout vendor engagements to support prevention, rapid detection and response to security incidents. [Lean more here.](#)

### Sustainability ratings, transparency and capability building

Through the EcoVadis Supply Chain Sustainability Program, Orbia receives evidence-based sustainability ratings from participating suppliers across four themes: environment, labor and human rights, ethics and sustainable procurement. The program supports visibility into supplier performance and enables risk-based engagement, including targeted supplier selection, performance management and improvement actions. Our phased approach currently covers Building and Infrastructure, Connectivity Solutions, Polymer Solutions (Vestolit) and Orbia Fluor & Energy Materials in the U.K. As of 2025, the supplier assessment program covered 80% of total spend across these commercial operations and more than 49 additional suppliers were onboarded during the year.

### Training on sustainable purchasing

In 2025, Orbia delivered virtual training for procurement teams participating in the EcoVadis program to reinforce consistent application of our sustainability guidelines across the value chain. Topics included environmental performance, labor conditions, anti-discrimination policies, human rights, anti-corruption measures, anti-competitive practices and sustainable procurement.



## Supplier Performance

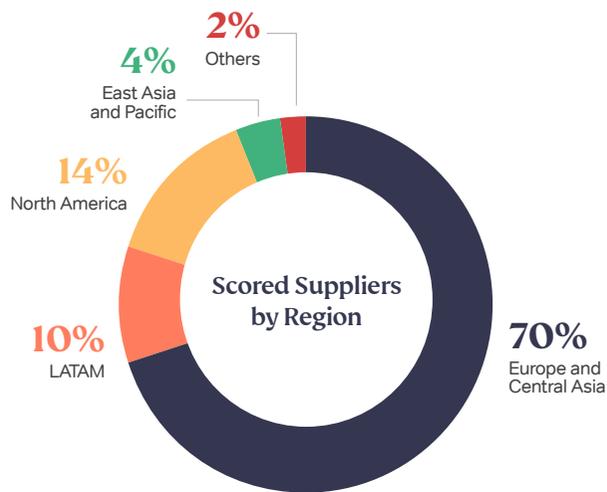
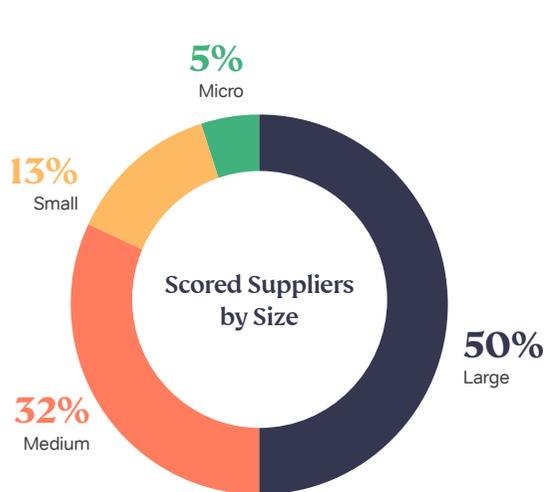
Orbia provides all of our suppliers with access to EcoVadis Academy: an online program offering courses on sustainability management practices, policies and reporting, along with broader themes such as training, certification and risk management.

As of 2025, 84% of our participant suppliers have utilized the platform. Orbia suppliers are held to a minimum performance score of 35-45; those suppliers who underperform must present an action plan for improvement or risk being replaced by a supplier with a superior sustainability performance.

The average score was 65.3/100 and 99% of reassessed suppliers met the required performance level.

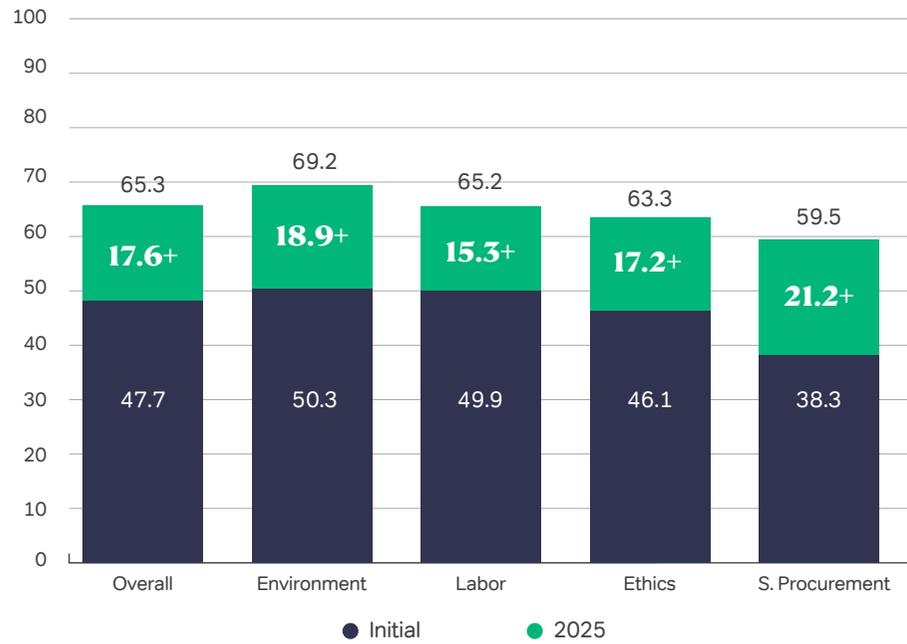
### During this year:

- Reassessed suppliers showed an average improvement of 17 points from their initial scores.
- 75% of suppliers improved, while 7% maintained stable scores vs 2024.
- Most suppliers with action plans made progress in labor, human rights and environmental practices, with about 6% of Orbia's suppliers required to present such plans.
- Over 58% of evaluated suppliers have policies addressing child labor, forced labor and human trafficking.





### Supplier's Self-Assessment Average Score in 2025 vs Score in their First Assessment



### Supplier's Self-Assessment Medal received in 2025 vs Medal in their First Assessment





## Collaboration Across Our Value Chain

Orbia participates in external industry and standards organizations as a member to stay aligned with evolving expectations and help strengthen responsible practices across relevant value chains. These memberships support our supply chain priorities by providing access to sector guidance, shared good practices and technical or policy discussions that influence standards affecting suppliers and downstream applications. Examples include membership in the European Chemical Industry Council and the American Chemistry Council for Orbia Fluor & Energy Materials Solutions, ASTM International and the Green Building Council Brazil for Building & Infrastructure and the Fiber to the Home Council Europe and Fiber to the Home Council Middle East and North Africa for Connectivity Solutions.

**In 2025, we received an A rating in CDP's Supplier Engagement Assessment (SEA). This assessment evaluates companies' performance across governance, targets, scope 3 emissions management and value chain engagement as part of the CDP climate change questionnaire.**

## Recognition as Sustainable Suppliers

### Orbia Polymer Solutions (Vestolit)

Orbia Polymer Solutions (Vestolit) achieved the +Vantage Vinyl™ verification for the sixth consecutive year, reflecting continued alignment with recognized sustainability standards. The verification underscores ongoing efforts related to environmental stewardship, social diligence, economic performance and transparency across operations and the value chain.

### Orbia Building & Infrastructure (Wavin)

In Ecuador, Orbia Building & Infrastructure (Wavin) received recognition from the Ministry of Environment for its commitment to reducing its carbon footprint. The business was also recognized by the Consejo Ecuatoriano de Edificación Sustentable during its 2025 Construction Sustainability Awards, receiving second and third place in the Sustainable Urban Infrastructure category.

In addition, Orbia Wavin was also recognized as a Sustainability Visionary at the Ekos Sustainability Summit in Quito, Ecuador. This recognition highlights innovations such as the Wavin AquaCell 400, manufactured from 100% recycled plastic, which supports flood mitigation, aquifer recharge and water reuse. It also acknowledges our contribution to projects including the Galápagos Science Center, where AquaCell systems and integrated septic biotanks support access to clean water and sanitation, contributing to the UN Sustainable Development Goals.



## Cybersecurity

### Commitment to a Secure and Resilient Digital Infrastructure

We recognize that maintaining a secure and resilient digital infrastructure is fundamental to achieving our long-term business objectives. Through the implementation of best-in-class cybersecurity practices, we ensure the protection of sensitive data and the integrity of our operations. This approach not only shields our organization from evolving cyber threats but also underpins our dedication to operating sustainably and upholding the highest ethical standards in all aspects of our business.

To support this commitment, we establish clear information security responsibilities for all of Orbia's workforce, reinforced through our Acceptable Use Policy and Code of Ethics. Every member of the workforce is expected to safeguard the information and systems they use, follow defined security guidelines and promptly flag any suspicious activity. These responsibilities apply across the organization and form a foundational layer of our security posture, ensuring that every employee plays a role in maintaining the integrity and protection of our digital environment.

Our approach is built upon a proactive risk management framework, which leverages industry-leading standards and frameworks to provide a comprehensive, forward-looking strategy. This framework enables us to respond to evolving cyber threats, maintain business continuity and empower stakeholders with confidence in the security of our digital ecosystem. Our focus this year is on continuous improvement and strategic security initiatives to balance security with business needs.

### Cyber-Governance

Like many leading organizations, we continue to face evolving cyber risks driven by our extensive reliance on information and communication technologies and the increasing automation of our operations. Throughout 2025, we remained vigilant in managing these risks, particularly amid a dynamic geopolitical environment impacting key operational hubs in Europe and Israel. At the same time, the external threat landscape intensified, marked by several high-profile incidents, including exploits targeting weak third-party practices and critical SAP vulnerabilities.

Orbia's Chief Information Security Officer (CISO), reporting to the Audit Committee of Orbia's Board of Directors and administratively to the Orbia Vice President and Chief Information Officer, oversees global security activities to mitigate risks effectively. A dedicated cybersecurity team safeguards Orbia's IT and operational technology (OT) systems against cyber threats and ensures information security.

The CISO provides quarterly updates to the Audit and Critical Risk Committees and biannual reports to Orbia's business leadership. Additionally, the CISO and Orbia Chief Compliance Officer jointly lead Orbia's Data Privacy Steering Committee, comprising senior personnel, to oversee compliance in this critical area.



## Cybersecurity Program

The Orbia Global Information Security program includes robust procedural and technical controls for cyber-threat prevention, detection, response and recovery operations.

### Cybersecurity Policies and Controls

We maintain a comprehensive cybersecurity policy framework that aligns with industry standards and regulatory requirements and ensures adaptability to various legal and operational needs. This framework includes specialized provisions for industrial control systems and supports certifications driven by business and regulatory needs. For example, one operational site in Turkey currently holds an ISO27001 certification in addition to adherence to the Orbia NIST and CIS requirements.

To ensure we stay ahead of regulatory changes Orbia operates a dedicated compliance monitoring forum that tracks emerging requirements, informs management proactively and drives timely action across the organization. This governance mechanism enables us to anticipate obligations rather than react, reinforcing our commitment to compliance and operational integrity. This approach has helped us prepare well in advance for new EU and U.S. regulations—among others—and reinforce internal mechanisms to support timely adaptation as changes progress.

All company users are trained on and have acknowledged the Orbia’s Acceptable Use Policy, which governs acceptable behavior when using company IT assets.

## Key Risk Areas and Security by Design

We prioritize standardization to maintain a robust and consistent security infrastructure across all facilities. While ensuring health and safety remain our top priority, we recognize that the most likely threats are criminal or opportunistic, with key risks including financial loss, business disruption, production downtime, supply chain challenges or fraud.

To strengthen resilience, we apply secure-by-design principles across IT and OT environments, critically reviewing and optimizing IT projects from a cybersecurity perspective as early as the design phase. Our strategies and investments establish a layered defense that prevents potential threats from materializing and enables rapid detection and response to security incidents. Additionally, in light of recent high-profile attacks linked to weak third-party practices, we have reinforced our comprehensive third-party risk management program. This includes rigorous onboarding processes with detailed questionnaires, independent cyber hygiene scoring and ongoing controls throughout vendor engagements, supported by clearly defined information security requirements that third-party partners must meet to help protect shared systems and data, including dedicated security schedules incorporated into contractual agreements.

Aligned with Orbia’s objectives of protecting health and safety, our security architecture and engineering teams play a central role in global IT transformation and digital manufacturing—initiatives—driving operational efficiency, scalability and adaptability

while safeguarding against evolving threats. Our efforts to secure OT environments remain a priority, ensuring robust protection for production systems as part of our digital manufacturing transformation.

In 2025, we continued our zero-trust journey by implementing a unified global access model and retiring all legacy VPNs. To further strengthen our posture, we introduced a continuous attack surface management solution that helps identify and remediate exposures across internet-facing assets before they can be exploited. We also strengthened security for web-facing assets by centralizing our global Web Application Firewall (WAF) for enhanced protection.

We routinely conduct internal and external audits, vulnerability scans, penetration tests across all business groups and governance reviews of outsourced service providers. Our Vulnerability Disclosure Program (VDP) remains active, with public links on brand websites enabling responsible reporting of potential security issues.

Additionally, Orbia leverages external cybersecurity performance rating services, to benchmark and enhance security relative to industry peers.

Lastly, following our 2023 publication of our global [Data Retention Policy](#), we aim for continuous improvement in compliance and enhancing the end-user experience. As we advance our journey we are focusing on shaping a holistic data security strategy—refining, expanding and optimizing protections for structured and unstructured data across its entire lifecycle, including secure classification, retention and disposal.





## Cybersecurity Incident Management

Orbia operates an enterprise-class Security Operations Center (SOC) delivering end- to-end monitoring, detection, alerting and incident response aligned with Orbia Incident Response Plan.

Our people are our front lines of defense and Orbia provides multiple channels for reporting potential security incidents. Suspicious messages received in an employee's mailbox can be quickly flagged through a built-in reporting option, while all other concerns—such as unusual device behavior, potential data exposure or interactions with suspicious links or files—can be escalated through Orbia's IT support channels, with rapid pathways available for urgent cases. All reported security incidents are investigated by our Cyber Incident Response Team, a specialized team trained and certified in incident response protocols.

In 2025, we enhanced capabilities with advanced threat intelligence, automation and AI-driven analytics to accelerate detection and response across networks, endpoints, cloud, identity and applications. This year we additionally invested in the implementation of a Security Orchestration, Automation and Response (SOAR) to accelerate incident response and improve operational efficiency.

We continue to partner with leading managed security providers and use best-in-class technologies to address evolving threats. Regular red- and purple-team exercises validate SOC effectiveness. Our crisis management plan provides a structured approach for handling critical events across business and functional levels, supporting resilience in real-world incidents.

Orbia management is not aware of any material or third- party material incidents relating to information systems security that could affect the safety of Orbia's operations, or its ability to serve customers or significant breaches of personal information in 2025.

## Cyber Insurance

During 2025, Orbia renewed its cyber insurance program to address shifting market conditions and emerging risks. Given our investments in consumer-facing devices and product line expansions, we have also added new coverage for Technology Errors & Omissions. This renewal ensures continuous global protection and reflects our commitment to adapting coverage to evolving threats and business needs.

The policy offers worldwide coverage for key risks—data breaches, cyberattacks and related liabilities—helping reduce financial impact and enhance resilience across operations.

## Safe and Compliant AI Adoption

As we increasingly leverage AI to bolster our security posture and automate cyber defense use cases, we also acknowledge that attackers are using AI to craft more sophisticated attacks.

In 2025, we completed a substantial overhaul of our AI governance framework, striking a balance between unlocking business- transformational AI capabilities and maintaining strong guardrails to mitigate cyber and business risk.

To meet regulatory requirements and support responsible adoption, we introduced AI awareness training to build an AI- ready workforce and reinforce end-user responsibilities for safe, compliant use. Our approach champions secure, approved tools and provides clear guidance on what is not permitted—ensuring innovation without compromising security or compliance.



## Cybersecurity Mindset

As cyber risks continue to evolve, Orbia focuses on strengthening the human foundations of digital resilience. Our cybersecurity culture emphasizes continuous learning, shared responsibility and visible leadership commitment. By combining training and awareness with recognition of transformational achievements, we embed cybersecurity into daily behaviors and decision-making across teams and regions.



### Training and Awareness

As part of International Cybersecurity Awareness Month in October 2025, employees participated in our mandatory cybersecurity training, delivered online or on-site. The training reinforced essential protection practices, including how to escalate incidents, vulnerabilities or suspicious activity. Contractors were included, ensuring consistent security awareness across our extended workforce.

We continue to achieve consistently high completion rates year over year, demonstrating strong organizational engagement.

In 2025, we introduced AI awareness training to build an AI-ready workforce and reinforce end-user responsibilities for safe, compliant use.

Our efforts didn't stop there. Throughout the year, we reinforced awareness with regular phishing simulations and targeted campaigns, turning learning into a continuous experience. These efforts keep our workforce vigilant and resilient, ensuring security remains a shared responsibility across the organization.

### Cybersecurity Recognition and Leadership

In 2025 Orbia's cybersecurity and broader global IT transformation was recognized both

internally and externally—reflecting the strength of our governance, operational maturity and people-led approach to digital resilience.

### Internal Recognition – Change Champion Award

Orbia's global IT team was recognized with the Change Champion Award for launching our first Global Capability Center in Pune, India. This GCC will serve as a hub for IT and cybersecurity talent and innovation. This transformation demonstrated how disciplined execution, cross-functional collaboration and human-centered change management can accelerate IT and cybersecurity initiatives at scale.

### External Recognition – Industry Award for Digital & IT Transformation

Orbia also received external industry recognition for its IT and cybersecurity transformation, highlighting advances in zero-trust architecture, global security operations and scalable digital foundations that enable secure growth. This recognition underscores Orbia's position as a trusted operator in an increasingly complex cyber risk landscape.

Together, these recognitions reinforce our commitment to protecting operations, data and stakeholders—while enabling innovation through secure, resilient digital infrastructure.



# Data Summary

Click a topic below to visit that section.

[Sustainability Data](#)

[Financial Data](#)

[Communications on Progress](#)

[CEO Water Mandate Progress Report](#)



# Sustainability Data

Environment	Units	2023	2024	2025	YoY	GRI*	SASB	SDG
Scope 1 Energy	MWh (GJ)	2,579,159	2,519,390	2,541,627 (9,146,465) ✓	1%	302-1	RT-CH-130a.1	13
Electricity, cooling heat and steam	MWh (GJ)	3,949,539	4,131,968	3,980,772 (14,330,780) ✓	-4%	302-1	RT-CH-130a.1	13
<b>Total gross energy consumption</b>	<b>MWh (GJ)</b>	<b>6,528,698</b>	<b>6,651,358</b>	<b>6,522,399</b> <b>(23,480,636) ✓</b>	<b>-2%</b>	<b>302-1</b>	<b>RT-CH-130a.1</b>	<b>13</b>
<b>Energy intensity</b>	<b>MWh/ton (GJ/ton)</b>	<b>0.95</b>	<b>1.01</b>	<b>1.03 (3.72) ✓</b>	<b>2%</b>	<b>302-3</b>	<b>RT-CH-130a.1</b>	<b>13</b>
Renewable electricity consumed	MWh	640,216	558,359	590,960 (2,127,455)	6%	302-1	RT-CH-130a.1	7, 13
Renewable electricity as % of total electricity	%	26%	22%	26% ✓	4pp	302-1	RT-CH-130a.1	7, 13
GHG emissions scope 1	Tons CO <sub>2</sub> e	536,915	517,410 <sup>2</sup>	527,406 <sup>2</sup> ✓	2%	305-1	RT-CH-110a.1	13
GHG emissions scope 2	Tons CO <sub>2</sub> e	912,900	972,657 <sup>3</sup>	907,472 <sup>3</sup> ✓	-7%	305-2	RT-CH-110a.1	13
<b>GHG emissions total scope 1+2</b>	<b>Tons CO<sub>2</sub>e</b>	<b>1,449,815</b>	<b>1,490,067<sup>2,3</sup></b>	<b>1,434,878<sup>2,3</sup> ✓</b>	<b>-4%</b>	<b>305-1</b>	<b>RT-CH-110a.1</b>	<b>13</b>
<b>GHG emissions scope 3</b>	<b>Tons CO<sub>2</sub>e</b>	<b>77,361,457</b>	<b>65,821,141<sup>4</sup></b>	<b>67,409,568<sup>4</sup> ✓</b>	<b>2%</b>	<b>305-3</b>		<b>12</b>
GHG emissions intensity scope 1	Tons CO <sub>2</sub> e/ton	0.08	0.08 <sup>2</sup>	0.08 <sup>2</sup> ✓	0%	305-4	RT-CH-110a.1	13
GHG emissions intensity scope 2	Tons CO <sub>2</sub> e/ton	0.13	0.15	0.14 ✓	-7%	305-4	RT-CH-110a.1	13
<b>GHG emissions intensity scope 1+2</b>	<b>Tons CO<sub>2</sub>e/ton</b>	<b>0.21</b>	<b>0.22</b>	<b>0.23 ✓</b>	<b>5%</b>	<b>305-4</b>	<b>RT-CH-110a.1</b>	<b>13</b>
Nitrogen Oxides (NOx) emissions	Tons	596	552	487 ✓	-12%	305-7	RT-CH-120a.1	3, 12
Sulfur Oxides (SOx) emissions	Tons	210	258	174 ✓	-33%	305-7	RT-CH-120a.1	3, 12
Volatile Organic Compounds (VOCs) emissions	Tons	102	116	301 ✓	159%	305-7	RT-CH-120a.1	3, 12
<b>Total other air emissions</b>	<b>Tons</b>	<b>908</b>	<b>926</b>	<b>962 ✓</b>	<b>4%</b>	<b>305-7</b>	<b>RT-CH-120a.1</b>	<b>3, 12</b>

1 ton = 1,000 kg

YoY: Year on year variation 2025 vs 2024

Figures with this check mark (✓) are assured by an independent third-party for the period January 1<sup>st</sup> 2025 - December 31<sup>st</sup> 2025.

+ Orbia uses 2021 GRI standards for general sustainability disclosures. For disclosures related to the management of material topics (GRI 3-3), we use a combination of 2016 and 2020 GRI standards (as well as internal metrics and other disclosure guidelines), as they include specific performance metrics for a wide range of sustainability topics.

✓ Data partially assured by an independent third-party. See rest of the notes for further context.

1. Internal metric.

2. Independent limited assurance for scope 1 GHG emissions covers emissions related to energy and processes (522,581 tons CO<sub>2</sub>e) under SASB RT-CH-130A.1. Leased vehicles under our control are excluded from the assurance scope, but represent less than 1% (4,825 tons CO<sub>2</sub>e) of scope 1 emissions. ✓

3. Independent limited assurance for scope 2 GHG emissions covers emissions related to purchased electricity, heating, steam and cooling (907,069 tons CO<sub>2</sub>e). Leased vehicles under our control are excluded, but they represent less than 1% (404 tons CO<sub>2</sub>e). ✓

4. Independent limited assurance for scope 3 GHG emissions covers categories 11 and 12 from refrigerant sales (55,777,245 tons CO<sub>2</sub>e). ✓



# Sustainability Data

Environment	Units	2023	2024	2025	YoY	GRI <sup>1</sup>	SASB	SDG
Total water withdrawal	1,000 m <sup>3</sup>	14,745	14,692	13,460 ✓	-8%	303-3	RT-CH-140a.1	6, 12
Total water discharge	1,000 m <sup>3</sup>	8,524	8,284	7,554 ✓	-9%	303-4	RT-CH-140a.1	6, 12
<b>Water withdrawal intensity<sup>1</sup></b>	<b>m<sup>3</sup>/ton</b>	<b>2.14</b>	<b>2.22</b>	<b>2.13</b>	<b>-4%</b>			<b>6, 12</b>
<b>Production</b>	<b>Tons</b>	<b>6,886,989</b>	<b>6,603,817</b>	<b>6,316,117</b>	<b>-4%</b>		<b>RT-CH-000.A</b>	<b>12</b>
Total non-hazardous waste	Tons	57,916	66,855	66,071 <sup>5</sup> ✓	-1%	306-3		12
Total hazardous waste	Tons	5,508	5,331	6,197 <sup>6</sup> ✓	16%	306-3	RT-CH-150a.1	12
Total process waste	Tons	63,424	72,186	72,268 <sup>7</sup> ✓	0%	306-3		12
Total special project waste	Tons	9,369	4,862	5,846	20%			12
<b>Total waste</b>	<b>Tons</b>	<b>72,793</b>	<b>77,048</b>	<b>78,114<sup>7</sup></b> ✓	<b>1%</b>	<b>306-3</b>		<b>12</b>
Percentage of total waste recycled, reused, recovered <sup>1</sup>	%	72%	69%	85% <sup>8</sup> ✓	16pp			12
Percentage of total waste sent to landfill <sup>1</sup>	%	17%	20%	15% <sup>9</sup> ✓	-5pp			12
<b>Waste intensity<sup>1</sup></b>	<b>Tons/ton</b>	<b>0.001</b>	<b>0.011</b>	<b>0.011</b> ✓	<b>0%</b>			<b>12</b>

✓ Data partially assured by an independent third-party. See rest of the notes for further context.

1. Internal metric.

5. Independent limited assurance for Total Non Hazardous Waste Generation covers process-related waste (66,071 ton) ✓. Special project waste\* are excluded from the assurance scope (4,764 ton).

6. Independent limited assurance for Total Hazardous Waste Generation covers process-related waste (6,197 ton) ✓. Special project waste\* are excluded from the assurance scope (1,317 ton).

7. Independent limited assurance for Total Waste Generation covers process-related waste (72,268 ton) ✓. Special project waste\* is excluded from the assurance scope (4,861 ton).

8. Independent limited assurance for Percentage of total waste diverted from landfill covers all Orbia categories (72%) ✓, including incineration with energy recovery as a diversion method, which is aligned with our Orbia's Zero Waste to Landfill definition. This category is excluded from disclosed figure (69%), ensuring alignment with GRI's definition. Special project waste\* is also excluded from the disclosed figure.

9. Independent limited assurance for Percentage of total waste directed to landfill covers all Orbia categories (14%) ✓, including final disposal methods such as landfill, incineration without energy recovery and others. Disclosed figure (15%) refers exclusively to waste sent to landfill, ensuring alignment with GRI's definition. Special project waste\* is also excluded from the disclosed figure.

\*Waste from special projects refers to activities unrelated to normal production operations in our sites and can include construction, demolition, soil removals, etc.

YoY: Year on year variation 2025 vs 2024

Figures with this check mark (✓) are assured by an independent third-party for the period January 1<sup>st</sup> 2025 - December 31<sup>st</sup> 2025.

+ Orbia uses 2021 GRI standards for general sustainability disclosures. For disclosures related to the management of material topics (GRI 3-3), we use a combination of 2016 and 2020 GRI standards (as well as internal metrics and other disclosure guidelines), as they include specific performance metrics for a wide range of sustainability topics.





# Sustainability Data

Social	Units	2023	2024	2025	YoY	GRI <sup>+</sup>	SASB	SDG
<b>Employees</b>								
Total employees	Number	24,014	23,286	22,537	-3%	102-8		8
Contractors	Number	6,661	4,706	4,553	-3%	102-8		8
Women in management roles	%	23%	23%	26% ✓	3pp	405-1		5
Employee training	Hours	472,171 <sup>2</sup>	432,669	404,987	-6%	404-1		8
Average training hours <sup>3</sup>	Hours/Year/Employee	19.47 <sup>2</sup>	18.21	17.63	-3%	404-1		8
<b>Safety (total employees and contractors)</b>								
Total Recordable Incident Rate	TRIR	0.55	0.49	0.52 <sup>4</sup> ✓	6%	403-9	RT-CH-320a.1	3
Lost Time Incident Rate	LTIR	0.32	0.28	0.28 ✓	0%	403-9	RT-CH-320a.1	3
Severity Rate	SIR	11.66	12.37	9.78 ✓	-21%			3
Fatalities (Fatality rate)	Number	2 (0.01)	0 (0)	1 (0) ✓	100%	403-9	RT-CH-320a.1	3
<b>Community investment<sup>1</sup></b>								
Total giving	\$	3,787,559	3,889,653	3,615,336 <sup>5</sup> ✓	-7%			2,4,6
Total giving (cash)	\$	860,399	1,515,608	963,650 ✓	-36%			2,4,6
Total giving (cash)	%	23%	39%	27%	-12pp			2,4,6
Total giving (in-kind)	\$	2,366,244	1,969,137	2,301,269 ✓	17%			2,4,6
Total giving (in-kind)	%	62%	51%	64%	13pp			2,4,6
<b>Governance and Compliance</b>								
Women Directors	Number (%)	3 (27%)	3 (27%)	2 (25%)	-33% (-2pp)	405-1		5
Independent Directors	%	72%	72%	55%	-17pp	102-22		-
Revenue share from Sustainable Solutions	%	65%	67%	68%	1pp	Non-GRI topic		<a href="#">Link</a>
Instances of non-compliance with environmental law*	Number	0	0	0 ✓	0%	2-27	RT-CH-140a.2	16

\*Includes only those resulting in sanctions above \$10,000 USD.

YoY: Year on year variation 2025 vs 2024

Figures with this check mark (✓) are assured by an independent third-party for the period January 1<sup>st</sup> 2025 - December 31<sup>st</sup> 2025.

+ Orbia uses 2021 GRI standards for general sustainability disclosures. For disclosures related to the management of material topics (GRI 3-3), we use a combination of 2016 and 2020 GRI standards (as well as internal metrics and other disclosure guidelines), as they include specific performance metrics for a wide range of sustainability topics.

1. Internal metric.

2. Our 2023 Impact Report stated employees completed a total of 521,586 training hours. However, after a detailed review of our records, we identified an error in data reporting which led to an overestimation of training hours for 2023. The correct figure is 472,171 training hours. We continue to improve our reporting processes to ensure accuracy in future reporting.

3. Average annual headcount (HC) was used to calculate average training hours. It provides a more accurate performance to due to expansions and acquisitions. Average annual headcount for 2022 was 23,396 employees. Average annual headcount for 2024 was 23,756 employees. Average annual headcount for 2025 was 22,978 employees.

4. Independent limited assurance for TRIR for employees (0.26) and TRIR for contractors (0.35). ✓

5. Independent limited assurance for Total giving covers in-kind and cash donations (\$ 3,264,919 USD), excluding time contributions and special initiatives. ✓



# Sustainability Data

Annex: GRI 302-1 Energy ✓	Units	2025
<b>Energy Consumption (Scope 1)</b>		
<b>Fuel consumption from non-renewable sources</b>	<b>(GJ)</b>	<b>9,146,465</b>
Natural gas	(GJ)	8,517,521
Gasoline	(GJ)	4,954
Diesel	(GJ)	243,421
LPG derived gases	(GJ)	380,569
Mineral coal	(GJ)	0
<b>Fuel consumption from renewable sources</b>	<b>(GJ)</b>	<b>3,392</b>
Biofuels	(GJ)	3,392
<b>Energy Consumption (Scope 2)</b>		
<b>Purchased energy (electricity)</b>	<b>(GJ)</b>	<b>8,303,747</b>
Purchased electricity		8,303,747
<b>Purchased energy (cooling, heating, steam)</b>	<b>(GJ)</b>	<b>6,027,033</b>
Purchased heating	(GJ)	205,345
Purchased cooling	(GJ)	3,288,932
Purchased steam	(GJ)	2,532,756
Renewable electricity consumed	(GJ)	2,127,455
<b>Sold energy (electricity)</b>	<b>(GJ)</b>	<b>511</b>
Sold electricity	(GJ)	511
<b>Sold energy (cooling, heating, steam)</b>	<b>(GJ)</b>	<b>886,862</b>
Sold heating	(GJ)	641,635
Sold cooling	(GJ)	0
Sold steam	(GJ)	245,227
<b>Total energy consumption</b>	<b>(GJ)</b>	<b>23,480,636</b>

Annex: GRI 302-1 Energy ✓	Units	2025
<b>Renewable electricity consumed</b>	<b>(GJ)</b>	<b>2,127,455</b>
Purchased renewable electricity	(GJ)	2,037,169
Generated renewable electricity	(GJ)	90,287
<b>Electricity consumed from the grid</b>	<b>(GJ)</b>	<b>6,176,291</b>
<b>Percentage of electricity coming from the grid</b>	<b>%</b>	<b>74%</b>

SASB RT-CH-130a.1 ✓	Units	2025
<b>Net Energy Consumption</b>		
Gross energy consumption	(GJ)	23,480,636
Sold energy	(GJ)	887,373
Total net energy consumption	(GJ)	22,593,263

Annex: GRI 306-4 - Waste ✓	Units	2025
<b>Waste Diverted from Disposal</b>		
<b>Non-hazardous waste diverted from disposal</b>	<b>(Ton)</b>	<b>55,988</b>
Preparation for reuse	(Ton)	19,303
Recycling	(Ton)	30,272
Other recovery operations	(Ton)	6,414
<b>Hazardous waste diverted from disposal</b>	<b>(Ton)</b>	<b>5,248</b>
Preparation for reuse	(Ton)	182
Recycling	(Ton)	855
Other recovery operations	(Ton)	4,210
<b>Total waste diverted from disposal</b>	<b>(Ton)</b>	<b>61,236</b>



# Sustainability Data

Annex: GRI 303-3 – Water Withdrawal ✓	Units	2025
Total water withdrawal of surface water	(ML)	8,044
Total water withdrawal of groundwater	(ML)	4,403
Total water withdrawal of third-party	(ML)	1,012
<b>Total water withdrawal</b>	<b>(ML)</b>	<b>13,460</b>
<b>Total water withdrawal intensity<sup>1</sup></b>	<b>(ML/ton)</b>	<b>0.0021</b>

1 ton = 1,000 kg

Annex: GRI 303-4 – Water Discharge ✓	Units	2025
Total water discharge to surface water	(ML)	3,911
Total water discharge to groundwater	(ML)	46
Total water discharge to seawater	(ML)	1,457
Total water discharge to a third-party	(ML)	2,149
<b>Total water discharge</b>	<b>(ML)</b>	<b>7,554</b>

GRI Annex: 403-9 – Work-related injuries ✓	2025		
	Employees	Contractors	Total
Hours worked [# of hours]	49,517,278	12,523,728	<b>62,041,006</b>
Fatalities [# of fatalities]	1	0	<b>1</b>
Fatality rate [rate]	0.004	0	<b>0</b>
Lost time injuries [# of injuries]	64	22	<b>86</b>
Lost time days <sup>1</sup>	-	-	<b>3,033</b>
Lost Time Incident Rate (LTIR)	0.26	0.35	<b>0.28</b>
Recordable events [# of events]	129	33	<b>162</b>
Total Recordable Incident Rate (TRIR)	0.52	0.53	<b>0.52</b>

GRI Annex: 403-10 – Work-related ill health ✓	2025		
	Employees	Contractors	Total
Fatalities as a result of work-related ill health [# of fatalities]	0	0	<b>0</b>
Cases of recordable work-related ill health [# of cases]	0	0	<b>0</b>

1. Internal metric.





# Financial Data

Indicators	2023	2024	2025	YoY
<b>Net sales</b>	<b>8,204</b>	<b>7,506</b>	<b>7,619</b>	<b>2%</b>
SG&A	1,323	1,309	1,256	-4%
Operating income	849	439	370	-16%
<b>EBITDA</b>	<b>1,460</b>	<b>1,097*</b>	<b>1,020*</b>	<b>-7%</b>
EBITDA margin	17.8%	14.6%*	13.4%*	-124 bps
Financial cost	366	343	389	13%
Earnings before tax	485	96	(88)	NA
Income tax	329	(127)	291	NA
Consolidated net income (loss)	156	223	(379)	NA
Net majority income (loss)	65	145	(477)	NA
Operating cash flow	931	519	646	24%
Capital expenditures	(658)	(477)	(405)	-15%
<b>Free cash flow</b>	<b>176</b>	<b>(64)</b>	<b>111</b>	<b>NA</b>
Net debt	3,430	3,617	3,779	4%

Figures in million dollars.

YoY: Year on year variation 2025 vs 2024

\*Excluding \$90 million in one-time legal and restructuring costs, 2025 adjusted EBITDA was \$1.11 billion, a decrease of 7% from 2024. In 2025, we successfully completed a refinancing that significantly improved our debt profile, extending key maturities to 2030 and beyond and strengthening our liquidity.

## Additional Resources

For complete data across all topics and key standards, please visit Orbia's:

[SUSTAINABILITY REPORTING HUB](#)

For comprehensive financial performance, please visit Orbia's:

[FINANCIAL REPORTS](#)



## GHG Emission Calculation Methodology

We develop our GHG inventory based on globally accepted standards and protocols including The Greenhouse Gas Protocol. (No material restatements have been done in 2024).

	Definitions*	Methodology
Scope 1	Direct emissions from sources owned or controlled by the company.	Calculated with average fuel CO <sub>2</sub> emission factors published by DEFRA and EPA.
Scope 2	Electricity, heating, steam and cooling indirect emissions from upstream sources not owned or controlled by the company.	Calculated with both market-based and location-based emission factors from the International Energy Agency (IEA). IEA factors are used when supplier emission factors are not available.**
Scope 3	Other indirect, upstream and downstream emissions from sources not owned or controlled by the company.	All data was calculated using our internal database to assess the consumption of the different raw materials and other purchased goods and services. Emission factors were sourced from public databases and specialized consultancy services. The calculations were done following the GHG Protocol “Technical Guidance for Calculating scope 3 Emissions”, considering Categories 11 (Use of Sold Products) and 12 (End-of-Life Treatment of Sold Products) as the most significant for the organization (around 87% of total scope 3 emissions).

For further details on our reporting methodology and boundaries, please refer to our [reporting hub](#).

\*The Greenhouse Gas Protocol: A Corporate Accounting and Reporting Standard (Revised Edition).

\*\*Orbia is not using any residual emission factor values. However, 70% of our scope 2 emissions are calculated using supplier-specific emission factors.





# UN Global Compact Communication on Progress

COMMUNICATION ON PROGRESS



This is our **Communication on Progress** in implementing the Ten Principles of the **United Nations Global Compact** and supporting broader UN goals.

We welcome feedback on its contents.

Orbia endorses the Universal Declaration of Human Rights adopted by the United Nations and condemns all forms of human rights abuse, as stated in our [Human Rights Policy](#). Orbia became a signatory to the UNGC at the participant tier level in 2018, committing to uphold and promote UNGC principles within our spheres of influence.

## UN Global Compact Principles

## Our Position

**1** Businesses should support and respect the protection of internationally proclaimed human rights.

At Orbia, we acknowledge, respect and uphold human rights. [Orbia's Code of Ethics](#) binds all employees around the world to the highest ethical standards and we reinforce ethical practices with communication, training and immediate attention to ethical issues as they arise. We maintain a human rights policy confirming our support for the Universal Declaration of Human Rights and other universally accepted standards. Orbia has implemented human rights systems and processes so that our operations comply with local labor laws in the countries where we do business. Orbia's Ethics Helpline is available to all Orbia business partners, including our suppliers, allowing a supplier's workforce member to report any human rights concern to Orbia. As part of its readiness for sustainability-related regulations and its commitment to transparency, Orbia has conducted a human rights risk assessment, focusing on its internal procedures and controls to prevent human rights violations and review risks within its supply chain. In addition, through EcoVadis Supply Chain Sustainability Program, Orbia receives sustainability ratings from participant suppliers derived from an evidence-based evaluation across four broad sustainability topics: environment, labor and human rights, ethics and sustainable procurement. The program also allows monitoring performance and improvement, which is key to minimize sustainability-related risks across our supply chain, enable improvement in our supply chain impacts and increase transparency within all parties of our supply chain. See the [Ethics and Compliance](#) and [Supply Chain](#) sections.

**2** Businesses should make sure that they are not complicit in human rights abuses.

**3** Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining.

We respect the rights of employees to freedom of association and collective bargaining. We aim to maintain a collaborative, open and positive relationship with employees and address issues relating to their rights in a positive manner. We drive similar standards throughout our supply chain.

**4** Businesses should support the elimination of all forms of forced and compulsory labor.

We do not engage in any practice which could be construed as forced labor. All Orbia employees are legally employed and join our business of their own free will. We drive similar standards throughout our supply chain.

**5** Businesses should support the effective abolition of child labor.

We respect and support the rights of all children and we are committed to preventing harm and actively safeguarding their interests. We do not employ children in any part of our business. We drive similar standards throughout our supply chain.





COMMUNICATION ON PROGRESS



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We welcome feedback on its contents.

UN Global Compact Principles

Our Position

6 Businesses should support the elimination of discrimination in respect of employment and occupation.

We maintain a policy of equal opportunity and enjoy a high level of diversity among our workforce around the world. A key Orbia value is embracing diversity. Recruitment and human resources policies are designed to nurture inclusive practices for new and current employees in all matters relating to their employment with Orbia. In addition, inclusive behaviors have become core to the Orbia Future-Fit Leader and Employee Models, which set clear expectations for the behaviors that facilitate embracing diversity and benefit our employees, community and business.

See [Inclusion at Orbia](#).

7 Businesses should support a precautionary approach to environmental challenges.

Many of Orbia's products are designed to minimize environmental impacts, delivering sustainable solutions that address climate, resource efficiency and resilience across key sectors. Its portfolio includes NextGen Solutions that support the low-carbon transition through advanced materials and low-GWP technologies; urban climate resilience solutions that enable holistic water management for climate-adapted, livable cities; and low-carbon building materials that advance circular construction using recycled and biobased inputs. Orbia also drives efficiency and sustainability in food systems through precision agriculture solutions that conserve water and reduce emissions, transforms the PVC value chain with circular, lower-carbon materials, and expands resilient connectivity through low-carbon HDPE conduit solutions that reduce scope 3 emissions while supporting future-ready infrastructure. In 2025, 68% of our revenues contributed to the UN SDGs.

8 Businesses should undertake initiatives to promote greater environmental responsibility.

See our [Environmental](#), [Circularity](#), [Sustainable Solutions](#) and [Impactful Ventures](#) sections.

9 Businesses should encourage the development and diffusion of environmentally friendly technologies.

10 Businesses should work against corruption in all its forms, including extortion and bribery.

Orbia is committed to complying with international anti-corruption laws and has implemented policies and procedures, internal controls, training and awareness campaigns and auditing and monitoring protocols related to this important topic. All employees receive anti-corruption training, with employees in high-risk jurisdictions receiving supplemental live training and communications. Additionally, we use a third-party due diligence tool and service provider, Ethixbase and high-risk third parties are required to comply with additional requirements. See the [Ethics and Compliance](#) and [Supply Chain](#) sections.





# CEO Water Mandate Progress Report



The CEO Water Mandate is a special initiative of the UN Secretary-General and the UN Global Compact, providing a multi-stakeholder platform to advance corporate water sustainability policies and practices. Orbia became a signatory to the CEO Water Mandate in 2019, confirming our commitment to sustainable water management and practices.

Water Mandate Principles		Our Progress
<b>Element 1</b>	Direct operations	Orbia is advancing operational improvements toward a water-positive future by embedding water efficiency and recovery across its businesses, particularly in water-stressed regions. The company applies high-efficiency water management practices, including closed-loop systems, alternative water sources and continuous monitoring to reduce consumption and improve operational resilience. Investments such as upgraded cooling systems in Altamira following severe drought conditions, along with advanced treatment technologies—including physico-chemical, biological and reverse osmosis processes have enabled significant reductions in water use, with some sites achieving up to a 20% reduction versus baseline and up to 70% average process water recovery. Across Polymer Solutions, Building & Infrastructure, and Fluor & Energy Materials, Orbia is expanding water reuse, recovering and reusing wastewater for industrial and irrigation purposes, and deploying advanced treatment and recovery technologies, reducing reliance on municipal and groundwater sources while lowering costs, strengthening climate resilience and promoting circular water use within local watersheds. Learn more <a href="#">here</a> .
<b>Element 2</b>	Supply chain and watershed management	Since 2020, we have included water performance as part of our EcoVadis-based screening of suppliers and take a risk-based approach to managing performance, including watershed risks.
<b>Element 3</b>	Collective action	Through our sustainable solutions pathway, we connect companies' sustainability goals with real impact. We partner with companies to turn corporate sustainability goals into permanent, measurable water savings. We do this with projects that use our water solutions, such as those in precision agriculture, resilient water infrastructure and circular water. Beyond our operational footprint and solutions, we seek to engage in community and collective action by supporting water-replenishment projects, participating in multi-stakeholder initiatives and collaborating with local partners in priority basins to enhance water security and ecosystem health. See the <a href="#">Collective Action</a> section.  In addition, Orbia has been a longtime supporter of initiatives such as the Water Funds in Latin America and other programs. See the <a href="#">Communities</a> section.
<b>Element 4</b>	Public policy	We do not make political contributions. We support public policy on water through our engagement with industry associations and support for Water Funds. See the <a href="#">Collective Action</a> and <a href="#">Communities</a> sections.
<b>Element 5</b>	Community engagement	See the <a href="#">Communities</a> section for our approach to community engagement and to learn more about our programs to support Water Access, Sanitation and Hygiene (WASH).
<b>Element 6</b>	Transparency	We report on our water consumption and other water impacts in line with <a href="#">key standards</a> .





## Impact Report 2025

Additional Resources

For complete data across all topics and key standards, please visit Orbia's:

[SUSTAINABILITY REPORTING HUB](#)

[orbia.com](#)

