

Orbia Diversity, Equity and Inclusion Policy

Subject to the approvals of the regulatory bodies where applicable.

1. Purpose and Scope

Orbia respects, values, and celebrates the unique attributes, characteristics, and mindsets that make each person who they are. Embrace Diversity is one of our Core Values because we believe that every voice matters; every community deserves respect; and every challenge is an opportunity. We are stronger because we have different perspectives, united by empathy.

This is a Corporate Global Policy and applies to all employees within Orbia and any of its subsidiaries.

2. Policy Statement

We are committed to creating a diverse, equitable, and inclusive working environment, in which employees are able to bring their full selves to work and achieve their potential. We recognize and value the unique perspectives, backgrounds and characteristics employees bring to their work.

3. Policy Detail

3.1 General Requirements for Diversity, Equity and Inclusion

Our commitment to Diversity, Equity and Inclusion aligns to our values and is reflected in Orbia's Code of Ethics and Global Human Rights Policy.

3.2 Equal Opportunities

In accordance with the laws where Orbia operates, all employees are offered equal opportunities with regard to hiring, compensation, training, development, and promotion.

3.3 Non-Discrimination Principles

Nobody should be discriminated against on grounds protected by applicable international, federal, state or local law, including race, color, national origin, ancestry, citizenship status, religion, social class, marital status, age, sex (including pregnancy, lactation, childbirth or related medical conditions), sexual orientation, mental or physical disability, genetic information (including testing and characteristics), gender identity, veteran status, uniformed service member status, or political preference.

3.4 Personnel Processes

Orbia's commitment on Diversity, Equity & Inclusion extends to all personnel processes of the organization, including, but not limited to personnel processes overseen by:

- Talent Acquisition
- Performance Management
- Compensation & Benefits
- Talent Management and Succession Planning
- Reward and Recognition

3.5 Management Accountability

All managers are accountable for fostering collaboration and inclusion on their teams by respecting team members, valuing different backgrounds and perspectives, and creating an environment where everyone can perform at their best.

3.6 Employee Accountability

All employees have a responsibility to treat each other with dignity and respect, and to be inclusive at all times.

3.7 People Team Accountability

People Teams will support these initiatives by:

- Providing relevant methods, tools, and best practices
- Defining and monitoring the KPIs related to Diversity, Equity & Inclusion
- Proposing required strategies for improvement to the Leadership Teams.

4. Related Policies

[Orbia's Code of Ethics](#)

[Orbia's Human Rights Policy](#)

5. Reporting Violations or Concerns

We all have a stake in Orbia's success and maintaining the highest ethical standards. If you know or suspect illegal, unethical, or otherwise improper business activity or a violation of this Policy, report the situation as soon as possible. By raising a concern, you will help Orbia prevent problems and take appropriate corrective action.

There are multiple resources to help if you have a question or concern – choose the one you are most comfortable with:

- Your supervisor or other trusted manager.
- A member of the People Team.
- A member of the Legal Department

- A member of the Internal Audit Department
- The Ethics & Compliance team at ethics@orbia.com, Orbia's Chief Compliance Officer
- Orbia's Ethics Helpline is available 24 hours a day, seven days a week with operators speaking the languages of everywhere we do business. Contact: www.ethics.orbia.com and click on the country where you are located for a telephone number for your country or to make a web report.

Orbia forbids retaliation against anyone who reports an issue in good faith or participates in an investigation. You should not be afraid to ask questions or raise concerns about a violation of law or this Policy. An act of retaliation or an attempt to intimidate employees is serious misconduct that will result in disciplinary action, up to and including termination of employment.

6. Questions about this Policy?

If you have a question regarding this Policy, we encourage you to reach out to your manager, your People Business partner or email the Orbia DEI team at DEI@orbia.com.

Title: Diversity, Equity and Inclusion Global Policy	
Sponsor: Deb Butters	
Function: Chief People Officer	
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