



Impact Report 2024





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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 2024 Impact Report, detailing the company's annual business performance and its 16th 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](#)

The **financial data** included in this report pertains to the 2024 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 is culled from sites that were operational in 2024, 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 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.

This report is informed by Orbia's double materiality assessment (DMA) conducted in 2023. The DMA identified and quantified the key impacts, risks and opportunities (IROs) critical to the company's sustainability journey.

It also reflects our preparations to comply with various regulatory frameworks, including the International Financial Reporting Standards (IFRS) Foundation's Sustainability Disclosure Standards (S1 and S2) and the European Union's Corporate Sustainability Reporting Directive (CSRD). In this context, we leverage our previous disclosures, which are based on the Global Reporting Initiative (GRI) Standards, the Sustainability Accounting Standards Board (SASB) 2018 Chemicals Standards and the recommendations of the Task Force on Climate-related Financial Disclosures (TCFD).

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

A selection of sustainability data was assured by an independent third party for the period between January 1 and December 31, 2024. The assurance statement can be found in our [Sustainability Reporting Hub](#). Throughout this report, data marked with a check mark (✓) is assured by an independent third party. The assurance statement is available [here](#).



Message From Our Chairman and CEO



Dear stakeholders,

As we reflect on 2024, we do so with renewed conviction that challenging conditions do not define our destiny. Many of the issues we faced—adverse weather events, a weak market environment, persistent inflation, high interest rates and geopolitical conflict—remain as we enter 2025, with the added possibility of trade conflicts. And yet, we are not waiting on the remediation of external factors to move forward.

For over 70 years, Orbia has navigated different cycles by seizing opportunities for sustainable growth and impact, which so far has led to our expansion from a regional business to a global enterprise. United by a singular purpose to advance life around the world, we have oriented our strategy, operations and portfolio around serving customer needs and addressing the key issues of food and water security, information access and connectivity and decarbonization and the energy transition. As the global business community increasingly recognizes our core challenge areas as defining megatrends that will shape the world as we know it, we are confident that our approach will continue to create competitive advantage while driving change.

In 2024, we prioritized maintaining leadership positions in our key markets while strengthening our earnings power, fortifying our balance sheet and advancing our growth investments. Our 23,000+ strong team delivered with operational and commercial excellence, showing up for our stakeholders and supporting one another. Most important, we kept purpose at the heart of every decision, safety at the core of every practice

and sustainable innovation as our guiding ethos to deliver cleaner, smarter and lower-impact solutions.

Business Performance Update

When we entered 2024, we anticipated a market recovery alongside interest rate declines. Instead, economic pressures persisted—supply chain disruptions lingered, interest rates remained high and energy prices from 2023 ballooned, weighing on our businesses. These headwinds softened customer demand across all of Orbia's markets. Our revenues for 2024 totaled \$7.5 billion and represented an 8.5% decline year-over-year. EBITDA was \$1.1 billion, a year-over-year decline of 25%. Adjusted EBITDA was \$1.19 billion for the full year taking into account one-time legal and restructuring costs, which is more reflective of fundamental performance. Operating cash flow was \$519 million, down 44% from 2023, driven primarily by lower EBITDA and unfavorable impacts from currency fluctuations, which were partially offset by lower cash taxes paid. In response, we focused on what we could control: driving top line growth through commercial excellence, disciplined cost reductions, strategic capital allocation and maximizing value from our sustainability-aligned growth investments.

In **Polymer Solutions**, we navigated weak demand and oversupply in the PVC market by optimizing our cost structure while maintaining a competitive position on the supply curve. Despite pricing pressures, we advanced growth initiatives to support rising demand for polymer compounds in data center infrastructure and



medical applications. With specialty PVC expansions underway and new manufacturing capacity in India and the U.S., we are well-positioned for long-term growth.

Building & Infrastructure faced challenges from high interest rates in Europe and Latin America, which tempered demand. We responded with footprint optimization and cost-saving initiatives while completing key investments in next-generation products, urban climate resilience solutions and deepening our traction in Indonesia and the broader Asia-Pacific region.

In **Precision Agriculture**, lower crop prices, higher input costs and interest rates slowed activity in the U.S. and Europe. We remained focused on cost efficiency, operational improvements and expanding our customer bases in Latin America, India, China and Africa. The launch of new and improved solutions—including the world's first pressure-compensated thin wall dripper and expanded digital farming and irrigation services—positioned us for growth, independent of market recovery.

Connectivity Solutions experienced a cyclical downturn due to inventory surpluses, delayed broadband funding and an unfavorable product mix. We in turn prioritized cost reductions, cash flow generation and customer retention while investing in new extrusion assets in the western U.S. to prepare for increased demand from data center development, grid electrification and fiber expansion.

In **Fluor & Energy Materials**, we focused on stabilizing our fluorine supply for low-carbon refrigerants and medical propellants while scaling projects to support the energy transition and semiconductor industries. Our battery materials operation made significant strides, with our custom electrolytes facility ramping up commercial delivery. Additionally, we continued development on our wholly-owned LiPF6 project and PVDF joint venture with Syensqo, both of which will secure the North American supply chain for high-performance lithium-ion battery materials.

In 2024, we took decisive action to maintain our leading market positions, optimize performance and invest in future opportunities. Our current priority is to simplify our business structure, strengthen our balance sheet and focus on improving our performance while selectively investing in growth opportunities.

Sustainability Update

In 2024, fluctuating temperatures and severe weather events were on the upswing. At Orbia, we see decarbonization and circularity as both imperatives and opportunities to lead through these challenges. Through pursuing continuous innovation for sustainable solutions across our core issue areas, investing in impactful ventures and pursuing low-impact operations, we are supporting resiliency for our customers, partners and communities, including our own Orbia community.

Sustainable Solutions for a Better Future

In 2024, all our businesses introduced portfolio innovations and impactful partnerships to accelerate the transition to a low-carbon, circular economy.

As a mere few examples, our **Polymer Solutions** business group expanded its bio-based PVC and circular plasticizer offerings while launching the Vinyl in Motion circular economy program in Mexico, with plans to scale to Brazil in 2025. **Building & Infrastructure** pioneered in launching 100% circular attenuation and infiltration tanks for low-impact stormwater management and partnered with Microsoft to support its goal of becoming water-positive by 2030. **Precision Agriculture** launched an all-in-one irrigation operating system to help farmers realize operational and resource efficiencies and extended its corporate partnership program to help farmers worldwide implement sustainable practices. **Connectivity Solutions** advanced the ECO product line to reduce the environmental footprint of telecommunications infrastructure. And **Fluor & Energy Materials** launched low-GWP Klea® Edge™ refrigerants into new markets and accelerated the transition to green inhalers through customer partnerships using Zephex® 152a, its medical-grade low-GWP propellant.



Investing in Impactful Ventures

As we tackle pressing issues, our greatest asset is innovation. Through our \$130 million corporate venture capital fund, we take a collaborative approach to building a better future. In 2024, Orbia Ventures invested \$3.7 million in climate-focused startups who share our vision and are addressing big challenges, spanning nuclear fusion for energy security, aerial forest monitoring technology for carbon removal and AI-driven platform technology for precise chemical applications in agriculture.

Training and capacity building remain key to upskilling our workforce and fostering a culture of innovation and productive collaboration. In 2024, we expanded our mentoring and leadership programs to develop the talents and capabilities of our global population. In addition, our commitments to intrapreneurship through the LaunchPad program and open innovation partnerships with startups and research institutions have dramatically accelerated our ability to bring transformative ideas to life and shape the future of industry.

Driving Low-Impact, Resilient Operations

In 2024, 67% of our revenues contributed to the United Nations Sustainable Development Goals (SDGs) and reflected our robust governance. To further strengthen our foundation, we enhanced our governance structure with updated policies on environmental management,

materiality and risk assessment, health and safety and corporate volunteering, reinforcing aspects of timeless competitive advantage for our business.

Recognizing the increasing risks posed by climate and weather events, we conducted a comprehensive analysis of all identified material topics in 2024 and updated our risk management framework to proactively address emerging challenges. At high-risk sites, we fortified climate mitigation and adaptation measures, implemented resilience strategies and introduced emergency response plans alongside physical reinforcements to site infrastructure. Through rolling out energy efficiency programs, renewable energy investments and operational improvements, we reduced Scope 1 and 2 emissions by 26% and Scope 3 emissions by 33%* with respect to the 2019 baseline, advancing toward our 2030 targets of a 47% reduction in Scope 1 and 2 GHG emissions and a 30% reduction in Scope 3 emissions (categories 11 and 12). We also continued to make great progress towards our zero waste to landfill target, reaching 89% of all sites.

We are actively working toward net positive water impact by conducting water risk assessments, engaging in collective action in priority basins and implementing sustainable water management initiatives that contribute to biodiversity and ecosystem fortification. By embedding sustainability into every aspect of our operations, we are reducing our footprint while building lasting resilience for our business.

Supporting Thriving Communities

Beyond our operations, we are committed to empowering communities, starting with our own. Taking responsibility to care for each other is one of Orbia's foundational company values. We believe that nothing is more important than attending to the safety of our employees, contractors and communities. In 2024, we launched and incorporated a companywide Health, Safety & Environment (HSE) Commitment, expanded second-party safety audits across all businesses and closed the year with a TRIR of 0.49. Our plans for 2025 and beyond will move us towards industry-best safety performance as we strive to meet our medium-term TRIR target of 0.2. We truly believe that all injuries are preventable through a culture of caring and discipline.

Throughout 2024, we saw impacts from social initiatives that fortified communities worldwide. As our purpose is a powerful motivator for our people, our employee engagement efforts extended to offering volunteering programming that in turn advanced the lives of vulnerable populations. Surrounding World Water Day, Orbia's first Time4Water campaign brought together nearly 2,500 employee volunteers who dedicated over 7,000 hours to water stewardship efforts across 32 countries. As the need for our solutions is only growing in resource-stressed communities, we dedicated over \$3.8 million and 20,000+ volunteer hours to community programs focused on water access, food security, climate resilience, STEM education and healthcare.

We achieved a 33% 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 have also played a role. We remain committed to improving our low-GWP portfolio and Scope 3 performance to ensure sustained progress.



In 2024, we were proud to see our sustainability efforts continue to gain global recognition. We maintained our places in the Dow Jones Sustainability Indices (DJSI) and were included for the fourth time in the S&P Sustainability Yearbook. Additionally, we enhanced our scores across several key ratings, including MSCI and CDP, and earned a silver medal from EcoVadis. We were honored as an ESG Champion in The EHS Advisor Annual Awards for our environmental, social and governance performance and as a Women's Choice Award winner for providing great work environments for women and millennials in the U.S. labor force.

We remain focused on profitable growth and scaling our impact to contribute to a world worth inheriting. We know there's a future waiting where safe water and fresh food are plentiful; where connection, information and intelligence have been extended everywhere to everyone; where our homes, vehicles and everyday essentials run clean and promote health. Through our solutions, we are actively building that future.

To our shareholders, customers and partners: thank you for trusting us to deliver the innovations that power progress. To our Orbia community: your engaged hearts and minds have been and will be the deciding factors in our company owning its destiny as a world-renowned sustainable solutions company. Truly, your commitment is our greatest strength.

And no matter what, we will keep pressing forward in advancing life for good.

Juan Pablo del Valle Perochena,

Chairman of the Board of Directors

Sameer Bharadwaj,

Chief Executive Officer





Message From Our
Chairman and CEO

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We Are Orbia

Click a topic below to visit that section.

Purpose-Driven and Values-Centered

Global Imprint and Impact

Business Strategy

Our Business Groups: Pioneering Across Markets

Addressing Global Challenges



We Are Orbia

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

Orbia operates in the Polymer Solutions (Vestolit and Alphagary), Building & Infrastructure (Wavin), Precision Agriculture (Netafim), Connectivity Solutions (Dura-Line) and Fluor & Energy Materials (Koura) sectors.

These five Orbia business groups have a collective focus on ensuring food and water security, expanding information access and connectivity and advancing decarbonization and the energy transition with basic and advanced materials, specialty products and innovative solutions.

Orbia trades on the Mexican Stock Exchange (BMV: ORBIA) and has been included in the S&P/BMV Total Mexico ESG Index since 2012. Orbia is also a component of the FTSE4Good Emerging Index since 2015 and of the Dow Jones Sustainability Indices (DJSI MILA Pacific Alliance Index) since 2019. For our latest external recognition and awards, please visit our dedicated page [here](#).

+100

countries with
commercial activities

+50

countries
with operations

4

global headquarters
in Mexico City, Boston,
Amsterdam and Tel Aviv.

Purpose-Driven and Values-Centered

Our common purpose is:

To advance **life**
around the world

We are bound together in our drive to deliver essentials that positively change the way people experience everyday life, work and the world.

We exist for reasons that go far beyond profit, and we believe that all of humankind deserves to thrive on a livable planet.

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 know that every voice matters, every community deserves respect and that every challenge has within it an opportunity. United by empathy, we are stronger for our different perspectives.



For further information:

[Orbia.com](https://www.orbia.com)



Global Imprint and Impact

23,286
Employees

\$7.5B
Revenue

\$1.19B
Adjusted
EBITDA*

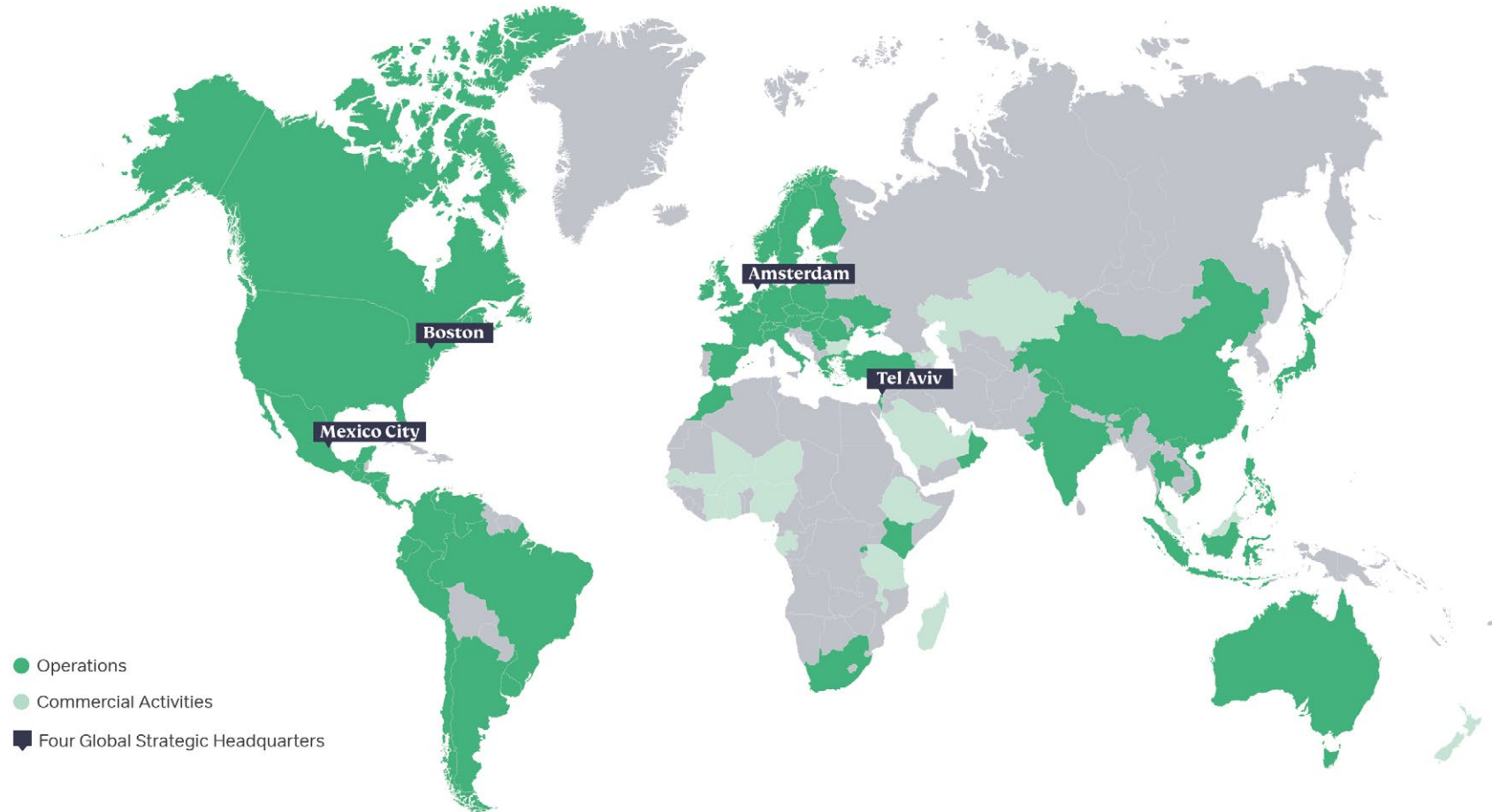
15.8%
Adjusted
EBITDA Margin

100+
Countries
Commercial
Footprint

50+
Countries
Operational
Footprint

136
Production Sites
(including one
active mine)

16
R&D Labs
(in addition to our
production facilities)



*EBITDA was \$1.1 billion, a year-over-year decline of 25%. It includes one-time legal and restructuring costs of approximately \$92 million. Excluding these items, Adjusted EBITDA was \$1.19 billion, a decrease of 18.5%.



Business Strategy

Delivering Sustainable Value

Orbia's business strategy is focused on three global megatrends: food and water security, connectivity and information access and decarbonization and the energy transition. Orbia actively pursues opportunities to innovate and deliver tailored, fit-for-purpose solutions in these essential areas.



1

Orbia leverages integration and engineering and material science ingenuity to deliver differentiated solutions for customers, with a strong emphasis on decarbonizing and clean technologies.

2

Orbia takes a considered approach to investments, prioritizing long-term resilience and sustainable expansion. The company continues to serve a diverse and growing customer base and seizes opportunities in adjacent markets and across geographies by offering complementary products, services and technologies.

3

Orbia maintains capital allocation discipline to focus on delivering organic growth projects within core markets that typically entail costs at or below 4x the expected EBITDA at maturity.

With thoughtful capital stewardship and disciplined operations, Orbia works to create lasting value for customers and stakeholders worldwide and generate solid returns for shareholders. Orbia strives to align market activities with the UN Sustainability Development Goals as well as continuously optimize company operations to augment EBITDA and cash flow through market cycles.

Through business activities with our customers, we seek to directly impact the following UN Sustainability Development Goals:



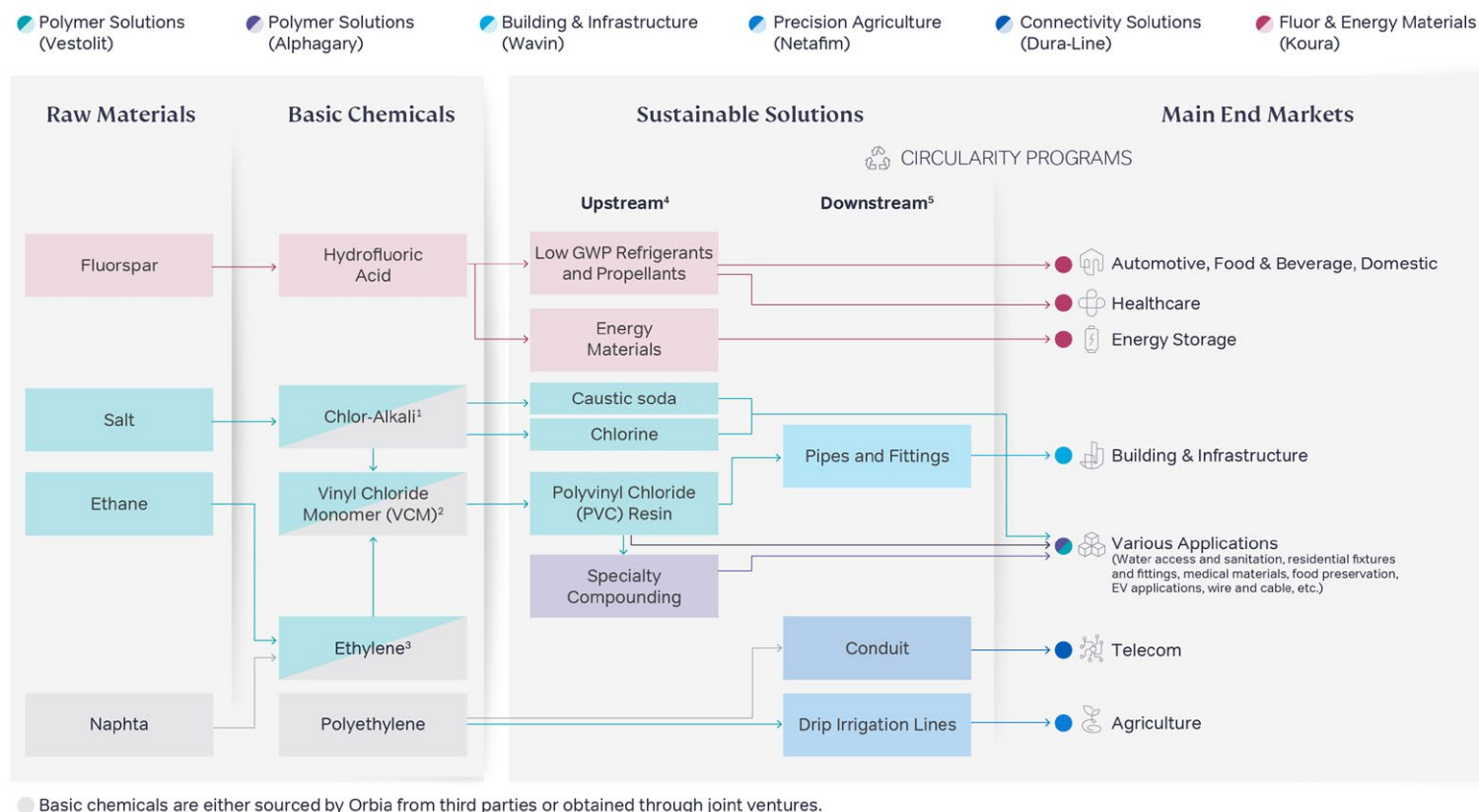
Orbia's sustainability strategy ensures the company's long-term resilience in a dynamic business environment and responsiveness to stakeholders' expectations. By committing to sustainability performance, Orbia contributes to sustainable development that improves social and environmental conditions in the near term and advances society and the planet for the long term.



Maximizing the Value of Integration: Our Business Groups

From mine to market, ground to home, field to table and lab to everyday life, we rely on our ingenuity and integration across the value chain to transform materials into cleaner, smarter and more efficient solutions.

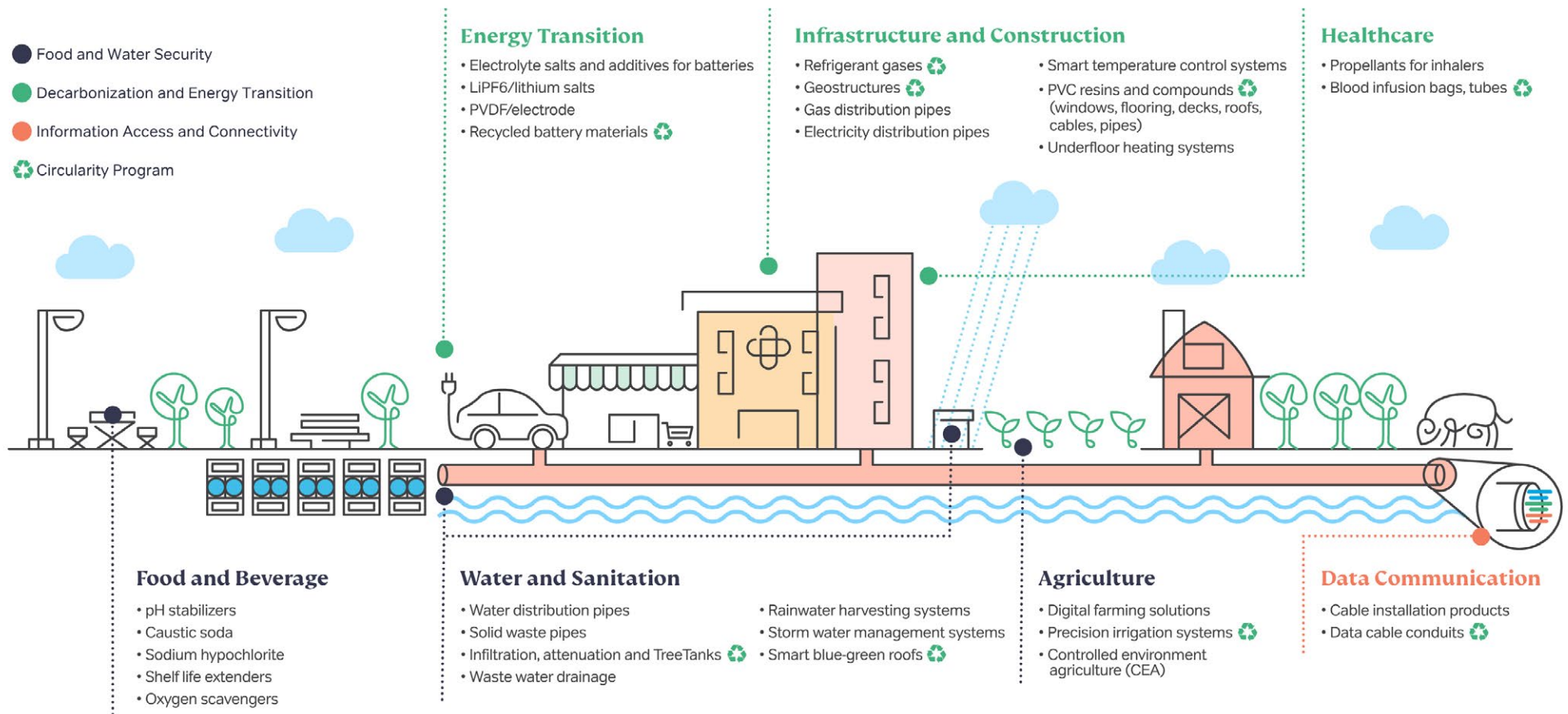
This is a simplified representation of Orbia's value chain, designed for a general audience. While additional inputs and processes exist, the diagram highlights the main upstream inflows, downstream outputs, and key sustainable solutions across the value chain.





Industries We Drive Forward

Orbia's products and solutions serve key sectors such as construction, infrastructure, agriculture, healthcare, transportation, data communications, energy materials and petrochemicals. These industries are essential to daily life and provide pathways for Orbia to directly and indirectly contribute to solving global challenges while advancing progress on the UN Sustainable Development Goals (SDGs).





Our Business Groups: Pioneering Across Markets



Total Employees

2,521

(16% of Orbia headcount)

Total Sales

\$1,875M

(25% of Orbia revenues)

Production Sites

13

(11% of Orbia sites)

Markets

80+ countries

with strong positions in the Americas and Europe.

Total Employees

1,226

(5% of Orbia headcount)

Total Sales

\$654M

(8% of Orbia revenues)

Production Sites

12

(10% of Orbia sites)

Markets

80+ countries

with strong positions in the Americas and Europe.



Total Employees

10,854

(47% of Orbia headcount)

Total Sales

\$2,497M

(32% of Orbia revenues)

Production Sites

51

(41% of Orbia sites)

Markets

80+ countries

with strong positions in Latin America, Europe and Asia.

Delivering High-Performance and Sustainable PVC solutions

Orbia's Polymer Solutions business, Vestolit, is one of the world's leading raw material suppliers for polyvinylchloride (PVC) specialties, operating the largest integrated PVC production plant in Europe out of Marl, Germany. With over 70 years of experience and a longstanding commitment to efficient production using fewer material assets, Orbia Vestolit's durable and high-performing products are trusted by major industry players and used in everyday applications that span automotive, building and infrastructure, household materials and medical supplies. In addition, Orbia Vestolit is renowned for being one of the top raw material suppliers for window frame manufacturers and provides paste-making PVC for flooring, wall coverings, tarpaulin fabrics and under-body coatings. Orbia Vestolit is committed to sustainable development, offering products produced with non-fossil-based resources and actively participating in initiatives that promote a circular economy.

Speciality Compounding for Sustainable Living

Orbia's Polymer Solutions business, Alphagary, is a global leader in specialty polymer compounds and additives for polyvinyl chloride (PVC) formulations, including stabilizers, plasticizers and colorants. Orbia Alphagary works with various polymers such as PVC, polyolefin (PO), thermoplastic polyurethane (TPU) and thermoplastic elastomer (TPE). With over 60 years of experience, Orbia Alphagary is known for delivering innovative, durable solutions across multiple industries, with focus on sustainability and circular economy initiatives. With standard and custom formulations, Orbia Alphagary's compounds are used in a wide range of applications including cables, building materials, automotive parts, consumer goods and healthcare products.

Building a Better Future

Orbia's Building & Infrastructure business, Wavin, is an innovative solutions provider for the global building and infrastructure industry. Backed by more than 60 years of product development experience, Orbia Wavin is advancing life around the world by developing and delivering water-focused solutions for safer drinking water supply, sanitation and urban water resilience, as well as indoor climate solutions. Orbia Wavin collaborates with municipal leaders, engineers, contractors and installers to help 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.





Total Employees

4,530

(19% of Orbia headcount)

Total Sales

\$1,038M

(19% of Orbia revenues)

Production Sites

19 and 2 recycling plants
(17% of Orbia sites)

Markets

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



Total Employees

1,992

(9% of Orbia headcount)

Total Sales

\$839M

(11% of Orbia revenues)

Production Sites

19
(15% of Orbia sites)

Markets

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



Total Employees

1,754

(8% of Orbia headcount)

Total Sales

\$862M

(11% of Orbia revenues)

Production Sites

8
(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 world's largest irrigation company and a global leader in precision agriculture solutions that address food, water and land scarcity for a sustainable future. Founded in 1965, Orbia Netafim pioneered the drip revolution, creating a paradigm shift toward precision irrigation. Today, by specializing in end-to-end solutions from the water source to the root zone, Orbia Netafim delivers irrigation and greenhouse projects as well as landscape and mining irrigation solutions supported by engineering, project management and financing services. Orbia Netafim is also leading the way in digital farming, irrigation and fertigation by integrating real-time monitoring, analysis and automated control into one state-of-the-art system. Orbia Netafim delivers innovative, tailor-made irrigation and fertigation solutions to millions of farmers, allowing smallholders to large-scale agricultural producers to grow more with less™.

Enabling Advanced Connectivity

Orbia's Connectivity Solutions business, Dura-Line, is a leading manufacturer and distributor of high-density polyethylene (HDPE) conduit, accessories and other connectivity solutions for the telecommunications, transportation and electrical markets. With more than 50 years of experience and a long-standing reputation for the safety, efficiency and durability of its products, Orbia Dura-Line produces more than 500 million meters of infrastructure annually, forming the physical pathways for fiber and network technologies that connect people worldwide.

Advancing Low Carbon and Energy Storage Solutions

Orbia's Fluor & Energy Materials business, Koura, is a global leader in the development, manufacturing and supply of fluoroproducts, which are vital to improve everyday life and accelerate the transition to a sustainable, circular economy. Backed by over 35 years of expertise, Orbia Koura's products support a wide range of applications, from electric vehicles and energy storage to urban and rural infrastructure, indoor climate management and the refrigeration of food and medicine. Additionally, Orbia Koura plays a critical role in healthcare by developing innovative, low-GWP propellants for metered-dose inhalers, which help to treat respiratory conditions while advancing sustainability.

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.



Addressing Global Challenges

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.

Turning Purpose Into Action

Orbia is in a unique position to help people live and thrive now and into the future by addressing some of the world's most pressing challenges.

Delivering solutions for these three challenges is at the core of our [sustainability strategy](#).

1 Food and Water Security

Orbia delivers resource-efficient irrigation solutions to support food security and provides PVC for use in pipes and fittings as well as solutions for smart, city-scale water management.



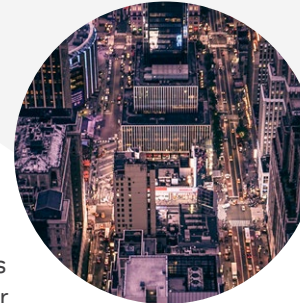
3 Information Access and Connectivity

Orbia delivers infrastructure that creates the physical pathways for fiber and other network technologies that connect cities, homes and people worldwide.



2 Decarbonization and Energy Transition

Orbia provides resilient urban infrastructure solutions along with circular building products that contribute to decarbonization. Orbia is also an industry leader in developing advanced battery materials that will secure the North American supply chain.



For further information:

[Global Impact at Orbia](#)



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Turning Challenges Into Opportunities

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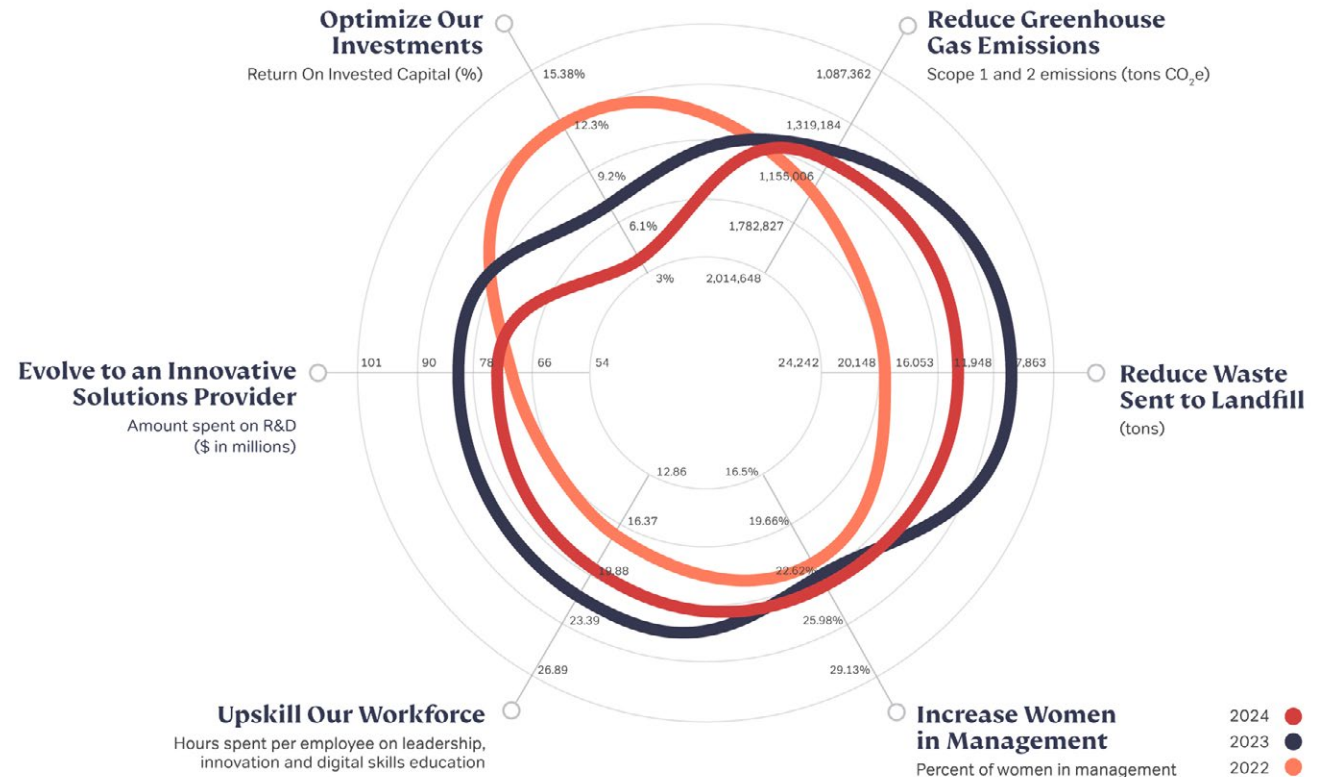


ImpactMark

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 2024 reflect this commitment, with tangible achievements in emissions reduction, circularity, renewable energy, and social impact. The following section 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.





Sustainability Highlights

Environmental

26%
reduction of our Scope 1 and 2
GHG emissions vs. 2019 baseline.



33%**
reduction of our Scope 3 GHG
emissions vs. 2019 baseline.



89%
of sites achieved
our Zero Waste to Landfill* goal.



16%
increase of on-site renewable
energy consumption vs. 2023.



Social

Time4Water
Orbia's first global volunteering campaign,
focused on promoting water stewardship
with **~120 activities worldwide**.



The second generation of our
**Leadership Pipeline
Development**
programs was instituted.



11%
reduction in our Total Recordable
Incident Rate (TRIR) vs. 2023.



ODAN
(Orbia Diverse Abilities Network) was
launched as the third Orbia-wide ERG for
people with disabilities.



Governance

Our Board of Directors is
64% independent
and 27% female,
including citizens of four countries.

15%
improvement in EcoVadis scores among assessed
suppliers since the program's inception in 2019.

**Circularity and sustainable
solutions** metrics were part of our 2024
STI (Short-Time Incentive Plan) for the CEO and
senior executives.

Sustainability recognition

- Member of the **FTSE4Good Index** since 2015.
- Member of the **Dow Jones Sustainability Index MILA Pacific Alliance** for 6th consecutive year and included for the fourth time in the **S&P Sustainability Yearbook**.
- One of the 30 members of the **BMV (Mexican Stock Exchange) ESG Index** since 2012.
- **Improved CDP score:** Climate upgraded to A- (from B) and Water Security to B (from B-).

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

**We achieved a 33% 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.



Sustainable Solutions

Polymer Solutions

Vinyl in Motion recycled 530 ton/year of PVC, with successful pilots in Mexico and future expansion to Brazil.



Click [here](#) for further information.

Precision Agriculture

Expanded Bayer collaboration to advance digital farming solutions.

Click [here](#) for further information.



orbia ventures

5 follow-on investments completed in technologies that positively impact people and planet.

Polymer Solutions

280 tons of new plasticizer were produced from recycled wastewater.

Click [here](#) for further information.



Connectivity Solutions

Biarri Networks new web-based network planning software streamlined the process of designing and building more efficient fiber networks.

Click [here](#) for further information.



67%

of Orbia's 2024 revenues contributed to the UN SDGs.

Click [here](#) for further information.

Building & Infrastructure

Partnered with Microsoft to support its goal of replenishing more water than it consumes by 2030.

Click [here](#) for further information.



Fluor & Energy Materials

Bespak partnership supported their decarbonization journey through using Zephex® 152a

Click [here](#) for further information.





Key Financial Figures

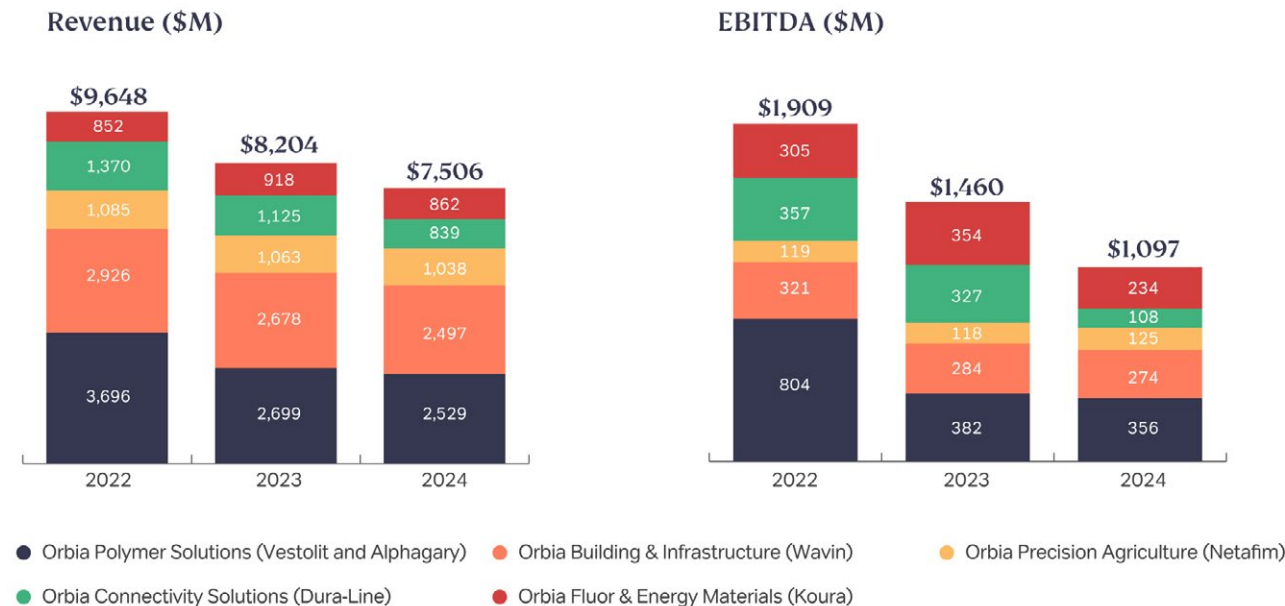
In 2024, our revenues totaled \$7.5 billion, reflecting an 8.5% decline compared to 2023 while EBITDA stood at \$1.1 billion, marking a 25% year-over-year decrease. EBITDA included one-time legal and restructuring costs of approximately \$92 million. Excluding these items, Adjusted EBITDA was \$1.19 billion, a decrease of 18.5%. These declines were primarily driven by persistently weak market conditions across most of our businesses, leading to a mix of lower prices and volumes with varying impacts across segments. Operating cash flow for the year was \$519 million, down 44% from 2023, largely due to lower EBITDA and unfavorable currency fluctuations, partially offset by lower cash taxes paid.

In 2024, our **Polymer Solutions** businesses Vestolit and Alphagary continued to navigate market challenges stemming from prolonged weakness in global construction markets as well as excess global PVC capacity. Orbia Alphagary benefited however from year-over-year growth in the wire and cable market. Despite these headwinds, we capitalized on opportunities by optimizing production based on raw material availability, reducing costs, and benefiting from lower raw material prices.

Our **Building & Infrastructure** (Wavin) business faced weaker demand in Europe and Latin America. In response, we prioritized business optimization and cost reduction initiatives while continuing to invest in product development and geographic expansion, including the opening of a new plant in Indonesia during the third quarter. Our **Precision Agriculture** (Netafim) business remained impacted by weak crop prices, particularly in the key U.S. and European markets. To address these challenges, we implemented cost reductions and focused on operational efficiency while driving demand in extensive crops and digital farming solutions to help farmers increase productivity.

Our **Connectivity Solutions** (Dura-Line) business results were largely impacted by weak demand and lower pricing as well as an unfavorable product mix. In response to these market dynamics, we focused on cost reduction and cash generation as well as on maintaining strong relationships with key customers. In our **Fluor & Energy Materials** (Koura) business, we focused on maximizing volumes despite a step-down in refrigerant gas quotas in the U.S. and Europe at the beginning of the year.

Revenue	Adjusted Free Cash Flow	Adjusted EBITDA	Adjusted EBITDA Margin	ROIC
\$7.5B	\$3M	\$1.19B	15.8%	4.0%





Business Group Spotlights: Driving Transformation

In tackling pressing environmental issues and resource challenges, our 2024 success stories highlight the transformative power of collaboration, innovation and a foundational commitment to sustainability.

As we expand the reach of our solutions, there's immense potential for positive change and shaping a future where growth and responsibility are closely linked.



Vinyl
in Motion



Advancing Circularity
in Plasticizers

Expanding Sustainable
Plasticizers to Medical and
Industrial Applications



Seeing
Water Differently

The Foundation of Urban
Climate -Resilience:
Attenuation and Infiltration

Collective Action to Tackle
Water Stress and Promote
Water Resilience Worldwide



All-in-One Irrigation
Operating System

Partnerships to Promote
Drip Irrigation

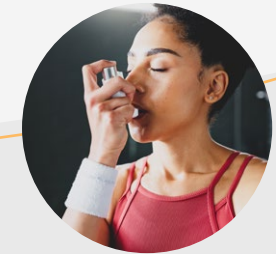
Matching Corporations
and Farmers
to Opportunities



Transforming Rural
Connectivity with
Innovative Solutions

Infrastructure Monitoring
Using Fiber as a Sensor

Fiber Network Planning,
Simplified



Expanding our Capacities
and Advancing Life

Low-GWP Refrigerants
Leading the Way in
Sustainability and Innovation

Advancing Energy
Independence



Vinyl in Motion

Our LATAM Circularity Program, Vinyl in Motion, continues to evolve and expand. Through this initiative, Orbia converts over 530,000 kg of vinyl waste per year into high-quality raw materials and empowers recyclers with grants and support to become entrepreneurs. The program also offers customers low-carbon footprint solutions and incentivizes end consumers by compensating them for materials they no longer use. More than 100 companies are now engaged across all stages of the circular vinyl value chain.

Our leadership is increasingly recognized by key partners, customers and stakeholders who highlight their improved market positions, reduced costs and new income streams generated.

The program has had significant positive impacts on the healthcare sector, addressing both home dialysis patients and medical centers, where waste traditionally sent to landfills is now revalued and integrated into the vinyl circularity value chain. With implementation in 80 medical centers across Colombia, we reached

90% of the country's 2,500 health-care facilities through this program. Additionally, we compensated 650 home dialysis patients involved in the program for their discarded PVC IV bags. This helped to provide vital financial support to these patients, the vast majority of whom are living in economically vulnerable conditions.

In Mexico, we successfully completed a pilot phase in 2024, involving 120 home dialysis patients and two large medical centers. In the first quarter of 2025, we will transition into the operational phase, with projected annual participation growth of 15% through 2030. Looking ahead, Phase 1 of the program is also set to launch in Brazil in early 2025.

Building on this effort, since the launch of the Vinyl in Motion program in late 2023, we have integrated vinyl waste from construction and IV bag streams into applications such as artificial leather production.



In 2024, we have increased the positive impact we're having on customers, communities and the environment through our Future-Fit PVC® portfolio enhancements, whether in our expanding line of low-carbon products or our Vinyl in Motion circular economy program. The Vinyl in Motion program in particular has created livelihoods for more than 100 families and has fostered the transformation of informal recycling outfits into real enterprises across Latin America. There's incredible value in offering sustainable products that help to solve for the global resource and economic development issues of our time."



Nicholas P. Ballas

Executive Vice President & President,
Polymer Solutions (Vestolit)



Advancing Circularity in Plasticizers

Orbia has successfully developed a process to recover valuable materials from wastewater at our plasticizer production plant which has led to the creation of a new, sustainable plasticizer—Mexiflex PP. This innovative material has been rigorously tested and proven to deliver exceptional performance in footwear compounds. To date, we have produced 280 metric tons of Mexiflex PP, marking a major sustainability milestone.

We are now focused on meeting regulatory requirements to facilitate wider adoption of this solution. This achievement not only reduces waste and boosts resource efficiency but also underscores our commitment to sustainability. Our Alphagary sites in Mexico and Colombia are working with Mexiflex PP samples to develop advanced compounds for applications ranging from footwear to industrial hoses. This initiative is a key step in supporting customers to lower their carbon footprints while maintaining high-performance solutions.

Expanding Sustainable Plasticizers to Medical and Industrial Applications

As part of our ongoing efforts to expand the use of DOTP plasticizer made with recycled PET content (Mexiflex DOTP), we are working toward NAMS (North American Science Associates) Class VI certification to confirm its suitability for medical applications. In the meantime, we have started producing compounds for various industrial applications using Mexiflex DOTP. To date, we have sold 940 metric tons of this compound and produced "ECO" compounds for industrial applications. We are actively scaling up production and collaborating with customers to meet qualification requirements, ensuring that these sustainable compounds can be widely adopted without compromising performance or consistency.



Our commitment to circularity extends from our operations to our sustainable solutions. We have achieved Zero Waste to Landfill at our production facilities in Colombia, Mexico, India, the U.K. and the U.S. through improved manufacturing processes. By partnering with third-party experts, we collect and transform waste materials into new products, effectively closing the loop on resource use. This approach helps us reduce our environmental footprint, conserve natural resources, cut pollution and contribute to global sustainability goals, generating meaningful benefits for both the planet and our communities."



Gautam Nivarthi
Executive Vice President & President,
Polymer Solutions (Alphagary)



Seeing Water Differently

2024 was another year characterized by multiple water challenges across the globe: Either too much or insufficient water necessitated drastic changes in handling this precious resource. Orbia focused on turning challenges into opportunities by pioneering and enhancing solutions for urban climate resilience. These efforts won recognition this year when Orbia's See Water Differently project was named the Best ESG Campaign to Create or Improve the Sustainability of Cities and/or Communities at the [ESG & Sustainability Awards 2024](#).

The Foundation of Urban Climate Resilience: Attenuation and Infiltration

With growing pressure on water infrastructure and rising flood risks driven by climate events, we provide solutions for attenuation and infiltration that take flood protection to the next level and contribute to the best possible preparations for extreme rain. Proven, low-carbon, and easy to install and maintain, Wavin AquaCell 400 and Q-Bic Plus units offer optimal tank design for managing excessive rainfall.

In 2024, we improved the Q-Bic Plus units with a new 100% circular polypropylene version. By using circular feedstock rather than fossil-based raw materials, we reduced carbon dioxide embodied emissions by 80% and in turned received the Q-Bic Plus LC (low carbon) Environmental Product Declaration to verify this product's lower environmental impact.

Collective Action to Tackle Water Stress and Promote Water Resilience Worldwide

We signed a collaboration agreement with Microsoft to support the company's effort to replenish more water than it consumes by 2030 via water-positive urban projects. In 2024, we jointly helped Sanasa Campinas, a public water utility in Campinas, Brazil, utilize new technology to detect and proactively address network incidents, from leaks to data issues. This initiative uses our cloud-based Water Network Management platform and Central Control Room solution. In just one year, we expect to save 192 Olympic-sized swimming pools of water.



We are putting sustainability into action by helping customers reduce their environmental impact through energy- and water-efficient solutions and low-carbon initiatives, such as our new projects with bio-based drinking water pipes and our take-back schemes. At the same time, we are lowering our own environmental impact by installing solar panels, championing energy efficiency initiatives at our sites and implementing our 'Zero Waste to Landfill' program. Moreover, by providing a smarter, more circular approach to water solutions and through our WASH community projects in Latin America, we are advancing life around the world by tackling the world's most urgent water challenges."



Freek Crum

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



All-in-One Irrigation Operating System

In 2024, we launched GrowSphere™, a cutting-edge operating system that automates precision irrigation and fertigation to help farmers address environmental challenges, boost operational efficiencies and improve crop yields. GrowSphere™ integrates hydraulic, operational and agronomic capabilities into one system. The result is reduced need for manual and in-field operations through all-stage irrigation automation. GrowSphere™ was developed in collaboration with industry-leading programmable logic controller and cloud platform providers and leverages over 50 years of our agronomic expertise and advanced digital technologies, such as the Internet of Things (IoT) and data analytics. The technology has already delivered significant benefits to thousands of farmers across diverse climates and terrains. Learn more [here](#).

Partnerships to Promote Drip Irrigation

We have expanded our strategic collaboration with Bayer | Crop Science and introduced new digital farming solutions for fruit and vegetable growers. Bayer's innovative platform, HortiView, simplifies data collection and connects growers to a comprehensive ecosystem of agronomic services for data-driven decision-making. We integrate tailored irrigation insights into HortiView for precise, field-based

recommendations. In the future, this collaboration will help us to link HortiView with GrowSphere™ and empower growers to maximize crop production, optimize resource use and minimize environmental impacts. Learn more [here](#).

Matching Corporations and Farmers to Opportunities

Investing in modern irrigation systems can be expensive for farmers. While public grants and federal/state funding can help, identifying and applying for these resources can be complex and cumbersome. [Orbia Precision Agriculture's Corporate Partnership Program](#) helps bridge the financial gap. Through partnerships with major companies, such as Keurig Dr Pepper (KDP) and Google, our program has enabled farmers to adopt more efficient irrigation systems and sustainable farming practices. For example, we worked with KDP in the U.S. to install drip irrigation on farms in California's Sacramento and San Joaquin Valleys for advanced crop management and robust data collection. In partnership with Google, we helped a farmer in Dos Palos, California transition from flood-irrigated alfalfa to drip-irrigated almonds which contributed to water conservation efforts in the state. LimnoTech supported these projects with independent water benefit assessments to ensure water resilience and local community support.



In increasingly unpredictable environments, global growers are seeking greater control and stability over their crop production. GrowSphere™'s intuitive operating system further positions us as the ideal partner for farmers with our unrivaled agronomic insight on crop cultivation. With GrowSphere™, we are enabling farmers to 'close the loop' on their operations and firmly believe this system will be adopted by many more growers and ultimately lead to greater profitability for their businesses as well as global and local food security."



Gaby Miodownik

Executive Vice President & President,
Precision Agriculture (Netafim)



Transforming Rural Connectivity with Innovative Solutions

In Clarksdale, Mississippi, Uplink, a wireless internet service provider (WISP), faced challenges expanding broadband access to a rural area. Uplink partnered with Orbia and we brought our MicroTechnology solution (FuturePath) to build a scalable, efficient network that met environmental and cultural preservation rules. By minimizing trenching and providing flexibility for future expansion, the project was in compliance with the U.S. Broadband, Equity, Access & Deployment Program (BEAD) "dig-once" approach. Today, Uplink serves nearly 2,000 homes and plans a 1,200-mile expansion using BEAD funding. We also helped Spy Communications extend broadband access in Huntsville, Ontario, Canada. For this area challenged by rugged terrain, we used FuturePath Aerial, a bundled microduct system, to help Spy Communications simplify deployment, maximize pole capacity and reduce permitting and leasing costs. Now live, the scalable design allows for future upgrades without additional pole loading and for installations challenged by snow and ice. The projects show how innovative infrastructure solutions can overcome unique challenges and bring high-quality broadband to underserved areas. Learn more [here](#).

Infrastructure Monitoring Using Fiber as a Sensor

In partnership with Purdue Research Foundation, Tilson Infrastructure, and LUNA Innovations, a pilot project was

launched to test an optical fiber system for monitoring community infrastructure. The fiber detects vibrations from equipment, helping to identify potential damage to utilities during construction. Unlike traditional methods like cameras or satellite imagery, which can be expensive and limited in range, this system offers a more efficient and proactive approach using fiber cables, real-time signal analysis, and software. The project, based in [Purdue's Discovery Park District](#) in Indiana, demonstrates how fiber can enhance network growth and community safety. Learn more, [here](#).

Fiber Network Planning, Simplified

Our Biarri Networks business has launched FOND, a web-based network planning software platform to engineer, plan and design fiber networks. FOND helps customize feasibility studies and high-level designs for fiber network construction. The platform automatically generates cost-effective network designs, which foster collaboration among geographic information systems (GIS) analysts, project managers and engineering teams; simplify the review and distribution of designs and distributional planning module for fiber-to-the-home (FTTH) networks and allow service providers to evaluate a project's business case alongside traditional considerations like equipment location. This new functionality empowers service providers to optimize network rollout strategies, improve efficiency and increase investment returns. Learn more at [Biarri Networks](#).



Sustainable manufacturing is part of our DNA. Since the beginning, we've been extremely conscientious, both in how we source our materials and the processes we use to manufacture our products. A strong sustainability story is becoming more important to our customers, too. They are conscious of growing energy demands in their businesses, like data centers, so they aim to offset that energy use wherever possible. Through our normal manufacturing processes as well the development of sustainable products like our FuturePath ECO conduits, we are helping to meet the sustainability goals of Tier I operators around the globe."



Peter Hajdu

Executive Vice President & President,
Connectivity Solutions (Dura-Line)



Expanding Our Capacities and Advancing Life

Orbia Fluor & Energy Materials (Koura) provides solutions to help customers in refrigerants, automotive, and air-conditioning meet sustainability and emissions goals. We are building a plant at our Rocksavage site in the U.K. to produce Zephex® 152a, a medical propellant that reduces the GWP of inhalers by 90%. This facility, Project Osprey, will create jobs, boost the local economy, and help Orbia cut GHG emissions by 30%. Zephex® 152a is PFAS-free, supporting decarbonization. We've partnered with Bsepak to accelerate the transition to climate-friendly inhalers. Bsepak has verified the feasibility of pressurized metered-dose inhaler (pMDI) formulations with low-GWP propellants through its innovative range of valves and strong industry partnerships. Bsepak's commitment to Good Laboratory Practice (GLP) and adherence to clinical-scale Good Manufacturing Practices (GMP) ensures rigorous testing, product development, and reliable manufacturing at scale.

Low-GWP Refrigerants Leading the Way in Sustainability and Innovation

Our low GWP refrigerant portfolio continues to be recognized for innovation and sustainability:

- Klea®473A won the Acrex India Award for Excellence in Innovation for being a high-performance, low-GWP, non-flammable replacement.

- Klea®456A received the U.K. Chemicals Northwest Sustainability Award for cutting emissions by 50% in older car AC systems and was shortlisted for the 2024 Chemical Industries Association Sustainability Award.
- Koura R-454B, now available in the U.S., offers a 78% GWP reduction compared to R-410A, ideal for HVAC systems.

These awards and innovations highlight our commitment to advancing sustainable, high-performance refrigerants. Klea® Edge™ further strengthens our low-GWP offerings, meeting global regulations with a GWP under 150.

Advancing Energy Independence

Orbia Fluor & Energy Materials (Koura) is bolstering North America's energy independence by securing the regional supply chain for fluorinated battery materials. With vertically integrated operations, Orbia supplies nearly 50% of the Western world's fluorine needs. In 2024, the company made significant progress, including beginning construction of the first LiPF6 production plant in St. Gabriel, Louisiana, supported by a \$100 million DOE grant. Orbia also formed a joint venture with Syensqo to produce PVDF binder domestically and secured a \$125 million DOE grant for scaling up recycled graphite production with Ascend Elements. Additionally, Orbia launched a new electrolyte production facility in Madison, Wisconsin, with a \$10 million government grant, while continuing to drive innovation in energy storage through strategic R&D and partnerships.



We are dedicated to producing fluorine and applying it innovatively to promote sustainability across industries. As a global leader in fluorine, we harness this element in sustainable technologies, R&D and future developments. Our expertise covers energy materials, refrigerants and pharmaceuticals that provide low-impact solutions, help reduce environmental footprints and align with global sustainability goals. By evolving our portfolio, we focus on delivering solutions that foster a more sustainable future and improve lives worldwide.”



Gregg Smith

Executive Vice President & President,
Fluor & Energy Materials (Koura)



For further information:

[Global Impact at Orbia](#)



Sustainability at Orbia

Enabling a Sustainable Future

Click a topic below to visit that section.

Strategy: Our Path to a Sustainable Future

The Targets Driving Our Impact

Embracing Change and Emerging Opportunities

Collective Action for Sustainability



Strategy: Our Path to a Sustainable Future

At Orbia, sustainability is embedded in our strategy, allowing us to drive long-term value while leveraging our scale to contribute to the global good. Our approach is structured around three core pillars, ensuring that sustainability is at the heart of our operations, product innovations, and strategic investments. Our framework emphasizes a value chain approach, embedding sustainability into every aspect of our business to create a more resilient, equitable, and sustainable future.

The Three Pillars of Our Sustainability Strategy



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.

This framework emphasizes a value chain approach, embedding sustainability in our operations to positively impact people and the planet. By including sustainability into every aspect of our business, we are creating a more resilient, equitable, and sustainable future.

Sustainability Framework



We advance life around the world by addressing three global challenges through sustainable value creation.



For further information:

[Sustainability Governance](#)



Low-Impact and Resilient Operations

We aspire to be a global leader in sustainable development, based on how we conduct our business.

Orbia is committed to operating with a low-impact and resilient approach by optimizing resource use, reducing waste, and increasing efficiency across its operations.



Optimizing for Efficiency

- Installation of more efficient equipment.
- Co-generation in place and plans to implement tri-generation at relevant sites.



Building Climate Resilience

- Assessment of climate risks and opportunities across 134 sites, evaluating physical and transition risks under future climate scenarios.
- Our business groups have prioritized climate risk mitigation and adaptation, and we have strengthened governance processes.



Reducing Waste

- 89% of our sites have achieved our Zero Waste to Landfill (ZWTL) goal.
- Orbia prioritizes waste reduction at the source by optimizing manufacturing, minimizing scrap, enhancing rework, and partnering with recyclers, while considering waste-to-energy solutions for non-recyclable materials.



Transitioning to Renewables

- Renewable electricity now accounts for 22% of our total electricity consumption.



Reusing and Reclaiming Water

- Implementing technologies to enable reuse of process water.
- Most of our extrusion sites use closed-loop water systems.



Using Recycled Content

- Building & Infrastructure 100% recyclable products at 90% by 2025
- Precision Agriculture recycled content in drip lines for irrigation at 45% by 2030





Sustainable Solutions



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.
- Low-GWP propellants and refrigerants.
- Indoor climate solutions for improved energy efficiency.
- Circular, recycled and bio-based products.
- 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.

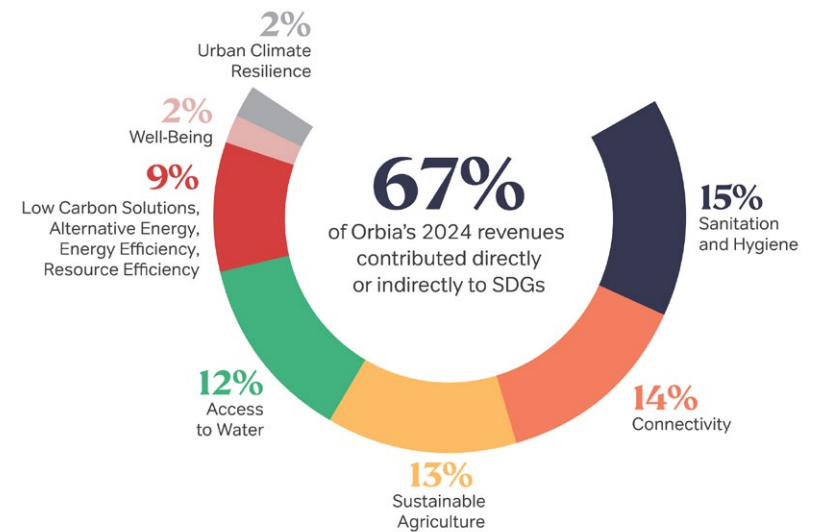


Other contributions

Health and Well-Being

Orbia Solutions

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



*The remaining 33% of our revenue comes from our general products and services.



For further information:

[Global Impact at Orbia](#)



Impactful Ventures

Orbia Ventures, Orbia's corporate venture capital fund, promotes technologies that are positively impacting people and the planet. Since its creation, we have invested \$45 million in startups that share our vision and commitment to smart innovation, we work to address the world's toughest challenges.

We consistently evaluate investment opportunities, conducting thorough due diligence on promising startups in key business-aligned focus areas: climate technology, sustainability, circular economy, energy security and storage, agriculture, water infrastructure and communications and construction infrastructure.

Our investment approach and insights have been featured at global climate technology and agricultural technology conferences among like-minded innovators and investors. The ventures team continues to provide our portfolio companies with business development, financing, team growth and strategy support.

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

orbia ventures

In 2024, Orbia Ventures finalized \$3.7 million in energy security and AgTech investments.

750

investment
opportunities
screened

7

preliminary
due diligence
assessments completed

5

full due diligence
evaluations
proceeded



The Targets Driving Our Impact

2025 Goals

Safety



Waste



Environmental
Management



Air Emissions



Safety

Total Recordable Incident Rate (TRIR) below 0.47 for employees and contractors and 0.2 in three mid-term

● Baseline ● Performance in 2024



Waste

100% of plants will send Zero Waste to Landfill**

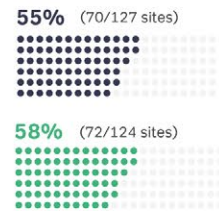
● Performance in 2024



Environmental Management

100% of sites certified with an environmental management system

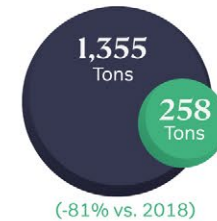
● Baseline ● Performance in 2024



Air Emissions

Reduce sulfur oxides (SOx) emissions by 60%

● Baseline ● Performance in 2024



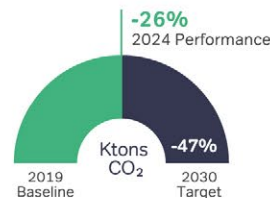
2030 Goals

Climate Change



Scope 1 and 2 Emissions

Reduce absolute Scope 1 and 2 GHG emissions by 47%



Scope 3 Emissions

Reduce absolute Scope 3 GHG emissions from use and end-of-life treatment of sold products by 30%*



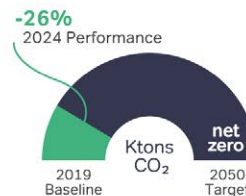
2050 Goals

Climate Change



Scope 1 and 2 Emissions

Achieve net zero carbon emissions



Notes

In 2022, the Science Based Targets initiative (SBTi) **validated** Orbia's near-term Scope 1, 2 and 3 emissions reduction targets.

*Goal covers categories 11 (use phase) and 12 (end of life), which represent around 87% of our Scope 3 footprint. We achieved a 33% 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 adopts the zero-waste-to-landfill definition as sending no more than 10% of total hazardous and non-hazardous waste to landfills.

2019 is the baseline year for all our goals, except SOx emissions, which is 2018, due to a one-month planned shutdown for maintenance in 2019.



Embracing Change and Emerging Opportunities

In a world of constant transformation, embracing change becomes our greatest asset to turn uncertainty into opportunity and shape a future where we thrive.

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 such flagship corporate endeavors as:

- **Orbia Ventures**, our \$130 million corporate venture capital fund, which aims to create a better future.
- **Training and capacity** building to nurture a culture of innovation across employees.
- **Open innovation** initiatives, where we link our business groups with start-ups, research organizations, educational institutions and other partners to advance new solutions.
- **LaunchPad**, our globally recognized intrapreneurship program that encourages employees to propose valuable ideas that undergo development, funding and support.

\$72.9M

Invested in innovation and R&D in 2024
(Excluding investments by Orbia Ventures).

\$3.7M

Invested by Orbia Ventures in 2024
(Accumulating \$45M since 2020).

10%

of 2024 revenues came from new products and services.

Innovation Culture: Training and Capacity Building

In 2024, hundreds of employees engaged in our innovation training sessions and curated content, accounting for thousands of hours of specialized training, webcasts and workshops on topics such as innovation methodologies, entrepreneurial leadership and the circular economy.

Expand Your Horizon Webcast Series

Since 2020, Orbia has hosted the Expand Your Horizons webcast series, where our leaders speak with groundbreaking innovators tackling the world's toughest challenges. In 2024, we continued to share the series with the world. You can watch [Expand Your Horizons](#) on YouTube.

+3,000
Innovation-
Related
Training Hours

for +1,500
Employees
Across Orbia
in 2024.



Open Innovation

We embrace an open innovation approach, collaborating with external partners who bring complementary expertise to accelerate the development of smarter, more efficient and sustainable solutions. In 2024, a key initiative included Orbia Vestolit's partnership with the start-up Plastic Back to advance polyvinyl chloride (PVC) chemical recycling. Through joint research at our Marl site in Germany and Plastic Back's lab in Israel, we are exploring the use of recycled brine in recycled chlorine production to pave the way for the future production of recycled PVC and take a step toward a more circular economy.

Significant progress has also been made in the clean tech sector through open innovation initiatives. For more details, click [here](#). We've strengthened our market position through strategic partnerships with prominent industry leaders including Microsoft and Bayer. For more information, see [Turning Purpose into Action](#).

Empowering Intrapreneurship

Innovation Champions

We recruited 37 champions from 16 countries (38% were women, compared to 23% in 2023) for our 2024 Cohort of Innovation Champions to serve as stewards of Orbia's innovation culture across our businesses.

Orbia Precision Agriculture, Netafim Innovation Week

10
lectures and
workshops in
3 languages.

17
diverse speakers
from 11 countries
(47% women).

+1,600
hours of
participation.

+1,000
participants average
of 240 participants
per session.

orbia LaunchPad

Orbia's LaunchPad program fosters intrapreneurship by encouraging employees to propose high-value product and service ideas that are selected to undergo development, funding and support.



Since its creation, 9,331 employees have participated. Other highlights include:

22
challenges.

2,935
ideas.

66
funded
experiments.

37
fully implemented
ideas.

\$6.5M
of EBITDA impact.



Enabling Energy Independence

Orbia is positioned to support U.S. energy independence by securing the North American supply chain for fluorinated battery materials through its vertical integration.

Energy storage for grid, mobility, national security and industrial applications has transitioned to lithium-ion battery technology, which is enabled by the element Fluorine. Lithium-Ion (Li-ion) batteries require fluorinated electrolyte salts and additives, and fluorinated cathode binders to function. In addition, hydrofluoric acid (HF) is used for purification of natural graphite to meet battery-grade specifications. Today, these materials are largely imported into the U.S. With a fluorspar mine in Mexico and an HF production facility near the U.S. border, we supply most of the U.S. and nearly 50% of the Western world's fluorine needs. Orbia's energy material investments align with U.S. policy focused on critical mineral processing, diversifying energy sources, and enhancing the electrical grid.

Over the past five years, Orbia Fluor & Energy Materials (Koura) has invested in developing its advanced battery materials capabilities including expanding the team, strategic acquisition (Silatronix), strategic partnerships (Ascend Elements – recycled graphite and Syensqo - PVDF), licensing of key technology (LiPF6 from Kanto Denka Kogyo) and broad range of collaborative projects to expand our research and development efforts.

Orbia concluded 2024 with significant strides toward enabling energy independence across multiple areas:

- **LiPF6 Battery Salt Production Plant:** We launched the first LiPF6 production facility in North America, located in St. Gabriel, Louisiana, with a capacity of 10,000 tons per year. This facility can support 100 GWh of battery production in the region. The project received partial funding through a \$100 million grant from the U.S. Department of Energy (DOE). LiPF6 is a critical component in every Li-ion battery, including those used in grid storage, mobility, national security, and industrial applications.
- **Joint Venture with Syensqo:** We announced a partnership with Syensqo to produce polyvinylidene fluoride (PVDF) binder in North America. PVDF is essential in all Li-ion batteries to bind cathode active material to the current collector.
- **Graphite Recycling Grant:** Together with our partner, Ascend Elements, we secured a \$125 million grant from the U.S. DOE to scale up the recycling of graphite from spent Li-ion batteries. This project will expand our innovative technology for recycling battery graphite anode material, preventing it from being discarded or incinerated. Graphite is a crucial material in every Li-ion battery for electric vehicle and energy storage applications.
- **Custom Electrolytes Production Facility:** Our operations began at a custom electrolytes production facility in Madison, Wisconsin, designed to supply domestic battery producers for industrial, specialty, and defense applications. This facility plans to source LiPF6 from Orbia's new U.S. production plant once it becomes operational.
- **Expanded R&D capabilities:** Orbia Fluor & Energy Materials developed strategic partnerships with start-ups, universities, and national laboratories. Notable collaborations include working with AM Batteries, Group 1, and institutions like the National Renewable Energy Laboratory (NREL), INL, Argonne National Laboratory, and the University of Connecticut to advance battery materials, recycling technologies, and specialized electrolytes, enhancing Orbia's innovation capabilities.



Building Our Nature Approach

Orbia recognizes nature as the foundation of life and a critical pillar for ecological balance. As we advance our sustainability journey, we are building a structured approach to understanding and addressing nature-related risks and impacts—essential for both business continuity and reducing our environmental footprint.

In 2023, leveraging various frameworks and resources, we conducted an initial screening to assess our exposure. This process revealed that 16% of our locations face high biodiversity risk factors, reinforcing the importance of integrating nature into our strategic decision-making.

As part of our initial screening, we considered the pressure on biodiversity services, as identified by WWF's Biodiversity Risk Filter. One of the most pressing threats is tree cover loss and water stress, which is recognized as a major disturbance to ecosystems. As a result, several initiatives are being carried out across our business groups. For instance, our Fluor & Energy Materials (Koura) business, in partnership with the National Forestry Commission (CONAFOR) in Mexico, continued a five-year public-private agreement to protect and restore 1,750 hectares of forest in San Luis Potosí. Additionally, our Building & Infrastructure (Wavin) business contributed to a transformative water project in the Galápagos Islands in Ecuador: a delicate ecosystem with scarce freshwater resources.

Furthermore, we carried out reforestation initiatives that not only enhanced ecosystems but also created positive social impact by engaging employees and communities. For more information click [here](#).

Additionally, as part of our commitment to collective action, Orbia supported the Latin America Conservation Council (LACC), a coalition of global leaders focused on preserving biodiversity and advancing local community development in Latin America. Through leadership, support and funding, we have successfully contributed to several projects.



For further information:

[Biodiversity](#)





Preparing for the Next Era of Sustainability Reporting

Orbia acknowledges the increasing regulatory requirements and stakeholder expectations shaping sustainability disclosures and strives to remain at the forefront of meeting evolving sustainability regulations. This report aligns with the Global Reporting Initiative (GRI) framework while incorporating key disclosures from emerging sustainability reporting standards. By doing so, we reinforce our commitment to transparency, accountability, and proactive compliance with sustainability-related regulations.

International Financial Reporting Standards (IFRS) S1 and S2

As a publicly listed company in Mexico, Orbia is committed to complying with the latest sustainability disclosure regulations based on IFRS S1 and S2. Our reporting integrates key principles from these standards, including climate-related risks and opportunities to build upon our previous Sustainability Accounting Standards Board (SASB) and Task Force on Climate-Related Financial Disclosures (TCFD) to ensure transparency, consistency and alignment with global best practices.

EU's Corporate Sustainability Reporting Directive (CSRD)

To proactively prepare for these new reporting standards, we have used our 2024 reporting process to implement key changes, including:

- Enhancing our [double materiality assessment](#) to align with the ESRS approach while integrating enterprise risk management (ERM) processes more deeply.

This phased implementation of ESRS standards has provided valuable insights and strengthened our readiness for future reporting. As CSRD, ESRS and other evolving regulations continue to shape sustainability disclosure expectations, we remain committed to transparency and continuous improvement.



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.

Orbia demonstrates its commitment and [contributions to the UN Sustainable Development Goals \(SDG\)](#) through the diverse industries in which we operate, many of which are essential for daily life: construction and infrastructure, agriculture, health, transportation, data communications, energy materials and petrochemicals.

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.

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. As part of this effort, Orbia prioritizes the water resilience target.

Climate

Orbia Fluor & Energy Materials (Koura) is part of the Alliance for Responsible Atmospheric Policy. We are proud of the alliance's work in fostering collaboration among industries, NGOs and governments.

Water

In collaboration with Microsoft, Orbia Building & Infrastructure (Wavin) launched a water stewardship project to tackle shared challenges through private-sector collaboration. The project was announced at Stockholm World Water Week amid a discussion on corporate water stewardship, water reuse for climate resilience and essential regulatory frameworks.

Biodiversity

Orbia provides leadership, support and funding to the Latin America Conservation Council (LACC), a group of global leaders who work to mainstream nature-based and SDG-aligned solutions that protect, restore and cultivate biodiversity. Juan Pablo del Valle Perochena, Chairman of Orbia's Board of Directors, serves as the co-chair of LACC.

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](#).



Message From Our
Chairman and CEO

We Are
Orbia

2024: A Year
In Review

Sustainability
at Orbia

Sustainability
Reporting

Data
Summary

Sustainability Reporting

Reporting Transparently

Click a topic below to visit that section.

Foundations of Accountability

Environment

Social

Governance



Foundations of Accountability

Double Materiality Assessment

In 2023, Orbia adopted a double materiality approach in its sustainability strategy, evaluating topics based on their impact on both our value chain and business performance. This updated framework enhances how we manage sustainability-related risks and opportunities, integrating sustainability into governance, strategy, risk management, and reporting, while aligning with regulatory expectations, stakeholder concerns, and business priorities.

We address material topics through a three-pillar sustainability framework that aligns business objectives with environmental and social priorities. Each business group incorporates these topics into annual operating plans and capital investment decisions to drive meaningful progress.

Looking ahead to 2024-2025, we are conducting in-depth analyses of each material topic to better quantify their impacts, risks, and opportunities:

- **Impacts:** Our positive or negative effects on people and the planet, including emissions, resource use, labor conditions, and economic contributions.
- **Risks:** Physical risks (e.g., extreme weather, water scarcity), transition risks (e.g., regulatory changes, market shifts), and operational risks affecting costs, reputation, and supply chains.
- **Opportunities:** Emerging trends such as market demand for green products, cost savings through efficiency, and access to sustainable financing.

By connecting impacts, risks, and opportunities to our material topics and strategy, we ensure alignment with evolving regulatory standards such as IFRS S1 and CSRD, while fostering cross-functional collaboration across Orbia. Engaging diverse teams enhances our collective understanding of sustainability, allowing us to integrate it more strategically into our operations. Additionally, this approach strengthens our risk management framework, enabling us to effectively navigate emerging risks and bolster long-term business resilience.

Aligning Strategy and Materiality

Click on each topic to go to these sections.

Sustainability Strategy Pillars

 **Low Impact and Resilient Operations**

 **Sustainable Solutions**

 **Impactful Ventures**

Material Topics

[Climate and Emissions*](#) | [Pollution*](#) | [Water*](#) | [Biodiversity+](#)

[Safety*](#) | [People+](#) | [Communities+](#)

[Ethics and Compliance+](#) | [Supply Chain+](#) | [Cybersecurity+](#)

[Circularity*](#) | [Consumers and End-Users +](#) | [Sustainable Solutions+](#)

[Innovation+¹](#) | [Impactful Ventures+](#)

*Material topics that are key differentiators of our value and impact proposition and within top 10 ranking by all stakeholders (inbound x outbound materiality).

+ Enablers for greater positive impact, where we aspire to implement best practices.

1. Topics include, for example, Clean Tech and Nature.



Environment

Environmental Management

Environmental Governance

This report's [sustainability governance](#) section outlines Orbia's oversight, responsibility and management of environmental issues, including climate, water, pollution, circularity and biodiversity. The board-level governance committee, the CEO, and business group presidents are part of the core governance structure responsible for material environmental topics, including climate, greenhouse gas (GHG) emissions, non-GHG emissions, waste and water. Progress on these topics and our overall sustainability goals is reviewed quarterly.



Environmental Management Systems

Orbia adheres to a global [sustainability policy](#) supported by our environmental management systems (EMS), which comply with applicable environmental laws and regulations. We pursue external quality and environmental certifications to support continuous improvement across our global operations. **In 2024, 58% of sites (72 out of 124 that are eligible) were certified to ISO 14001 or equivalent external standards**, and we have committed to achieving 100% certified sites by 2025.

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.

In 2024, all Orbia business groups launched energy efficiency programs to identify opportunities for improvement, optimize operations, replace aging and end-of-life equipment, and share best practices across similar facilities. These initiatives are driving continuous improvement and enhancing overall energy performance.

Environmental Audits

All EMS-certified sites (ISO 14001 or equivalent) undergo third-party audits to ensure compliance with environmental standards. Since 2021, Orbia's internal audit plan has included environmental performance reviews for sites not yet covered by EMS certification or third-party limited assurance. In 2024, the internal audit team evaluated 14 sites across business groups, representing 11% of our sites, further enhancing reporting accuracy and accountability.

Additionally, Orbia's environmental performance team conducts internal audits across our sites to identify and leverage opportunities for improvement. To uphold high environmental standards across all operations, we launched second-party audit programs focused on environmental liability management, beginning with two sites in Mexico in 2023. In 2024, we prioritized follow-ups on these reviews and focused on inspecting sites that ceased operations to ensure a compliant and responsible decommissioning process in alignment with all applicable regulations.



Furthermore, our business groups conduct audits to identify energy efficiency opportunities. **Examples include:**

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

After joining the U.S. Department of Energy's Better Climate Challenge in 2023, Connectivity Solutions (Dura-Line) and 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. In 2024, 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 McAlester, Oklahoma site. During the exercise, our site team identified an 11% 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)

Our Duran site, in Ecuador, successfully implemented the ISO 50001 Energy Management System to optimize energy use and improve performance. This included setting energy performance indicators, identifying efficiency opportunities and engaging employees in energy management.

Orbia Fluor & Energy Materials (Koura)

At our Japan facility, energy audits are continuously conducted to improve the efficiency of steam and refrigerant equipment.

Environmental Compliance

In 2024, Orbia continued working with ENHESA to monitor health, safety and environmental (HSE) compliance across our manufacturing sites to stay current with regulatory developments. Following self-assessments by all sites, 96% of all regulatory requirements had been reviewed for applicability at the end of 2024. The assessment included all active manufacturing facilities.

Sustainable Design Principles

Orbia prioritizes responsible sourcing, low-impact manufacturing and impact mitigation across our value chain. We integrate circularity principles from product inception to ensure sustainability throughout our product life cycles (extraction, manufacturing, storage and distribution, usage performance and final disposal, reuse and/or recycling). Our business groups advance specific life cycle assessment (LCA) programs based on market and customer demand and fulfilling our collective goal to minimize the environmental impact of our full product portfolio.

Our businesses have proven the environmental benefits of our solutions over the past several years.

See selected examples [here](#).





Climate and Emissions

Orbia's Climate Action Framework focuses on addressing risks, impacts and opportunities from a strategic perspective considering:

1

Scenario Analyses

Scenarios used in our assessment follow best-in-class recommendations and practices.

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

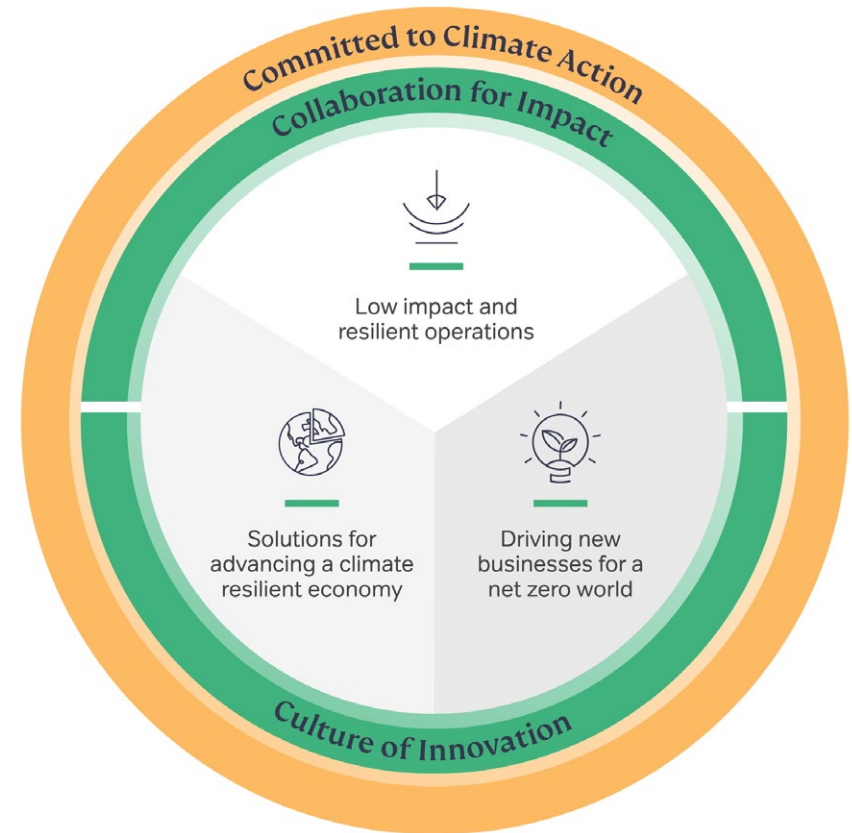
We conduct assessments of risks, impacts and opportunities based on magnitude/likelihood, exposure, financial impact and vulnerability.

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

In 2024, we 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 26% reduction in Scope 1 and 2 emissions and a 33%* reduction in Scope 3 emissions compared to our baseline, demonstrating steady progress toward our 2030 targets.**

*We achieved a 33% 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.

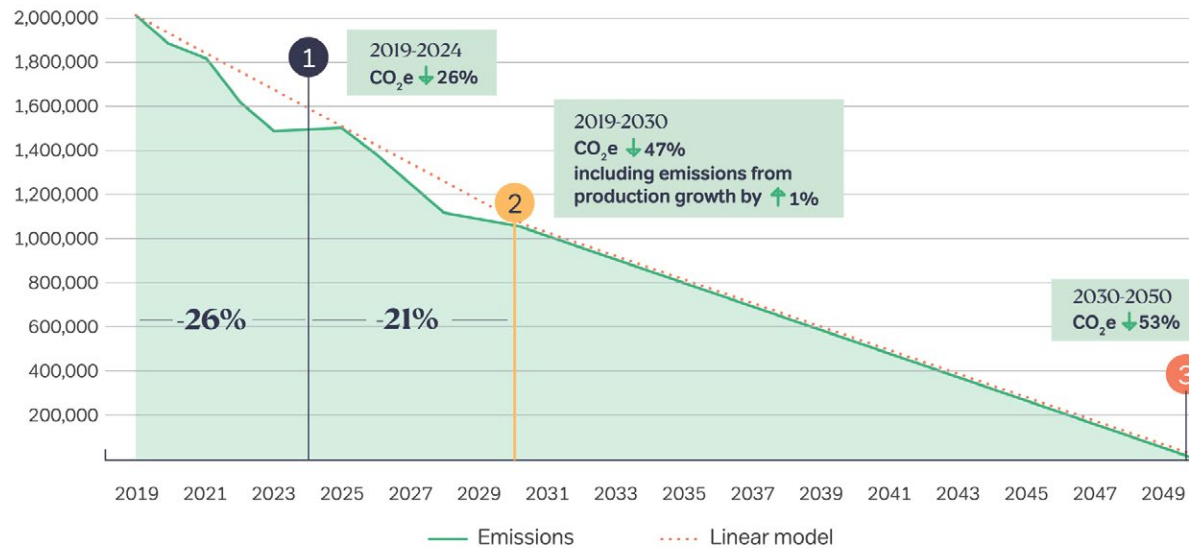
Orbia's Climate Action Framework





Net-Zero Roadmap (Scope 1 and 2 Emissions)

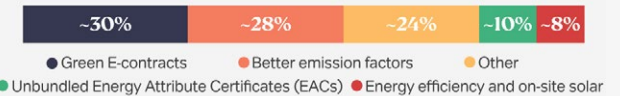
Orbia has developed a roadmap to accelerate progress toward decarbonization and a net-zero future, aligned with our Science-Based Targets initiative (SBTi) to reduce Scope 1 and 2 emissions. Our strategy emphasizes adopting renewable electricity, phasing out coal-powered equipment, enhancing energy efficiency and investing in emerging technologies like hydrogen and carbon capture. As our company grows, this evolving roadmap addresses 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.

As part of our climate transition plan, Orbia allocated more than \$21 million to environmental initiatives in 2024. These investments supported operational improvements including machinery upgrades, advanced water monitoring technologies and optimized waste management solutions. As our sustainability strategy evolves, we will continue to direct resources toward addressing emerging needs, strengthening compliance and driving long-term positive impact.

- 1 **2019 – 2024:**
Reduction of 26% vs. baseline mainly as a result of the use of instruments such as:



- 2 **2025 – 2030:**
Reduction of 21% vs. baseline mainly as a result of 5% Scope 1 and 2 reductions (vs. 2023) driven by energy efficiency practices, and 100% decarbonization on Scope 2 electricity reached through the following instruments:



By 2030, we will have achieved our GHG emission reduction target (-47% vs 2019, meaning an accumulated reduction of 940 ktCO₂e).

- 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 carbon capture and storage, green hydrogen-powered equipment, and innovative solutions identified through Orbia Ventures.



Climate Risk and Opportunity Assessment

Orbia completed an updated climate risk and opportunity assessment in 2023, covering 134 sites* globally, with an in-depth analysis of 12 priority sites. This assessment considered future climate scenarios for 2030 and 2050, evaluating both physical and transition risks while enhancing financial quantification in alignment with Orbia's Enterprise Risk Management (ERM) processes and risk thresholds. The selection of priority sites was based on vulnerability screenings and their strategic importance to our business. The prioritized sample included three sites from Polymer Solutions (Vestolit and Alphagary), two from Building & Infrastructure (Wavin), three from Precision Agriculture (Netafim), two from Connectivity Solutions (Dura-Line) and two from Fluor & Energy Materials (Koura). For detailed methodology, see our dedicated [Climate Risk and Opportunity Assessment](#) page.

In 2024, our business groups focused on assessing and prioritizing climate risk mitigation and adaptation measures, along with developing monitoring strategies. High-risk sites improved resilience with emergency response plans and infrastructure reinforcement. In 2025, we will continue refining these strategies, incorporating proactive monitoring to address evolving climate risks. Additionally, Board oversight on climate issues will be strengthened, with feedback from insurance companies to enhance physical climate resilience.

*134 active sites in 2022 (when assessment started)

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	Scope 3
Target: Reduce GHG emissions by 47% vs 2019 baseline	Target: Reduce GHG emissions by 30% vs 2019 baseline
2024 progress vs baseline: Scope 1: -21% Scope 2: -28%	2024 progress vs baseline: Scope 3: -33%**
Quantitative contribution Scope 1: Efficiency in processes. Equipment upgrade considering lower carbon energy sources and low scale electrification activities.	Quantitative contribution: New developments and improvements in product planning. Development and commercialization of low GWP refrigerants.
Quantitative contribution Scope 2: Energy efficiencies and audits. Increase in renewable energy consumption.	

Details of our 2019-2024 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 33% 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 have also played a role. We remain committed to improving our low-GWP portfolio and Scope 3 performance to ensure sustained progress.



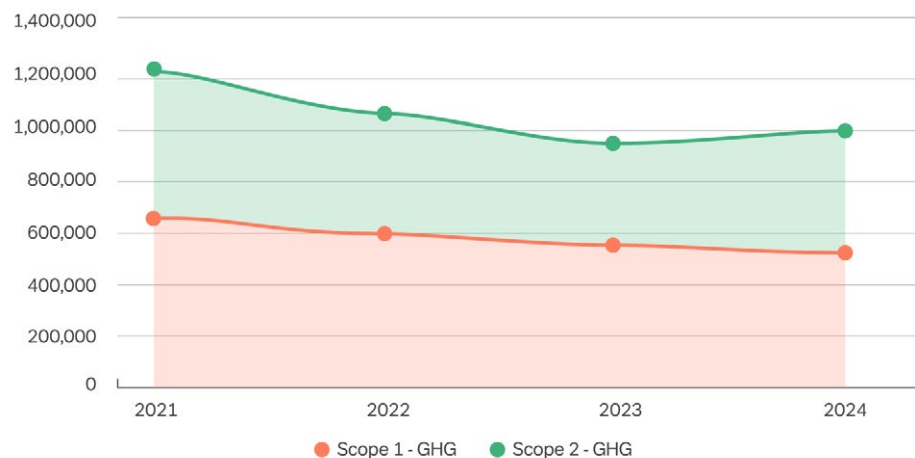
Scope 1 and 2 | Decarbonization Progress

Our approach includes:

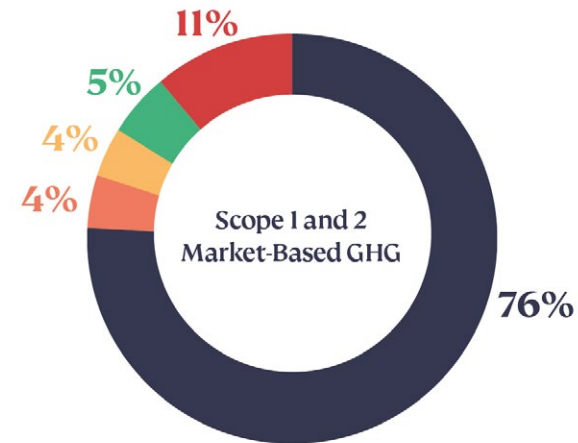
- Optimizing processes to drive efficiencies.
- Transitioning to renewables and lower carbon energy sources.
- Exploring carbon capture and hydrogen investment opportunities.

Orbia remains on track—and ahead of schedule—to reduce Scope 1 and 2 GHG emissions, aiming for a 47% reduction by 2030 from the 2019 baseline. So far, the company has achieved a 26% reduction, surpassing projections. In 2024, Scope 1 emissions were 4% lower than in 2023, driven by improved efficiency and adoption of renewable and lower carbon energy sources. However, Scope 2 emissions increased by 7% due to higher grid emissions in Latin America and Europe, primarily caused by reduced hydroelectric power and increased fossil fuel generation, which raised the carbon intensity of the electricity supply in those regions.

Scope 1 and 2 Market-Based GHG Emissions (Total CO₂e) Over Time ✓



Scope 1 and 2 Market-Based GHG Emissions Breakdown by Business Group (% of Total CO₂e)



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



For further information:

[GHG Emissions Performance \(2019-2024\)](#)



Optimizing Processes to Drive Efficiencies

In 2024, we estimate a reduction of approximately 8,115 tons of CO₂ 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 2024 include:

Orbia Polymer Solutions (Vestolit)

At the end of 2024, we installed and commissioned a trigeneration system at our Altamira I Mexico site. While the system will operate at 93% of its capacity initially, it will ultimately use electricity, steam and chilled water to meet 100% of the site's operational needs and support Orbia's decarbonization and energy security.

We completed an energy and waste assessment through the DOE Industrial Training and Assessment Center program to identify improvement opportunities in current and future operations at our Henry, Illinois, site in the U.S., where, as part of the Better Climate Challenge program, we achieved a 47% reduction of GHG emissions from the 2019 base year at this site, underscored by Orbia's commitment to reduce GHG emissions by 50% by 2030. Click [here](#) for further information.

Orbia Building & Infrastructure (Wavin)

As a result of energy forums, our Europe, Middle East and Africa (EMEA) team identified an opportunity to reduce energy consumption by addressing compressed air leaks across operations. For example, our site teams in Poland and the U.K. discovered leaks that resulted in over \$10,000 in annual energy losses, demonstrating the value of proactive leak detection and repair initiatives. Four site teams have already completed the survey, which has highlighted substantial potential energy savings ranging from 20,752 kWh to 76,975 kWh per year. In early 2024, we invested in air leak detection devices for use across all our EMEA sites. As we standardize this process, we plan to expand the implementation to Brazil, extending the benefits to our LATAM operations.

Our Ecuador site also implemented ISO 50001 certification standards, establishing clear governance, performance indicators, and continuous improvement measures to enhance energy management.

At our Chippenham site in the U.K., we successfully saved over 200,000 liters of diesel compared to 2023 by transitioning to energy-efficient heat pumps.





Transitioning to Renewable and Lower Carbon Energy Sources

In 2024, we increased the use of solar renewable electricity generated at Orbia sites by 16% compared to the previous year, reducing 6,202 tons of GHG emissions and strengthening energy security. **As a result, renewable electricity now accounts for 22% of our total electricity consumption. Additionally, nearly 8% of all energy consumed across our operations comes from renewable sources.**

In 2024, 44% of sites utilized renewable energy sources. Throughout the year, we focused on expanding renewable energy efforts by exploring long-term Power Purchase Agreements (PPAs) in Europe and the U.S. and increasing our solar installations at key sites. Additionally, Orbia continued to implement an internal GHG investment template to evaluate various decarbonization scenarios at the site level and guide informed investment decisions.

Renewable Energy Sourcing Methods (MWh) in 2024

538,128

Green e-contracts

15,987

On-site



2024 highlights include:

Orbia Polymer Solutions (Alphagary)

We kicked off the implementation of solar panels across our Mexico sites to enhance energy security and increase renewable electricity generation. These installations are set to be commissioned in 2025. Additionally, in partnership with Shakun Polymers, we plan to launch a captive solar array in 2025, capable of generating 700 kWh per month.

Orbia Polymer Solutions (Vestolit)

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

In 2024, we installed approximately 1,000 MWh of solar capacity in Mexico through carports and ground-mounted installations, with additional capacity scheduled for completion in 2025. Looking ahead, we plan to expand solar arrays to more plants across Latin America, further strengthening our renewable energy footprint and enhancing energy security.

Orbia Building & Infrastructure (Wavin)

During the year, we built three additional on-site solar plants in Varennes, France; Chippenham, U.K. and León, Mexico. The plant solar panels will generate over 5,000 MWh of electricity annually and avoid over 1,400 metric tons of CO₂.

emissions, equivalent to about 10% of the annual electricity consumption of these sites. In 2024, we maintained 100% renewable electricity usage in EMEA and Brazil. In 2025, we will expand renewable energy adoption to sites in Colombia (Guachene and Bogotá) with 100% I-RECs and begin renewable energy supply at our Ecuador site, providing 10,681 MWh of renewable electricity, fully meeting the site's energy demand and avoiding 1,804 tons of CO₂e emissions.

Orbia Precision Agriculture (Netafim)

Our Reynosa plant in Mexico began using solar energy from rooftop panels, covering approximately 7% of its electricity consumption. Meanwhile, the team at our Chennai plant in India secured a contract to purchase wind-generated renewable energy, meeting 20% of the plant's electricity needs.

Orbia Connectivity Solutions (Dura-Line)

Our facility team in Oman installed an on-site rooftop solar array in late 2023. In 2024, the array generated about 700 MWh annually, which covered approximately 25% of the site's electricity demand for that year.

Orbia Fluor & Energy Materials (Koura)

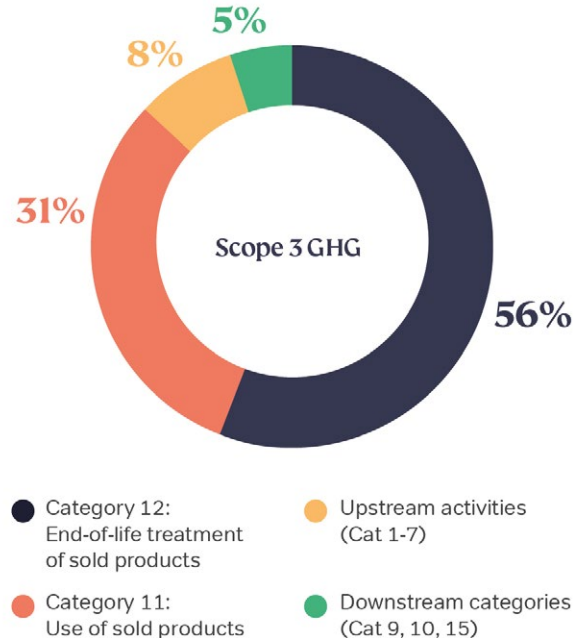
At our Matamoros site in Mexico, we initiated our first on-site solar PPA project, which is expected to generate 1 MW of electricity annually, enhancing our renewable energy capacity and sustainability efforts.



Scope 3 | Decarbonization Progress

Our efforts to reduce Scope 3 emissions primarily target categories 11 (Use of Sold Products) and 12 (End-of-Life Treatment of Sold Products), which make up about 87% of our total footprint. This is driven by the refrigerants and propellants produced by our Fluor & Energy Materials (Koura) business. Our decarbonization strategy focuses on transitioning to low-GWP refrigerants and propellants to support a more sustainable, climate-friendly product portfolio.

Scope 3 GHG Emissions Distribution Upstream / Downstream (% of Total CO₂e)



By the end of 2024, Orbia achieved a 33% reduction in Scope 3 GHG emissions compared to 2019, surpassing our science-based target by 3% 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. We continue to enhance our low-GWP product portfolio and drive improvements in overall Scope 3 performance to ensure sustained progress.

In 2024, Fluor & Energy Materials (Koura) introduced low-GWP refrigerant R-444A (GWP ~93) in the EU, with sales slated to begin in 2025. In the U.S., the refrigerant is currently under review by the Environmental Protection Agency's Significant New Alternatives Policy (SNAP) program, with an expected launch thereafter.

In 2024, the use of Klea® 456A in over half a million vehicles resulted in a 50% reduction in GWP compared to R-134a refrigerant.

A major original equipment manufacturer (OEM) plans to convert to Klea® 473A for a 90% drop-in replacement to reduce global warming potential (GWP) for R-23 and R-508B (GWP ~14,000). Our innovative refrigerants meet the need for more sustainable, lower-GWP solutions as the automotive industry advances to meet current and future regulations for carbon emissions, including those that restrict refrigerants with a GWP greater than 150. This shift is a key lever in advancing Orbia's Scope 3 GHG emissions reduction strategy.

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 adopted advanced transportation measurement tools to optimize routes and cut emissions. Additionally, we have prioritized lowering embedded emissions in our products by increasing the use of recycled content. Further examples are available [here](#).

In 2024, we partnered with a third-party platform to enhance the collection and calculation of Scope 3 data. This ongoing initiative, extending into 2025, aims to improve data quality, accuracy, and consistency across all business groups, strengthening our emissions reporting and reduction efforts.



For further information:

[Orbia's Carbon Disclosure Project \(CDP\) 2024 Questionnaire](#)



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)

Orbia's focus on non-GHG air emissions is primarily on sulfur oxides (SOx). The Fluor & Energy Materials (Koura) chemical plant in Matamoros, the primary source of SOx emissions within our operations, has made emissions reduction a key focus. After surpassing the target set by our [Sustainability-Linked Bond](#) framework by 24% in 2023, the Matamoros team has continued driving further reductions. Following a catalyst system replacement in 2022, an additional upgrade in 2024 achieved a 77% reduction in SOx emissions compared to 2018 levels, reinforcing our commitment to continuous environmental improvement.

We track and report other non-GHG air emissions, such as nitrogen oxides and volatile organic compounds (VOC). Data available [here](#).

Water Discharges

All our facilities operate in full compliance with local regulations, with a strong focus on water quality. At our chemical sites, where wastewater discharge regulations 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). This proactive approach reflects Orbia's commitment to regulatory compliance and underscores our commitment to maintaining the health of the water basins where we operate. Data available [here](#).



Polymer
Solutions

Since 2019, the Polymer Solutions (Vestolit) operations teams in the U.S. and Germany, followed by Mexico in 2020 and Colombia in 2021, have engaged in Operation Clean Sweep: a collaborative initiative between businesses in the plastics value chain and local organizations to eliminate plastic resin loss in operations. We refined our operational guidelines and implemented a comprehensive plan to prevent the accidental release of pellets, flakes and powder from our processing facilities. In 2024, we reinforced these guidelines across our sites and involved everyone from top management to production floor employees in minimizing environmental impact and strengthening industry-wide responsibility.

Click [here](#) for further information.

*Our emission intensities (metric tons of SOx/\$1M revenue) and absolute volumes are in lower ranges than those of selected peers in the commodities and petrochemical industries' "commodity chemicals" (based on public information available for selected peers and sources provided by MSCI) and are limited to specific parts of our businesses.

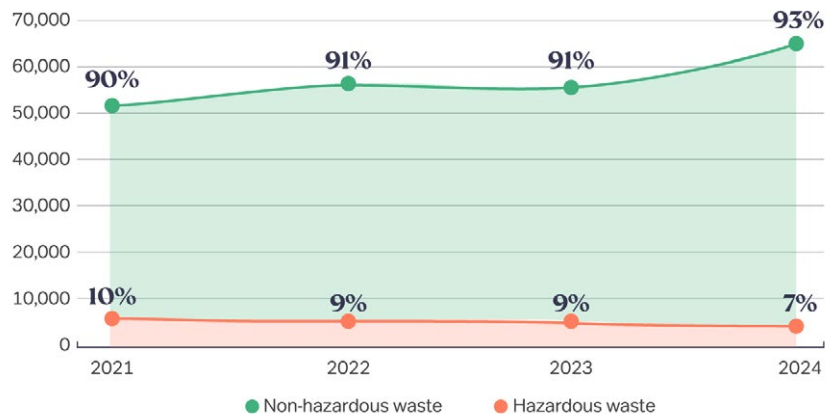


Waste Management

We prioritize reducing both hazardous and non-hazardous waste at the source, moving toward sending zero waste to landfill and promoting circularity principles. To reduce waste at the source, we streamline manufacturing processes to minimize waste generation, at Orbia we strive for producing low amounts of scrap while enhancing re-working and strengthen partnerships with waste management companies offering recycling capabilities to ensure waste streams do not reach landfills when possible. For non-recyclable waste, we do consider waste to energy technologies to reduce landfill use while generating energy. We do comply with regulations to ensure all waste disposal practices comply with environmental laws and regulations and invest in responsible disposal practices.

Process Waste Composition at Orbia

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



Note: Excludes waste from special projects.

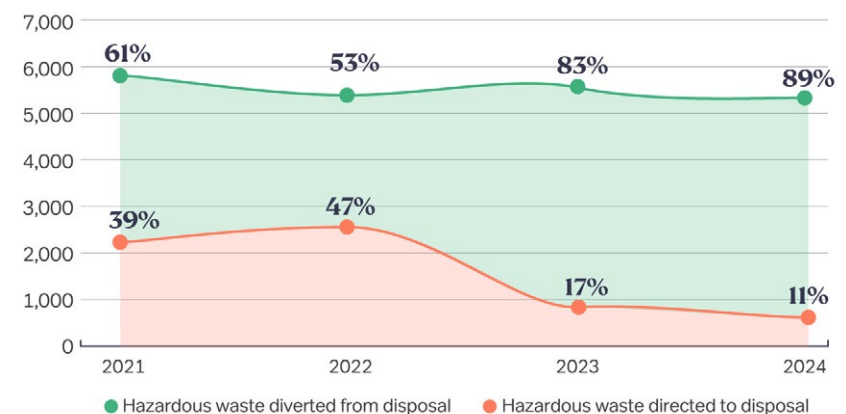
Diverting Waste From Landfill

All of our sites are on a mission to reduce waste at the source and divert waste from landfills. We have established the goal of achieving Zero Waste to Landfill (ZWTL) by 2025. Overall, the waste we recover per ton has steadily increased, In 2024, waste diverted from disposal was 10% higher than 2023.

In 2024, 89% of Orbia sites achieved our Zero Waste to Landfill (ZWTL) goal, vs 71% in 2023. To further advance this commitment, we continue to focus on reducing waste at the source and developing partnerships with waste management companies to implement effective diversion solutions.

Process Hazardous Waste Distribution by Destination

Hazardous Waste Disposed and Diverted from Landfill (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.



Orbia is committed to operating and maintaining our manufacturing facilities with a focus on minimizing resource consumption and ensuring the responsible management of industrial waste. In line with this commitment, we have implemented initiatives across all business groups to strengthen waste management practices and drive more sustainable operations.

In 2024, Orbia plants diverted

+57,000 tons
of process waste from landfill.

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

69%

Polymer
Solutions
(Vestolit)

100%

Polymer
Solutions
(Alphagary)

94%

Building &
Infrastructure
(Wavin)

86%

Precision
Agriculture
(Netafim)

89%

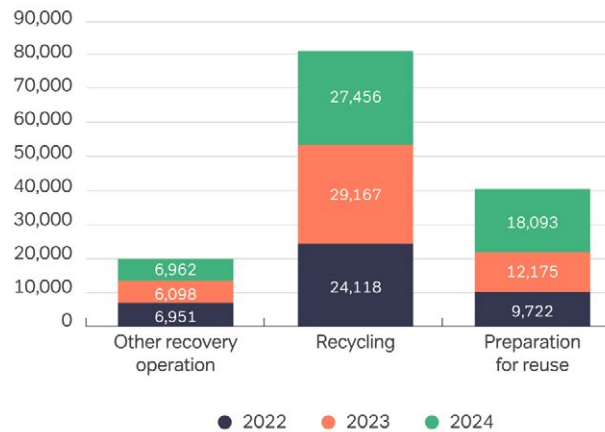
Connectivity
Solutions
(Dura-Line)

75%

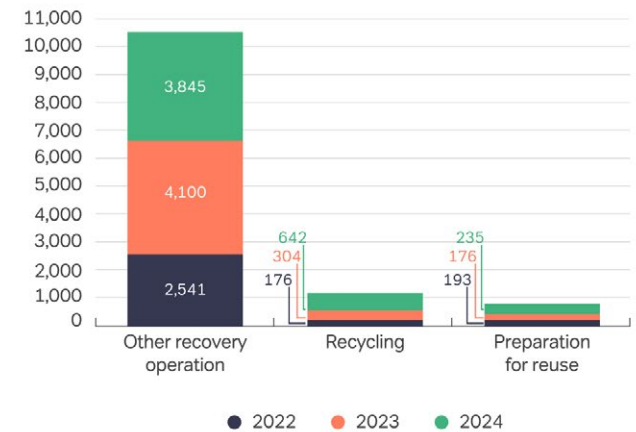
Fluor & Energy
Materials
(Koura)

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.



2024 progress:



At the end of 2024, 69% of our **Polymer Solutions (Vestolit)** sites met the ZWTL goal, with important contributions from our Latin American sites. In the U.S., our plant teams partnered with a variety of companies to explore alternative uses of our process waste. As one example, one of our sites developed a project aimed to divert sludge, predominantly calcium carbonate to be re-used in construction applications.

Polymer Solutions (Alphagary) achieved our ZWTL goal across all sites by carefully managing waste segregation, maximizing recycling and sending waste to energy recovery facilities. In addition to exploring alternative waste diversion methods, we recovered plasticizers from wastewater for sale and commercial compounding production. With the full acquisition of Neotrimetal in 2024, we are now diverting maleic acid from our production facilities and converting it into a saleable food-grade additive.



In 2024, **Building & Infrastructure (Wavin)** introduced waste segregation practices, awareness programs and new vendor partnerships for enhanced recycling and reuse capabilities. As a result, 94% of Building & Infrastructure (Wavin) sites achieved our ZWTL goal.



In 2024, **Precision Agriculture (Netafim)** focused on four key sites to implement waste segregation practices, awareness programs, and partnerships with vendors offering enhanced recycling and reuse capabilities. Additionally, we explored waste management solutions at recycling plants in the U.S. (California) and Mexico (Culiacán). These initiatives led to significant reductions in waste disposal and 86% progress on our ZWTL goal.

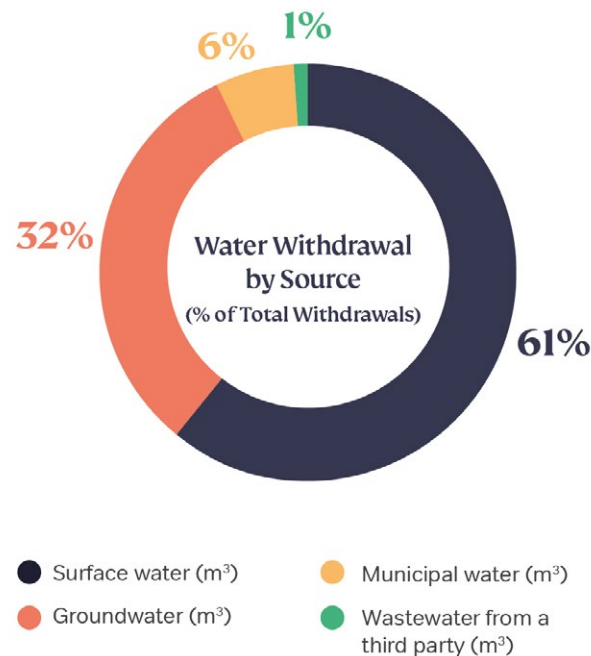


17 out of 19 sites from **Connectivity Solutions (Dura-Line)** achieved our ZWTL goal through contract reviews and new vendor partnerships to reduce the amount of waste sent to landfill by approximately 55%. Additionally, through our Reel Return take-back program, we repurposed over 17.6 million pounds of scrap reels and cleaned up work areas. Learn more about our take-back programs [here](#).



Water

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, 53% 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 3.0, a tool provided by the World Resources Institute*. By the end of 2024, our assessment showed that 38% of our sites were located in regions classified as experiencing high or extremely high-water stress, representing 45% of our total water withdrawal. However, 64% of these sites operate with closed-loop water systems, which significantly improves water efficiency.

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

12/25

Polymer
Solutions

13/51

Building &
Infrastructure

14/21

Precision
Agriculture

3/19

Connectivity
Solutions

5/8

Fluor & Energy
Materials

32%
of our water
withdrawal comes
from groundwater.



For further information:

[2024 CDP Response - Water Security](#)

*Orbia maintains the use of the Aqueduct 3.0 tool for 2024 as this is the version used to establish our water stewardship strategy.



Net-Positive Water Impact

Our approach focuses on mitigating water-related risks and reducing impacts from water withdrawals, while identifying opportunities across our operations, solutions and ventures, with particular emphasis on priority basins and water-scarce regions. Our framework focuses on addressing the three core dimensions of water—quantity, quality, and access—through our operations and solutions, which contribute to UN Sustainable Development Goal 6. This approach is aligned with the Water Benefits Accounting methodology.

Operational Improvements for a Water-Positive Future

Water Efficiency

Water is an essential input for Orbia's petrochemical operations and a critical resource throughout our company. All our manufacturing sites employ high water-efficiency principles and consider alternative water sources where available.

As a result, most of our extrusion sites use closed-loop water systems.

In **Polymer Solutions (Alphagary)**, we ensure that all water discharged from our chemical operations meets or exceeds regulatory wastewater standards. To further optimize water management, we assess steam consumption across our plants to improve operational efficiency, reduce make-up water needs in boilers, and lower overall water use. Additionally, we continuously monitor our closed-loop systems to identify opportunities for minimizing waste and further reducing water consumption.

Linking Water and Nature

At Orbia, we reinforce our commitment to nature by aligning our goal of achieving net-positive water impact with our broader ambition for a net-positive impact on nature, including into our approach the Science-Based Targets for Nature guidelines. Our water assessments will inform the development of a targeted nature strategy and specific goals for prioritized sites and basins, set for completion by late 2025.

Additionally, we are in the first phase of evaluation to prioritize strategic sites in terms of biodiversity, leveraging public available resources, such as WWF's Biodiversity Risk Filter, Integrated Biodiversity Assessment Tool (IBAT), ENCORE and others.

Learn more [here](#).





Water Recovery

In 2024, **Fluor & Energy Materials (Koura)** maintained strong water, environmental and tailings management practices at our fluorspar mining sites in Mexico. At the Las Cuevas mine, we installed a process water recovery system along with an efficient water recirculation system at the Rioverde beneficiation plant for an average process water recovery rate of 82%.

Looking ahead to 2025, we will expand recovery systems at both sites. At Las Cuevas, we plan to introduce new nozzle and decanter technology to enhance water recovery speed, efficiency and quality. At Rioverde, we will install additional equipment to optimize water and solids management in the tailings dams. These improvements will take a combined investment of \$16 million and support our commitment to responsible water stewardship and operational efficiency.

Solutions for Positive Water Impact

In 2024, **Building & Infrastructure (Wavin)** and **Precision Agriculture (Netafim)** developed solutions that enabled positive water impact through different water replenishment alternatives based on the Volumetric Water Benefits Accounting framework. **Building & Infrastructure (Wavin)** signed a collaboration agreement with Microsoft to support the company's effort to replenish more water than it consumes by 2030 via water-positive urban projects. See more 2024 projects and collaborations [here](#).

Since 2012, Orbia has supported multiple water funds across Latin America to finance water security initiatives, provide solutions and share technical expertise in Mexico, Colombia, Guatemala, Perú, Brazil and Ecuador. These funds promote nature-based solutions, sustainable management of water basins and coordinated efforts among the public, private and social sectors. In 2024, we continued to support Water Funds Across America partnerships, including our ongoing collaboration with [Agua Capital](#).



Biodiversity

Orbia recognizes nature as the foundation of life and acknowledges its vital role in sustaining ecosystems that support both the planet and its people. Understanding the deep interconnections between climate, water and biodiversity, we are committed to addressing these challenges through proactive measures. Our efforts focus on mitigating climate change, safeguarding water resources and enhancing the resilience of ecosystems to ensure a sustainable future for all.

Nature-Related Risks and Impacts

To factor preservation into our business performance, we have adopted the Locate, Evaluate, Assess and Prepare (LEAP) approach to align our plans and operations with the Task Force on Nature-related Financial Disclosures (TNFD) framework.



I. Locate Interfaces With Nature

We assessed all Orbia sites based on their sensitivity toward nature using two international reference tools: the Integrated Biodiversity Assessment Tool (IBAT) and the World Wildlife Fund (WWF) Biodiversity Risk Filter. These trusted frameworks enhanced the accuracy of our preliminary assessments by helping us locate priority sites and ensure reliable, actionable insights into nature-related risks. The following table shows the results of our first screening and covers Orbia sites with a high-risk score for each category based on the tools and weighting methodology used.

Sites near 15 km of a protected area ¹	Sites near 15 km of a Key Biodiversity Area	Sites that coexist with protected species near 15 km ²	Sites with critical physical risks ³
12% (17/137)	4% (6/137)	24% (34/137)	12% (16/137)

Combining these frameworks and methodologies enhances our understanding of nature-related risks and enables us to select priority locations based on the conditions of the natural assets in the places where we operate.

16% (22 sites) of Orbia's locations have been identified as having an overall high-risk score, combining results from the IBAT and WWF's Biodiversity Risk Filter.

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.

3. Physical risks are ranked according to the WWF Biodiversity Risk Filter methodology, which takes an integrated approach toward accounting provisioning services (water scarcity, forest productivity, flora and fauna availability), regulating services (soil and water condition, ecosystem conditions, pollination, fire hazards, extreme heat and cyclones), cultural services (tourism attractiveness), and pressures on biodiversity (tree cover loss, pollution, freshwater use change, invasive species). Learn more [here](#).



II. Evaluate Priority Dependencies and Impacts

Orbia acknowledges that biodiversity is deeply anchored in our water stewardship strategy and integral to our goal of achieving net-positive water impact. This commitment aligns with our participation in the CEO Water Mandate and the Forward Faster initiative, where we recognize that water resilience is closely linked to the quality of ecological services.

We are diligently working to determine the thresholds for our nature risk assessment through identifying key dependencies and impacts across prioritized locations.

To enhance our assessment, we began developing an internal screening tool in 2024 that leverages public databases to track water and biodiversity risks. This tool will allow us to more effectively identify the sites where we should focus our efforts for maximum impact.

For further details on the relationship between sites' activities and ecosystems, refer to our [2024 CDP disclosure](#).

III. Assess Material Risks and Opportunities

Once we identify nature-related risks and opportunities, we will implement risk mitigation and opportunity management processes to strengthen our resilience.

IV. Prepare to Report

We remain committed to disclosing our annual progress on the journey to reducing our impacts on nature.

Contributing to the Preservation of Environmental Services

In our nature-risk assessment, we are considering the level of pressure on biodiversity services. WWF's Biodiversity Risk Filter defines pressures as drivers that unquestionably influence biodiversity and ecosystem processes. Tree cover loss and water stress are recognized as one of the most damaging systematic disturbances to ecosystems.

Orbia Building & Infrastructure (Wavin)

In 2024, our Building & Infrastructure (Wavin) business contributed to a water project in the Galápagos Islands, Ecuador—a remote and fragile ecosystem with scarce freshwater resources. The islands are home to unique biodiversity, with 80% of their land birds and 97% of their reptiles and mammals found nowhere else in the world.

In partnership with the Ecuador Water Security Coalition and Universidad San Francisco de Quito, we developed a closed-loop water system that captures rainwater and treats wastewater for reuse. Once treated, this water becomes suitable for sanitation, irrigation, and even consumption, supporting both environmental sustainability and community water security.

Orbia also contributed to the Renascentes Jacareí Program in São Paulo, Brazil, an initiative focused on conserving and restoring water sources in Jacareí and its surrounding areas. As a program partner for three years and an active member of its management unit, we have supported efforts to enhance rural sanitation, reforestation, and environmental conservation.

Through our involvement, we have installed biodigesters for more than 18 families, improved sanitation

infrastructure, and contributed to the conservation of 29 rural properties. These efforts have positively impacted 47 families and helped restore over 92 hectares of land. Established as a public policy in 2022, the program is a collaborative effort between private sector companies and the city government, driving long-term environmental and community benefits.

Orbia Fluor & Energy Materials (Koura)

In 2024, our Fluor & Energy Materials (Koura) business, in partnership with the National Forestry Commission (CONAFOR), continued its five-year public-private agreement for the conservation of the Sierra de Álvarez natural protected area in San Luis Potosí, Mexico. Originally launched in 2016 and renewed in 2021, this initiative is dedicated to protecting and restoring 1,750 hectares of forest.

Through local payment for environmental services mechanisms supported by concurrent funds, the program directly benefits the Santa Catarina Ejido community in San Luis Potosí. As part of these efforts, training sessions and workshops were conducted to promote biodiversity conservation, and a monitoring protocol was implemented to help community members document wild flora and fauna species, assess land conditions, and identify necessary conservation activities.



Reforestation and Engagement

Our reforestation efforts enhance ecosystems while driving positive social impact. By engaging employees and communities, we align our environmental approach with our social impact goals to foster ecological resilience and social well-being. See our [Communities](#) section for more reforestation stories.

By the end of 2024, Orbia's team at the Las Cuevas mine in San Luis Potosí, Mexico, inaugurated a plant nursery featuring over 800 plants from 39 endemic species. Designed as a conservation space, the nursery preserves plants recovered from operational projects and will soon support reforestation and forestry compensation initiatives.

In addition to its environmental role, the nursery is open daily to the community, contractors, and employees, offering an opportunity to learn about the ecological benefits and care of regional species such as agave, succulents, and cacti.

Collective Action on Nature

Since 2011, Orbia has supported the Latin America Conservation Council (LACC), a coalition of global leaders dedicated to safeguarding biodiversity and advancing development in local communities. In partnership with The Nature Conservancy and other collaborators, LACC champions nature-based, SDG-aligned solutions that protect, restore and enhance biodiversity in response to climate change. In 2022, LACC prioritized its conservation efforts in the Selva Maya region—the largest wilderness in Central America—and the Amazon basin, recognizing their crucial roles in preserving biodiversity and sustaining healthy ecosystems across Latin America.

Orbia also engages in LACC's governance. Juan Pablo del Valle Perochena, Chairman of the Orbia Board of Directors, co-chairs LACC. Through this partnership, Orbia has been involved in several projects that protect biodiversity and promote sustainable livelihoods.

Through leadership, support and funding, the following projects have been successfully developed:



Conserva Aves, Latin America

Conserva Aves aims to enhance bird and biodiversity conservation by establishing and managing over 100 new local protected areas for migratory bird species in 2 million hectares across nine countries—from Mexico to Chile—by 2028. Birds are essential pollinators, seed dispersers, pest controllers and harbingers of environmental change.

Currently, Conserva Aves supports 72 projects on 1.47 million hectares in Colombia, Perú, Bolivia and Ecuador. Of these, 42% are community led. With LACC's support in Mexico, Conserva Aves has identified priority areas for avian conservation and will select which areas to support through an open call for proposals to ensure community engagement and sustainability.

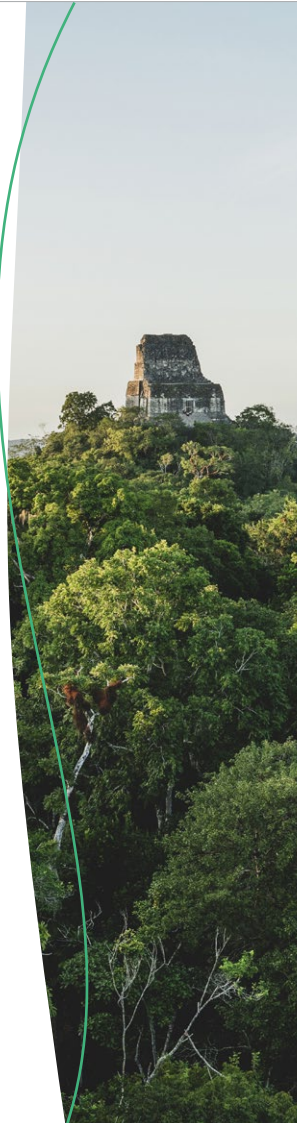


Seeds of Change, Guatemala

The Maya Biosphere Reserve is one of Central America's largest and most diverse protected areas, home to numerous endangered species and vital habitats. The reserve provides essential ecosystem services such as water regulation and climate stabilization and safeguards significant cultural and historical sites, including ancient Maya cities.

In 2024, the Petén region in Guatemala, which includes the Maya Biosphere Reserve, was impacted by severe wildfires exacerbated by unusually low rainfall and high temperatures from an intense El Niño event. In response, LACC supported the Wildlife Conservation Society (WCS) in combatting the fires through large-scale mobilization of people and resources that included hiring firefighting crews, supplying food and fuel and repairing vehicles. Efforts also focused on protecting remaining forest cover, preventing encroachments into burned areas and providing humanitarian aid to affected communities. Timely preventive measures such as installing watering stations for wildlife were instrumental in protecting key nesting sites for endangered species like the scarlet macaw.

Beyond emergency response, LACC's partnership with WCS has long-term goals, including recovering Laguna del Tigre National Park, expanding restoration initiatives, scaling up food transition projects, promoting agroforestry and securing legislative and policy support for sustainability efforts.



Supporting the Transition to Sustainable Agriculture and Ranching, Selva Maya

The Selva Maya—a global biodiversity hotspot spanning 19.5 million hectares and supporting around 8 million people—has seen a 25% reduction in forest cover over the past 15 years. Nearly 20% of the land is now used for conventional agriculture and ranching, with cattle ranching threatening the remaining forests and causing over 80% of fires. With support from LACC, The Nature Conservancy aims to address this issue by promoting sustainable cattle production. The organization plans to provide training and technical assistance to 200 producers in Belize, Guatemala and Mexico that helps shift agriculture management practices, demonstrates the economic benefits of sustainable methods and aligns incentives.



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 recycling 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		2024 Performance
Building & Infrastructure: Increase % of recycled content in products ^{1,2}	5.3% by 2025	5.1%
Building & Infrastructure: % of products 100% recyclable	90% by 2025	90.3%
Precision Agriculture: Increase recycled content in driplines for irrigation ¹	45% by 2030	17.7%

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 (e.g., 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.

Orbia Building & Infrastructure (Wavin)

Supporting a circular economy is one of the key pillars of our decarbonization strategy. We added recycled content to the following products in 2024:

- Q-Bic Plus using low-carbon 100% recycled content, sold in various European countries.
- Aquacell Tree tanks using low-carbon 100% recycled content, with first sales in Latin America.
- Wafix red PP sewage pipes using low-carbon 70% recycled content, sold in Sweden.
- Sewage pipes using low-carbon PVC and 50% recycled content, sold in Poland.
- Sanitary PVC pipes using 20% recycled PVC, sold in Colombia.

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%.

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 2024 was 90.3% (up from 83.8% in 2023). See the rest of this chapter for examples of circular product launches and circularity programs.



Closing the Loop in Materials



Our Polymer Solutions (Vestolit) business created Vinyl in Motion, a PVC take-back program that promotes the collection of discarded PVC products that can be transformed anew. For example, hospital IV bags can be reprocessed into the Polymer Solutions (Alphagary) Infinitude compound, which can then be used to manufacture hoses, wire jackets, car mats and shoe soles. Other discarded PVC items—like post-consumer pipes—can be made into new PVC pipes and blister packaging can be made into new construction applications.

Vinyl in Motion has been implemented successfully in Colombia, where the program currently supports 80 medical centers, with a goal to reach 90% of a total of 2,500 centers within the next five years. In 2024, we expanded the program to Mexico. The program now transforms 530,000 kg of PVC waste per year, with plans to launch a pilot in Brazil in 2025. See [Vinyl in Motion](#) for further information.

Orbia Polymer Solutions (Alphagary) is working on several circularity programs for product development. In 2024, we manufactured compounds that use recovered PVC resin from wastewater, reducing the burden on wastewater treatment and increasing our synergy with our Polymer Solutions (Vestolit) business. We also increased our Infinitude compound sales to 160 MT, representing a four-time increase versus 2023. The Infinitude compound uses recycled PVC recovered from hospitals in a collaborative program between Baxter and Polymer Solutions (Vestolit).



Orbia Building & Infrastructure (Wavin) operates post-consumer PVC pipe take-back programs in multiple countries including the Netherlands, Germany and Colombia. In 2024, we extended these programs into Perú, Brazil and Sweden, with plans for rollout in other countries in Europe and Latin America. The take-back program employs a closed-loop system where we generate circular raw materials for products produced locally. Collecting and recycling material reduces the carbon emissions of products collected compared to the emissions produced when pipes are disposed into mixed construction waste. The carbon emissions saved through these collection services depends on what the dominant end-of-life scenario is for a region or country. In Europe, recycling rates are higher and carbon emissions savings of 0.5* kg per kg collected are realistic. For Latin America, where recycling is less common, carbon emissions savings can go up to 1.3 kg CO₂ per kg collected.

Some product regulations or standards fully or partially restrict the use of mechanically recycled materials because of hygienic or performance requirements. This mainly happens in drinking water applications or pressurized applications for hot water and/or gas. In 2024, we expanded the biocircular portfolio for PVC and polyethylene (PE) in Europe for drinking water.

*Based on Life Cycle Assessment calculations, with an end-of-life scope considering regional recyclability rates.

Currently, the global potential for recycled content is around 36%, limited by local regulations, product standards, technical capabilities, and recycling infrastructure.



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 2024, our ReGen plants collected over 12,000 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.

Our Culiacán plant in Mexico—considered the country's largest agricultural plastics recycling facility—processed over 2,500 tons of plastic during 2024 in its second year of operation (up from 2,000 tons in 2023). Click [here](#) for further information.



Orbia Connectivity Solutions (Dura-Line) continued its reel take-back program, which repurposed over 122,000 conduit reels and saved \$7.9 million. In addition, through membership in industry associations such as the Plastics Pipe Institute, we began participating in long-term efforts to promote industry standards and criteria for incorporating post-consumer and post-industrial recycled content into telecommunications pipe and conduit solutions.

In addition, we recently completed a successful field trial of a recycled conduit product with a key Tier-1 customer. This trial is a key step in advancing sustainable solutions in the U.S. and Canadian markets, supporting our sustainability efforts and the customer's environmental goals.



Orbia Fluor & Energy Materials (Koura) continued implementing the hydrofluorocarbons (HFCs) recovery program at our Mihara plant in Japan to improve refrigerant recycling capacity. Through this program, we recovered 829 tons of refrigerants in 2024 and delayed about 1.5 million tons of GHG emissions. Additionally, our Fluorocompound Innovation Center developed fluorspar synthetic stones from the recovery of mineral tailings to manufacture high-performance steel with a lighter environmental footprint.



Social

Our defining advantage is clear. Our people—totaling 23,000+ in number—are the drivers of our success.

As Orbia strives to create a prosperous workplace, we know that our actions must be intentional and thoughtful to address the challenges and opportunities of our business activities. 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 steps to prevent potential risks and fostering an environment where everyone can thrive, we're building a foundation for long-term success.

Orbia Total Recordable Incident Rate (TRIR) ✓



*Data includes employees and contractors

Safety First

Taking responsibility to care for each other is one of our foundational company values, intrinsic to who we are, how we work and the decisions we make. Nothing is more important than the safety and well-being of our employees, contractors and communities.

Our goal is to eliminate all injuries.

Orbia issued its first [Health, Safety, and Environmental \(HSE\) Commitment in 2024](#). While our businesses have had HSE policies for many years, this document codifies Orbia's commitment to eliminate all injuries and prevent adverse environmental and health impacts. The document complements the [Orbia Sustainability Policy's](#) environmental approach.

The safety of our people and stakeholders continues to be our number one priority. Since 2016, we have improved our total recordable incident rate (TRIR) by approximately 75%. This year, the efforts of our employees and contractors enabled us to meet our 2024 TRIR target of 0.49. Our plans and programs in 2025 and beyond will move Orbia toward industry-best safety performance and meet our medium-term TRIR target of 0.2.

Safety Governance

We are committed to world-class HSE performance and continuous improvement in all our operations. Our HSE culture is a core value within Orbia's purpose to advance life around the world. We hold each business group responsible and accountable for meeting the Orbia HSE aspirations outlined in the HSE commitment.

Our approach to safety is guided by three key structures that promote alignment, collaboration and progress toward Orbia's HSE aspirations. The HSE core, extended, and strategy & implementation councils convene biweekly, bimonthly and triannually respectively, to drive continuous improvement in HSE performance.

Safety performance indicators are embedded in our leadership's strategic planning and are directly linked to compensation and senior management's Purpose and Values execution, reinforcing accountability and commitment to a strong safety culture across Orbia.

The Orbia Board of Directors sets and agrees on annual HSE objectives, goals and targets. Each business group then develops plans to attain those goals. Business group leadership regularly reviews HSE goals and key program progress with workers at each plant and reports progress to Orbia leadership.

Through two new initiatives and focused programs, we are working to reduce the leading causes of worker injuries: line of fire incidents and slips, trips and falls. The HSE and Engineering vice president reports quarterly to the Board's Governance Committee on our progress in reducing these injury types as well as other key metrics.



For further information:

[Sustainability Reporting Hub](#)



Safety Culture

A zero-accident future requires a steadfast commitment to cultural transformation. In 2024, 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.

Throughout our journey, we have learned that genuine safety improvements are rarely achieved through top-down initiatives alone. Achieving a meaningful cultural transformation, where the belief that all injuries are preventable is deeply ingrained, requires strong engagement from both leadership and the workforce. Success depends on collaboration, with HSE performance recognized and celebrated at every level—from sites and departments to teams and individual workers.

To foster this culture, our businesses share safety performance data across plants and departments to promote transparency and continuous learning. We encourage safe work practices and recognize those who consistently prioritize safety through sitewide shop floor recognition programs. By celebrating these contributions, we reinforce the importance of safety and motivate ongoing commitment to a safe work environment for everyone.



Orbia HSE Excellence Awards

In 2024, we enhanced our plant-level recognition efforts with the introduction of the Orbia HSE Excellence Awards. Each business group carefully selected nominee teams who underwent rigorous evaluation by an independent team using a clearly defined set of criteria aligned with the HSE excellence benchmark. At the conclusion of the process, we honored each business group nominee with an award presented by their respective business group president. This initiative reinforced our commitment to recognizing and celebrating outstanding HSE performance across the company.

At the conclusion of these assessments, and in association with Global Safety Day, the Orbia CEO and the VP of HSE & Engineering presented an Orbia-wide HSE Excellence winner to the Sochaczew, Poland Connectivity Solutions (Dura-Line) plant. Competition for the 2025 award commenced almost immediately after the 2024 award ceremony.



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 2024, 54% 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, particularly as we integrate newly acquired sites into our operations.

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

1 Emergency Response Plans

All Orbia plants have robust emergency response plans, with drills conducted at least annually. Some sites, including our chemical plants, conduct specialized drills—such as fire, spill and injury response drills—several times per year.



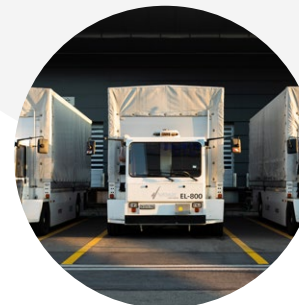
2 Product Handling and Emergency Protocols

We ensure all employees are trained to handle and use our products properly. Our safety systems also include clear information and response protocols for addressing emergencies involving our products.



3 Transport Safety

We prioritize the safety of our materials during transport. This includes comprehensive training for personnel involved in the global movement of our products, with regular assessments of their emergency response capabilities. Additionally, we provide specialized training for emergency responders and prepare them to effectively manage incidents involving the release of our products into the environment or communities.





Risk Assessments

Hazard awareness and risk assessment remain key to Orbia's zero-injury goal for employees and contractors. Work performed at Orbia takes two forms: 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 work instruction in the local language for standard work. This document must include the potential risks/hazards associated with the task and the actions to prevent an injury. Each procedure or work instruction includes physical and chemical exposure 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 nonrecurring work, the risk assessment activity takes a different form and is called a last-minute risk assessment. 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 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. This helps our workers complete tasks correctly and safely and return home unharmed at the end of the day.

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

Commitment to Excellence

In 2023, we shared programs implemented in each business that focused on workplace observations and audits. In 2024, we continued and augmented these initiatives with worker participation recognition awards. Through observations and audits, we have reduced workplace hazards and increased workplace hazard awareness. Through Orbia's Safety Observation Program, launched in 2022, we recorded more than 165,000 observations in 2024—a 10% increase compared to 2023. These results highlight our commitment to identifying, reporting, and addressing unsafe acts and conditions to enhance workplace safety.

In 2024, we expanded our second-party audit program to include all business groups. We direct these independent second-party audits to key initiatives and programs that drive performance improvements, such as the Orbia Fundamentals of Safety and Orbia Life-Saving Rules, hazard awareness and risk assessment and recognition programs. The findings were shared both within business groups and across Orbia to foster continuous learning and improvement.



Process Safety

In 2024, our process safety journey continued. Our chemical plant operations continued implementing the 20 elements of the Center for Chemical Process Safety's risk-based process safety model.

Our key focus remains the identification of risk, combined with solid engineering controls to minimize and ultimately eliminate the risk of process upsets. This focus has been instituted for all Orbia projects in petrochemical and basic materials operations. We take actions to minimize risk during design, construction, start up, daily operation and maintenance of our plant operations.

All petrochemical and basic materials plants have also developed and implemented risk assessments for process hazard analysis (PHA) in their process operations. All business groups completed their targeted number of PHAs and are actively working on the resulting actions. We assess plant operations every five years to ensure risks are as low as reasonably practical.

Orbia Process Safety Events ✓



In 2024, we saw progress in process safety with a significant reduction in minor (Tier 2) incidents, from nine in 2023 to one. However, the increase in major (Tier 1) incidents, from four to six, highlights an area for focused attention in 2025. Orbia follows process safety metrics set by CEFIC and ICCA, tracking near misses, minor releases, injuries, and system activations.

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.



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 bring our purpose to life.

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

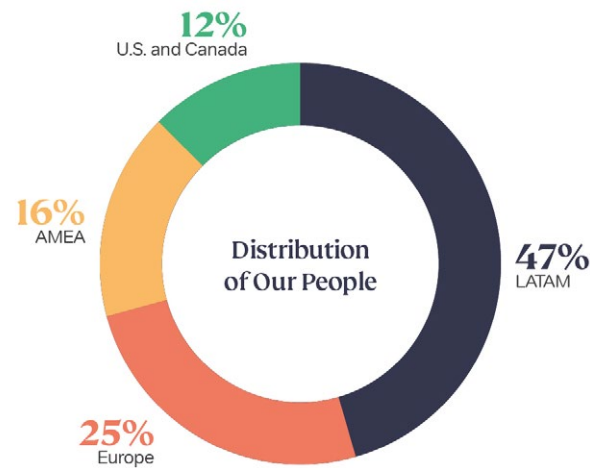


Our Global Team in 2024

23,286
colleagues in
50+ countries.

>430,000
hours invested in learning
and development.

Women are
23%
of our Managers. ✓



Key People-Related Metrics

45% of employees have collective bargaining agreements.

10% voluntary turnover rate (2% for women).



Our People Strategy and Pillars

Creating enduring experiences for our employees, made up of moments that matter.

Our People Strategy



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.



Getting the Basics Right

This requires paying people fairly and competitively, offering excellent benefits, having the right individuals in the right roles, tailoring our recruitment processes to bring in the leaders we need and ensuring compliance with all global and local business standards. At Orbia, we care deeply about getting the basics right.

Getting the Basics Right

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 and competitive compensation, we adhere to local regulations and market practices, including overtime rates, and regularly benchmark our competitiveness through independent third-party assessments.

Our local teams ensure all employees have access to social security and protection according to local regulations. Additional benefits may include weeks of extended parental leave, augmented health insurance, retirement plans, disability and life insurance in line with local regulations and market practices.

We design our recruitment and onboarding processes to match the right individuals with the right roles according to merit while adhering to equal opportunity best practices and legal requirements across all our business jurisdictions. To prevent child labor, we implement a robust age verification process to ensure we do not hire underage workers.

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-First](#) section.





Fulfillment

Based on our people strategy, we continue to foster an inclusive culture where our people thrive and are connected to each other and to our purpose to advance life together. We are invested in creating a work environment where everyone can belong and show up as their authentic selves.

Employee Engagement



Generations of Impact

Since we became Orbia in 2019, our team of 23,000+ has worked every day and from every corner of the world to advance life together. To commemorate our company's fifth year in 2024, we conceived the Generations of Impact campaign through cross-business collaboration to celebrate Orbia's contributions and our community of purpose-driven people through the perspectives of some of our most important stakeholders: our future generations.

Through this campaign, we invited children and youth (ages 5-18) in our employees' lives to express through art what Orbia's work means to them and how it inspires their hope for the future. With over 500 submissions, dozens of family day events, video stories and one special children's storybook that tells Orbia's tale, Generations of Impact became what our employees have dubbed Orbia's most meaningful and personally impactful campaign to date.



Ragan 2024 Awards

Orbia Wins Two Categories in Ragan 2024 Employee Communications and Top Places to Work Awards.

After being selected as a finalist in the categories of employer branding, virtual town hall and employee engagement in recognition of Orbia's employer brand and employer value proposition launch in 2023, Orbia was named a winner by the Ragan 2024 Employee Communications and Top Places to Work Awards in the employer branding and virtual town hall categories. On April 18, Orbia joined hundreds of business-to-business and business-to-consumer companies, many of them household names, at a finalist ceremony in Chicago.



Volunteering with Purpose

As part of Orbia's Volunteering with Purpose program, in 2024 we registered over 330 volunteer activities, with 6,500 volunteers who contributed +20,000 hours.

To commemorate World Water Day on March 22, 2024, we held our first [Time4Water](#) campaign where we invited the global Orbia community to participate in water stewardship activities throughout the month. Learn more in [Communities](#).



Diversity

Committed to the value of embracing diversity, we focus strongly on developing an inclusive culture and community where people from all backgrounds and perspectives are welcome. As a global company with operations in more than 50 countries, we have made inclusive behaviors a core part of the Orbia Future-Fit Leader and Employee Models to set clear expectations for the behaviors that will facilitate embracing diversity and benefit our employees, community and business.

Learn more about the [here](#).



Employee Listening Strategy and Inclusion Program

To continue to build and sustain connections with our people and design initiatives to help them belong, grow and thrive, we developed an employee listening strategy and an inclusion program with quarterly events, educational opportunities and workplace resources aligned with international days of recognition.

As part of our commitment to listening and engagement, we launched the companywide My Voice employee experience survey at the end of 2023. This initiative provided valuable insights into key challenges faced by our underrepresented groups and helped identify opportunities to develop future programs, resources, and solutions that foster a more inclusive workplace.

The survey results have been positive, with the Orbia-wide employee net promoter score reaching 51 (on a scale from minus 100 to 100).

In 2024 we identified key impact areas from the survey, including supporting employees with disabilities and took actions to expand our programming.

Based on the My Voice survey results and call to strengthen support for people with disabilities, we launched the Orbia Diverse Abilities Network (ODAN) in 2024 as our third Orbia-wide employee-run resource group (ERG). ODAN advocates for the needs and rights of employees with diverse abilities or those who support loved ones with diverse abilities. The network promotes awareness, understanding, accessibility and inclusion throughout the organization. The ODAN launch event was attended by almost 600 employees and membership surpassed 100 by the end of 2024.

In addition, the Orbia Women's Network (OWN) and Orbia Pride Network (OPN) ERGs have been growing in numbers and impact over a three-year period. These groups provide a platform for employee inclusion, awareness, dialogue and support for respective communities.

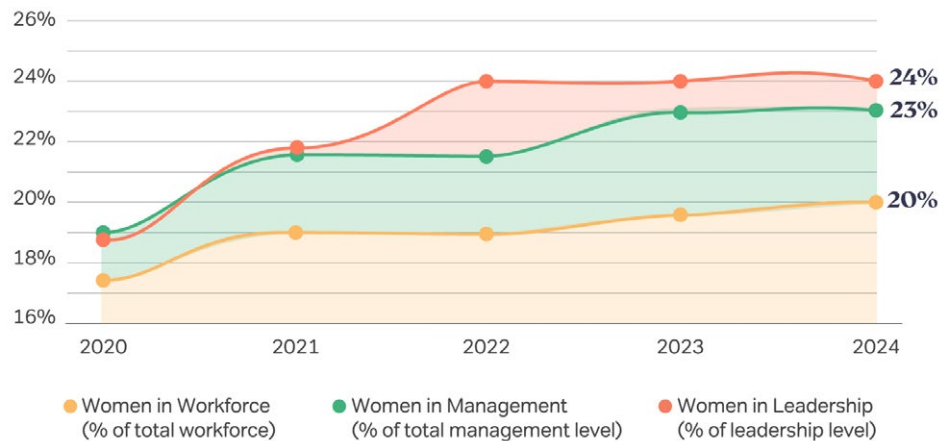
By the end of 2024, membership in the ERGs reached 785, marking a 300-member increase (or over 60%) compared to 2023.



Advancing Female Talent

Orbia continues to make steady progress in increasing female representation across the organization. We are driving initiatives that ready women for future and current leadership roles, including the Orbia Women's Mentoring Program, our senior female leader program Inspire and two of our other leadership development programs, Succeed and Achieve.

Women at Orbia (% of Total Employees)



Following recognition on the Forbes 2023 list of the World's Top Companies for Women, we were named by the Women's Choice Award 2024 as one of the best companies to work for in both the women and millennial categories. The Women's Choice Award honors companies that provide excellent working environments for women in the U.S. labor force.

Beyond Gender Diversity: Expanding Opportunities Across Regions

Driven by insights from the My Voice survey and our commitment to broadening diversity beyond gender, in 2024, we focused on fostering a more globally inclusive workforce by creating opportunities for people from different regions of the world and enhancing mobility across geographies.

- **Expanding Diverse Hiring Practices:** Launched in the fourth quarter of 2024, the Orbia Diversity Recruitment Guidelines and Tools provide education for those involved in talent acquisition, helping to reach a broader and more globally diverse talent pool, mitigate biases, and drive long-term inclusion across regions.
- **Enhancing Mobility & Inclusion:** Recognizing the importance of equitable access to opportunities, we have developed multiple local initiatives to support individuals with disabilities, ensuring that inclusion efforts are tailored to the unique needs of different communities worldwide.

In Brazil, our Building & Infrastructure (Wavin) business strengthened inclusion efforts by hiring 122 people with disabilities, exceeding the country's official target of 5% of the workforce. A dedicated multidisciplinary task force led the initiative, fostering inclusion, integration, and meaningful opportunities for employees with disabilities.

We offered awareness sessions and training workshops across Brazil sites as well as a guide to help managers and team members understand the value of inclusion and the needs of people with physical, sensory and intellectual disabilities, both visible and invisible.



Todo Accesible distinction

In line with our efforts to accommodate people with disabilities, in 2024, our team in Mexico implemented key accessibility upgrades at our headquarters in Torre Reforma earning a Todo Accesible gold-level distinction for the next two years.

The improvements included installing visual touch signage for service areas, adapting bathrooms and maternity rooms for wheelchair accessibility and sound dampening, and reconfiguring furniture to allow for easy wheelchair movement. Additionally, we installed stainless tactile flooring and location signs with haptic maps in braille, reinforcing our commitment to creating more inclusive workspaces.

Empresa INcluyente distinction

In 2024, our Building & Infrastructure (Wavin) business was recertified by the National Association of Industrialists of Colombia (ANDI) with the Inclusive Company Seal (Sello Empresa Incluyente) for maintaining high standards in workplace practices. First recertified in 2018, this marks our second recertification under a program that started in the 1990s in Guachene, Cauca. The initiative creates job opportunities for local and Afro-descendant communities through training and on-the-job support. Currently, 91% of plant employees are from the region, with training provided by SENA, the Colombian National Learning Service. Since 2021, the initiative has expanded to Bogotá, hiring migrants as part of our global commitment to supporting refugees.

Orbia Helping Refugees

Through the Orbia Helping Refugees initiative, we continued to hire and train refugees worldwide. We focused on identifying refugee opportunities in each business group.

Overall, we have provided direct or indirect employment to more than 170 refugees through our operations in Mexico, Costa Rica, Colombia, Perú, Brazil and Poland.

In 2024, we celebrated the Mexico-Tent Partnership with recognition as one of the 50 leading companies in Mexico committed to supporting the economic and labor inclusion of refugees and migrants in the country. Learn more [here](#).



Ronis Eduardo Padron is 28 years old and works as an assistant docker for our Building & Infrastructure (Wavin) business in Bogotá. He is originally from Venezuela. Working at Orbia has given him financial stability and he will soon receive school aid.



Development

Orbia's Future-Fit Model, introduced in 2022, defines performance expectations and behaviors for our employees and managers. In 2023-2024, we focused on integrating the model into our People programs, processes and employee touchpoints, such as Orbia's talent acquisition, performance management and succession planning processes.

One of the four core expectations defined in our model is "developing yourself and others." Our employees are encouraged to create individual development plans, leverage their managers' support for on-the-job learning and participate in Orbia-level or business-group-specific development initiatives. To support employees' career aspirations and facilitate internal talent movement, we continued adding tools and channels to the [Orbia Careers](#) site in 2024, including a career newsletter for upstream businesses and global function.

Future-Fit Model





Learning and Development

Orbia's leadership pipeline development framework and three corresponding Orbia-level leadership development programs — Achieve, Succeed, and Inspire — draw participants from all our business groups, functions and regions. In addition to providing leadership development opportunities, the programs increase gender diversity based on merit in our leadership pipeline. With the graduation of its pilot cohorts in 2024, the second generation of Succeed and Achieve underscored Orbia's ongoing commitment to talent and diverse leadership.

Collectively, we provided more than 1,600 hours of training in 2024 through the Achieve, Succeed and Inspire leadership programs.



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 2024, this accounted for:

+10,700

Learners on Orbia online platforms.

+70,000

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

+218,000

Learning hours spent online.

In 2024, our business groups steered learning and development programs tailored to their employee needs and populations, with highlights including:

- An apprenticeship program at our Fluor & Energy Materials (Koura) site in the U.K.
- First-time 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.
- A change management toolkit to support our 2023-2024 transformation process in business groups and global functions.

Committed to creating a safe and ethical work environment, in 2024 we delivered mandatory global ethics, anti-harassment and cybersecurity training for nearly 100% of the eligible population.



Performance Management

Performance management at Orbia is closely integrated with employee professional development, talent review and reward processes. The company's annual performance and development process (PDP) applies to all Orbia office employees. It brings together the focus on what we do (i.e. our goals and priorities) and how we do it (i.e. through adhering to Orbia's Future-Fit Model behaviors and our core values).

To create organizational focus and alignment, all office employees establish performance objectives across three crucial dimensions:

- Health and safety, sustainability, ethics and compliance objectives to reflect our ongoing commitment to these priorities.
- Business, functional and strategic objectives, including goals that go beyond day-to-day job responsibilities and contribute to our overall annual performance.
- "One Orbia" objectives that motivate efforts to work across teams, functions and business groups to achieve common goals, realize synergies and magnify innovation.

In addition to these three dimensions, anyone with team leadership responsibilities must define goals to develop, engage and support their team.

Our PDP process focuses on continuous feedback, tracking progress, developing plans, celebrating achievements, and planning activities to meet commitments. The year-end review allows for reflection on employee contributions. In 2024, we reviewed the performance management process and decided to retain our methodology while enhancing the employee and manager experience for the 2025 cycle.

Our performance management and compensation practices have long been tied to compliance, and the process review reaffirms our commitment to ethical operations. Compliance training and communications are integrated into the PDP, emphasizing that business objectives must be achieved ethically. Compliance with the Orbia Code of Ethics and completion of mandatory training are linked to performance assessments and rewards.

Performance Development Process





Well-Being

As part of our well-being strategy, it is essential to raise awareness about mental health conditions, reduce negative perceptions and increase access to resources that can help everyone feel safe and supported to do their best work.

We focus on:



Globalizing and standardizing our relevant best practices for our operations teams to prevent mental health risks and promote well-being.



Encouraging open conversations about mental health and learning to challenge any stigmas or negative perceptions we encounter.



Educating ourselves and our teams about mental health conditions and available resources.



Fostering a workplace where employees feel valued, respected and safe to speak up and seek help.

During 2024, we kept promoting our wellness groups: dedicated spaces on the Orbia People Hub and Viva Engage groups for employees to discuss cooking, fitness, books and healthy habits. The wellness groups grew 9% in viewership as compared to 2023.



Employee Assistance Program

As healthy and well people are essential to our community, Orbia offers employee assistance programs to provide our people 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.

In 2024, we continued to raise awareness about the importance of mental well-being. By promoting open communication through our internal channels and empowering our employees to speak up, share ideas and address concerns, we are steadily progressing toward strengthening a culture of trust and respect.

SANO Wellness Program

The SANO wellness platform (“Healthy” in English) was initially launched during the COVID-19 pandemic to keep Mexico-based employees informed and engaged on topics related to health, nutrition, exercise and well-being. The platform was expanded to all employees in 2023 and in 2024, SANO’s engagement grew by 40%. Through providing valuable information on staying healthy, managing stress and fostering mental wellness this resource addresses the professional and personal aspects of well-being.

Global Guided Meditation and Yoga Sessions

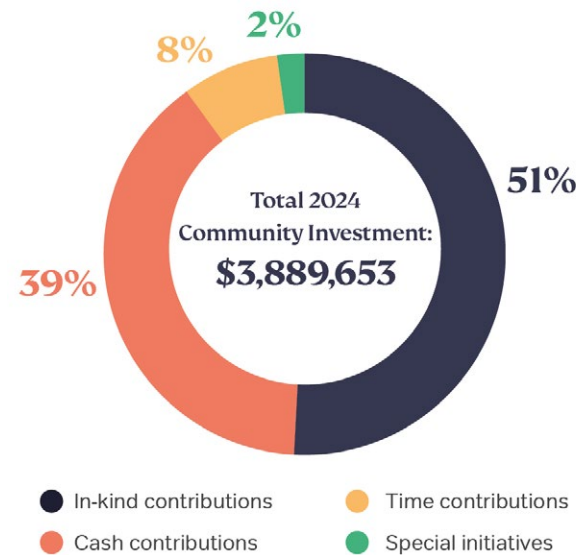
In 2024, we continued to offer streamed and guided yoga and meditation sessions through the Orbia Energizing Together content series. More than 1,300 employees joined the 10 live sessions offered in 2024. The recordings are also accessible at any time for all employees via the Orbia People Hub.



Thriving Communities

To fulfil our purpose to advance life around the world, positively impacting communities is paramount. Orbia begins by thoughtfully engaging with the communities in which we live and work and curates community programs, local organization support, hands-on [Volunteering with Purpose](#) efforts and targeted emergency relief actions.

Aligned with our business activities, we focus on our areas of expertise and prioritize 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. Through these efforts, we aim to deliver tangible and transformative outcomes for the communities we serve.



Independent limited assurance for Total Giving covers in-kind and cash donations (\$3,484,745 USD), excluding time contributions and special initiatives. ✓





Community Engagement



Fluor & Energy Materials

Based on social assessments, stakeholder mapping and demographic indicators, our Fluor & Energy Materials (Koura) business actively manages responsible community engagement and addresses operational impacts through ongoing dialogue with local partners and groups. This approach allows us to sustain our social license to operate (SLO) within local communities.

We proactively monitor our impact on communities to prevent and mitigate any issues and invest in programs that enhance local conditions. Our corporate social responsibility management system fosters communication and allows community members to voice concerns via our La Salitrera, San Luis Potosí, Mexico outreach office. We also work with external consultants to assess and improve our practices, reinforce our social processes and maintain our SLO.

Additionally, we are conducting a comprehensive human rights assessment at Las Cuevas mine in Mexico to establish Orbia as a responsible supply chain partner. In 2024, we initiated a right-of-way engagement plan with local stakeholders for our upcoming infrastructure project. We are continually dedicated to supporting our local communities through initiatives focused on education and cultural enrichment.



Polymer Solutions

In 2024, our Polymer Solutions (Vestolit) business leveraged social impact assessments across Latin America to develop more volunteer initiatives with local communities and secure sponsorship for social programs focused on STEM education, food security and well-being. These data-led activities increased overall leadership support for and awareness of how community engagement contributes to business goals and aligns to Orbia's strategy and purpose. As a notable outcome, we received the National Chemical Industry Association Social Management Award for the second consecutive year in Mexico, demonstrating the amplified value of our site-level social initiatives.

Emergency Relief

As climate-related emergencies including wildfires, floods and droughts rose globally in 2024, our teams mobilized support for our communities and impacted ecosystems. We dedicated resources to our operations and communities impacted by flooding in Rio Grande do Sul, Brazil and Hurricanes Helene and John in the U.S. Our total community investment figures encompass both this year and ongoing relief efforts.





WASH and Water Security

We recognize the critical importance of the water crisis worldwide as increased urbanization and population growth widen gaps in water quality and access. There is a pressing need for effective water programs that foster sustainable development and help mitigate the impacts of adverse climate and weather events for a resilient future.

In 2024, Orbia implemented 22 water, sanitation and hygiene (WASH) programs to provide water access in Latin America. Orbia distributed 349 clean water storage tanks with a total capacity of ~260,000 liters as well as 81 rainwater systems and 75 hand-washing stations. We also provided emergency support via water and food kits in key communities that were hardest hit by water shortages.



orbia Building & Infrastructure

One of our key WASH projects was launched by our Building & Infrastructure (Wavin) business in partnership with the Bogotá Water Fund “Corporación Agua Somos” at a rural school in the municipality of Subachoque, located in the upper basin of the Bogotá River. The community was grappling with a significant challenge: decreased water availability during the dry season, which led to reduced school attendance among children.

In 2024, we donated an Aquacell NG system consisting of an underground tank that stores 4.4 m³ of rainwater to supply the schools’ sanitation facilities and dedicated our engineering, installation and volunteering hours to the mayor’s office and residents. In total, 72 people—including students, teachers and community members—benefited from this initiative.



Through partnerships with organizations like Moradigna and UNICEF through their WASH program, our Building & Infrastructure (Wavin) business has provided vital infrastructure, technical expertise and resources for community development. Over the past five years, we have supplied over 2,000 products annually to Moradigna in São Paulo, including water systems, sewage solutions and storage tanks. In 2024, we delivered over 2,300 products and 4,800 liters of potable water and 20 employees volunteered 160 hours to help build seven homes for 30 people, including women and children.

We also proudly partnered with UNICEF through their WASH program in Ecuador. We helped support eight schools in Sucumbíos, Pichincha and Guayas with installations of 34,000-liter water tanks, 342 meters of clean water piping and wastewater treatment systems. This effort created healthier environments for students and teachers and reached over 11,000 beneficiaries.



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.



Precision Agriculture

The Better Life Farming (BLF) initiative, launched in 2017 through our Precision Agriculture (Netafim) business' partnership with Bayer, the International Finance Corporation (IFC) and Yara, aims to support over 500 million smallholder farmers. These farmers contribute one-third of the world's food but face resource and expertise constraints. BLF trains agri-entrepreneurs to set up local centers that provide essential resources such as irrigation systems, seeds, fertilizers and expert advice to enhance farmers' productivity. Since its launch, BLF has grown from serving 250 smallholders to serving over 2,700 centers in seven countries to impact 1.2 million farmers. Participants typically double their yields and triple their incomes. For example, Kalyani Singh from India boosted her tomato yield by 50% and her income by 40%.

This initiative benefits corporate partners, smallholders and local distributors. There are plans to expand offerings to include loan guarantees, insurance and market access to drive economic growth and improve the livelihoods of smallholder farmers in countries like India, Bangladesh and Indonesia. Learn more, [here](#).



In 2024, our Precision Agriculture (Netafim) business' longstanding partnership in Perú, Puno Productivo with the NGO Kusimayo was recognized by the local water fund as one of 12 transformative programs in the region contributing to water security. Through the project, we focus on installing irrigation kits for biogardens in Puno, Perú. To date through this effort, we have positively impacted more than 100 families, enhanced their quality of life and nutrition and provided them with new sources of income.



orbia Precision Agriculture

Building on the success of our 2023 sustainable cocoa initiative which received funding from the Inter-American Development Bank (IADB), our Precision Agriculture (Netafim) business launched the "Crece Agricultor" program in Perú to promote precision agriculture best practices for farmers without irrigation technology. We have already delivered impressive results through the program, particularly from six cocoa pilot projects. Smallholder farmers doubled their yields in six months by adopting drip irrigation and fertigation techniques and secured buyers for their produce. In 2024, we onboarded 21 smallholder farmers across 45 hectares and have plans to extend the impact to other farmers with crops along Peruvian territory and possibly other countries such as Ecuador, Colombia and the Central America region. We aim to reach 100 farmers in Perú by 2025 to boost productivity, increase profitability and foster sustainable growth opportunities for farmers.



orbia Building & Infrastructure

Our Building & Infrastructure (Wavin) business, in partnership with the local water fund Aquafondo, initiated a transformative water security project in Lima, Perú, in 2024. Through the project, we implemented a sprinkler irrigation system across two hectares to optimize water use and support the San Juan de Iris community. This initiative has improved water efficiency, boosted agricultural productivity, and strengthened local water governance.

In 2024, we installed various high-density polyethylene (HDPE) pipes for expansion of the irrigation system to cover 10 hectares and co-launched a capacity development program with five workshops for over 40 community leaders, 23% of whom were women. In collaboration with our Precision Agriculture (Netafim) business, we offered an internship at the Research and Irrigation Center to further equip participants with vital skills for addressing climate variability in their irrigation activities. Overall, the initiative positively impacted 623 residents and enabled them to manage the irrigation system for local resilience and sustainable resource use.



Circularity and Decarbonization

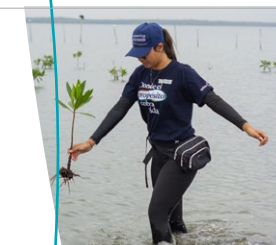
As the risks of adverse climate and weather events intensify, initiatives that promote circularity and decarbonization play a crucial role in fostering sustainable practices and supporting social structures. By integrating climate and social needs, we can empower individuals and communities to participate actively in the broader sustainability movement.

Reforestation

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

Our Fluor & Energy Materials (Koura) business hosted two reforestation campaigns in August and September 2024 in two areas near La Salitrera, Mexico. With the help of 220 volunteers including employees and contractors, we planted over 1,500 trees.

Additionally, our Polymer Solutions (Vestolit) team and local team members from the Altamira and Tlaxcala sites partnered with local NGOs to plant 187 trees and enhance various community spaces while promoting high-mountain ecosystem conservation.



VITA is our Vinyl in Motion initiative focused on generating a positive impact on recyclers through grants to help them become formal entrepreneurs. In collaboration with the National Association of Entrepreneurs of Colombia, we run a “quality of life assessment” for the staff of the recycling companies sponsored through Vita.

Thanks to the investments of our Polymer Solutions (Vestolit) business, we have supported the creation of five recycling companies and 73 employment success stories, with workers receiving formal contracts exceeding the minimum wage. Impacted recyclers say that because of Vinyl in Motion, their quality of life has substantially improved compared to three years ago when they made livings collecting recyclable materials on the streets.

In 2024, the National Association of Industrialists of Colombia recognized our Polymer Solutions (Vestolit) business’ Vinyl in Motion program for its “Lista de Empresas INspiradoras 2024” (list of inspiring companies). This distinction highlights our commitment to addressing social challenges as part of our business model.

We extended Vinyl in Motion to Mexico in 2024 through a pilot in Mexico City with local hospitals, two global pharmaceutical companies and one of the world’s largest waste management companies. We will scale up in 2025, replicating the same model to help waste pickers become recycling entrepreneurs.

As part of our Time4Water campaign, our Polymer Solutions (Vestolit) business planted 150 mangroves in the Barú Peninsula, Colombia as a vibrant testament to our commitment to environmental stewardship. With the enthusiastic involvement of 40 dedicated employees and 10 local fishermen, we worked hand-in-hand to nurture our planet and restore vital ecosystems.



Information Access and Education

Orbia is a dedicated supporter of STEM education. Nurturing STEM skills in younger generations is essential for creating a brighter, more equitable future and addressing some of our most pressing challenges.



Orbia ecosySTEM connects initiatives from each of our business groups to partnerships with nonprofit organizations that accelerate and promote STEM careers. We are committed to shaping the future of scientific and technical education and inspiring the next generation of leaders to pursue high-impact careers, with a special focus on strengthening the female STEM talent pipeline. We provide scholarships to aspiring students, organize competitions to spark innovation and offer mentorship to guide future generations on their professional journeys.



Our Polymer Solutions (Vestolit) business supports STEM opportunities through offering various scholarships and after-school programs. We are proud to have sponsored eight scholarships in Cartagena, Colombia since 2019. Half of our sponsored students have already graduated from STEM programs while the remaining four, intend to pursue technical or professional training programs. Additionally, through our VibraSTEM program in partnership with the TRASO Foundation, we empower 30 high school students each year with essential knowledge about STEM careers, leadership opportunities and development for women in STEM. We have produced remarkable results through VibraSTEM, with 100% year-over-year retention and approximately 80% of students pursuing higher education.



In celebration of the International Day of Women Engineers, our Polymer Solutions (Vestolit) business organized engaging volunteer activities that connected passionate female engineers with high school and university students. Our engineers shared their experiences, challenges and milestones to inspire and motivate future generations of high-achieving female engineers. Over 60 volunteers dedicated more than 300 hours to this effort, reaching over 600 students and encouraging them to consider future paths in engineering.

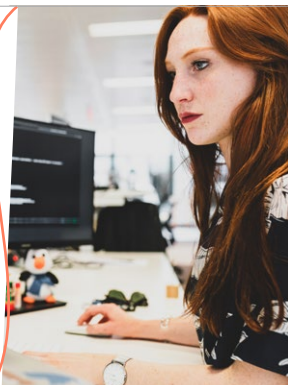
Another great example of inspiring girls and young women in STEM is Polymer Solutions' (Vestolit) support for the Jugend forscht competition in Marl, Germany, which encourages and inspires young people around STEM education. In recent years, we have seen an encouraging uptick of female participation with the percentage of girls involved now at 50%, a significant rise from 30% in 2021, marking a pivotal advancement in nurturing future STEM talent.



Fluor & Energy Materials

Our Fluor & Energy Materials (Koura) drives community development and STEM education through two key initiatives. In Louisiana, U.S., we launched the Orbia Empower Scholarship Program in 2024 with a "signing day" ceremony to support 12 local students pursuing careers in process technology, digital technology and/or environmental studies. Our scholarship recipients receive full tuition, paid internships and mentorship. Learn more [here](#).

We also continued a partnership with Education for Sharing for a second year and delivered "My STEM Life Plan" workshops to over 315 middle and high school students in San Luis Potosí, Mexico with a focus on the importance of STEM education, career pathways and goal setting for those interested in future STEM studies. Our volunteers also played a key role, reinforcing our commitment to inspiring the next generation of STEM professionals.



Connectivity Solutions

Our Connectivity Solutions (Dura-Line) hosted a series of volunteer workshops across the U.S. designed to empower and uplift women re-entering the workforce. In collaboration with the organization Mom ReLaunch, we reached approximately 50 women and covered essential knowledge, skills and tools to support confident and smooth transitions back to work.



Precision Agriculture

The Yerukot (Green Girls) STEM program, a collaboration initiative between our Precision Agriculture (Netafim) business and Ein Shemer Ecological Greenhouse in Israel, encourages teenage girls to explore and excel in STEM fields like technology, sustainability and precision agriculture. By hosting hands-on projects, we empower young women to spearhead initiatives that blend technological innovation and environmental engineering.

In our 2024 Volcanivation competition, a team from the Yerukot STEM program won first place with its innovative spiral photovoltaic and hydroponic irrigation system.

Designed to conserve water, energy and space, the system used soil moisture sensors to optimize irrigation and was developed with guidance from industry experts and professional support from our Precision Agriculture (Netafim) team. This exemplifies our commitment to supporting equitable STEM futures.



Time4Water

This year, Orbia proudly launched the Time4Water campaign, a global initiative designed to inspire our own community action for water security. At its core, Time4Water aims to motivate our employees to advocate water stewardship in their local communities through awareness races, educational workshops, community cleanups and reforestation efforts.

From the outset, Time4Water sparked engagement and collaboration across all participants, ultimately earning internal recognition by winning the 2024 One Orbia Trailblazer Purpose Comes to Life Award. The campaign had overwhelming impact and was a prime example of outstanding cross-functional teamwork.



32
countries

160
champions

120
activities

2,500
volunteers

7,000+
hours

Time4Water addresses immediate environmental needs holistically and builds loyalty and trust among our stakeholders. Together, we are not just advocating for water security; we are paving the way for a sustainable future that will benefit future generations.





Consumers and End-Users

Committed to product safety and sustainability, our business groups refine their strategies to address emerging risks and opportunities, recognizing the interconnectedness and dependencies across industries. Challenges become opportunities to innovate, particularly for cross-cutting issues such as climate strategies.

Addressing these complex challenges require a systemic approach to ensure our products, solutions and strategies prove safe and effective and support long-term resilience across industries.

We are also dedicated to fostering transparency and open communication with our customers. We provide clear channels to discuss product impacts and ensure our customers have access to accurate information regarding the environmental, social and economic implications of the products and solutions we offer. By maintaining these lines of communication, we empower end users to make informed decisions and reinforce our shared commitment to sustainability and product safety.

Product Stewardship Approach

Orbia remains focused on opportunities to reduce environmental and health risks across our product lines and portfolio. We conduct risk assessments for all our raw materials and seek safe substitutes wherever possible. We also continue to work with our customers to remove and/or reformulate our products when possible.

To determine potential product impacts, we have conducted human health and environmental risk assessments on 96% of products (measured by revenue).

Many of these assessments cover products from our Fluor & Energy Materials (Koura), our Polymer Solutions (Vestolit and Alphagary) and our Connectivity Solutions (Dura-Line) businesses. Across all our businesses, we provide safety data and product information sheets in multiple languages to further ensure accessibility and transparency for our customers.

We do not use conflict minerals and currently comply with the Registration, Evaluation, Authorization and Restriction of Chemicals (REACH) requirements for all substances produced or imported in Europe for all relevant operations across Orbia.

- 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.

When applicable, our businesses are taking targeted approaches to phase out and properly manage substances of concern:

- Polymer Solutions (Vestolit) has initiatives underway to eliminate formaldehyde generators, nonylphenol ethoxylated compounds and trichloroethylene (TCE). In Polymer Solutions (Alphagary), we are increasing the use of non-phthalates and working to find viable alternatives to phthalate-based products. Additionally, one key site is actively engaged with the Toxic Use Reduction Institute (TURI).
- In Precision Agriculture (Netafim), we are continuously evaluating per- and polyfluoroalkyl substances (PFAS)-free materials. We are also working with black masterbatch manufacturers to replace perfluorinated compounds containing PFAS. We have additionally conducted an engineering change order to phase out ultraviolet (UV) stabilizers from a Polyram manufacturer.

We support and adhere to the Strategic Approach for International Chemicals Management of the United Nations Environmental Program (UNEP), which promotes the transparent exchange of data and information using a lifecycle approach.



Animal Testing

At Orbia, we conduct animal testing only when legally required or when ethically and scientifically justified for regulatory compliance. We are committed to minimizing the use of animals in testing and ensuring our practices adhere to the highest animal welfare standards.

Within our business groups, **Polymer Solutions (Alphagary)** and **Fluor & Energy Materials (Koura)** serve the medical device industry, where regulatory requirements occasionally mandate specific safety assessments involving animal testing. However, we are committed to minimizing its use and actively pursuing alternative testing methods whenever possible.

Over the past three years, our **Polymer Solutions (Alphagary)** business has not conducted any animal-based biocompatibility tests except for cytotoxicity testing, which uses cell cultures instead of animals. While we previously sponsored USP Class VI testing (which included animal testing), we now prioritize alternative methods. For example, we assess biocompatibility using surrogate compounds that have undergone prior testing, significantly reducing the need for new animal tests.

In our **Fluor & Energy Materials (Koura)** business, nonclinical studies are required to demonstrate the safety of HFA-152a as a medical propellant, which involves animal testing as part of the safety assessment. These

studies are conducted by external laboratories: Lovelace Biomedical Institute in Albuquerque, New Mexico, U.S.; Charles River in Scotland, U.K.; and Charles River, Ohio, U.S. We adopt a “weight of evidence” approach to streamline the toxicology program and require our labs to justify the number of animals used to their respective animal welfare committees to ensure minimal impact on animals.

Through these efforts, we aim to balance regulatory compliance with our commitment to reducing animal testing and enhancing alternative testing methods.

Further information on [Orbia's life cycle approach](#) can be found in this Impact Report.





Governance

Corporate Governance

Everything we do at Orbia is based on ethical conduct and responsible, accountable and transparent business practices.

As a signatory to the UN Global Compact and a firm supporter of the UN Sustainable Development Goals, we strive to live up to the highest ethical standards every day.

Board of Directors and Committees

In 2024, Orbia's Board of Directors included 11 directors from four countries. Seven (64%) of them are independent, exceeding the minimum number of independent members (25%) required by Mexican Securities Market Law and our [bylaws](#), and three board members are women (27%). Mr. Juan Pablo del Valle Perochena has presided as non-executive chairman since 2011.

A detailed profile of each board member, including their executive positions, independence status and contributions to the board's required competencies can be found [here](#).



Antonio del Valle Ruiz
Honorary Chairman for Life



Juan Pablo del Valle Perochena
Chairman



Antonio del Valle Perochena
Non-Independent



Francisco del Valle
Non-Independent



María de Guadalupe del Valle Perochena
Non-Independent



Maria Teresa Arnal
Independent



Mihir Desai
Independent



Jack Goldstein Ring
Independent



Divo Milan Haddad
Independent



Alma Rosa Moreno Razo
Independent



Guillermo Ortiz Martínez
Independent



Mark Rajkowski
Independent

Board of Directors Composition (2024)

11
Directors

4
Countries





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

Assists the board in fulfilling its responsibilities relating to matters of:

- Appointing and overseeing the performance of the company's independent auditors.
- Ensuring the integrity of the company's financial statements.
- Overseeing the company's compliance with legal and regulatory requirements.
- Assessing the independent auditors' qualifications and independence.
- Evaluating and following up on the performance of the company's internal controls and internal audit function.

Governance Committee

Assists the board in fulfilling its responsibilities relating to matters of:

- Corporate responsibility, including environmental, social and governance matters.
- Sustainability and Health, Safety, and Environment (HS&E) topics.
- Talent, compensation and performance.

Finance Committee

Supports the board in monitoring and overseeing the company's:

- Capital structure and capital allocation strategy.
- Financial policies and management of financial risks.
- Cash flow plans, dividend policy and investment strategy (including material mergers, acquisitions and divestitures).

Meeting Attendance

In 2024, the Board of Directors and its Committees held a total of 21 meetings, with an average overall attendance rate of 96%. Breakdowns as follows:

Board of Directors

(6 meetings)

96%

Attendance

Finance Committee

(4 meetings)

100%

Attendance

Audit Committee

(6 meetings)

92%

Attendance

Governance Committee

(5 meetings)

95%

Attendance

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) is comprised of highly experienced individuals from diverse backgrounds, which enables the successful execution of our strategy.

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:** 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 records, and advancing in our employee social programs.

Taxes and Sustainability

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.

*EVP: Executive Vice President

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)



Gautam Nivarthi
EVP and President,
Polymer Solutions
(Alphagary)



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



Gaby Miodownik
EVP and President,
Precision Agriculture
(Netafim)



Peter Hajdu
EVP and President,
Connectivity Solutions
(Dura-Line)



Gregg Smith
EVP and President,
Fluor & Energy Materials
(Koura)



For further information:

[Orbia's Executive Compensation](#)

[Orbia's Tax Policy](#)

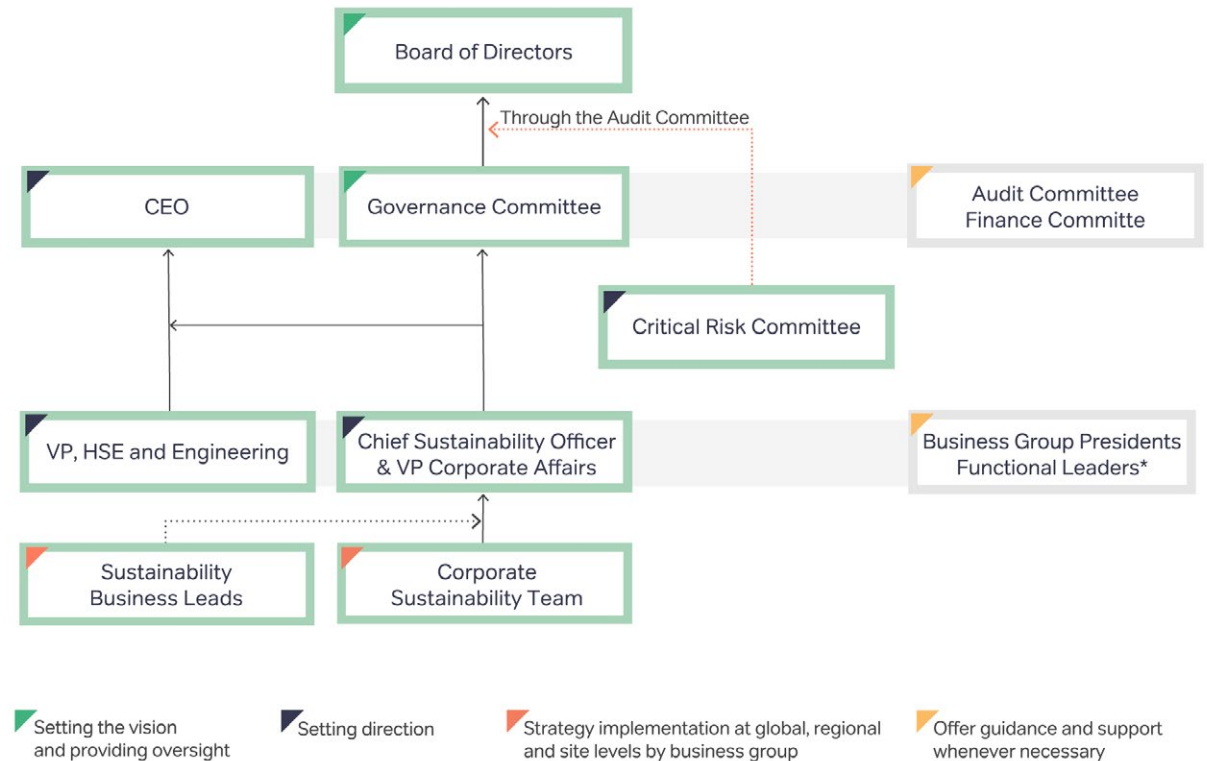


Sustainability Governance

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

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.



*CFO, CPO, CIO, Chief Legal Officer, VP Innovation, VP Strategy, VP Internal Audit



Sustainability Core Council

The Sustainability Core Council, comprised of sustainability business leads and the corporate sustainability team, meets monthly to develop, implement and report on Orbia's sustainability strategy and ensure informed decision-making on key commitments.

Through this council, Orbia has strengthened its decarbonization, circularity, water and waste management, and social impact strategies while staying ahead of evolving sustainability regulations. Dedicated thematic groups, including the Circularity Community of Practice, the Social Impact Working Group, and the ESG 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. Additionally, we share regular updates across functions and business groups through various formats, including a quarterly sustainability newsletter.





Risk Management

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

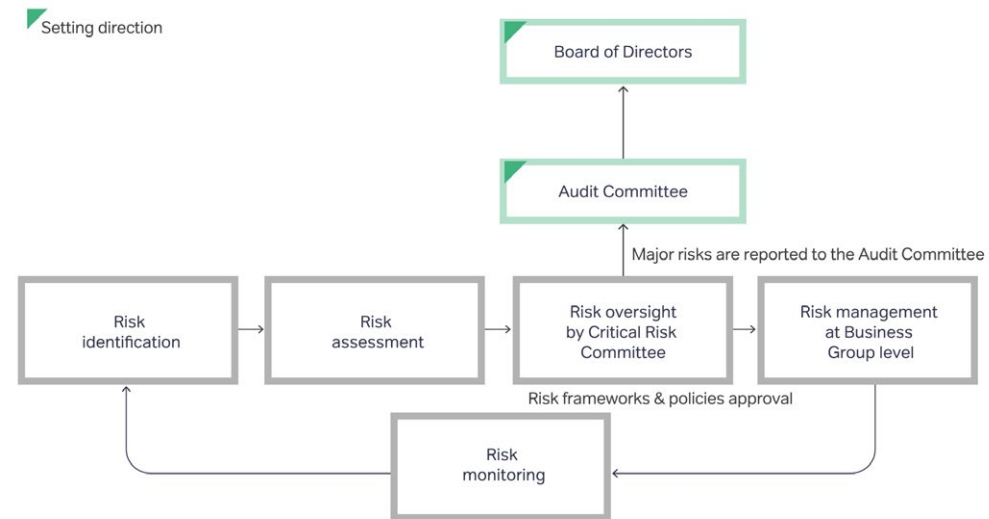
The Orbia Critical Risk Committee (CRC), chaired by our CEO and comprised of the CFO, business group presidents and other key functional heads, acts as the center of our enterprise risk management process.

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.

The CRC is responsible for identifying and assessing enterprise risks, evaluating Orbia's risk profile, ensuring the development of mitigation plans and tracking implementation of mitigation measures. The committee leverages a documented risk evaluation that considers and updates risk exposure across four key areas: strategic/business, financial, operational and reputational. The CRC process weighs both the likelihood and impact of risks and requires enterprise risk owners to document and report on risk mitigation and create action plans.

The quarterly CRC process enables Orbia's executives to assess shifts in risks and opportunities, ensuring that priorities are promptly set in collaboration with

Orbia's Risk Management Process



key decision-makers. We review our risk profile every few years, inclusive of evaluating short-, medium-, and long-term risks to maintain a comprehensive approach to risk management. Since 2020, climate and cyber risks have been systematically evaluated during the quarterly CRC process to ensure continuous monitoring and mitigation of these critical areas. In addition, Orbia integrates environmental risks into product development through lifecycle assessments.

Orbia's Risk Register, approved by the CRC and the results of company-wide enterprise risk identification and assessment processes, provide the CRC with prioritized risks across the business groups. Business groups

manage risk registers and actionable mitigation strategies for each risk. Learn more about Orbia's risk factors in our [Financial Reports](#).

In addition to the CRC, Orbia performs other risk assessment activities, including a double materiality assessment, which consequently identifies impacts, risks and opportunities related to non-financial topics such as safety, climate and cybersecurity. As we prepare to comply with upcoming sustainability-related regulations, we will strengthen our risk management process with a wider range of non-financial impacts, risks and opportunities.



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. A foundational document, it guides the daily actions of our directors, executives, employees, contractors, temporary workers and business partners. In 2024, 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 meet international best practices, including compliance governance standards. Reporting to the Audit Committee of Orbia's Board of Directors and administratively to Orbia's Senior Vice President and General Counsel, Orbia's Chief Compliance Officer reinforces our culture of ethical conduct and oversees ethics and compliance programming to underscore our policies, processes and ethics training. Our Chief Compliance Officer reports on progress to Orbia's business leadership and to Orbia's Audit Committee quarterly. Additionally, she chairs Orbia's Ethics Committee, which meets monthly and is comprised of Orbia's Chief Financial Officer, Chief People Officer, General Counsel and Head of Internal Audit. Additionally, Orbia's Chief Information Security Officer and Chief Compliance Officer co-lead Orbia's Data Privacy Steering Committee, which comprises senior Orbia personnel who meet quarterly to

provide oversight for this important area of compliance. We maintain a strong legal and compliance team that consists of experienced in-house lawyers and compliance professionals in key jurisdictions where we do business. This allows us to provide localized, proactive advice and training.

Compliance-Driven Culture

Orbia's values and compliance procedures are reinforced and kept top of mind to ensure a culture of compliance. Our employees set safety, sustainability or ethics and compliance goals each year as part of their annual performance goals which inculcates a culture of ethics within our performance appraisal and remuneration system.

In addition to fostering systematic ways to achieve this culture of compliance, our compliance team partners with business leaders and teams across Orbia to implement key initiatives each year. In 2024, key initiatives included completing an ethics and culture survey for the fourth time; celebrating Orbia's fifth annual Ethics Month, where all employees completed relevant Orbia Code of Ethics training and deploying a new gift and entertainment digital platform to disclose proposed gifts or hospitality in line with Orbia's revised Gift and Hospitality Policy launched in May 2023. We also undertook subject-matter risk assessments, with a deep dive into human rights risks as part of our readiness activities to comply with the EU's Corporate Sustainability Due Diligence Directive. Last, we deployed Orbia's Supplier Code of Ethics to our supply base and reviewed Orbia's Antitrust and Human Rights Policies and will publish updates to those policies in 2025.

Ethics Survey 2024

In 2024, we repeated our voluntary Ethics and Culture Survey for the fourth time, making it available to all employees including operations workers. We received strong employee engagement, with approximately 7,100 employees participating. Like prior surveys, the 2024 results demonstrate that employees continue to have a positive perception of senior leadership's integrity and scores showed improvement in the areas of comfort in speaking up and awareness of how to speak up. The survey showed that our ethics and compliance awareness campaigns have had an impact over the last five years. Employees are more aware of the Orbia Code of Ethics and how to find it; more employees believe Orbia has clearly communicated our ethical expectations, and more employees are willing to report misconduct if they observe it. The 2024 ethics survey results have been reviewed with our leadership teams, allowing us to use the data to improve ethics and compliance programming. We plan to administer the survey again in 2026 to monitor the progress and effectiveness of our compliance program.

Ethics Month 2024

Orbia hosted its fifth annual month-long code of ethics awareness campaign. All employees completed an annual ethics training session on Orbia's policies. Orbia executives, senior leaders and managers completed their training and actively set the tone, reinforcing the importance of the training content and making business decisions based on the highest ethical standards and Orbia's core values.



Enhanced Code of Ethics Training

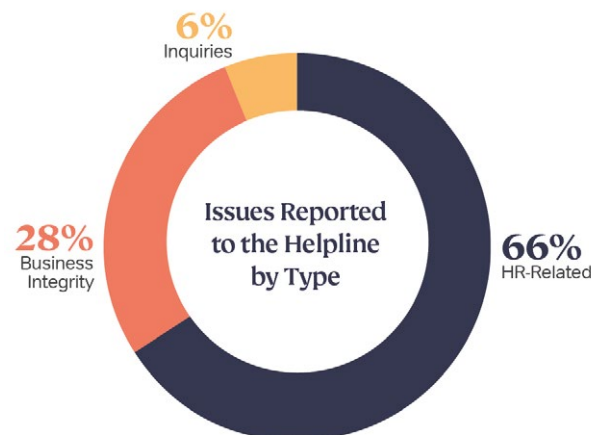
As part of Orbia's annual Ethics Month, all employees received training courses (online or on-site) and we achieved over 99% training completion by all administrative employees for the fifth year. Administrative employees completed a customized, tailored-to-job online training course to enhance awareness and compliance with key Orbia Code of Ethics topics, including anti-corruption/anti-bribery, antitrust, data privacy, human rights, respect in the workplace and anti-harassment and trade sanctions and export controls by the training deadline. Through this course, Orbia guarantees that 100% of employees in high-risk job functions such as people managers and employees in sales, procurement, finance, people and legal team members receive additional training tailored to the specific compliance risks they may confront, including risks posed through interactions with third parties. For example, every employee in sales, customer service and sales operations completes antitrust, anti-corruption and trade sanctions training. Members of the people team learn about the appropriate handling of employees' data. This course is drafted annually by Orbia's experienced compliance team using training best practices, including scenario-based learning and examples of actual "lessons learned" from Orbia's Ethics Helpline process. All employees received Orbia's 2023 Ethics Helpline data and metrics, such as investigation volume and anonymity rates which provided transparency about our helpline process and reassurance that we investigate all matters brought to our attention. In addition to the annual online course, employees in operations take a custom live training course focused on Orbia Code of Ethics topics, such as human rights, safety and speak-up culture.

Control Mechanisms and Programmatic Updates

We operate a confidential whistleblowing mechanism for reporting suspected or possible violations of the Orbia Code of Ethics or any other breach of law or regulation. Orbia's Ethics Helpline allows anonymous reporting 24/7 and has operators who speak all the languages of the countries where we do business. In 2024, Orbia modified its global speak-up procedures to meet new local requirements under the EU's Whistleblower Directive.

During Orbia's Ethics Month and periodically throughout the year, we use the Ethics Helpline data to provide information and anonymized examples of situations that emerged to reassure employees that it is safe and worthwhile to speak up and that retaliation is prohibited.

Ethics Helpline Reports



In 2024, we received 430 reports via the Orbia Ethics Helpline or directly to a company representative, a 15% increase from last year. We see this as a 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. Rather, Orbia employees 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.

Using documented investigation procedures, Orbia investigates 100% of the allegations brought to its attention. In 2024, the compliance team provided enhanced investigation training for people team investigators. Additionally, at the end of 2024, we expanded our capacities to ensure that all allegations received are adequately responded to by hiring a full-time employee relations investigator.

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 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.

At the close of each investigation, we conduct a root-cause 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.



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 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 [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 2024, 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. This area will remain a priority through 2025 as we revise [Orbia's Antitrust Handbook](#).

Data Privacy

Orbia takes a cross-functional approach to data privacy compliance. Our information security and ethics and compliance teams partner to enhance systems and processes to protect employee, customer and partner data. In 2024, we updated Orbia's data privacy notices, issued several new operational procedures, provided live training for managers and people teams as needed in EMEA and enhanced and prepared systems and processes to meet regulatory updates in 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 risk rating systems 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 2024, we conducted 66 audits, 36 special investigations, 5 guest audits and 12 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

We are committed to operating our business in full compliance with human rights principles and continue to invest in ensuring our supply chain does the same.

Orbia has a [Human Rights Policy](#), a [Modern Slavery Policy](#), and a [Diversity and Inclusion Policy](#). These policies prohibit forced or child labor, discrimination, harassment, excessive force or threatening tactics such as withholding work papers. All employees received relevant training on Orbia's policies in 2024, as in prior years.

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 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 2025.

Programs and Initiatives

Orbia leverages two main tools to conduct supplier due diligence processes:

- An anti-corruption and reputational due diligence check via Ethixbase (for a subset of suppliers based on risk), where we are notified of any adverse media or human rights violation records.
- The EcoVadis program assesses suppliers on various topics, including human rights. Orbia evaluates supplier risk profiles, and those scoring below our threshold must present an action plan for improvement. See [Supply Chain](#) section for further details.





Supply Chain

Our responsible business practices do not start or stop at the gates of our manufacturing sites. They apply across our entire value chain and specifically to our network of more than 30,000 suppliers who support our business worldwide by providing raw materials, products, equipment and services. Our objective is to establish reliable supply chains that meet high ethical, social and environmental standards.

In late 2023, we published our first [Orbia Supplier Code of Conduct](#), which outlined expectations for human rights, environmental health and safety and other key legal requirements. This document establishes our commitment to ethical sourcing by requiring suppliers to comply with applicable labor and human rights laws and to extend these standards throughout our supply chain. In 2024, our procurement teams rolled out the Orbia Supplier Code of Conduct to both existing and newly onboarded suppliers and integrated it into contracting processes to ensure alignment with Orbia's policies and best practices.

Orbia has implemented Ethixbase, a third-party due diligence tool, to address corruption risks posed by third parties. The program categorizes suppliers and customer-facing third parties based on anti-corruption risk, with high-risk parties undergoing a more rigorous vetting process. These parties must complete Orbia's Anti-Corruption Training and certify compliance with anti-corruption laws.

All third parties are also monitored through continuous media tracking to ensure ongoing compliance. In 2024, Orbia upgraded its internal procedures with the help of its third-party due diligence provider and will continue to monitor progress in 2025.

In addition, through the 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 minimizing sustainability-related risks across our supply chain and enables improvement in our supply chain impacts (e.g., through targeted supplier selection and performance management) and increased transparency from all parties across our supply chain. Through this program we adopt a risk-based, phased approach

that covers Building & Infrastructure, Connectivity Solutions, Polymer Solutions (Vestolit), and Orbia Fluor & Energy Materials Solutions (U.K.) at present. As of 2024, our supplier assessment program covers 80% of our total spending across these commercial operations. More than 58 additional suppliers were onboarded during 2024.

In 2024, internal webinar sessions were held for the purchasing teams of participating business groups to increase awareness of the sustainability guidelines that Orbia has adopted and aims to promote across the value chain through the EcoVadis program. Key topics covered included environmental performance, labor conditions, anti-discrimination policies, human rights, anti-corruption measures, anti-competitive practices and sustainable procurement.



For further information:

[Orbia Code of Ethics](#)

*Orbia's third-party assessments also include a cybersecurity and data privacy approach.



Supplier Performance

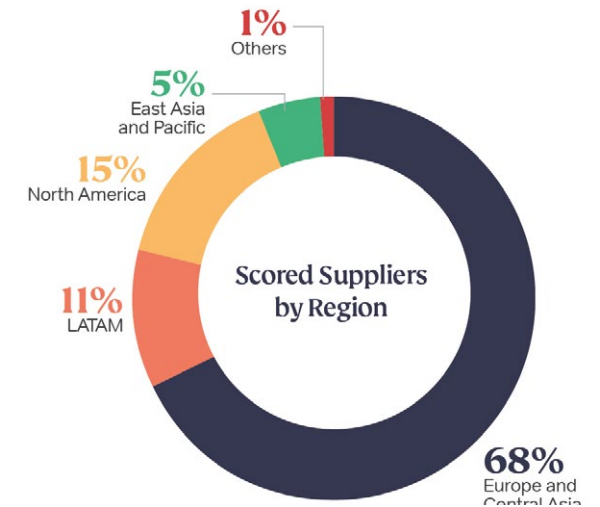
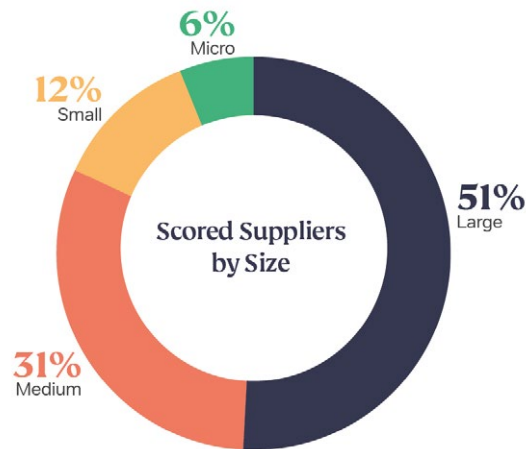
We have provided our suppliers with access to EcoVadis Academy. This online program contains courses on sustainability management practices, policies and reporting across the four sustainability topics and broader themes such as training, certification and risk management.

As of 2024, 75% of our participant suppliers have utilized the platform. Suppliers are held to a minimum performance score of 35-45. Those who underperform must present an action plan for improvement or risk us switching to a supplier with a superior sustainability performance.

The average score was 62.8/100, and 98% of reassessed suppliers met the required performance level.

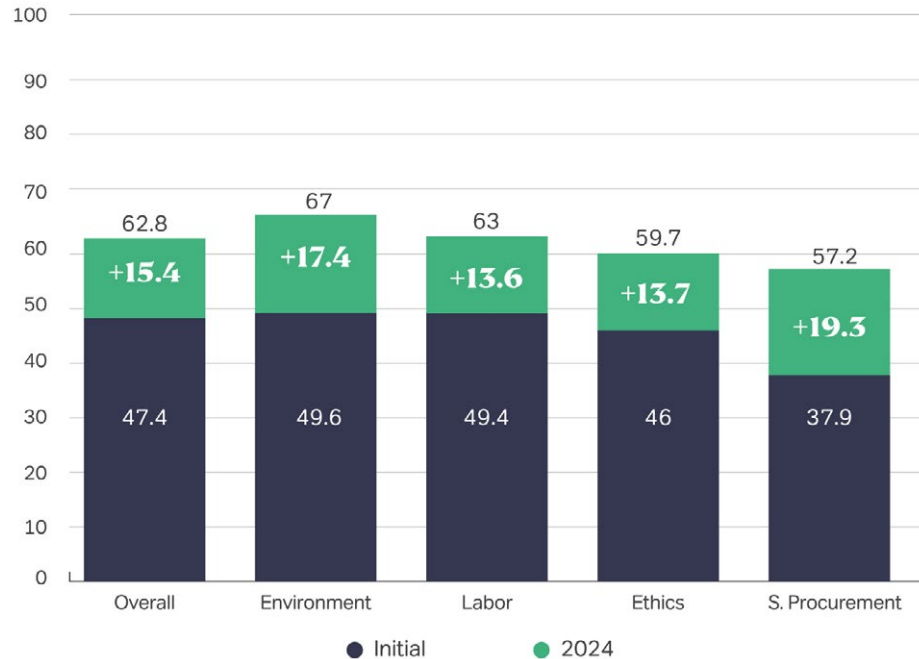
During this year:

- Reassessed suppliers showed an average improvement of 15 points from their initial scores.
- 68% of suppliers improved, while 15% maintained stable scores vs 2023.
- Most suppliers with action plans made progress in labor, human rights, and environmental practices, with about 15% of Orbia's suppliers required to present such plans.
- Over 57% of evaluated suppliers have policies addressing child labor, forced labor, and human trafficking.





Supplier's Self-Assessment Average Score in 2024 vs Score on Their First Assessment



Collaboration Across Our Value Chain

Our continued collaboration with suppliers is key to a successful and sustainable future.

Recognition as Sustainable Suppliers



Recognized as a sustainable customer by BASF for its commitment to promoting sustainable practices. Highlighted in the 2024 edition of the BASF Awards, our performance aligns with the shared goal of addressing present challenges for a better future.



Received a sustainability award from Sodimac Colombia in recognition of our sustainability practices and meeting Sodimac's sustainability standards.



Won the "Game Changer" award at FiberConnect 2024 for a proof-of-concept technology demonstration, gaining recognition for multi-use distributed sensing technology in applications beyond broadband.



Cybersecurity

We recognize that a secure and resilient digital infrastructure is essential to achieve long-term business goals. By adopting best-in-class cybersecurity practices, we protect sensitive data, safeguard our operations and support our commitment to sustainable, ethical growth.

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. Continuous improvement and collaboration reinforce the foundation for a safe digital future.



Cyber-Governance

Like many leading organizations, we face evolving cyber risks driven by our extensive reliance on information and communication technologies and the growing automation of our operations. During 2024 we remained vigilant in managing these risks, particularly in light of the dynamic geopolitical landscape impacting key operational hubs in Europe and Israel. Our proactive approach has been crucial in safeguarding our digital assets, ensuring business continuity and mitigating potential disruptions to our global operations.

Orbia's Chief Information Security Officer (CISO), reporting to the Audit Committee of Orbia's Board of Directors and administratively to the Orbia Senior 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 technical controls for cyber-threat prevention, detection, response and recovery operations, policy, procedure, technical standards and training requirements.

Cybersecurity Policies and Controls

We have implemented 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 based on specific business and legal drivers. For example, one operational site in Turkey currently holds an ISO27001 certification in addition to adherence to the Orbia NIST and CIS requirements. NIST provides a framework for effective risk management, while CIS delivers best practices to protect essential systems. These frameworks, together, provide a comprehensive approach to strengthening security and ensuring greater resilience.

All company users are trained on and have acknowledged the Orbia's Acceptable Use Policy, which governs acceptable behavior when using company IT assets. Additionally, thanks to rigorous portfolio management processes, all new projects with an IT element are assessed against our IT standards.



Key Risk Areas and Security by Design

We prioritize standardization to ensure a robust and consistent security infrastructure across our facilities. While ensuring health and safety is at the core of everything we do, we believe our most likely threats are criminal or opportunistic. Our biggest risks are financial loss or business disruption, production loss, supply chain challenges or fraud. We have employed secure-by-design principles across our IT and OT infrastructure to strengthen our resiliency to such threats. Aligned with Orbia's objectives of protecting health and safety, our security architecture and engineering teams are a core part of our global IT transformation and digital manufacturing initiatives and drive operational efficiency, enhance scalability and adaptability and strengthen our security to safeguard against threats.

Our goal is to effectively respond to the growing threat of cyberattacks and improve the resilience of critical infrastructures through these efforts. Orbia applies secure-by-design principles to critically review and optimize 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.

For example, in 2024, we deployed a secure access secure edge (SASE) solution that, coupled with our existing security operations center (SOC) investments, enables greater network visibility and a consistent global access standard across our sites, moving us closer to our goal of zero-trust network access. In 2024, we also embarked on a dedicated project to secure our OT infrastructure and designed security solutions for the unique challenges of a production environment to pave the way for a digital manufacturing transformation.

Additionally, we actively review the deployment of AI tools across our company and have incorporated AI principles into our enterprise architecture requirements. These principles are evaluated through projects and the architecture review board to ensure that AI implementations align with our security, privacy and operational standards.

We conduct internal and external audits, vulnerability scans, penetration tests across all business groups and governance reviews of outsourced service providers. This year, we also launched a vulnerability disclosure program, with public links on our brand websites to report potential security issues. Additionally, Orbia utilizes external cybersecurity performance rating services, such as BitSight, to benchmark and enhance its security posture relative to industry peers.





Cybersecurity Incident Management

Orbia maintains an enterprise-class SOC providing end-to-end operations for monitoring, detecting, alerting and responding to cyber incidents in line with the Orbia Incident Response Plan. We have invested in best-in-class security technologies and managed service partners to detect and respond to threats in our networks, endpoints, cloud, communications, identity and applications. We also conduct periodic red- and purple-teaming exercises to test and strengthen our SOC. A formal crisis management plan addresses critical events across business and functional levels, with periodic testing to ensure readiness for real-world crises or significant incidents.

In addition, Orbia keeps comprehensive cyber insurance to mitigate the potential financial impact of cyberattacks and provide worldwide protection for its operations. This insurance, renewed annually to ensure uninterrupted coverage, encompasses various risks, including data breaches, cyberattacks and related liabilities.

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, ability to serve customers, or significant breaches of personal information in 2024.

See [Supply Chain](#) for further details.

Cybersecurity Training and Awareness

As part of International Cybersecurity Awareness Month, all employees completed training courses (online or on-site). Administrative employees completed a customized, tailored-to-job online training course. In contrast, on-site employees received direct training campaigns that provided a foundational understanding of cybersecurity to prevent breaches and identify threats. Additionally, we conduct regular phishing exercises and targeted cybersecurity awareness training to support continuous improvement in our overall cybersecurity resilience.





Data Summary

Click a topic below to visit that section.

ESG Data

Financial Data

Communications on Progress





ESG Data

Environment	Units	2022	2023	2024	YoY	GRI ⁺	SASB	SDG
Scope 1 Energy	MWh	2,836,025	2,579,159	2,519,390 ✓	-2%	302-1	RT-CH-130a.1	13
Electricity, cooling heat and steam	MWh	4,238,762	3,949,539	4,131,968 ✓	5%	302-1	RT-CH-130a.1	13
Total energy consumption	MWh	7,074,787	6,528,698	6,651,358 ✓	2%	302-1	RT-CH-130a.1	13
Energy intensity	MWh/ton	0.94	0.95	1.01 ✓	6%	302-3	RT-CH-130a.1	13
Renewable electricity consumed	MWh	422,001	640,216	558,359 ✓	-13%	302-1	RT-CH-130a.1	7, 13
Renewable electricity as % of total electricity	%	6%	26%	22% ✓	-4%	302-1	RT-CH-130a.1	7, 13
GHG emissions Scope 1	Tons CO ₂ e	581,864	536,915	517,410 ² ✓	-4%	305-1	RT-CH-110a.1	13
GHG emissions Scope 2	Tons CO ₂ e	1,029,234	912,900	972,657 ³ ✓	7%	305-2	RT-CH-110a.1	13
GHG emissions total Scope 1+2	Tons CO₂e	1,611,696	1,449,815	1,490,067^{2,3} ✓	3%	305-1	RT-CH-110a.1	13
GHG emissions Scope 3	Tons CO₂e	88,385,981	77,361,457	65,821,141⁴ ✓	-15%	305-3		12
GHG emissions intensity Scope 1	Tons CO ₂ e/ton	0.08	0.08	0.08 ² ✓	0%	305-4	RT-CH-110a.1	13
GHG emissions intensity Scope 2	Tons CO ₂ e/ton	0.14	0.13	0.15 ✓	11%	305-4	RT-CH-110a.1	13
GHG emissions intensity Scope 1+2	Tons CO₂e/ton	0.21	0.21	0.22 ✓	7%	305-4	RT-CH-110a.1	13
Nitrogen Oxides (NOx) emissions	Tons	626	596	552 ✓	-7%	305-7	RT-CH-120a.1	3, 12
Sulfur Oxides (SOx) emissions	Tons	772	210	258 ✓	23%	305-7	RT-CH-120a.1	3, 12
Volatile Organic Compounds (VOCs) emissions	Tons	102	102	116 ✓	14%	305-7	RT-CH-120a.1	3, 12
Total other air emissions	Tons	1,500	908	926 ✓	2%	305-7	RT-CH-120a.1	3, 12

YoY: Year on year variation 2024 vs 2023

Figures with this check mark (✓) are assured by an independent third-party for the period January 1st 2024 - December 31st 2024.

+ 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 based on the stated GRI standard.
2. Independent limited assurance for Scope 1 GHG emissions covers emissions related to energy and processes (511,691 tons CO₂e). Leased vehicles under our control are excluded from the assurance scope, but represent less than 1% (5,719 tons CO₂e) of Scope 1 emissions. ✓
3. Independent limited assurance for 2024 Scope 2 GHG emissions covers emissions related to purchased electricity, heating, steam and cooling (972,320 tons CO₂e). Leased vehicles under our control are excluded, but they represent less than 1% (337 tons CO₂e). ✓
4. Independent limited assurance for Scope 3 GHG emissions covers categories 11 and 12 from refrigerant sales (53,780,664 tons CO₂e). ✓



ESG Data

Environment	Units	2022	2023	2024	YoY	GRI	SASB	SDG
Total water withdrawal	1,000 m ³	15,153	14,745	14,692 ✓	0%	303-3	RT-CH-140a.1	6, 12
Total water discharge	1,000 m ³	9,770	8,524	8,284 ✓	-3%	303-4	RT-CH-140a.1	6, 12
Water withdrawal intensity¹	m³/ton	2.01	2.14	2.22 ✓	4%	302-3		6, 12
Production	Tons	7,522,216	6,886,989	6,603,817 ✓	-4%		RT-CH-000.A	12
Total non-hazardous waste	Tons	58,566	57,916	66,855 ⁵ ✓	15%	306-3		12
Total hazardous waste	Tons	5,476	5,508	5,331 ⁶ ✓	-3%	306-3	RT-CH-150a.1	12
Total process waste	Tons	64,042	63,424	72,186⁷ ✓	14%	306-3		12
Total special project waste	Tons	2,566	9,369	4,862	-48%			12
Total waste	Tons	66,608	72,793	77,048⁷ ✓	6%	306-3		12
Percentage of total waste recycled, reused, recovered	%	58%	72%	69% ⁸ ✓	2%	306-4	RT-CH-150a.1	12
Percentage of total waste sent to landfill	%	27%	17%	20% ⁹ ✓	5%	306-5		12
Waste intensity¹	Tons/ton	0.007	0.001	0.011⁵ ✓	10%	302-3		12

✓ Data partially assured by an independent third-party. See rest of the notes for further context.

1. Internal metric based on the stated GRI standard.

5. Independent limited assurance for Total Non Hazardous Waste Generation covers process-related waste (66,855 ton) ✓. Special project waste* are excluded from the assurance scope (3,544 ton).

6. Independent limited assurance for Total Hazardous Waste Generation covers process-related waste (5,331 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 (72,186 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 all Orbia categories (79%) ✓, 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 (20%) ✓, including final disposal methods such as landfill, incineration without energy recovery and others. Disclosed figure (20%) 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 2024 vs 2023

Figures with this check mark (✓) are assured by an independent third-party for the period January 1st 2024 - December 31st 2024.

+ 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.



ESG Data

Social	Units	2022	2023	2024	YoY	GRI ⁺	SASB	SDG
Employees								
Total employees	Number	24,442	24,014	23,286	-3%	102-8		8
Contractors	Number	4,111	6,661	4,706	-29%	102-8		8
Women in management roles	%	22%	23%	23% ✓	1%	405-1		5
Employee training	Hours	401,168	472,171 ²	432,669	-8%	404-1		8
Average training hours ³	Hours/Year/Employee	17.15	19.47 ^{2,3}	18.21 ³	-7%	404-1		8
Safety (total employees and contractors)								
Total Recordable Incident Rate	TRIR	0.56	0.55	0.49 ✓	-11%	403-9	RT-CH-320a.1	3
Lost Time Incident Rate	LTIR	0.28	0.32	0.28 ✓	-13%	403-9	RT-CH-320a.1	3
Severity Rate	SIR	8.66	11.66	12.37 ✓	6%	403-9		3
Fatalities (Fatality rate)	Number	0 (0)	2 (0.01)	0 (0) ✓	0%	403-9	RT-CH-320a.1	3
Community investment¹								
Total giving	\$	3,927,708	3,787,559	3,889,653 ⁴ ✓	3%	413-1		2,4,6
Total giving (cash)	\$	3,472,376	860,399	1,515,608 ✓	76%	413-1		2,4,6
Total giving (cash)	%	82%	23%	39% ⁵	10%	413-1		2,4,6
Total giving (in-kind)	\$	455,332	2,366,244	1,969,137 ✓	-17%	413-1		2,4,6
Total giving (in-kind)	%	18%	62%	51% ⁵	-5%	413-1		2,4,6
Governance and Compliance								
Women Directors	Number (%)	3 (25%)	3 (27%)	3 (27%)	0 (0%)	405-1		5
Independent Directors	%	67%	72%	72%	0%	102-22		-
Revenue share from Sustainable Solutions	%	61%	65%	67%	2%	Non-GRI topic		Link
Instances of non-compliance with environmental law*	Number	1	0	0 ⁶ ✓	0%	2-27	RT-CH-140a.2	16

*Includes only those resulting in sanctions above \$10,000 USD.

YoY: Year on year variation 2024 vs 2023

Figures with this check mark (✓) are assured by an independent third-party for the period January 1st 2024 - December 31st 2024.

+ 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 based on the stated GRI standard.

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 2023 was 24,244 employees. Average annual headcount for 2024 was 23,756 employees.

4. Independent limited assurance for Total Giving covers in-kind and cash donations (\$3,484,745 USD), excluding time contributions and special initiatives. ✓

5. Share variations are a result of improved definitions and breakdowns to categorize our community investments.

6. In 2024, no significant instances of non-compliance with environmental laws and regulations were confirmed by any authority. However, six notices of environmental non-compliance received in 2024 are currently being processed. ✓



Financial Data

Indicators	2022	2023	2024	YoY
Net sales	9,648	8,204	7,506	-9%
SG&A	1,241	1,323	1,309	-1%
Operating income	1,328	849	439	-48%
EBITDA	1,909	1,460	1,097*	-25%
EBITDA margin	19.8%	17.8%	14.6%*	-317 bps
Financial cost	160	366	343	-6%
Earnings before tax	1,034	485	96	-80%
Income tax	369	329	(127)	NA
Consolidated net income (loss)	665	156	223	43%
Net majority income (loss)	567	65	145	123%
Operating cash flow	1,107	931	519	-44%
Capital expenditures	(549)	(658)	(477)	-27%
Free cash flow	466	176	(64)	NA
Net debt	3,149	3,430	3,617	5%

Figures in million dollars.

YoY: Year on year variation 2024 vs 2023

*EBITDA was \$1.1 billion, a year-over-year decline of 25%. Adjusted EBITDA was \$1.19 billion for the full year taking into account one-time legal and restructuring costs, which is more reflective of fundamental performance.

Free Cash Flow in 2024 after minority distributions of USD 138 million to Oxy and Hatzetim joint ventures totals USD -202 million.

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 ₂ 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 90% 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, 73% 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. This is our seventh Communication on Progress and we will report annually.

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



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.

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. See our [Diversity and Inclusion Policy](#). 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 the [Diversity](#) section.

7

Businesses should support a precautionary approach to environmental challenges.

Many of Orbia's products are designed to minimize environmental impacts, provide benefits to our customers and support sustainable construction, smart cities, sustainable agriculture, water and energy conservation, low carbon footprints and circularity. Such products become part of our customers' own greenhouse gas emission reduction programs as they enable lighter footprints. In our own operations, we work to reduce our toxic emissions, drive down our carbon and water footprints and act as environmental stewards in all that we do. In 2024, 67% of our revenues contributed to the UN SDGs. See our [Environmental](#), [Sustainable Solutions](#) and [Impactful Ventures](#) sections.

8

Businesses should undertake initiatives to promote greater environmental responsibility.

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



**WE SUPPORT
CEO
WATER
MANDATE**

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. This is our sixth progress report to the CEO Water Mandate.

Water Mandate Principles		Our Progress
Element 1	Direct operations	In 2024, following a comprehensive water strategy, a water risk assessment pilot and a climate risk evaluation of water-related challenges, we took significant steps to deepen our understanding of water risks. By leveraging tools like WRI's Aqueduct, IBAT and the WWF Water Risk Filter, we conducted additional internal water risk assessments to refine our approach. These insights will guide the creation of a focused nature strategy and help us to establish specific goals for priority sites and basins, which we aim to finalize by late 2025. For further details on operational improvements for a water-positive future, click here .
Element 2	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.
Element 3	Collective action	Our business groups pursue a global water security agenda, which includes measures to preserve water basins around the world and contributions to key events that promote collective action. For instance, in collaboration with Microsoft, our Building & Infrastructure (Wavin) business launched a water stewardship project at Stockholm World Water Week amid a discussion on corporate water stewardship and water reuse for climate resilience. See the Collective Action section. In addition, Orbia has been a longtime supporter of initiatives such as the Water Funds in Latin America and other programs. See the Communities section.
Element 4	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 Collective Action and Communities sections.
Element 5	Community engagement	See the Communities section for our approach to community engagement and to learn more about our programs to support Water Access, Sanitation and Hygiene (WASH).
Element 6	Transparency	We report on our water consumption and other water impacts in line with key standards .



Impact Report 2024

Additional Resources

For complete data across all topics and key standards, please visit Orbia's:

[SUSTAINABILITY REPORTING HUB](#)

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