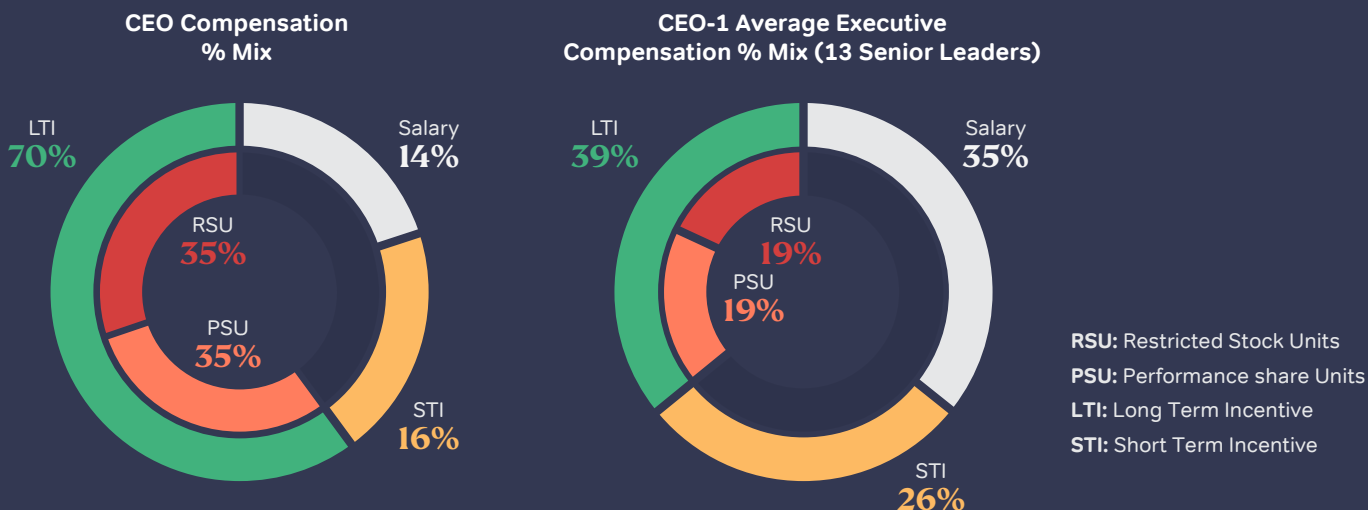


# Orbia Executive Compensation Structure

At Orbia, executive compensation is composed of 3 elements:

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

CEO's variable compensation represents 86% of total compensation.



## Short-Term Incentive (STI)

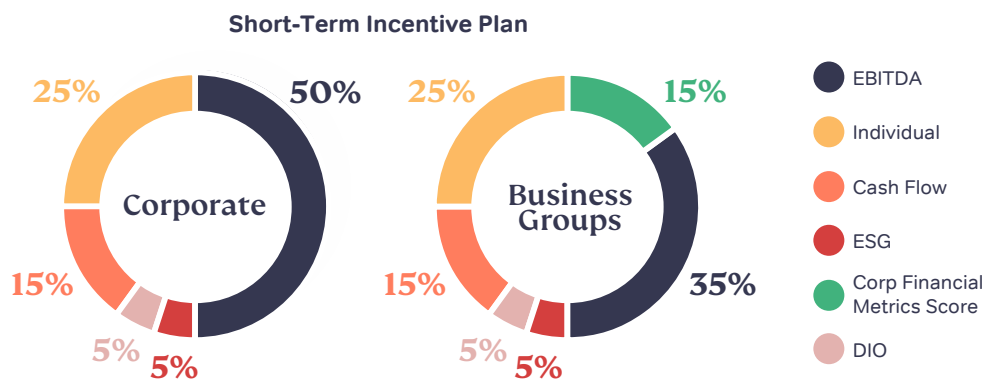
The primary objective of Orbia's Short-Term Incentive Plan is to promote a pay-for-performance culture, where employees share and take active roles in supporting Orbia's vision for success as a purpose-driven, future-fit organization. It is focused on rewarding the right behaviors with aligned incentives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

### Short-Term Incentive Metrics:



\* Days in Inventory Outstanding

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



### ESG Included as a weighted measure in Orbia's Short-Term Incentive Plan

Sustainability is an integral part of Orbia's commitment to advance life around the world. Achievement is based upon outcomes in 3 areas:

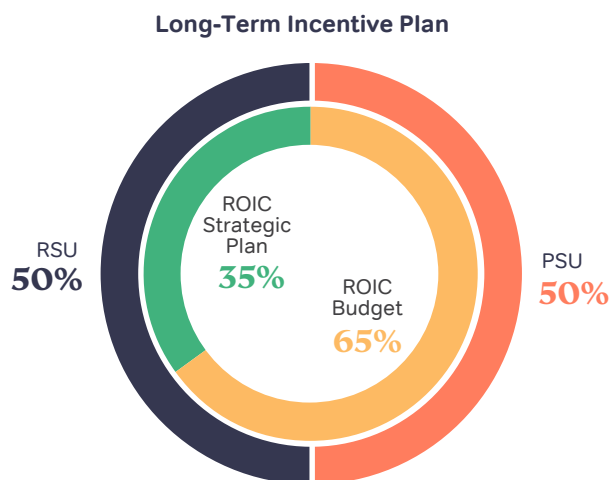
- **Health & Safety**
- **Environment**
- **Diversity & Inclusion**

Goals across the above pillars are set every year and approved by the Board of Directors.

## Long-Term Incentive (LTI)

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

- **Restricted Stock Units (RSUs):** annual awards of Orbia shares vesting in three equal pro rata installments on the first, second and third anniversaries of grant.
- **Performance Share Units (PSUs):** annual awards representing the right to receive Orbia shares vesting on the third anniversary of grant. The number of shares actually earned is determined at the end of the three-year period based on the achievement of specific Orbia ROIC and EBITDA targets. Award recipients are eligible to receive up to 200% of the target number of shares if Orbia achieves ROIC of 130% or more of target performance (or zero shares if Orbia achieves less than 80% of target ROIC performance).



Equity awards for Executives at the Vice President (VP) level and above are 50% RSUs and 50% PSUs. Directors and below the VP level receive 100% RSUs.

### Stock Ownership Guidelines

CEO and senior leaders have the following ownership requirements and have up to 5 years to meet these guidelines.

Chief Executive Officer	3x Annual Base Salary
Corporate Vice Presidents and Senior Vice Presidents	1x Annual Base Salary