

## Sustainability

### Principles & Commitments

#### Our approach

Sustainability is deeply embedded in our businesses, is a core component of our growth strategy, and drives our culture.

We believe that advancing solutions to enhance the quality of life around the world delivers business success as well as positive value for all those connected directly and indirectly to our activities. Our sustainability framework is composed of three pillars covering the [way we operate](#), how [our solutions address current pressing challenges](#), and the [way we direct our investments](#) to make long-term positive impact.

In accordance with our [Code of Ethics](#), we are committed to operating in line with the highest ethical standards, accountability, responsibility, and transparency. Through continuous improvement and operational excellence, we strive to go beyond compliance with laws and regulations of the countries in which we operate, minimizing the negative impacts across our value chain, and creating shared value for societal progress.

Consistent with this, we identify risks and set ambitious goals with KPIs to track, assess and report our progress on material environmental, social and governance matters both internally and externally on an annual basis.

We play our role in collective action, by engaging in multi-stakeholder initiatives and partnerships that boost our sustainability journey and the ones of the industries we are active in.

We also engage with representatives of a wide group of stakeholders and maintain a respectful, honest and thoughtful relationship with our stakeholders through open and effective communication channels.

As signatories of the UN Global Compact and CEO Water Mandate, Orbia is committed to advancing the UN Sustainable Development Goals.

## I. Responsible and Low Impact Operations

From our social to environmental capital, we are committed to operating in line with the highest ethical standards, accountability, responsibility and transparency throughout our value chain:

### People & Communities

Orbia is dedicated to creating inclusive, healthy and safe environments for our employees, contractors, and communities. We accomplish this by:

- Respecting and protecting human rights across Orbia and our supply chain. Learn more: [Human Rights Policy](#)
- Fostering a culture that nurtures fulfillment, development, and well-being.
- Embracing diversity in all its forms. Learn more: [Diversity, Equity and Inclusion Policy](#)
- Safeguarding excellent working conditions: with no excessive working hours, guaranteeing freedom of association and offering meaningful wages and benefits for people to thrive.
- Embedding sustainability in our day-to-day, through focused training and the inclusion of sustainability criteria in goal setting and performance evaluation processes.
- Ensuring a zero-incident work environment, by reinforcing our [Health & Safety Policy](#) and [Life Saving Rules](#).
- Contribute to the development and wellbeing of communities surrounding our operations through Corporate Social Responsibility programs, promoting positive social and environmental impacts, cultural relevance, and shared value creation. Learn more: [Charitable Contributions Policy](#)
- Foster positive relations with the communities surrounding our operations by managing any potential conflicts. Learn more: [Community Complaints & Suggestions](#)
- Encouraging our employees and partners to contribute to the welfare of the communities where we operate through volunteering and supporting during emergencies
- Prioritizing local hiring at our facilities to allow local communities to benefit from our growth.

### Environment

At Orbia, we are committed to conducting our operations in a sustainable manner, aiming to create value with the resources we consume. Based on our understanding of climate-related and other environmental impacts and risks, we aim to make our operations future-fit by:

- Implementing a third-party audited, robust Environmental Management System (EMS) at all sites to ensure appropriate monitoring, measurement and management of environmental performance in all key areas: energy, emissions, water, waste, other air emissions.
- Committing to set Science Based Targets to achieve net zero emissions (scope 1 & 2) by 2050, including mid-term targets to 2030.

- Continuously identify ways to decarbonize through optimizing manufacturing processes, transitioning to low-carbon and renewable energy sources, and exploring new technologies.
- Designing, operating, and maintaining our facilities in a manner that reduces our consumption of resources and our emissions to the environment, including programs to achieve reduction targets.
- Reducing the amount of hazardous and non-hazardous waste generated at the source, sending zero waste to landfill, and promoting circularity principles.
- Protecting water sources and reusing water wherever possible to reduce consumption, especially in water-stressed regions.
- Setting and achieving reduction targets of any toxic, non-GHG air emissions
- Ensuring the appropriate management of any industrial discharge or effluents.
- Contributing to the protection and conservation of natural capital across our operations, as we avoid new operations near protected areas or sites with important biodiversity and prevent negative impacts.
- Not contributing to deforestation through our operations or supply chain
- Integrating environmental performance as part of our internal audit programs

## Supply chain

We believe in taking our impact beyond our operations and drive resilience in our industry by advancing sustainable sourcing and shared-value initiatives throughout our value chain, including our suppliers and customers. This approach includes:

- Expanding the coverage of all our policies and guidelines to contractors, suppliers, and other business partners.
- Developing programs to continuously assess and improve our suppliers' social and environmental performance, enabling timely risk identification and management.
- Committing to reducing our Scope 3 emissions in collaboration with suppliers and customers.
- Prioritizing local procurement at our facilities for local supply chains to benefit from our growth and reduce environmental footprint.

## II. Sustainable Solutions

Orbia is committed to delivering solutions that enhance the resilience of people, society and the planet. Our businesses adopt best practices and technologies to ensure the quality and safety of our processes and products, minimizing their environmental footprint, while maximizing their customer

and societal benefits. We do this throughout the lifecycle of our products, as we include sustainability criteria in the development and evolution of our portfolio. Our efforts include:

- Using life cycle assessment tools to measure and improve the impact of our key products, including manufacturing, storage and distribution, usage performance and final disposal, reuse or recycling.
- Continuously monitor risks associated with potential substances of concern in our portfolio and setting phase-out plans for them, when relevant.
- Driving innovation in our processes to deliver low carbon and low impact solutions.
- Developing and introducing safer, environmentally friendly alternatives to our raw materials and products, avoiding conflict minerals and prioritize, when possible, bio-based or recycled material.
- Resorting to the use of laboratory animal experimentation only in the exceptional circumstances where they are required by law or ethically and scientifically justified.
- Improving and developing solutions that contribute to ensure food security; reduce water scarcity; provide access to water and sanitation; enable decarbonization; make cities more climate-resilient; connect communities to data and information services; and expand access to health and well-being.

### **III. Impactful Ventures**

To maximize our contribution to a net-positive future, we recognize the value of partnerships and enhance our overall expertise. By supporting startups that share our vision and are committed to developing leading-edge innovations and smart technologies, we address more efficiently global challenges and help communities become future-fit.

We support the development of innovative technologies that promote circularity, climate tech, agriculture and food tech, smart cities, and energy storage, by:

- Providing financial resources needed for them to scale their business and become market leaders.
- Assisting them in building strong management teams to lead the company's growth.
- Leveraging our network and relationships to create business opportunities for them.
- Exploring joint offerings and business cooperation with Orbia's business groups.
- Providing access to operational experience.

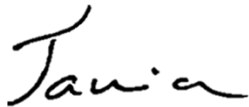
## Governance

To ensure implementation and encourage collaboration across business groups, Orbia's Board of Directors oversees and provides guidance on Orbia's Sustainability strategy through its Corporate Governance, Responsibility and Compensation Committee. Our Vice President (VP) of Sustainability briefs and updates the Committee regularly, while providing progress on our goals on a quarterly basis. Sustainability efforts across Orbia's business groups are managed through a matrix structure, with leadership and functional specialties held at global and corporate levels.

### Related policies and documents

- [Code of Ethics](#)
- [Human Rights Policy](#)
- [Diversity, Equity, and Inclusion Policy](#)
- [Health & Safety Policy](#)
- [Charitable Contributions Policy](#)
- [Annual sustainability report\(s\)](#)

Approved by



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Date: September 2022