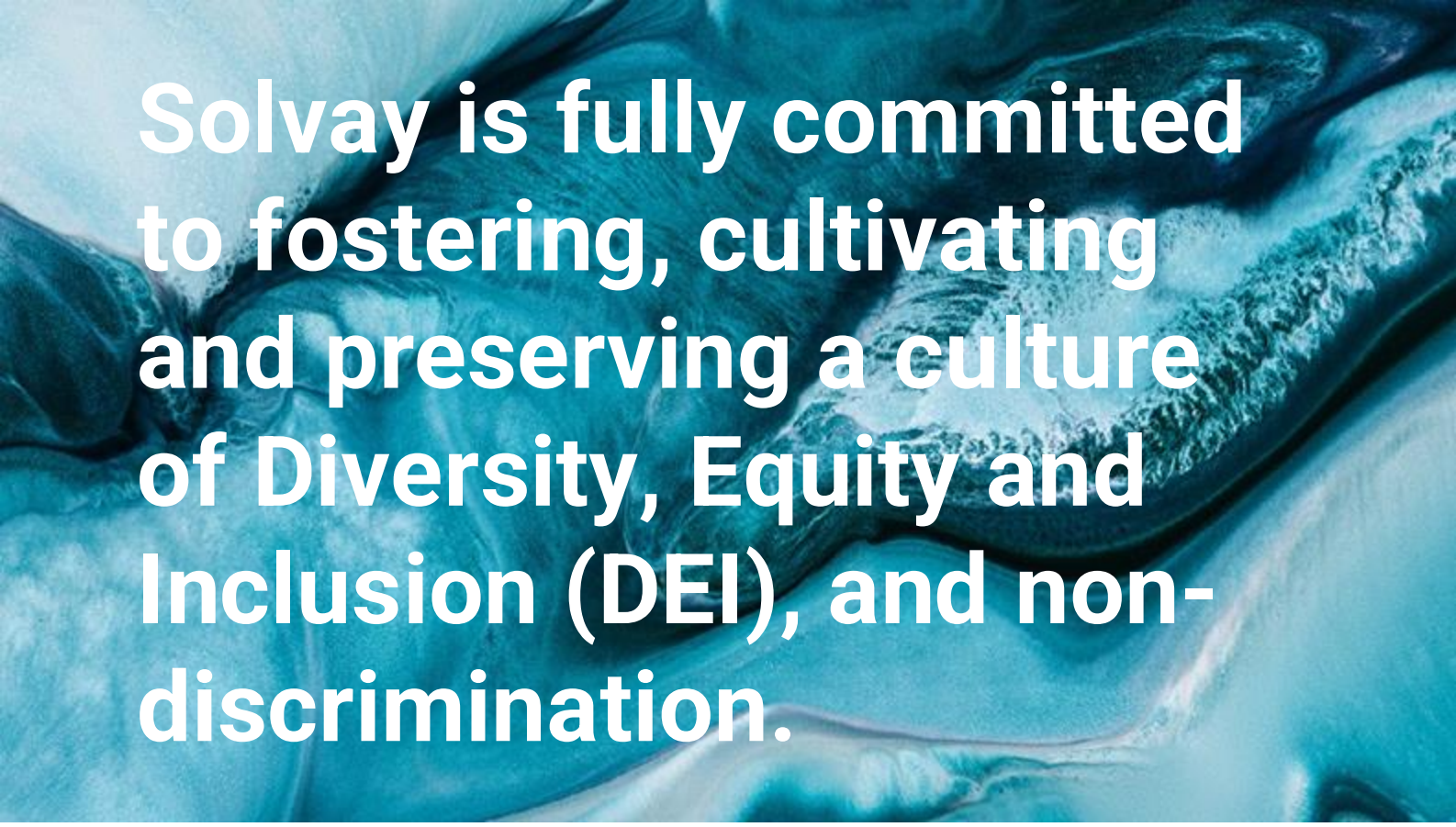
Inclusive Workplace and non-discrimination Policy

SOLVAY



Solvay is fully committed to fostering, cultivating and preserving a culture of Diversity, Equity and Inclusion (DEI), and non-discrimination.

Not just because it's the right thing to do, but because people are at the heart of everything we do and make Solvay the company it is today. Our Solvay employees are the most valuable asset the company has.

And we simply cannot have progress without valuing the unique contributions of our people. We believe the collective sum of our individual differences, life experiences, diverse backgrounds, and unique capabilities and talent make up the fabric of not only our work culture, but also our name and achievements that span more than 160 years.

Our differences are the spark that ignites the innovative mindset Solvay is known for. We value and celebrate our employees' differences, visible and invisible, including but not limited to backgrounds, age, gender identity, ethnicity, religion, sexual orientation, and ability. This is how we define **Diversity** at Solvay.

Equity for us means creating equal access to opportunity by recognizing the existence of advantages for some and barriers for others. It means promoting impartiality and fairness within the procedures, processes, and distribution of resources by institutions or systems.

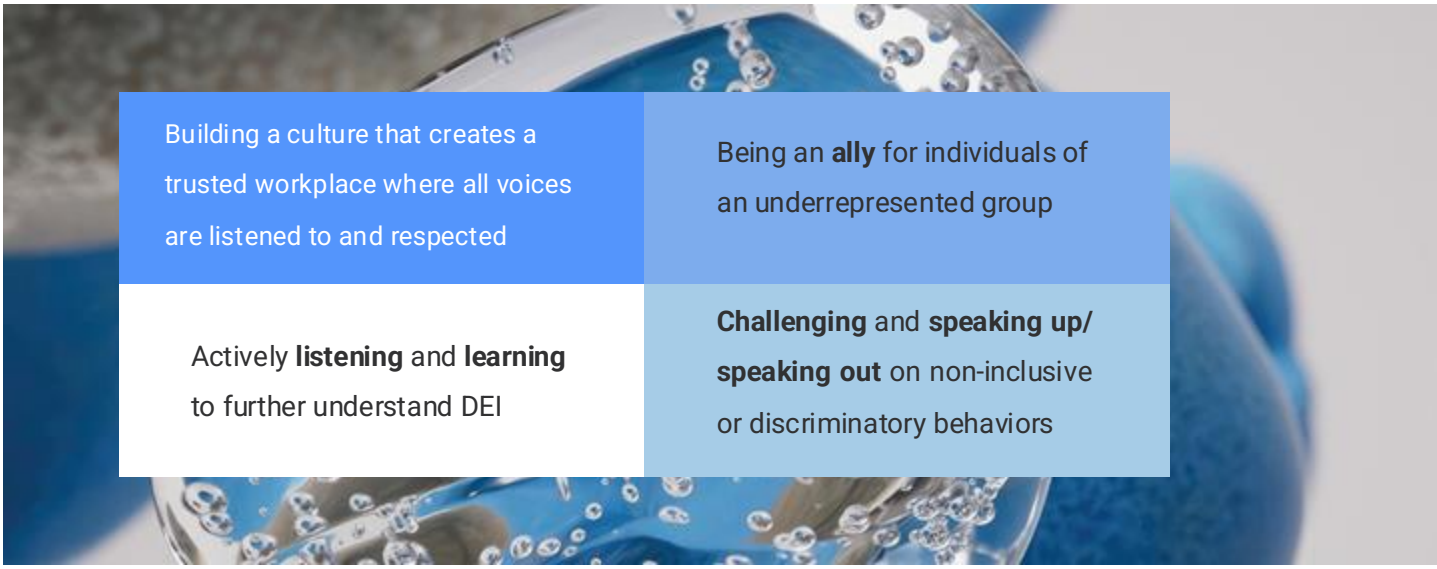
And we see **Inclusion** as actively and intentionally engaging people with different identities and enabling them to feel valued, able to fully contribute, and welcomed within Solvay.

Solvay's commitment to diversity, equity and inclusion extends to all areas of the business, including recruitment; compensation and benefits; professional development and promotion; social and recreational programs; board appointments and succession planning; and our ongoing efforts to create a work environment that encourages:

- An environment in which everyone feels free to express and be their **true selves** at work;
- **Employee participation** that permits the representation of all work groups and perspectives;
- An environment in which all Solvay employees and non-Solvay employees, i.e. Solvay clients, suppliers or third parties interacting with Solvay, have the confidence, security and opportunity to speak up when witnessing or experiencing discriminatory or unequal treatment
- An environment in which all employees have fair and equal access to **career opportunities**, regardless of gender, geography and disability
- The composition of leadership teams and senior leadership that reflects the makeup of our workforce, our international presence, and the society we serve

All Solvay employees have a shared responsibility to treat others with dignity and respect, and should fulfill the Group's objectives collectively and collaboratively without exception. Every employee should exhibit behavior that reflects our DEI principles during work, at work functions on and off-site, and at all other company-sponsored events.

All Solvay employees are invited throughout the year to attend awareness training to enhance their knowledge of and successfully demonstrate Solvay's DEI principles. Furthermore, we invite all our employees to be curious to learn about the diversity that exists within our workforce and to promote inclusion by:



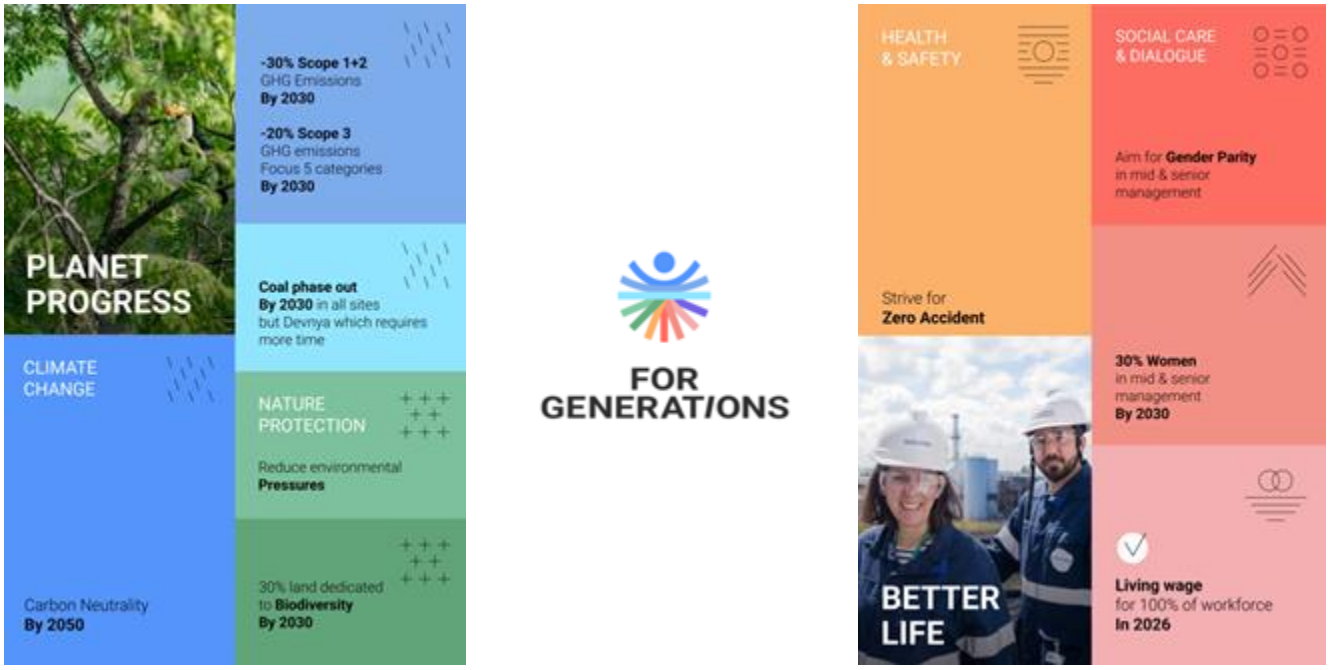
Any employee who exhibits inappropriate conduct or behavior against others will be subject to disciplinary action. Discrimination, which is the unfair treatment of employees based on prejudices, will not be tolerated. We encourage employees, or any partner supporting Solvay, who believes they have been subject of, have witnessed or have knowledge of any form of discrimination that goes against the company's DEI policy to speak up. You can seek support from your manager, HR, Legal, Compliance, or Audit Departments. You can also report breaches of our Code of Business Integrity through our Solvay Ethics Hotline. By using this helpline, you can choose to identify yourself or to remain anonymous if you wish.

Employees can also refer to the Speak Up guidebook for more information and guidance on when, where and how to report any concerns or contact the Compliance Department for additional support.

"Everything starts by being inclusive. That's the only way to build a diverse organization. Everyone should feel they can speak up, and they should feel like they belong.
That's what really matters."

Philippe Kehren
Chief Executive Officer at Solvay

Our Sustainability Roadmap



PLANET PROGRESS

"For Generations" signifies our dedication to acting responsibly today to ensure positive legacy for those who come after us.

Building on our process expertise and on our core beliefs, this program is designed to foster and create value for Solvay, its stakeholders, and society as a whole.

BETTER LIFE

The program rests on two fundamental pillars: Planet Progress and Better Life. These interconnected elements represent the past, present and future foundations of Essential Chemistry, highlighting our belief that chemistry plays a vital role in safeguarding both the planet and the well-being of all living things, now and for generations to come.

DEI is a continuous effort

We understand that DEI is not an end goal, but an ongoing effort. DEI means continuous improvement, action and learning. Solvay has shown its commitment to diversity, equity and inclusion, but also recognizes there is still work to be done.

At Solvay, we have a dedicated diversity, equity and inclusion (DEI) team solidifying our commitment as an organization. DEI is embedded in our People function, specifically with Talent and Culture and with this structure, Solvay brings us together with all expertise on company value, talent management, recruitment strategy and learning and development. It is important for us to intertwine this throughout the organization and to make sure we bring a DEI lens to everything and anything we do as a company. As a result, we can accelerate on being a diverse Talent Builder and embed our DEI ambitions into our existing HR processes."
In addition, we have created a DEI network composing our various employee resource groups (ERGs), committees within our Global Business Units(GBUs) & Functions and other grass-roots-led committees supporting to creation of an inclusive culture and environment for all Solvay employees and raising awareness and bring positive change.

Lastly, Solvay has created a "Better Life Committee" to spearhead employee well-being and social responsibility. This is part of the company's strategic approach to integrate and accelerate key initiatives that promote workplace safety, the overall well-being of its employees and the broader community and also DEI.

"Through the formation of the Better Life Committee, we are not just reaffirming our pledge to sustainability and employee well-being, but we are actively shaping a future where each member of the Solvay family thrives. Our actions today are a testament to our belief that the well-being of our employees is synonymous with the well-being of our company."

Mark van Bijsterveld
Solvay's Chief People Officer

Solvay's ongoing efforts to create change as part of its accelerated DEI program include:

- The introduction of an Accessibility Diagnostic
- Ensuring employees can raise specific DEI issues in our Speak-Up
- Mentor/mentee programs for underrepresented groups
- Diverse hiring initiatives
- Company-wide initiatives to promote inclusive leadership and wellbeing at work
- Establishing partnerships with strategic organizations which support our DEI mission and challenge us further to create an inclusive workplace for all employees
- Initiatives to improve generational diversity and our age-pyramid, especially among our Industrial population
- Adopting an outside-in perspective through external benchmarks and accreditation
- Continue to support local and global Corporate Citizenship Programs
- Continue to grow and activate our Better Life Ambassador network across the company

Our people are essential. Employees will always be at the core of everything Solvay does. We will continue the work to cultivate and sustain a culture where every individual can be their best.

Solvay DEI Policy Document Control Information:

- First publication: 2024.
- Current publication: January 2026.
- Version: 03.
- Confidentiality Status: Public.
- Document owner: Laurence Cornet, Head of Talent & Culture.
- Document reviewer: Mark Van Bijsterveld, Chief People Officer.
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SOLVAY

ESSENTIAL FOR GENERATIONS