

CHEMISTRY THAT MATTERS™



# TECHNICAL SUPPLEMENT

SABIC SUSTAINABILITY REPORT 2022



# ABOUT THIS SUPPLEMENT

The 2022 Technical Supplement contains additional information, facts, and explanations relevant to the material topics in our 2022 Sustainability Report. Our approach to reporting focuses on providing concise, readable, annual sustainability reports that summarize our program, material topics, and accomplishments for our stakeholders. We acknowledge, however, that experienced readers, sustainability professionals, and other stakeholders may wish to have access to additional information regarding specific topics found in the report. The technical supplement provides a starting point for exploring our sustainability program in greater detail and includes links to additional information on our external website. This approach results in greater transparency and less environmental impact by reducing the number and length of printed hard copies of the report.

The supplement contains information from previous reports in addition to new content for readers interested in our sustainability history or details of programs. Annual and sustainability reports are available electronically at [www.sabic.com](http://www.sabic.com), with previous sustainability reports found at <https://www.sabic.com/en/sustainability>.

# CONTENTS

<b>About this Supplement</b> .....	<b>2</b>	<b>Energy</b> .....	<b>19</b>
<b>Contents</b> .....	<b>3</b>	Energy Intensity and Energy Sold.....	19
<b>About SABIC</b> .....	<b>4</b>	<b>Water</b> .....	<b>19</b>
<b>Materiality</b> .....	<b>4</b>	Water Management.....	19
<b>SABIC Structure</b> .....	<b>6</b>	<b>Material Efficiency and Waste Management</b> .....	<b>20</b>
<b>Report Boundaries</b> .....	<b>6</b>	Material Loss by Category.....	20
<b>Stakeholder Analysis and Engagement</b> .....	<b>6</b>	<b>EHSS and Product Safety</b> .....	<b>22</b>
<b>Ethics and Compliance</b> .....	<b>8</b>	<b>Responsible Care 14001</b> .....	<b>22</b>
<b>SABIC Human Rights Program</b> .....	<b>8</b>	<b>EHSS Performance and Metrics</b> .....	<b>22</b>
<b>Sustainability Governance</b> .....	<b>9</b>	Maturity Index.....	22
Report Governance.....	9	<b>Governance and Operating Rhythm</b> .....	<b>22</b>
Sustainability Governance.....	9	<b>Other EHSS Metrics</b> .....	<b>23</b>
Board of Directors Risk & Sustainability		<b>Process Safety Knowledge and Competency</b> .....	<b>23</b>
Committee.....	10	<b>Improving Risk Discovery and Management</b> .....	<b>23</b>
Sustainability Council.....	10	<b>Weight of Evidence Approach</b> .....	<b>24</b>
Sustainability Steering Committee.....	11	<b>Product Stewardship Performance and Metrics</b> .....	<b>24</b>
The EECM Steering Committee.....	11	<b>EU REACH Regulations</b> .....	<b>25</b>
The ESG Reporting Steering Committee.....	12	<b>Product and Service Labeling</b> .....	<b>25</b>
Topic Subteams.....	12	Total number of incidents of non-compliance with	
Functional Accountability.....	13	regulations and voluntary codes concerning product	
SBU Accountability.....	13	and service information and labeling.....	25
<b>Our Values</b> .....	<b>13</b>	<b>Marketing Communications</b> .....	<b>26</b>
<b>Sustainability Performance Summary Reporting Year</b>		Sale of Banned or Disputed Products.....	26
<b>2022</b> .....	<b>13</b>	Marketing and Communication Compliance.....	26
<b>Restatement of Information</b> .....	<b>13</b>	<b>Compliance</b> .....	<b>26</b>
<b>Innovation and Sustainability Solutions</b> .....	<b>14</b>	Monetary value of significant fines for non-compliance	
<b>SABIC Sustainability Product Definition</b> .....	<b>14</b>	with laws and regulations concerning the provision and	
<b>Framework for Portfolio Sustainability Assessments</b>		use of products and services.....	26
<b>(PSAs)</b> .....	<b>14</b>	<b>Human Capital Development</b> .....	<b>27</b>
<b>Total Patent Portfolio Filings</b> .....	<b>14</b>	<b>SABIC Leadership Way</b> .....	<b>27</b>
<b>Analysis of Patents in Climate Change Mitigation</b>		<b>Workers and Communities</b> .....	<b>27</b>
<b>Technologies</b> .....	<b>15</b>	Fair Employment Practices.....	27
<b>Embedding Lifecycle Concepts</b> .....	<b>15</b>	Management-Worker Health and Safety Committees.....	27
<b>Resource and Energy Efficiency</b> .....	<b>16</b>	<b>Supply Chain and Procurement</b> .....	<b>28</b>
<b>GHG</b> .....	<b>16</b>	<b>Description of Supply Chain</b> .....	<b>28</b>
GHG Emission by Category.....	17	<b>Social Impact and Community Relationships</b> .....	<b>29</b>
GHG Emission by Region.....	17	<b>Community Giving</b> .....	<b>29</b>
GHG Emission Scope 2, Location-Based vs		<b>About This Report</b> .....	<b>30</b>
Market-Based.....	17	<b>Last Report Launch Date</b> .....	<b>30</b>
GHG Emission from Flaring.....	17	<b>Current Report Launch Date</b> .....	<b>30</b>
Avoided Emissions.....	18	<b>Main Countries of Operation</b> .....	<b>30</b>
Carbon Market Mechanisms.....	19		

# ABOUT SABIC

## MATERIALITY

SABIC's sustainability is guided by a materiality analysis to ensure that resources target the most important issues for our stakeholders and business success. In order to focus our resources on the elements of our business that are most important to sustainability and our stakeholders, we conducted a risk and opportunity analysis in 2011, refreshed it in 2013, and completed a full refresh in 2019. The description of the materiality process and outcome are detailed in the 2019 Sustainability Report.

Based on this analysis, we selected the materiality issues that were most important for the success of SABIC and our stakeholders. Accordingly, we focus our resources and reporting on these issues. Our approach and results for each material issue have, in previous reports, been placed according to the capital management (financial, natural, social, and human) section most affected by that issue while recognizing that most materiality issues impact all aspects of value creation. Our 2015 Report was the first to be arranged according to our material issues rather than capital management. In 2019, we refreshed our 2013 materiality process with an evidence-based approach to determine our priorities for the next five years.

In 2019, we reflected the increasing pressure and opportunities related to climate change and the circular economy in our materiality analysis, and developed our report as well as key performance indicators around these six materiality topics:

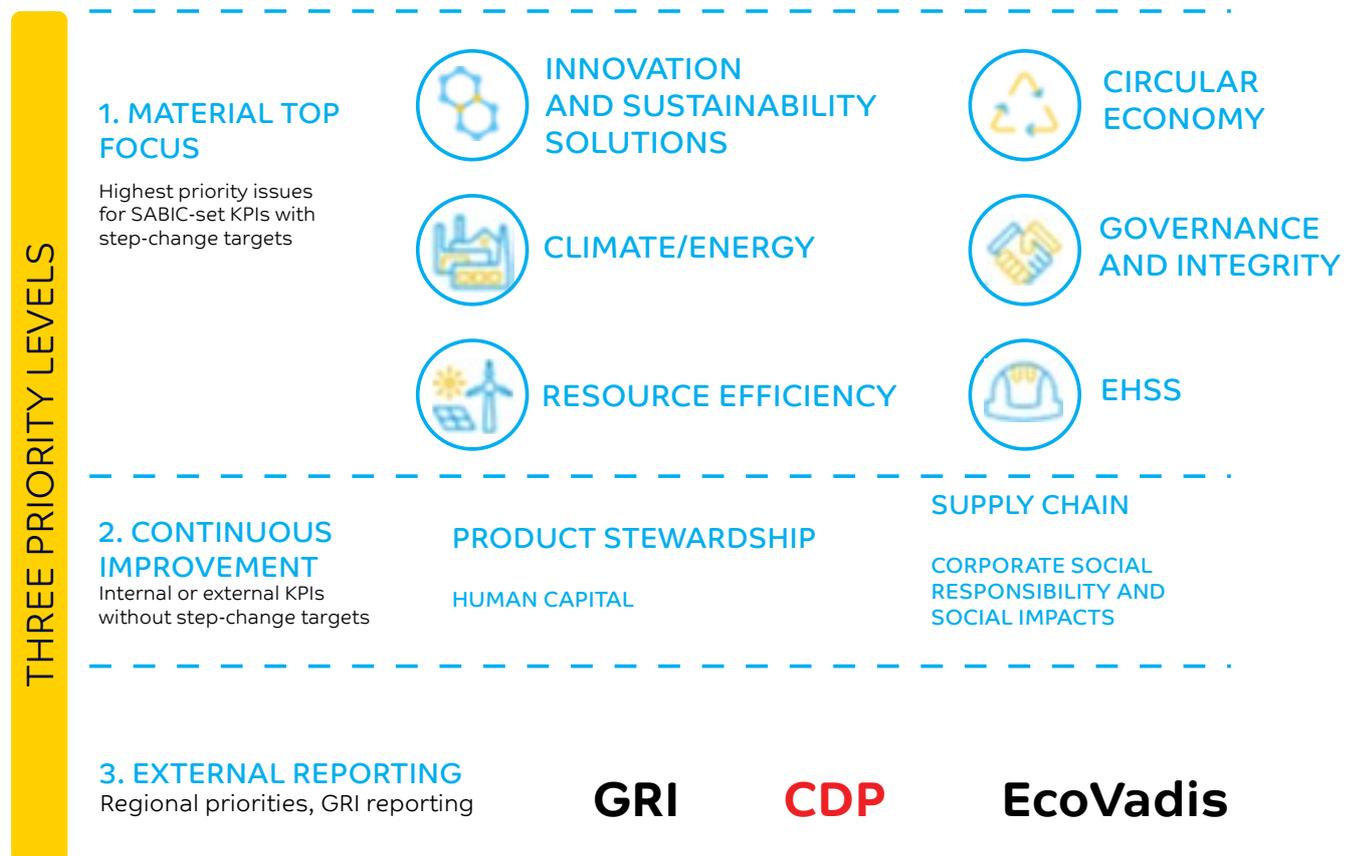
- 1) Innovation and sustainability solutions;
- 2) Circular economy;
- 3) Climate change;
- 4) Resource and energy efficiency;
- 5) Environment, health, safety, and security (EHSS) and product safety; and
- 6) Governance and integrity.

In addition to these six issues, our report includes a section on Engagement and Collaboration covering our progress on human capital development, social impact and community relationships, and sustainable supply chains. We realize the importance of our actions in these areas to many key stakeholders. This chapter illustrates the value that SABIC adds through engagement with our employees, communities, and business partners on whom we rely to build a sustainable future.

During the materiality assessment, we felt that some of the other important elements in our evaluation were directly linked to these central elements, while others were of less importance at the time. Because we are dedicated to continuous improvement in all aspects of our business, we will continue to refine our priorities and validate our conclusions through additional analysis, socialization of the conclusions across the business, and direct stakeholder input.

We also recognize that material issues change over time, and we continue to monitor their relative importance to our business and to our stakeholders using stakeholder engagement mechanisms. Any changes in our prioritization will be disclosed in future sustainability reports.

## MATERIALITY FOR SUSTAINABILITY PRIORITIES (2019-2023)



All material aspects are organization-wide except where a limited scope is defined in the discussion of that specific metric. We will continue to strengthen our business governance of these material issues by

- Refining our strategic objectives for each material issue
- Developing new initiatives and robust management processes with clear metrics
- Ensuring implementation through goals, milestones, and communication

As we complete the steps described above, we will be updating our key performance indicators. We will keep seeking third-party expert feedback through our engagements with, for example, Business for Social Responsibility, the World Business Council for Sustainable Development, and KPMG. We invite readers of our Sustainability Report to provide feedback on our impacts through our sustainability site: <https://www.sabic.com/en/sustainability>.

## SABIC STRUCTURE

SABIC is a publicly traded global leader in diversified chemicals with its global headquarters in Riyadh, Saudi Arabia. We manufacture on a global scale and have five key geographies with innovation hubs in the United States, Europe, the Middle East, Southeast Asia, and Northeast Asia.

## REPORT BOUNDARIES

Unless noted otherwise, the Sustainability Report includes company performance information for all SABIC units and operations that are financially consolidated in our 2022 Financial Statements and Board of Directors Report, which are available at: <https://www.sabic.com/en/investors/performance-financial-highlights/annual-report>.

An exception to this is our reporting boundary for our Environmental Sustainability key performance indicators (KPIs), which are in line with current financial consolidation; however, we have opted to include 3.5 SABIC affiliates – Kemya, Sharq, Yanpet and 50% of SAMAC – that were moved outside our financial boundaries in 2020 as part of the total numbers (please see Note 39 of SABIC's Financial Statements 2020 for further details).

For ethics and integrity compliance data, we have applied a more limited scope. Compliance data is reported for the employees of SABIC and its wholly-owned affiliates, but not for employees of SABIC's non-wholly owned manufacturing joint ventures (or affiliates) in the Kingdom of Saudi Arabia.

Supply chains include interactions outside of SABIC. The reporting boundary for supply chains upstream of SABIC includes the supply chain for purchased feedstock and materials or services that are procured for the financially consolidated sites. Downstream product impacts (transport, product stewardship) are reported for all products sold by SABIC (including from joint venture partners if SABIC is responsible for selling).

The Sustainability Report 2022 has been prepared with reference to the GRI Standards. The GRI table can be found at the following link: <https://www.sabic.com/en/sustainability>.

## STAKEHOLDER ANALYSIS AND ENGAGEMENT

As one of the largest chemical companies in the world with operations in 50 countries, SABIC has many stakeholders to consider with respect to the impact our business has on them, and the impact their expectations have on our strategy. Our objective in stakeholder engagement is to understand

- Our primary stakeholders and to whom we are accountable
- Our effect on stakeholders and their priorities
- How we can collaborate and create value
- The primary mechanisms at our disposal for stakeholder engagement

The SABIC leadership team, guided by the functional and business expertise across our company, is responsible for our overall stakeholder engagement. A summary of our stakeholder assessment is shown in the table below. It was developed through the combined input of the Corporate Sustainability Department (CSD), the Corporate Social Responsibility (CSR) department, the Sustainability Report Committee and the insights of SABIC employees directly responsible for engaging specific stakeholder groups.

In our 2012 report, we provided a summary of the expectations we received through stakeholder channels. This feedback is still relevant today and is reflected in the content of the current report. Additionally, we sought input from over 100 internal leaders and third-party external experts on how to improve stakeholder satisfaction in our reporting. This feedback was reviewed at SABIC Sustainability Council meetings in 2013 and was taken into account in preparing this report. This report is a critical mechanism for communicating with our stakeholders.

We recognize that our stakeholder engagement strategy is in its formative stage – based on bilateral relationships with different individuals. We will continue to solicit input from a cross-section of stakeholders with respect to our effectiveness at communicating our sustainability performance and impacts.

STAKEHOLDER CATEGORY	KEY CONCERNS AND PRIORITIES	PRINCIPAL MECHANISMS TO ENGAGE STAKEHOLDERS
Saudi Arabia and other governments	EHSS, financial, and ethical performance	Leadership communications
Private shareholders and joint venture partners	Robust business processes, EHSS, governance, and brand reputation	Annual General Meeting, Boards of Directors meetings
Employees and their families	Safety, security, job satisfaction, and career development	Surveys, performance reviews, concern reporting process
Customers	Security of product supply and product safety	Conferences, forums, industry trade shows, compliance reporting, commercial contacts
Communities where we operate	Fair and ethical business practices, environmental impacts	Employee/leadership engagement with the community
Suppliers	Collaborations	Scheduled meetings, compliance reporting
Consumers	Transparency	Information posted to internet sites
Global society at large	Sustainable solutions to mega-trends	Financial and non-financial reports

A list of external organizations/initiatives that SABIC participates in can be found in the Sustainability Report 2022.

## ETHICS AND COMPLIANCE

We are confident that our compliance program is a model for companies based in the Gulf region and meets the rigor and thoroughness of compliance programs at peer companies around the world. Program development and operation is the responsibility of the chief compliance counsel who reports to the vice president and general counsel.

**Code of Ethics:** In 2010, SABIC adopted a Code of Ethics that consists of 13 policies covering three broad areas: (a) our global environment; (b) our workplace; and (c) protecting our assets. The SABIC Code of Ethics holds our employees to the highest standards of ethical conduct every day, in every transaction, and everywhere we do business. These policies reflect our commitment to integrity and corporate citizenship and provide the foundation for our business culture, including our commitments under Responsible Care®, the United Nations (UN) Global Compact, and the World Business Council for Sustainable Development (WBCSD). SABIC's Code of Ethics can be found here: <https://www.sabic.com/en/about/our-compliance-culture/sabic-codeof-ethics>.

Our compliance review processes and reporting procedures are designed to ensure that all employees follow the Code of Ethics and that employees may report compliance concerns without fear of retaliation. Information on our compliance culture, including training, is available on SABIC's website here: [www.sabic.com/en/about/Our-Compliance-Culture](http://www.sabic.com/en/about/Our-Compliance-Culture).

In addition to the above practices, we have a comprehensive supplier due diligence program to ensure that our suppliers adhere to ethical standards and comply with the principles of the SABIC Supplier Code of Conduct. These include fair employment practices, no underage or forced labor, reasonable hours of work and wages, no discrimination, freedom of association, anti-bribery procedures, and EHSS procedures such as providing a safe work environment, pollution prevention, and safe and secure transportation of materials. We perform due diligence on all global suppliers at varied levels dependent on each supplier's risk profile. For more information on our Supplier Due Diligence Program and Supplier Code of Conduct see: <https://supplier.sabic.com>.

**Compliance Helpline:** Should any of our stakeholders have questions, comments, or concerns, they may use any of our available reporting channels, including our regional Compliance Helplines. Concerns may be reported anonymously and all reports will be treated confidentially.

- Saudi Arabia and the Middle East: +966 (0) 13 345 2886 and +800 30 22220
- Americas: +1 800 643 1614
- Europe: +31 164 29 2256
- Asia: +81 285 80 2535

## SABIC HUMAN RIGHTS PROGRAM

At SABIC, our mission is to create Chemistry that Matters™ while upholding and promoting human rights across all aspects of our operations. To achieve this, we adhere to the principles outlined in the following frameworks:

- UN Guiding Principles on Business and Human Rights
- International Labour Organization Declaration on Fundamental Principles and Rights at Work
- Principles of the UN Global Compact

SABIC upholds its human rights commitment through a top-down approach. The Executive Committee ensures that the company adheres to the Code of Ethics, while the day-to-day responsibility lies with Legal Affairs, Procurement, and Human Resources, collaborating closely with business units. Our Speak-Up tools are accessible to all, including employees, contractors, suppliers, and third parties, to report human rights issues without fear of retaliation.

Our Fair Employment Practices Policy in our Code of Ethics fosters a culture of respect and fair employment practices, prohibiting illegal discrimination and ensuring all employees receive training on this policy every two years. Our EHSS Policy reflects our dedication to safe and responsible facility operations, with continuous

improvement programs to prioritize safety and minimize employee and contractor injuries and illnesses.

We respect freedom of expression, association, and peaceful assembly, refraining from interfering or inhibiting these rights even if these should be related to business matters. We will not contribute to or support retaliation, threats, intimidation, or attacks against those exercising their rights or raising human rights-related concerns regarding our operations.

SABIC is deeply committed to addressing potential human rights impacts resulting from its business activities and aims to mitigate negative effects while maximizing benefits for local communities. Adhering to applicable laws, SABIC provides disclosures on the California Transparency in Supply Chains Act and UK Anti-Slavery Act. The Supplier Lifecycle Management (SLM) Due Diligence program in the supply chain minimizes human rights risks, with direct suppliers required to acknowledge the Supplier Code of Conduct, which outlines specific labor and human rights expectations. Higher-risk suppliers and temporary and contract workers receive various training courses through Trace International.

For more information on our Human Rights Program, please see <https://www.sabic.com/en/about/our-compliance-culture/our-human-rights-program>.

## SABIC HUMAN RIGHTS TIMELINE



## SUSTAINABILITY GOVERNANCE

### Report Governance

The Sustainability Council, led by the chief executive officer (CEO) and vice-chairman, governs the SABIC Sustainability Annual Report. The Council comprises the CEO and executive vice-presidents (EVPs) of Strategic Business Units (SBUs) and the corporate functions.

### Sustainability Governance

Accountability in sustainability governance resides with the Sustainability Council, chaired by the CEO. Sustainability is organized as a network of experts in SBUs and functions, supported by the CSD under the Sustainability Council's direction. CSD has the accountability to report the progress to the Sustainability Council at least twice a year. The Board Risk & Sustainability Committee is informed three times per year during the Board Risk & Sustainability Committee meetings.



SBUs and functions are responsible for their respective performance in reaching SABIC's sustainability goals by setting KPIs and executing milestones. Each SBU and function has a sustainability champion who provides leadership and is responsible for driving the identified sustainability program within their sphere of influence. These sustainability champions are supported by CSD, which is responsible for providing the strategic roadmap, tools, processes, skills, and programs to achieve the performance of the overall corporation and the individual SBUs/functions. Performance against SBU/functional goals is linked to the financial compensation of a group of executives.

Sustainability actions and decisions are reviewed periodically by the Board of Directors and the Board Risk & Sustainability Committee; however, the Chairman is ultimately accountable for all sustainability matters.

### Board of Directors Risk & Sustainability Committee

In December 2017, sustainability was added to the Board of Directors Risk Committee's scope, emphasizing its importance to our business. The Sustainability general manager (GM) routinely reports sustainability progress and the Sustainability Council's decisions to the Board Risk and Sustainability Committee. The frequency of the meetings is three times a year. According to its charter, the Risk and Sustainability Committee shall comprise three to five board members appointed by the Board.

### Sustainability Council

Our Sustainability Council is chaired by the vice-chairman and CEO and includes all EVPs of SBUs and corporate functions, including the Chief Sustainability Officer CSO (EVP Technology & Innovation). Together they strive to integrate sustainability throughout our business & operations. The council is responsible for setting our sustainability vision, priorities, and goals, is accountable for performance against sustainability goals, and approves CSD and Steering Committee recommendations.

The Sustainability Council meets twice a year, or more frequently if the urgency of the matter requires it, to review SABIC's sustainability strategy and discuss progress against KPIs and project milestones. The Sustainability GM proposes and conducts the agreed schedule. The vice-chairman and CEO report on various aspects of sustainability to the SABIC Board of Directors whereas the CSD GM informs the Board Risk & Sustainability Committee on the progress three times per year.

### Sustainability Steering Committee

The Sustainability Steering Committee is led by the CSD GM and includes high-level SBU and Corporate function representatives and all CSD’s regional leaders. The Steering Committee meets at least twice a year. Its accountability is twofold. First, it is accountable for developing strategic sustainability-related recommendations to the council and translating the council’s decisions into actions within the specific SBUs and functions. (CSD is accountable for proposing strategic sustainability-associated recommendations to the committee.) Second, it is responsible for supporting associated committees, such as Energy Efficiency & Carbon Management (EECM) and environmental, social, and governance (ESG) Reporting Steering Committees (see the following sections).



### The EECM Steering Committee

The EECM Steering Committee reports to the Sustainability Council and provides the needed support, guidance, and oversight to the specific teams. The chairman of the EECM Steering Committee is the vice president of EECM. The committee members are individuals with particular experience, expertise, and competencies required to steer this initiative, and leaders from specific verticals who can directly enable and influence the program.



The purpose of the committee is to identify the threats and opportunities of the present and future climate and energy change-related regulations, their impact on the financial results and competitiveness, and the risk involved in the license to operate the exposed sites. The committee will identify and propose mitigation plans, including energy efficiency programs and other carbon efficiency projects, reported in climate change-related roadmaps specific to each exposed site.

### The ESG Reporting Steering Committee

The ESG Reporting Steering Committee reports to the Sustainability Council and it provides the needed support, guidance, and oversight to the core team. The chairman of the ESG Reporting Steering Committee is the chief financial officer (CFO). The committee members are individuals with particular experience, expertise, and competencies required to steer this initiative, and leaders from specific verticals who can directly enable and influence the program. The core team members are CSD, Corporate Affairs, Human Resources, Finance, IT, enterprise risk management (ERM) and Legal. Individuals from other functions are pulled in as and when needed. The GMs of Investor Relations, CSD, Corporate Affairs, and Human Resources provide leadership and direction to the core team.

The purpose of this committee is to identify the broad set of ESG considerations that may impact SABIC's ability to execute its business strategy and create value over the long term. A strong ESG proposition correlates with higher equity returns as well as a reduction in downside risk (by lower loan and credit default swap spreads and higher credit ratings).



The ESG Reporting Steering Committee reports to the Sustainability Council the following ESG-related findings and recommendations: disclosures, gap analyses, and benchmarks; strategic management reporting; rating & indices analyses; policies and procedures; risk & opportunities identification & management & tracking; data automation; branding; and change management. Since the Sustainability Council only meets twice a year, the committee will address any needed support to the Executive Committee (made up of the same members as the Sustainability Council and meets monthly). All Steering Committees adopt a similar approach to address any pressing matter.

One of the committee's first initiatives was commissioning an ESG Maturity Assessment Benchmark Analysis, which was completed in early 2021. The result of this analysis was translated into workable proposals and priority areas for SABIC to address throughout the year, securing companywide buy-in and driving business ownership, and culminating in an ESG Reporting Consolidated Roadmap that will orient ESG initiatives in the coming years. Other initiatives spearheaded by the Committee include commissioning a TCFD-aligned scenario analysis for SABIC's Polyethylene (PE) business to test its strategic resilience. The committee has also been working to align reporting with European Union (EU) Taxonomy, and this will be an area of focus going forward.

In 2022, we strengthened our governance approach by creating a dedicated Project Management Office (PMO) under the ESG Reporting Steering Committee. The PMO will develop ESG processes for internal focus, enabling us to identify critical areas and build capabilities to address them. Additionally, the ESG Reporting Practitioners Group worked to create more engagement across functions and regions. Over the next 1-3 years, it will work on developing ESG content and disclosures and provide oversight of the transition towards consolidating financial and sustainability reporting in a single integrated report.

### Topic sub-teams

Topic sub-teams are formed by the Sustainability Steering Committee or by individual Sustainability Council and CSD members. Their task is to coordinate and work across functions and SBUs to provide critical effort and content for SABIC's sustainability process and strategy. The topic sub-teams comprise, but are not

limited to, Manufacturing Reporting and other functions that contribute to SABIC’s sustainability performance: Water & Material Effectiveness and greenhouse gas (GHG) & Energy Efficiency, Sustainability Reporting, Sustainability Product Qualification, Product stewardship, Lifecycle Assessment, Mega Project Sustainability Assessment, EHSS, Corporate Communications, CSR, Supply Chain-related GHG Emissions (Procurement and Transportation) and Climate Risk Management, Finance, Enterprise Risk Management, Legal, Technology & Innovation, Business & Innovation, and any other function that could bring value to the sustainability efforts. Thus, additional sub-teams are formed as needed for executing the sustainability strategy.

### Functional Accountability

Our sustainability process is supported by many teams accountable for critical business processes. The players include the functions described in the prior subsection. The governance structure is reviewed periodically and is continually evolving to meet stakeholder needs and priorities. Any changes are proposed to the Sustainability Council and decided by its members. As we continue to analyze our priorities and develop new ones from our materiality assessment, we will implement structure and accountability changes to match such developments.

### SBU Accountability

The leaders of SBUs and functions are represented on the Sustainability Council and Steering Committee. Each leader has a team responsible for performance against specific sustainability goals such as operational footprint, sustainability product solutions, training targets, etc. Steps are taken to measure SBU performance, based on their overall management of a portfolio of programs that influence stakeholders' sustainability expectations.

## OUR VALUES

INSPIRE	ENGAGE	CREATE	DELIVER
GENERATING EXCITEMENT AND COMMITMENT	CONNECTING WITH OTHERS TO ACHIEVE MORE	SEEKING NEW WAYS OF DOING THINGS	TAKING RESPONSIBILITY TO MAKE THINGS HAPPEN
Display a clear and shared vision that inspires colleagues to contribute to solutions to major needs	Use internal and external networks to establish collaborations and leverage resources	Champion changes that address risks and opportunities across a changing landscape	Focus on the sustainability priorities and the business processes in your area of impact
Be energetic and passionate toward common goals and motivate others to contribute	Foster an environment where ideas are expressed, and supported; and silos are taken down	Constantly challenge the status quo and existing comfort zones to generate innovative solutions	Take action to meet your commitments and support others to meet theirs
Continuously develop personal knowledge. skills and expertise about global issues and inform others	Invite colleagues to support volunteer efforts in our communities	Accept, adapt and translate ideas from anywhere to solve problems	Apply ingenuity and persistence to overcome barriers to solutions

### SUSTAINABILITY PERFORMANCE SUMMARY REPORTING YEAR 2022

The summary table on page 23 of this year’s Sustainability Report is organized according to materiality topic and in line with the report structure. We have added new metrics on renewable energy to reflect our new long-term commitment to switching to clean energy and eliminated several supply chain metrics.

### RESTATEMENT OF INFORMATION

The Sustainability Report 2022 does not have any re-statement of information from previous reports.

# INNOVATION AND SUSTAINABILITY SOLUTIONS

## SABIC SUSTAINABILITY PRODUCT DEFINITION

1. A SABIC Sustainability Product provides beneficial sustainability features in the value chain that must (a) be measurably better than incumbent market features or (b) be equal to or exceed recognized external thresholds.

2. Positive features should clearly exceed any negative features in the eyes of the market.

Evaluating candidate products against this definition is the purpose of the Sustainability Product qualification process.

## FRAMEWORK FOR PORTFOLIO SUSTAINABILITY ASSESSMENTS (PSAS)

Recent global initiatives such as the Paris Climate Agreement and the United Nations Sustainable Development Goals (SDGs) underpin the importance of sustainability products and solutions. In support of these and other global ambitions, companies increasingly use PSAs to understand and proactively steer their overall product portfolios towards improved sustainability performance. SABIC contributed to the development of a common PSA framework as a member of the WBCSD's chemical sector working group, published in 2020. The ambition of the framework is to create more sustainable product portfolios.

We at SABIC have expanded our approach to measuring the sustainability benefits of our products using a PSA framework. Rather than focusing strictly on the sustainability performance of individual "qualified" products, we are now using a sustainability performance lens to screen, identify, and score the best solutions at the product application level throughout our whole portfolio. This PSA approach allows us to create strategic and comprehensive targets for revenue based on the portfolios of products and solutions that deliver the greatest sustainability benefits. While we will continue to assess sustainability benefits at the product level, our reporting going forward will focus on sustainability performance at the portfolio level.

The PSA methodology covers basic stakeholder requirements, such as the safety compliance of the substances in the final product and other risks, regulatory trends, and sustainability ambitions in the value chain. In addition, the methodology analyzes the performance of the products in specific applications against benchmarks.

## TOTAL PATENT PORTFOLIO FILINGS

Our total patent portfolio filings is defined as the total number of active cases in all countries and includes issued patents and pending patent applications. Our total active patent portfolio at the end of 2022 was 9,948.

With the filing of 233 new original patent applications in 2022, SABIC continues to take a more critical view of the added-value contributions of the intellectual property (IP) estate and new filings. Our new focus on supporting commercial objectives allowed us to undertake strategic patent support to the business on a global scale. We continued with our strategic decision to file patents on projects of higher return value, especially those that are business-critical and in advanced stages. We are using our IP estate to support a significant increase in licensing of SABIC technologies.

## ANALYSIS OF PATENTS IN CLIMATE CHANGE MITIGATION TECHNOLOGIES

Patent data provides a useful perspective of how an organization's technology strategy develops technology and intellectual capital around sustainability. The Y02 classification code of patents covers the field of climate change mitigation technologies, which are further classified into eight sub-categories. The ratio of the number of patents with a Y02 classification compared to the total patent output (the sustainability patent index score) clearly indicates how much of an organization's research is focused on climate change mitigation.

Several internal studies conducted by the IP team at SABIC (covering SABIC and its peers, looking at yearly trends of patent publications related to sustainable technologies) revealed that SABIC is a leader among its peers over the last seven years.

## EMBEDDING LIFECYCLE CONCEPTS

A successful sustainability strategy requires a focus on all points in the lifecycle, including basic raw materials, manufacturing processes, distribution, customer conversion processes, consumer use, and end-of-life.

SABIC's sustainability program is founded on lifecycle thinking – a concept that enables us to consider impacts to natural capital across multiple types of environmental impacts (global warming potential and cumulative energy demand, for example) as well as across the full product value chain. Using an LCA approach, we can identify which steps in a product lifecycle offer the best opportunity for improvement. Environmental impact changes are often outside SABIC process operations, such as in the use phase for lighter automotive materials or building materials with better insulating properties. LCA is used to determine product stages at which environmental benefits or burdens occur and whether a change might cause burdens to shift between stages or between environmental impact categories. Understanding the potential impacts early in the development process allows for improved decision-making, which helps SABIC to develop a more sustainable product portfolio.

# RESOURCE AND ENERGY EFFICIENCY

As the most challenging issue faced by humanity, global warming has the potential to substantially change not only the environment but also society and economy at a global level.

The risks are substantial. As a global business, we already feel impacts in various aspects of our business such as in our relationship with stakeholders such as governments, investors, employees, and customers, and in our functions such as manufacturing, research and development, branding, and marketing.

We also recognize the profound opportunities brought by the global low carbon transition. A growing demand for low carbon solutions in transportation and construction, the hardware required for renewables, the use of CO<sub>2</sub> as a feedstock – all of these represent substantial business opportunities.

As a company rooted in sustainability, SABIC actively contributes to the global efforts in managing climate change. Our climate efforts are multidimensional.

## GHG

We track direct and indirect GHG emissions for all of our global manufacturing facilities within our financial consolidation and operational control boundaries. Our reporting is based on:

- World Resources Institute (WRI)/WBCSD GHG Protocol
- WBCSD Chemical Sector Value Chain GHG Reporting and Accounting Guidance
- American Petroleum Industry Guidelines for Reporting GHG Emissions

Internal corporate and manufacturing reporting protocols define how we implement these measurements and reporting guidelines. As described in the “About this Report” section, our reporting boundary matches financial consolidation as documented in our Annual Report with the addition of 3.5 affiliates. We include the 3.5 affiliates to report on all emissions in Saudi Arabia as part of scope 1&2.

As highlighted in Sustainability Reports 2021 and 2022, we made a public commitment in 2021 for all our operations to become carbon neutral by 2050. In our earlier articulations of our climate ambitions, we set out intensity-based targets and mandated reductions in our GHG emission intensity (along with reductions in energy intensity, water intensity, and material loss intensity) by 2025 from a 2010 baseline. However, we have now set a goal of a 20% reduction in absolute GHG emissions (Scope 1 and 2) by 2030 against a 2018 baseline to support SABIC’s Carbon Neutrality commitment. While we will continue to report our progress on both intensity-based and absolute reduction targets through 2025, these new absolute reduction targets will be our primary focus after 2025.

The 2022 report did not include re-statement for GHG reporting for any previous years. Beginning in 2013, the Sinopec SABIC Tianjin Petrochemical Company (SSTPC) joint venture was removed as a partially consolidated entity in SABIC’s financial report in order to align with international accounting rules for joint investments. Therefore, the SSTPC site data were not included in the SABIC operational footprint and intensity calculations. In the 2013 report, historical footprint data going back to the 2010 base year were adjusted to fall in with this structural change as well as to correct any other accounting errors. These adjustments altered reported footprint performance results from 2010 to 2012. Since our reporting base year (2010), SABIC has implemented systems to ensure the accuracy of our operational footprint data, the results of which have been verified and assured (with limited assurance) by a third party.

## GHG Emission by Category

SABIC emissions (tCO2e) (*)	2020	2021	2022
<b>Scope 1</b>			
CO2 (carbon dioxide)	36,455,514	35,857,679	36,598,962
CH4 (methane)	40,508	64,168	50,320
N2O (nitrous oxide)	25,096	26,185	26,775
HFC (hydrofluorocarbons)	227,920	59,598	61,887
SF6 (sulfur hexafluoride)	0	0	0
<b>Scope 2</b>			
CO2	17,512,942	15,111,342	14,957,520
<b>Total</b>	<b>54,261,985</b>	<b>51,118,976</b>	<b>52,126,771</b>

## GHG Emission by Region

SABIC emissions (tCO2e) (*)	2020	2021	2022
<b>Scope 1</b>			
Saudi Arabia	33,137,325	32,695,075	33,610,699
Europe	2,853,955	2,028,505	1,880,390
Americas	756,960	1,283,234	1,677,593
Asia Pacific	803	820	569
<b>Scope 2</b>			
Saudi Arabia	14,936,627	12,731,240	12,961,020
Europe	1,790,974	1,452,169	1,164,339
Americas	670,172	804,378	729,676
Asia Pacific	115,169	123,556	102,485
<b>Total</b>	<b>54,261,985</b>	<b>51,118,976</b>	<b>52,126,771</b>

## GHG Emission Scope 2, Location-Based vs Market-Based

SABIC Scope 2 emissions (tCO2e) (*)	Market-based 2022			Location-based 2022		
	Electricity	Steam	Total	Electricity	Steam	Total
Region						
Saudi Arabia	12,437,964	523,056	12,961,020	12,683,961	523,056	13,207,017
Europe	546,201	618,138	1,164,339	526,954	618,138	1,145,092
Americas	367,995	91,682	729,676	607,914	91,682	699,596
Asia Pacific	100,830	1,655	102,485	100,830	1,655	102,485
<b>Total</b>	<b>13,722,989</b>	<b>1,234,530</b>	<b>14,957,520</b>	<b>13,919,659</b>	<b>1,234,530</b>	<b>15,154,190</b>

## GHG Emission from Flaring

SABIC emissions from flaring (tCO2e) (*)	2020	2021	2022
<b>Region</b>			
Saudi Arabia	1,412,216	1,538,406	1,413,281
Europe	217,211	182,766	174,010
Americas	7,471	90,712	73,259
Asia Pacific	0	0	0
<b>Total</b>	<b>1,636,899</b>	<b>1,811,884</b>	<b>1,660,550</b>
Reduction since 2010 in %	55.8%	51.1%	55.2%

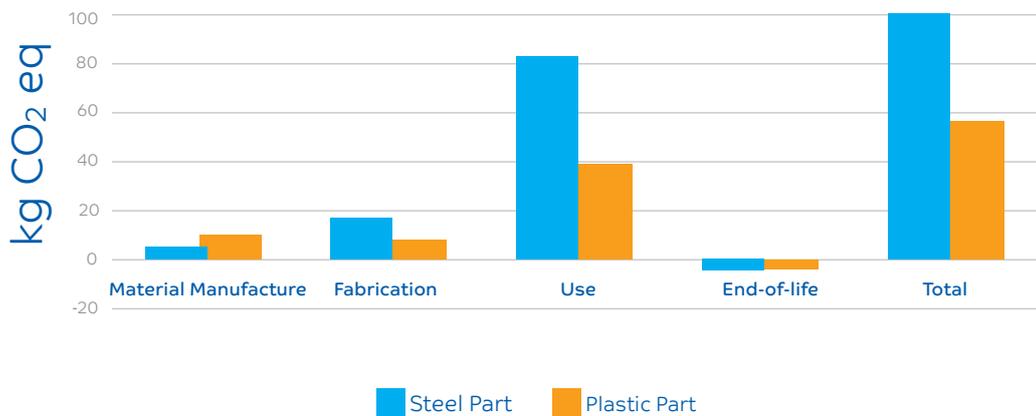
(\*) GWP IPCC 2015 100 year

### Avoided Emissions

Avoided emissions are the calculated difference of total lifecycle GHG emissions of two product alternatives for achieving the same user benefit.

#### Example

The use of a lightweight plastic composite in an auto part instead of a conventional steel part contributes to the avoidance of 50kg of GHG emissions over the full lifecycle of the vehicle.



For an individual part (functional unit in the LCA), the avoided emissions are calculated as follows:

#### Quantitative Calculation

Avoided Emissions (tCO<sub>2</sub>e) = Lifecycle GHG emissions of reference product in tons of CO<sub>2</sub> equivalents *minus*

Lifecycle GHG emissions of SABIC product in tons of CO<sub>2</sub> equivalents

When scaled up to product level, the avoided emissions per functional unit will be multiplied by the volume of SABIC products sold into the specified application in the LCA.

### Carbon Market Mechanisms

SABIC is the first company in Saudi Arabia to be awarded the UN issuance of carbon credits under the Clean Development Mechanism (CDM) scheme in 2017. We have two projects officially recognized by the UN as the first of their kinds.

- **Carbon capture and utilization**

With 500,000 tCO<sub>2</sub>e of annual capacity, our carbon capture and utilization plant provides feedstock to three other processes to make valuable products.

- **Marginal abatement cost curve**

As a thought leader, for the first time in our region, SABIC has developed a marginal abatement cost curve (MACC) tool to ensure laser focus and maximize return of investment of our energy and carbon savings efforts. We use MACC to identify and prioritize cost-efficient technological measures.

- **Carbon Disclosure Project (CDP)**

Since 2014, SABIC has been participating in the CDP, the world's biggest rating platform, which annually assesses the climate change efforts of leading companies worldwide.

- **Supply chain carbon footprint**

To understand the carbon emission profile of our entire supply chain, in 2020 we completed the first measurement of our scope 3 emissions in accordance with GHG protocol. This will help us to better manage and, in time, reduce the carbon footprint of our suppliers and transportation.

- **Engagement and collaboration**

We actively support the Paris Agreement, and, through the Saudi government, we have contributed to each Conference of Parties since 2012. As an active player in carbon utilization technology, SABIC supports the Carbon Sequestration Leadership Forum.

Our low carbon solutions help our customers in transportation, construction, packaging, and other industries to reduce carbon emissions during the use cycle.

## ENERGY

### Energy Intensity and Energy Sold

Following the WBCSD chemical sector guidelines, energy sold from sites that sell energy, such as our Bergen op Zoom site, is subtracted from the total prior to calculating energy intensity. This is because intensity is based on product sales and energy sold to customers outside of the site are not relevant to these sales.

## WATER

### Water Management

The compliance priority of our water-management strategy aims to ensure that wastewater discharge streams are treated to comply with discharge limitations. Our sustainability priority is to minimize freshwater usage, especially in water-stressed areas. Most of the water used in our manufacturing operations is recycled multiple times to minimize water usage and the effluent is treated prior to discharge to minimize the overall environmental impact. We track water usage at all of our operating sites and also monitor discharge parameters such as effluent temperature and organic concentrations to help reduce impacts of our water discharge.

Our ambition is to reduce our freshwater use intensity by 25% from 2010 levels by 2025. SABIC will need to take operational steps to reduce freshwater consumption and deploy the latest technologies to recover and recycle freshwater streams. The intensity goal includes only freshwater, to focus on water of importance to the local communities and to enhance water availability in the areas where we operate.

Almost half of our sites are in regions with extreme water scarcity and more than 30% are in regions with abundant water. We operate manufacturing facilities in water-stressed regions – with our largest operations in the Middle East – and are cognizant of the need to use freshwater judiciously.

Our Saudi Arabia-based sites were designed to operate in the water-scarce region. The largest volume of water used in chemical plants is for cooling. Our Saudi process operations use sea water for the large majority of process cooling. The sea-water cooling systems incorporate process design and metallurgy to handle the saline water. The cooling systems include design for recycling of this water to minimize volumes used, and instrumentation is installed to monitor the flow of sea water that returns to the original source.

The fresh (non-saline) water used for process and potable uses comes almost entirely from public utility desalination plants, minimizing any impact to the water table or availability of water in the community. The majority of community potable water used near our areas of operation also comes from the desalination plants.

In 2021, we increased the granularity of our environmental footprint reporting with the addition of water withdrawal, water discharge, and water consumption accounting across our manufacturing sites. This aligns our table in accordance with GRI 303 Water & Effluents and marks our first step in advancing our water accounting principles beyond freshwater usage intensity.

## MATERIAL EFFICIENCY AND WASTE MANAGEMENT

One measure of our operational resource efficiency is our material loss KPI, which is the sum of process material losses to flaring, process vents, fugitive losses, hazardous and non-hazardous wastes, and process material lost to wastewater. SABIC takes this comprehensive measurement approach to allow our various sites to focus on the most important aspects of material loss for each process. We also use this concept to reinforce the importance of optimizing material usage in our production operations. Improvements in material loss typically result in additional material availability for production or reduction in waste disposal; therefore, improvements directly impact economic performance.

Point source emissions, mainly flaring and venting, are the area with the biggest opportunity for material loss reduction. Flared material volumes have been reduced by more than one-half since 2010, which has provided the most significant improvement in material loss.

### Material Loss by Category

Material Loss (t)	2020	2021	2022
Category			
Fugitive process emissions to air	2,239	1,722	1,747
Point source process emissions to air	2,835,028	2,712,136	2,774,679
Process material release to water	7,544	7,022	6,793
Loading unloading losses	1,264	1,016	984
Spills or releases	154	253	54
Storage tank material losses	1,546	1,626	1,236
Hazardous waste	180,936	211,949	247,176
Non-hazardous waste	59,153	89,251	89,888
<b>Total</b>	<b>3,087,864</b>	<b>3,024,976</b>	<b>3,122,559</b>

Hazardous and non-hazardous wastes together accounted for approximately 10% of the material losses reported in 2021.

2022	t
Hazardous waste	24,776
Non-hazardous waste	89,888
2020 total absolute material loss	3,122,559
Hazardous and non-hazardous waste % of material loss	10.8%
2010 total hazardous + non-hazardous waste	341,876
Hazardous and non-hazardous % reduction since 2010	1.4%

The largest component of material loss is from flaring and venting. The material loss metric was designed to drive overall material efficiency, while allowing each facility to focus on their highest priority. SABIC set a material-loss reduction target of 50% by 2025 from the 2010 baseline, and has already achieved a reduction of more than 45%. In addition, we are introducing new sub-targets to reduce emissions from flaring by 65% compared to 2010 levels and to reduce our hazardous and non-hazardous waste to below 2010 levels, as a percentage, by 2025.

The CO<sub>2</sub> utilization projects described in the recent reports will very positively impact our material loss performance through reduction of process venting by diverting vented materials to be used as a feedstock for other processes. This is an excellent example of byproduct synergy – using relatively low-value byproducts from one process as a raw material for another. We continue to evaluate our byproducts and waste materials to identify potential cross-site synergies.

# EHSS AND PRODUCT SAFETY

## RESPONSIBLE CARE 14001

As a Responsible Care® company, SABIC is committed to the guiding principles of Responsible Care® for improving our EHSS performance, including communicating our performance to our customers and responding to your inquiries. We are Responsible Care® certified at 86% of our chemical operational facilities; 45 out of 53 sites.

## EHSS PERFORMANCE AND METRICS

SABIC is committed to maintaining the highest EHSS standards throughout the organization, extending to all entities, divisions, and partners including full-time employees, contractors, and vendors. We aim to match best-in-class standards, to conduct all operations beyond compliance, and to inspire this mindset in everyone who works for or with SABIC. In keeping with this ambition, we also strive for full compliance with legal requirements and promptly address non-compliance with applicable EHSS laws and regulations.

Our EHSS Policy provides an overall direction to the whole organization and forms the basis of our efforts and journey towards EHSS improvement. Our policy may be viewed here: [www.sabic.com/en/about/ehss/policy](http://www.sabic.com/en/about/ehss/policy).

Further, SABIC's commitment to quality, including ISO 9001, OHSAS 18001 and Responsible Care® certificates, can be found here: <https://www.sabic.com/en/about/our-quality-standards>.

We measure our overall EHSS performance through a number of KPIs, including an internally developed EHSS metric called the EHSS Rate, formerly referred to as the Safety, Health and Environment Rate (SHER). The EHSS rate incorporates a comprehensive range of EHSS incident types including environmental releases, process safety events, occupational health and safety injuries, illnesses, and security incidents. Incidents are weighted according to severity to calculate their contribution to the metric, and the rate is normalized to 200,000 man-hours. We have a strategic goal to reduce our global EHSS Rate to no more than 0.25 by 2025.

### Maturity Index

Environmental emission performance is a key component of our integrated EHSS metric, and the EHSS Rate counts significant releases in each of three classes, from A (most severe) to C (least severe). Class A incidents are those that result in a release of hazardous material greater than 10 metric tons (t) from the primary containment and Class B incidents range between 4 and 10 t; Class C incidents have a lower limit of 0.1 t.

Hazardous Chemical Release amount totals are calculated from Environmental Class A, Class B, and Class C (amount outside secondary containment accounted) and Process Safety Events LPOC Tier 1 & Tier 2 with releases outside of the secondary containment.

All sites use the same matrix to define the EHSS incidents and the associated classification. The weighting for the EHSS Rate is 50 points for Class A incidents, 5 for Class B incidents, and 1 for Class C incidents. For 2022, an extension of the EHSS metrics scope for the Sustainability Report is planned, along with the automation of Corporate Sustainability metrics.

## GOVERNANCE AND OPERATING RHYTHM

SABIC's leadership has created a robust governance system to ensure that our EHSS culture is supported by teams with real accountability.

The EHSS Executive Council, comprising SABIC's vice chairman and CEO, executive vice presidents, EHSS functional leaders, and members of the legal team, meets biannually to review performance, establish milestones, and review strategic programs and company-wide initiatives. A separate EHSS Council, which includes manufacturing-affiliate presidents and site and functional EHSS leaders, meets quarterly to

coordinate strategic programs, enhance EHSS culture, and identify areas requiring special focus. In addition, a Product Stewardship Council advances knowledge and practice, and reduces the environmental, human health, and safety risks of our product portfolio.

Together, these councils support the day-to-day work of EHSS functional teams and complement the many meetings held globally to give manufacturing employees an opportunity to review strategy, share best practices, and build global networks for continuous improvement.

## OTHER EHSS METRICS

- All injury and illness-related data and metrics are created and calculated using definitions and procedures analogous to those set forth in United States' 29 CFR 1904 (the Occupational Safety and Health Act, OSHA) and as per OMS-318/SHEM-10 requirements & guidelines: [https://www.osha.gov/pls/oshaweb/owasrch.search\\_form?p\\_doc\\_type=STANDARDS&p\\_toc\\_level=1&p\\_keyvalue=1904](https://www.osha.gov/pls/oshaweb/owasrch.search_form?p_doc_type=STANDARDS&p_toc_level=1&p_keyvalue=1904)
- In 2022, SHEM-10 was revised to include the API 754 standard (Third Edition, August 2021).
- All process safety-related data and metrics are created and calculated as per the guidelines of API 754 (Third Edition, August 2021).

## PROCESS SAFETY KNOWLEDGE AND COMPETENCY

At SABIC, we have set strategic objectives in process safety knowledge and competency development, risk discovery and management, emergency preparedness and response, and technical network support. To prepare for every scenario, our Process Risk Management team focuses on high-consequence and low-likelihood risks.

## IMPROVING RISK DISCOVERY AND MANAGEMENT

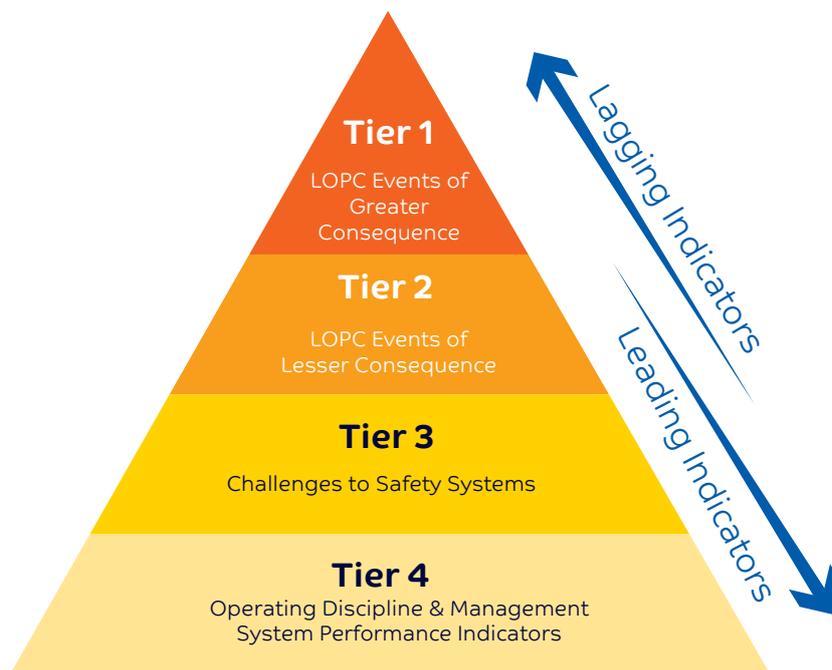
Risk discovery is critical to process risk management. We apply several methodologies to expand our awareness of the risks we face. SABIC Assurance for EHSS Risks (SAFER) is the key EHSS system we use for risk identification, assessment, tracking, and mitigation. SAFER reviews provide better visibility of risks and mitigation measures leading to safer facilities.

In 2020, SABIC formed new cross-functional teams to identify high-consequence process safety scenarios in several operational areas. They studied major incidents and near misses – at SABIC and other global companies' process safety alerts from technological providers. In total, they identified 91 scenarios and connected them to specific units, identifying minimum safeguards for prevention. We are embedding these findings in our safety standards, including pre-incident planning, emergency preparedness, and crisis response.

Effective emergency preparedness and crisis management rely on pre-incident planning for multiple risks. We trained 90 professionals in our Pre-Incident Planning (PIP) protocol, empowering them to improve emergency preparedness at our facilities.

Our Transient Operations HAZOP (TOH) protocol helps us to develop procedures to more safely start up and shut down unit operations and manage emergencies or other abnormal operations.

In alignment with global custom, since 2018 SABIC has decided to adapt its process-safety-metrics reporting to the leading and lagging indicators recommended by international standard API 754, thereby enabling international comparison. External benchmarking of the number of loss of primary containment incidents (LOPCs) demonstrates that SABIC is performing to the best standards in the industry. SABIC improved our corporate leading metrics set by identifying dominant incident root causes and translating them into key metrics. In order to keep reducing the number of LOPCs, SABIC will also collect and publish the number of Tier 2 LOPCs. Tier 3 metrics have been developed for further analysis of high potential incidents. The most important drivers of incident root causes and improvement programs have been aligned as Tier 4 on a corporate level. SABIC has been using these metrics to assist in further improving its process safety management since 2019.



### WEIGHT OF EVIDENCE APPROACH

The SABIC SAFER process does not always require scientific certainty of risks before mitigation measures are implemented. Rather, SAFER requires consideration of the likelihood of a significant adverse impact and the potential magnitude in order to determine when risk mitigation is required. Accordingly, risk mitigation is required where there is a possibility of high potential impact, even if it is unlikely such impact may occur.

### PRODUCT STEWARDSHIP PERFORMANCE AND METRICS

SABIC has procedures to identify and address EHSS risks posed by our products. SABIC has a Product Stewardship department that works with manufacturing, commercial, and technology staff to assess and address potential risks from SABIC products, including potential environmental and health risks. The Product Stewardship department conducts periodic risk reviews of existing products. Similarly, SABIC's process for development and commercialization of new products includes review of potential environmental and health risks and mitigation of any significant risks identified. Such risk reviews consider threats of damage as well as proven damage. Mitigation measures considered for significant risks include substitution, hazard warnings to purchasers, or discontinuation of the product. As a Responsible Care® company, SABIC applies the risk assessment principles set forth in that program's product safety code.

Across our global supply chain, we emphasize the importance of product stewardship to our EHSS and sustainability programs. By improving product stewardship, we can progress towards our business goals while reducing product health, safety, and environmental risks for employees, customers, and the communities where we work.

Our success is built on maintaining information on the safety, health, and environmental hazards of our products and raw materials, and collecting information on exposure-and-use scenarios. New products and formulations go through a rigorous screening and approval process to characterize, manage, and mitigate risk throughout the product lifecycle. We actively seek alternatives in cases where safe use cannot be guaranteed. We communicate product stewardship information to internal and external stakeholders globally.

so that products are managed and handled safely as intended. We seek to continuously improve our culture and processes for both new and existing products to reduce health, safety, and environmental risks for SABIC and its customers for the benefit of our global communities.

Developing appropriate metrics to measure the performance of product safety processes is key to improving SABIC's activities in this area. Transparency of SABIC's product governance processes is increasingly an expectation of our stakeholders, and we continue to develop new and effective processes to bring proactive product safety measures to our employees, customers, and the global community.

## EU REACH REGULATIONS

Under the EU's Registration, Evaluation and Restriction of Chemicals (REACH) regulations, companies are responsible for providing information on the hazards, risks, and safe use of chemical substances that they manufacture or import. As a responsible manufacturer and importer of chemicals, SABIC cares for the safety and health of people and the environment, cooperates with co-producers, suppliers, and customers to achieve our REACH goals, and works to continuously improve their safety, health, and environmental performance. To date, we have registered or pre-registered every chemical in SABIC's portfolio that falls under REACH's jurisdiction, allowing us to continue to manufacture, use, and import our products into the EU. In 2017, we made our final preparations to meet the 2019 REACH registration deadline, updating our inventory of imported low-volume chemicals. We also extended our support network of external REACH consultants and optimized our internal processes for collaborating with the various consortiums that operate within the EU.

## PRODUCT AND SERVICE LABELING

Product safety, regulatory compliance, and transparency are critical to SABIC's relationships across the value chain. Our Product Stewardship team also facilitated better access to product safety information – including product identification, material safety data sheets, and emergency phone numbers – for our supply chain and downstream users globally. This year, SABIC held gap assessments, site audits, and stakeholder discussions at manufacturing sites and logistics hubs to identify areas for improvement. We aim for a global enterprise management system to standardize approaches, reduce risk, and increase efficiency, and we will continue to roll out these new processes.

We work continuously to provide accurate, compliant, and current product information and labeling to our customers across the globe, such as product safety data sheets (SDSs) that comply with the Globally Harmonized System (GHS) of classification and labeling for chemicals in each country and language where we operate or sell products. A safety data sheet is available for all SABIC products. Consistent with GHS and industry practices, SABIC's safety data sheets include information on hazardous constituents, product hazards and safe use, and disposal considerations.

### **Total number of incidents of non-compliance with regulations and voluntary codes concerning product and service information and labeling**

This material is in addition to that in the report on product safety and product safety incident metrics. SABIC tracks and reports all incidents internally through the Product Stewardship and Legal departments, and is developing an incident system to track and report incident numbers externally.

## MARKETING COMMUNICATIONS

### Sale of Banned or Disputed Products

SABIC's Product Stewardship department is responsible for identifying legal requirements restricting or prohibiting the manufacture, use, and sale of chemical substances. SABIC's Product Stewardship department continually monitors developing and new chemical substance requirements in all relevant countries and regions, including the EU, China, Japan, and the Americas. It is SABIC's policy to comply with all such restrictions and prohibitions and the restrictions of key customers. SABIC's Product Stewardship department provides customers with information on the constituents of our products so that our customers are able to comply with applicable chemical substance regulations and laws. This information is provided through SDSs and direct communications with customers. SABIC also publishes Product Safety Summaries for select products and materials as part of our participation in the ICCA Global Product Strategy. These can be obtained at the following website: <http://icca.cefic.org/en/Home/Global-Product-Strategy/global-product-strategy/chemical-information-search/>. The Product Stewardship group works closely with commercial staff to comply with each country's chemical substance requirements.

### Marketing and Communication Compliance

SABIC is an upstream company, not a consumer products company and, therefore, considers GRI G4 417-3 and 418-1 to be not material. These include the total number of incidents of non-compliance with regulations and voluntary codes concerning marketing communications and the total number of substantiated complaints regarding breaches of customer privacy.

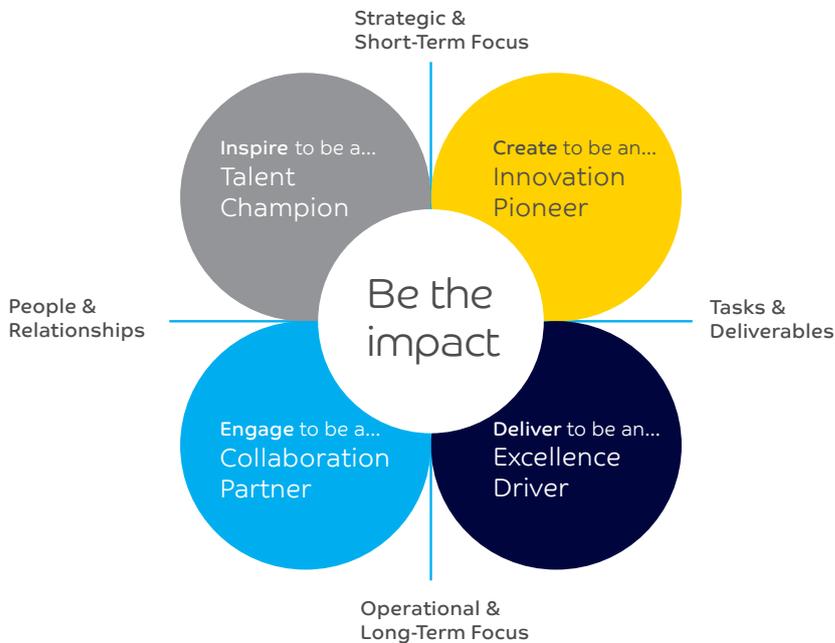
## COMPLIANCE

### Monetary value of significant fines for non-compliance with laws and regulations concerning the provision and use of products and services

SABIC's EHSS department tracks fines and penalties issued by regulatory agencies concerning non-compliance of environmental laws and regulations. The monetary value of fines paid by SABIC in 2022 for non-compliance was not significant.

# HUMAN CAPITAL DEVELOPMENT

## SABIC LEADERSHIP WAY



We began our SABIC Leadership Way transformation in January 2017 and it is built around the guiding principles that anchor SABIC's purpose of 'Chemistry that Matters™' with our commitments and values: Inspire, Engage, Create, and Deliver. It aligns with our 2025 strategy and allows us to create a dynamic and inclusive leadership culture that develops the right talent for the right challenges, encouraging immediate responses while keeping a focus on long-term goals.

The SABIC Leadership Way has four leadership priorities:

- **Talent Champion:** Bringing in the best people, and growing and developing them to fuel our growth and achieve our goals. SABIC leaders should seek growth opportunities for teams and take personal responsibility for championing development and career progression.
- **Collaboration Partner:** Working closely with colleagues and partners on smarter, more efficient, and higher-performing products and ways of working. Communication is critically important to success and a focus area for improvement, as we learned from our 2019 Employee Survey. SABIC leaders should co-create for shared stakeholder success.
- **Innovation Pioneer:** The pace of change is only getting faster. We can only remain relevant and retain a leadership position through innovative ideas and ways of working. SABIC leaders should encourage new thinking at every level and drive innovative approaches that make an impact on our customers.

- **Excellence Driver:** Making an impact on customers, stakeholders, and communities requires continual improvement and a sense of urgency.

## WORKERS AND COMMUNITIES

### Fair Employment Practices

A pillar of our competitive strength is our global and diverse workforce that includes people from many different cultural backgrounds. We are committed to creating and fostering a culture of respect and fair employment practices that prohibits all forms of illegal discrimination. We observe all applicable labor and employment laws wherever we operate. That includes, wherever applicable, observing those laws that pertain to freedom of association, privacy, recognition of the right to engage in collective bargaining, the prohibition of forced, compulsory and child labor, and those laws that pertain to the elimination of any improper employment discrimination (including unlawful workplace harassment). This policy is laid out in our Code of Ethics.

### Management-Worker Health and Safety Committees

SABIC's management standards require the formation of EHSS committees at various levels to provide for involvement of employees in monitoring EHSS performance and implementing and improving EHSS programs. Specifically, each facility is required to hold shift and shop-floor EHSS meetings to discuss EHSS incidents, concerns, and issues. The information from the shift and shop-floor EHSS meetings is included in discussions of required departmental EHSS meetings. In addition, SABIC's management standard requires the formation of EHSS committees in each region and in each entity or function to monitor EHSS performance and advise on EHSS programs.

# SUPPLY CHAIN AND PROCUREMENT

## DESCRIPTION OF SUPPLY CHAIN

Key supply chain activities include procurement of direct and indirect materials and product distribution. Direct materials include raw materials plus feedstock directly purchased to make our products. Indirect materials are all other products purchased. Supply chain responsibilities also include the transportation of products to our customers.

SABIC procures products and services from over 20,000 qualified suppliers. In addition to a financial and technical qualification process in which it is determined if the suppliers meet SABIC's requirements, all of our global suppliers are also subject to the SABIC SLM program, which includes robust due diligence to ensure SABIC suppliers meet our sustainable supply chain and procurement requirements, and to demonstrate their compliance practices in areas such as safe working conditions, anti-corruption, and environmental responsibility.

Related to the transportation operations and logistics, our global supply chain delivers more than 37 million tons of products to some 20,000 locations in over 140 countries every year. In addition, products flow through around 200 distribution centers using 500 logistics service providers. The vast majority of our supply chain is maritime transport; road freight is a much smaller portion.

This year, we continued to implement the SABIC Global Supply Chain Excellence Framework to enhance reliability, agility, resilience, and efficiency, and to stimulate innovation. The framework, which consists of nine elements, covers all aspects of the supply chain, from strategic governance to operational excellence to EHSS and sustainability. Global Supply Chain will use this framework to further improve sound governance and measurement of our EHSS and sustainability activities.

In addition, we continued to use our Supply Chain Performance Management program, launched in 2017, to rapidly scale up our sustainability performance. This key tool provides a visual snapshot of our supply chain sustainability performance, as well as other business metrics, enabling us to thoroughly measure, validate, and analyze critical performance data and rapidly prototype new metrics.

We use an indirect methodology to calculate the GHG emissions associated with SABIC's chartered transportation tenders. We benchmark and review emissions each year against the emission factors (EFs) database published by UK's Department for Environment, Food and Rural Affairs (DEFRA).

2019 was the first year we engaged with suppliers through the Carbon Disclosure Project (CDP) to improve the transparency of our supply chain carbon footprint. Deeper engagement and collaboration with suppliers to manage risk and curb emissions will follow in the long term.

For many years, SABIC has reported, analyzed, and tracked incidents across our supply chain. We use our Supply Chain Incident Reporting KPI to measure safety performance, identify improvement areas, and create an internal and external benchmarking platform and improvement roadmap.

We took corrective and preventative measures and shared lessons learned with LSPs to avoid future accidents. More specifically, we strengthened defensive driving training programs that are verified in the Safety and Quality Assessment (SQAS) review. We are also evaluating the content, frequency, and effectiveness of our training programs to look for gaps and opportunities for improvement.

# SOCIAL IMPACT AND COMMUNITY RELATIONSHIPS

## COMMUNITY GIVING

SABIC has a strong culture of giving and volunteerism that complements our commitment to sustainability. This culture inspires our investments in CSR programs to create lasting, positive impacts for societies and environments throughout our global communities. In 2015, we began our global CSR strategy, RAISE, to guide our approach to charitable donations, sponsorships, partnerships, and employee-volunteer programs. We use RAISE – Reputation, Audience, Innovation, Strategy, and Endurance – to select programs that elevate SABIC’s brand, address community needs, and promote our values. RAISE prioritizes four socially responsible areas: Science and Technology Education, Environmental Protection, Health and Wellness, and Water and Sustainable Agriculture, supporting SABIC’s 2025 strategy and Saudi Arabia’s Vision 2030. The areas also promote the UN’s SDGs, which are designed to address society’s most pressing needs by 2030.

# ABOUT THIS REPORT

## LAST REPORT LAUNCH DATE

April 13, 2022

## CURRENT REPORT LAUNCH DATE

April 13, 2023

## MAIN COUNTRIES OF OPERATION

Please see our annual report <https://www.sabic.com/en/investors/performance-financial-highlights/annual-report>.

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