



# STATEMENT

October 2023

## Sense of Belonging

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### INTRODUCTION

SABIC cultivates a work environment where all people can flourish and thrive. We believe the best ideas and greatest impact come from diverse perspectives and experiences. We therefore strive to be a place where all individuals are welcomed and given the opportunity to succeed and achieve their full potential. Creating this 'sense of belonging' by cultivating diversity, equity and inclusion is what makes us a great place to work and will help us realize our vision of becoming the preferred world leader in the global chemicals industry.

This statement defines the expectations for a workplace grounded in respect and equity, where positive recognition of differences is cultivated, and where everyone feels valued with a deep sense of belonging to the SABIC community.

### STATEMENT

A Sense of Belonging Matters.

We believe that people can solve many of the world's most pressing problems through innovative chemical and material solutions so long as their work environment allows them to personally thrive and be part of effective and supportive teams. We call this purpose, Chemistry that Matters™.

We strive to create a sense of belonging for individuals who are inspired by SABIC's purpose and choose to embrace SABIC's three globally shared workplace standards:

- SABIC Values
- SABIC Code of Ethics
- The SABIC Leadership Way

At SABIC, employees are expected to continuously expand their mindsets and behaviors so they create a sense of belonging in which they both give and receive respect.

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