

Orbia's Code of Ethics and reporting mechanisms

Orbia has a published [Code of Ethics](#), available in multiple languages. Orbia makes available multiple channels to ask a question or to raise a concern about a possible violation of its Code of Ethics. Orbia has an open-door policy which allows employees to choose the reporting avenue they feel most comfortable using, whether it is the global one or the local one outlined below.

Global Reporting

Avenues to report a concern globally include one's manager, another trusted manager, a member of the People team, the Legal Department, and the Ethics & Compliance team at ethics@orbia.com. Additionally, Orbia has an Ethics Helpline, which allows anonymous reporting 24 hours a day, seven days a week, orally or in writing, which can be directed either to its local Whistleblowing Representative (Kamila Vašíčková), or to its global Ethics & Compliance team, or both at the reporting party's option.

Orbia's Ethics Helpline can be found at www.ethics.orbia.com and is available to Orbia's global workforce, as well as its customers, suppliers, or any other third party to report suspected violations of law, Orbia's Code of Ethics or its internal policies. Orbia has a strict non-retaliation policy, which prohibits retaliation against anyone who raises concern in good faith. Upon receiving a reported concern, we will follow up on all reported concerns and follow Orbia's documented investigations protocols.

Local Reporting

Dura Line CT, s.r.o. has also established a local internal reporting system to report illegal conduct as required by local Czech law. Dura-Line's Czechia workforce (whether an employee, contractor, or temporary worker) as well as its business partners (suppliers and customers, etc.) can report a violation of the law locally, and these reporters are protected from retaliation as outlined in Orbia's Code of Ethics. These reports may be made anonymously if a reporting party wishes. You may also wish to make your report to Czech authorities by consulting this [government website](#).

Here is additional information:

- Written reports may be made, anonymously if you wish, 24 hours a day, seven days by accessing the Ethics Helpline at www.ethics.orbia.com and selecting Czech Republic as your location. You may also email Kamila Vašíčková, our local whistleblowing representative at kamila.vasickova@duraline.com.
- Reports may be made orally, anonymously if you wish, 24 hours a day, seven days by calling 800-144-060, which will be answered by the Ethics Helpline's Czech-speaking operator who is the employee of Dura-Line's external helpline provider. You may choose whether your report will be handled locally or globally or both. Additionally, you may contact Kamila Vašíčková, our local Whistleblowing Representative at +420 720 989 611, email: kamila.vasickova@duraline.com or her deputy Ellen Vaculová at +420 720 827 470: ellen.vaculova@orbia.com.
- You may make an in-person report by contacting Kamila Vašíčková or Ellen Vaculová, our local Whistleblowing Representatives at the emails and telephone numbers listed above.
- Information about the local reporting policy and Dura_Line Czechia's local investigation protocols, including confidentiality provisions, are available by contacting Kamila Vašíčková or Ellen

Vaculová, our local Whistleblowing Representatives at the emails and telephone numbers listed above.

How will personal data be handled?

Personal data is processed in accordance with data protection legislation. We keep a record of the reports received, including: (a) the date of receipt of the report; (b) the name, surname, date of birth and contact information for the whistleblower, if known; (c) a copy of the report submitted and the identification of the person against whom the report was made, if known; (d) records documenting that the reported concern was reviewed and investigated, including a report with the conclusions of the investigation performed by company investigator(s) and the date that these activities were performed. Received reports shall be retained for a period of 5 years after receipt, unless otherwise required by law.