GUIDELINES REGARDING APPLICATION OF THE PRINCIPLES OF DIVERSITY AND INCLUSION WHEN IMPLEMENTING PROJECTS UNDER SIBUR'S SOCIAL INVESTMENT PROGRAM THE FORMULA FOR GOOD DEEDS

Moscow

2022

These Guidelines complement SIBUR LLC’s and PJSC SIBUR Holding’s (hereinafter collectively referred to as SIBUR) Diversity and Inclusion Policy’s principles that the company abides by in carrying out its activities.

Insofar as it endeavors to adhere to the principles of diversity and inclusion in forging long-term partnerships and establishing cooperation with all stakeholders, SIBUR will take these Guidelines into consideration when planning and implementing projects under SIBUR's social investment program The Formula for Good Deeds (hereinafter, the Program) and take steps to communicate these Guidelines to its grantees, volunteers, and partners when implementing projects of social significance or other similar projects under the Program.

When implementing projects under the Program, SIBUR’s grantees, volunteers, and partners will strive to:

1. Recognize the uniqueness and potential of each project participant in order to create an environment that is conducive to unlocking such potential and to facilitating open exchange of ideas, as well as to removing any socio-cultural barriers or prejudices.
2. Consider requests for participation from all people, regardless of their individual characteristics, and endeavor to create equal conditions for participating in projects to all interested parties, while recognizing that creating such conditions may not always be possible. In cases where it is not deemed possible to arrange physical access to projects for all interested parties, steps will be made to facilitate online access to such projects.
3. Facilitate trust-based and professional interactions with all project participants regardless of their individual characteristics, while according all project participants due respect and tolerance.
4. Offer assistance to project participants when such assistance may be required due to the participants’ individual characteristics.
5. Select venues for carrying out activities under projects in such a way as to ensure unimpeded access for all project participants, including individuals with limited mobility.
6. Provide clear and easy-to-understand navigation for all participants at all project events.
7. Respect personal space of all project participants, recognizing that, dependent upon the individuals’ individual characteristics, their personal space may be broader than usual and could include, for example, an individual’s wheelchair.
8. Take into account the fact that the time it may take an attendee to get involved in a project (e.g., the time to complete their registration) may vary depending on the participants’ individual characteristics.
9. Select the means of drawing people’s attention and ways for communicating with them based on the participants’ individual characteristics.
10. Provide access to content regardless of the participants’ individual characteristics.

These Guidelines may be followed in full or in part by SIBUR’s partners and grantees, as well as by other stakeholders with due consideration given to specific projects’ goals, objectives, and character.

Should any questions, comments, or suggestions arise in connection with these Guidelines, these should be forwarded to the following address: [inclusion@formula-hd.ru](mailto:inclusion@formula-hd.ru).

These Guidelines are subject to periodic review to ensure they remain compliant with international diversity and inclusion standards and applicable Russian and international legislation.