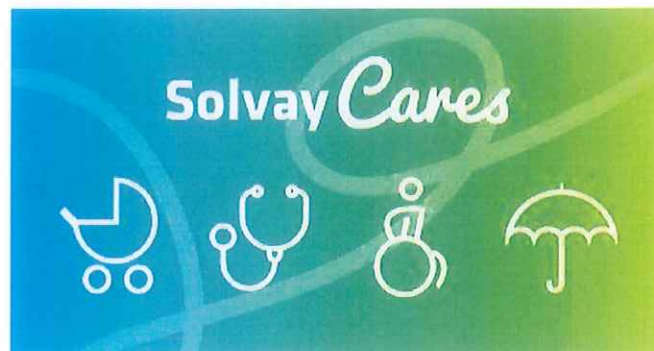


Solvay Cares Agreement 2023



Global agreement, of September 12, 2023 on minimum level of protection for Solvay Group employees in terms of welfare and healthcare

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Solvay has decided to reinforce its commitment as a responsible employer by guaranteeing a minimum level of protection in terms of welfare and healthcare for all its employees worldwide.

This minimum covers protection in relation to the following:

- Major healthcare costs
- Disability leave
- Maternity leave
- Paternity leave
- Adoption leave
- Death of an employee
- Employee Wellbeing Support.

The objective of this agreement is to deploy a coherent and ambitious level of social protection on a global level, in accordance with Solvay's corporate responsibility, which includes demonstrating solidarity and caring towards all its employees worldwide.

As one of our key measures to strengthen gender equality, we have broadened our Solvay Cares benefit program, with the 16 weeks maternity or parental leave extended to co-parents employed by the company regardless of gender in 2021:

With this agreement, we also commit to support employees with caregiving duty and encourage solidarity through leave donation.

This agreement was drawn up in conjunction and signed online with the Solvay global representative body, The Solvay Global Forum, with Solvay demonstrating its commitment to social dialogue in order to help further its transformation

ARTICLE 1. Scope of application and beneficiaries of the agreement

The present agreement is applicable to all employees who have been working under a permanent or fixed-term contract for at least six months for companies in which Solvay SA owns a share, directly or indirectly, of more than 50 %.

It will benefit employees who do not already benefit from provisions of a level at least equal to each of the relevant benefits. Any benefit provided for in the present agreement is to be considered net of any social security and/or any company insurance payment.

Existing local provisions that are less favorable than those listed in the present agreement shall be improved until they reach the thresholds guaranteed by the present agreement.

In each country, these benefits shall be implemented in accordance with the applicable legal provisions and any cultural barriers.

ARTICLE 2 Major healthcare costs

Solvay undertakes to ensure sufficient healthcare cover for all its employees, providing major risk coverage for hospitalization and critical illnesses. This medical coverage provides for 75% of the costs.

This guarantee is terminated when the employee leaves the company.

ARTICLE 3. Disability leave

In the event of partial disability, Solvay undertakes to try to adapt the employee's role or to seek an available position within the company that is compatible with the employee's disability and with his or her professional competencies.

In the event of total and permanent disability, whatever the cause, a lump sum equal to two annual base salary payments is paid to the employee. However, if in accordance with existing local provisions annuity is paid, this amount is paid until the total compensation is equal to two years' base salary, within the period remaining until the employee retires.

ARTICLE 4. Maternity leave

Solvay guarantees its employees 16 weeks of maternity leave, paying them their full remuneration (as paid during regular vacations / holidays, without proration of annual premiums). Solvay undertakes to ensure that its employees benefit effectively from this right. The maternity leave can be splitted in several periods upon compliance with local legislation. After his / her leave, the employee will return to his/her initial or similar position.

ARTICLE 5. Adoption leave

Solvay Cares is restricted to adoption of children who are not already in the care of one parent and are under the age of 18 years.

In the event that a child is adopted by a Solvay employee, the employee shall benefit from adoption leave for a period of 16 weeks and shall receive 100% of his/her full remuneration.

Solvay undertakes to ensure that its employees benefit effectively from this leave, which must be taken close to the date on which the child is adopted, at the latest within the twelve months following the adoption date. The adoption leave period should be taken as one single or several periods, according to the family needs and the job's constraints, in mutual agreement with the management, while ensuring compliance with the local regulations. After his / her leave, the employee will return to his/her initial or similar position.

The adoption leave is highly recommended but remains voluntary in its principle or for its duration (16 weeks being the maximum) for employees.

The employees who want to benefit from the paternity & co-parent leave should inform the company as early as possible and at least 3 months in advance or according to the notice period applicable to the maternity leave within the country. This should help the management to prepare and set up the appropriate mitigation measures in a timely manner.

ARTICLE 6. Paternity & co-parent leave

Solvay undertakes to guarantee its employees 16 weeks of paternity & co-parent leave, paying them their full remuneration (as paid during regular vacations / holidays, without prororation of annual premiums). This is extended to co-parents employed by the company regardless of gender.

Solvay undertakes to ensure that its employees benefit effectively from this leave, which must be taken close to the date on which the child is born (typically 2 weeks), at the latest within the twelve months following the birth date. The paternity or co-parent leave period should be taken as one single or several periods, according to the family needs and the job's constraints, in mutual agreement with the management, while ensuring compliance with the local regulations. After his / her leave, the employee will return to his/her initial or similar position.

The paternity & co-parent leave is highly recommended but remains voluntary in its principle or for its duration (16 weeks being the maximum) for employees.

The employees who want to benefit from the paternity & co-parent leave should inform the company as early as possible, and at least 3 months in advance or according to the notice period applicable to the maternity leave within the country. This should help the management to prepare and set up the appropriate mitigation measures in a timely manner.

ARTICLE 7. Death of an employee

Solvay guarantees all Solvay employees benefits in the event of death.

The employee is covered regardless of the cause of death, subject to any exclusions imposed by local insurance companies.

In the event of the death of an employee, the present agreement aims to ensure that the beneficiaries indicated by the employee within the framework of the local obligatory rules for appointing beneficiaries, receive coverage equal to one year of the deceased employee's base salary. This amount is increased to two years' base salary if the employee has at least one person financially dependent on him or her.

ARTICLE 8. Employee Wellbeing Support Program

To give easy, free and confidential access to mental health and other support services, Solvay puts in place the Employee Wellbeing Support Program.

The program guarantees the availability of individual services to the employee and the members of the employee's household :

1. First confidential contact with a psychologist via multiple modalities (phone, email, chat,...)
2. Five sessions (per distinct situation/issue) with a psychologist in local or preferred language (face-to-face or virtually)
3. Legal, financial, managerial and wellness orientation (relating for example to : nutrition, tobacco, mindfulness, parenting, ...).

The services are supported by online means (such as access to an information library, prevention campaigns, an app ...).

The employee and household members can make use of the services for personal issues, family related issues, work related issues and also for practical support (such as legal, finance...). No condition of seniority applies to having access to the Employee Wellbeing Support services.

Beyond the employee, the household members and the employee's children (living under the same roof or not), are covered too when they have reached the age of 8. Until that age, parents have access to the program to guide them through younger children's needs.

ARTICLE 9. Caregivers leave

9.1 Caregiver leave

The right enables employees to deal with a situation that requires response during working hours in order to support or care for a loved one (definition below). This is limited to an unexpected or a sudden problem, possibly to make any necessary longer-term arrangements, but not intended to remedy existing structural issues.

Solvay undertakes to grant paid leave for employees to care for a loved one for unforeseen events. The time can be taken as half days or full days with a maximum of 5 days throughout a 12-month period. The time cannot be used for other purposes and cannot be accrued and/or moved from one year to another. The manager may require any documentation which could support their request.

A loved one is defined as a person having the status of husband / spouse, cohabiting partner, ascendant, descendant, child for whom the employee is responsible, 2nd degree and other person with whom the employee resides. In addition, a person for whom the employee has a regulatory duty of care, if the employee is acting in place of a parent (also known as loco parentis).

If an agreement is already in place in a country and has legal standing, national agreement takes precedence so that this agreement is complementary to the existing agreement and not supplementary to it.

9.2 Holiday donation bank

In order to facilitate the granting of this benefit, Solvay will make available a fund of a hundred days of leave and will also organize the use of solidarity leave that is donated by other employees under the terms of a holiday donation bank.

ARTICLE 10. Timeline and implementation modalities

The provisions related to caregivers Leaves will be applicable from October 1st, 2023.

The other provisions of the initial agreement are still valid & already implemented.

ARTICLE 11. Agreement duration

This agreement is concluded for an indefinite period, from the date on which it is signed.

This agreement, reviewed on September 12, 2023 to include the caregivers support and solidarity leave donation, will replace the agreement signed on December 2nd, 2021.

It may be revised at any moment by way of an amendment or terminated by either party, giving at least six months' notice.

ARTICLE 12. Agreement follow-up

Solvay management shall present an assessment of the application of the present agreement at the annual Solvay Global Forum meeting. Every three years, the parties shall assess whether the agreement needs to be revised.

Brussels, September 12, 2023.

For **Solvay SA**,



Ilham Kadri
Chief Executive Officer

For **Solvay Global Forum**,



Marco Roumen
SGF Coordinator