

Stakeholder Engagement Policy

Version 1 | December 2023

OCI Stakeholder Engagement Policy

Introduction

OCI N.V. and its subsidiaries (“**OCI**” or the “**Group**”) engage with Stakeholders in multiple ways to ensure that we have regular and constructive dialogue to improve how we work together. We believe we have mutually shared goals in improving the way we work and live, and in revolutionizing energy intensive industries that shape, feed and fuel the world. We define “**Stakeholders**” as groups or individuals directly or indirectly influenced by OCI, or with an interest in OCI’s activities. This ‘OCI Stakeholder Engagement Policy’ (the “**Policy**”) aims to establish a framework for an effective dialogue with our Stakeholders, in accordance with section 1.1.5 and 4.2.2 of the Dutch Corporate Governance Code. This Policy is complemented by law and other regulations applicable to the Group, and corporate values and other policies in force within OCI.

The Policy

This Policy sets out guiding principles of our engagement with our Stakeholders. It applies to OCI N.V. and its majority-owned subsidiaries, with the exception of Fertigllobe. Fertigllobe, as a separate listed entity, and OCI minority-owned entities are invited to adopt and implement this Policy on a voluntary basis.

This Policy is effective as of [1 December 2023] and has been adopted by the board of directors of OCI N.V. (the “**Board**”). The Board shall review and update the Policy on a regular basis, if and when necessary. The Policy is made available to all Stakeholders via OCI’s website: <https://oci-global.com/about/corporate-governance/>.

Nothing expressed or referred to in this Policy will be construed to give any person any legal right or claim under or with respect to this Policy.

Stakeholders

OCI identifies its Stakeholders based on their potential to influence or be affected by its activities, as well as potential relevant knowledge of the industries in which we operate. The group of Stakeholders we engage with is not static and can be adjusted depending on the topics of the dialogue and the developments thereof over time. Our engagement with our Stakeholders takes place on a continuous basis to ensure that the interests of the relevant Stakeholders are considered when defining OCI’s strategy. Engagement with specific Stakeholders may also take place on an ad hoc basis, due to the (legal and/or regulatory) position of these Stakeholders and their specific interests and needs.

Customers

We engage with customers frequently, both virtually and face-to-face. During such engagements, we learn of customer needs, strategy and view on the current and future market. We run customer processes with new customers, focusing on, amongst others, customers’ background and financial strength. We maintain a Business Partner Code of Conduct which outlines our expectations towards our customers with regard to the same topics that are included in our Code of Conduct.

Investors and other shareholders

OCI encourages and recognizes the importance of communication with its investors and other shareholders, proxy advisors, and other shareholder representative bodies. We are committed to delivering strong and sustainable returns for the capital that investors and shareholders provide. We actively engage with them, and aim to be clear and transparent in how we communicate on our strategy, financial results and operating developments, so they can make informed investment decisions.

Bilateral meetings with our shareholders may take place at any time during the year, except during closed periods as referred to in article 19 (11) of the Market Abuse Regulation. At the request of OCI, shareholders shall disclose their full share position (long and short and through derivatives) prior to such meeting.

Government, Authorities, Industry Bodies and Regulators

We maintain relationships with state governments, authorities and agencies in the countries where we operate, to advance our business objectives and our decarbonization strategy. We engage with elected officials and representatives of the executive branches of national and regional governments and provide feedback and comments to legislative processes, through requests for comments and public consultations. Additionally, we are an active member of several industry associations where we work with our peers to sustainably improve global standards in our industries and engage in dialogue on key global challenges related to our industries. Finally, we engage with regulators in the countries where we operate to meet and discuss local regulatory requirements.

Suppliers / Business Partners

We engage with suppliers (in the broadest sense of the word) that deliver goods, services and works to OCI Global, with the ambition to optimize the value that can be achieved by jointly working together. That value focuses on several value drivers that are key to OCI Global, including compliance and sustainability. OCI Global has developed and communicated Procurement guidelines that clarify how OCI Global should professionally work with (potential) suppliers, also in terms of behaviour. By applying these guidelines, amongst others OCI Global aims to agree and to include the OCI's Business Partner Code of Conduct in supplier contracts, thereby outlining what we expect from our suppliers with regards to compliance and sustainability topics.

Employees

In our commitment to support and empower our employees, we engage with our staff on a regular basis, both formally and informally, to ensure that they:

- perform challenging work with clear goals and performance feedback;
- continuously develop to reach their potential and to fulfil their work-related personal goals;
- speak up honestly for motivating and encouraging contributions; and
- feel included in and belonging to a great group of people from different cultures.

This commitment also extends to job applicants, as well as (self-employed) contractors and other third-party staff working in the OCI organization.

Our ambition is that our employees and these other involved workers are our best advocates and supporters of OCI and its products. In return, OCI provides good and fair rewards, as well as the opportunity to work in a company with strong values and a high performance drive. For this purpose, we also engage with employee representative bodies such as works councils and unions on a regular basis.

Communities

As a local employer in each of our communities, we are proud to have community engagement programs in place that allow us to identify and participate in the social development causes that matter most locally. In addition to providing employment opportunities, generating direct and indirect contributions to local businesses, and paying taxes in each of the countries in which we operate, we have cultivated local social development programs tailored to the specific needs of each of our communities to maximize the impact of our donations.

Dialogue

OCI stimulates the dialogue with Stakeholders in all its business activities and via the various channels and activities for our engagement with them. The form and frequency that is chosen for any specific dialogue depends on the topic and on the Stakeholders involved. These may include day-to-day interaction with customers and suppliers, meetings with the employee representative bodies and other dialogue with colleagues, regular meetings and calls with investors, other shareholders, proxy advisors and other

shareholder representative bodies, governmental interactions, surveys, written correspondence, interviews, roundtables and expert meetings, industry and investor conferences, and community outreach programs.

OCI shall determine the person(s) representing the Group during a specific engagement with Stakeholders, taking into account their expertise, background, seniority and authority to represent OCI on the specific matter at hand, and decision-making powers. OCI may decide not to accommodate or accept requests or invitations to enter into a dialogue with Stakeholders, or to accommodate or accept such request or invitation under certain conditions only.

Monitoring and reporting

OCI monitors and evaluates its engagement with Stakeholders, including but not limited to frequency, quality, output and follow-up. OCI may publicly report on its engagements to give insight into the scope and breadth of the outreach, and to demonstrate how the engagements contributed value to the Group's strategy and operations. Annually, OCI reports on its engagement with Stakeholders in its Annual Report.

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