



## Environmental, Social and Corporate Governance (ESG) Commitment

Momentive is committed to creating value by working with our customers to deliver innovative solutions and by caring for our people, our communities, and our planet. In line with expectations of our stakeholders and consistent with our Core Values and Safety and Sustainability Policy, Momentive is committed to implementing business practices that improve not only financial results, but environmental, social and corporate governance performance.<sup>1</sup> To this end, Momentive has developed several policies, standards and procedures related to corporate social responsibility that together constitute our ESG Management System. The purpose of this document is to aid stakeholders and third parties in understanding Momentive’s ESG programs, practices and procedures.

### CORE VALUES SUPPORTING OUR OPERATING MODEL FOR SUSTAINABLE RESULTS

Momentive’s business management is based on a set of Core Values that fundamentally support all decisions and activities in which we engage. Safety & Sustainability is a Core Value for Momentive and is integrated throughout our management systems and governance structures.



<sup>1</sup> We use the terms 'sustainability' and 'ESG' interchangeably and consider them synonymous. ESG is a useful term for use in documents such as this commitment to ensure inclusion of our commitment to strong corporate governance in addition to environmental and social performance.

## VISION 2025 – CREATING SOLUTIONS FOR A SUSTAINABLE WORLD

We launched Vision 2025 in 2020 to clearly define our collective path to success. As a leading global high-performance silicones and specialties company, we strive to become stronger and more successful so we can continue to shape the world, creating sustainable solutions to real-time challenges. Today, our products and materials play a significant role in improving the quality of life from the time people wake to the time they go to bed.



Vision 2025 starts with empowering our people and enabling our customers through three strategic pillars.



**Cultural Impact** – the foundation of all we do – fostering a culture deeply rooted in our Core Values where each of us is empowered to make decisions and grow in alignment with Vision 2025.



**Operational Excellence** – a key enabler of our competitive advantage – running our plants efficiently and competitively, and offering our customers superior service and quality.



**Profitable Growth** – the fuel that drives our business – focusing our portfolio on positions of strength, that is fueled by technology, innovation, customer engagement, and commercial excellence essential to change the world.

## SUSTAINABILITY STRATEGY – IMPROVING PERFORMANCE

In 2020, Momentive conducted a materiality assessment to provide an objective perspective on the most important sustainability topics within the context of the Momentive business. The materiality assessment was based on external benchmarking of peer and competitive companies as well as more than 80 internal interviews with a goal to understand the specific relevance of each topic across all functional and regional roles.

The resulting list of material priorities form the foundation of our 2025 Sustainability strategy and are summarized into six categories, shown below. These priorities align with Vision 2025 and are the basis for a broad-based employee awareness campaign that began in late 2020 and is ongoing. They reflect and ensure the highest possible degree of alignment between our sustainability priorities and our public communications of progress.

SOLUTIONS FOR A SUSTAINABLE WORLD
What is Sustainability at Momentive?

SUSTAINABILITY VISION

We're committed to creating value by collaborating with our **customers** to deliver innovative products and by caring for our **people**, our **communities**, and our **planet**.



**Empowering Our People**  
*Foster an equitable, inclusive and diverse workplace where people want to work.*

**Cultural Impact**

**Resource Efficiency**  
*Create efficient operations, use resources responsibly and minimize our footprint.*

**Profitable Growth**

**Climate & Energy**  
*Minimize our carbon footprint through energy efficiency and greenhouse gas reductions.*

**Operational Excellence**

**Social Responsibility**  
*Act responsibly and support the communities in which we live and work.*

**Sustainable Innovation**  
*Invent products and sustainable solutions for our customers and society.*

**Safety**  
*Create, maintain and operate safe processes to keep our people and our communities safe.*

Copyright © 2021 Momentive Performance Materials Inc. All rights reserved.


Momentive's Six Most Material Priorities as per the 2020 Materiality Assessment.

Momentive will conduct business in a manner whereby we influence and engage our key stakeholders – owners, customers, employees, suppliers, the communities we operate within – in alignment with our sustainability priorities. In turn, we expect to better understand our key stakeholder priorities so that we can continually improve our own actions. Through this iterative process of engagement, reflection and realignment, we aim to improve the performance of the company while minimizing our impact on the planet.

## ONGOING SUSTAINABILITY IMPROVEMENT EFFORTS

Our 2025 Sustainability goals set clear expectations for improving our performance in complete alignment with Vision 2025, as described below.

### SOLUTIONS FOR A SUSTAINABLE WORLD

### 2025 Sustainability Goals

**Cultural Impact** **PEOPLE**

**Empowering an inclusive and diverse workforce and caring for our communities**

*Increasing Momentive's gender diversity by 50% over the next five years, from where we are today*



**Profitable Growth** **PRODUCTS**

**Innovating products that solve sustainability challenges for our customers and society**

*75% of new product sales deliver sustainability improvements by 2025*



**Operational Excellence** **PLANET**

**Reducing our impact through operational excellence in our sites and supply chain**

*Reduce greenhouse gas, energy & waste by 25%; obtain 50% of electricity from renewables; reduce water consumption by 10%; and achieve Platinum EcoVadis supply chain score by 2025*



2019 baseline for all goals

**Leadership Commitment**      **Involving our Customers**      **Communicating our Progress**

Copyright © 2021 Momentive Performance Materials Inc. All rights reserved.      **MOMENTIVE**

Momentive's Sustainability Goals summarize our long-term vision.

Momentive has committed to a number of additional sub-goals and actions to drive us forward, as described below.

### **Empowering Our People**

- Increase our gender diversity by 50% over 2020 levels by 2025.
- Assess gender pay equity by 2023.

### **Safety**

- Manage to one or less fire, process safety incident or environmental incident per year.
- Reduce our occupational injury and illness rate by 10% each year.

### **Resource Efficiency**

- Reduce greenhouse gas emissions, energy consumption and solid waste and hazardous waste generation by 25% versus a 2019 baseline by 2025.
- Reduce net water consumption by 10% versus a 2019 baseline by 2025.
- Train 100% of commodity managers worldwide on sustainable procurement principles and practices by 2021.

### **Climate & Energy**

- Increase renewable electricity supply to 50% by 2025.
- Achieve a Carbon Disclosure Project (CDP) score of A- by 2025.
- Develop systems to measure and track green feedstocks, transportation improvements and contributions of purchased materials to circularity by 2023.

### **Social Responsibility**

- Train 100% of assigned employees worldwide on the Momentive Code of Conduct and Ethics, including training on anti-discrimination and harassment.
- Execute the timely closure of matters reported to the Ethics hotline.
- Drive 100% completion of functional questionnaires verifying internal anti-corruption and fraud controls by targeted leaders worldwide on a quarterly basis.
- Complete 100% of scheduled site internal audits globally, including compliance, risk and fraud assessment
- Assess 100% of targeted suppliers for ESG risks by 2023.

### **Sustainable Innovation**

- Drive innovation so that 75% of our new product sales deliver sustainability improvements to our customers or society by 2025.
- Train 100% of technologists in green chemistry principles by 2021.
- Embed Sustainability criteria into our new product introduction framework by 2025.
- Require 100% of new contracts with targeted suppliers to include acceptance of our Supplier Code of Conduct by 2021.
- Complete analysis of Roundtable on Sustainable Palm Oil (RSPO)-certified products for targeted customers by 2021.
- Achieve platinum EcoVadis supply chain sustainability score by 2025.



## KEY ESG POLICIES AT MOMENTIVE

Momentive values its reputation for integrity. We strive to adhere to the highest ethical standards in conducting business and to comply with all applicable laws and regulations. Our Board of Directors and Shareholders expect honest and ethical conduct, and every employee has a responsibility to maintain and advance the ethical values of the Company. We are judged not only by the business results that we achieve, but also by how we achieve them. We believe that organizations that operate ethically and with integrity build value over time and have the best chance for long-term success.

The foundation of Momentive's business ethics system is our [Code of Conduct](#). The Momentive Code of Conduct identifies and sets key ethical expectations around how we should perform our activities, and the basic expectations for our employees, contractors and business partners worldwide. The Momentive Code of Conduct expressly requires all employees and facilities to comply with all labor and employment laws, including those prohibiting forced, compulsory or child labor. The Momentive Code of Conduct is, by nature, an overarching document that allows for the development of policies and procedures to drive goal-oriented performance in alignment with the ideals that are defined therein, while taking local and regional customs into account.

At Momentive, we believe that it takes more than strong business results to build a great company. It also requires an unwavering commitment to a core set of values that begins with excellence in Safety and Sustainability. Our Safety and Sustainability policies apply to all facilities globally where we have operational control.

Momentive understands its responsibility to act as a good steward to our environment and the communities in which we operate. We strive to conserve our natural resources and assure safe handling of hazardous materials by reducing their use where practical. Momentive works to meet or exceed environmental laws and regulations and we consider the EHS risks associated with new acquisitions, products, and operations.



The image shows a document titled "SAFETY AND SUSTAINABILITY POLICY" from Momentive. The header features the Momentive logo with the tagline "Inventing possibilities" and a graphic of a yellow and black striped caution sign. Below the logo, it says "safety matters because you matter" and includes a small photo of four workers in hard hats. The main body of the document contains the following text:

**SAFETY AND SUSTAINABILITY POLICY**

At Momentive we believe that it takes more than strong business results to build a great company. It also requires an unwavering commitment to a core set of values beginning with excellence in Environmental, Health and Safety. Accordingly:

**We care about the safety and well-being of our employees, contractors and visitors to our sites.**

- Our behavior and management systems reflect the belief that all incidents are preventable.
- Each employee openly communicates all safety concerns as part of a relentless focus to eliminate hazards in our facilities.
- We maintain the highest standards of security and are prepared to respond to all emergencies associated with our operations and products.

**We are committed to the highest standards of ethics and integrity.**

- We will operate in a safe and responsible manner that protects our employees, customers and communities within which we operate.
- We will comply with all applicable EHS laws and regulations.
- We will communicate openly about our risks and performance with all stakeholders, and seek to continuously improve our management systems to support our culture.

**We will protect the environment from adverse impacts associated with our operations and products.**

- We operate from a foundation of compliance that promotes pollution prevention, waste minimization, and energy reduction.
- We will educate our employees and communicate with our contractors, customers and the public on the safe and responsible shipping, use, disposal and handling of our products.
- We embrace sustainability as integrated business approach that creates long-term value, and are dedicated to lifecycle thinking.

**We will foster a culture to continually identify, reduce, and manage process safety risks and that ensures our employees have the necessary support to safely carry out their responsibilities.**

- We design, operate and maintain our processes using industry recognized standards and best practices.
- We will identify all hazards associated with our operations and manage them to a tolerable risk level.
- Openness and a desire to learn will drive the investigation of incidents and near misses.

At the bottom of the document, there are several signatures and the text "Momentive Executive Leadership Team" and "2020/10".

Our Safety & Sustainability Policy available at [www.Momentive.com](http://www.Momentive.com)

Momentive has developed several additional global management standards and policies intended to implement the Code of Conduct and Safety and Sustainability Policy, including the following:

- [Supplier and third-party code of conduct](#)
- [Conflict minerals policy](#)
- Anti-bribery policy
- Anti-trust policy
- Gifts and entertainment policy
- Conflict of interest policy
- Data privacy policy
- Records management policy
- Mutual respect policy
- Delegation of authority
- [Slavery and human trafficking statement](#)

In addition to these policies, Momentive has also developed global standard operating procedures (SOP's) and site-level standards. These SOP's and supporting processes are intended to implement the above policies and allow senior management to assess the company's progress toward achieving its ESG goals.

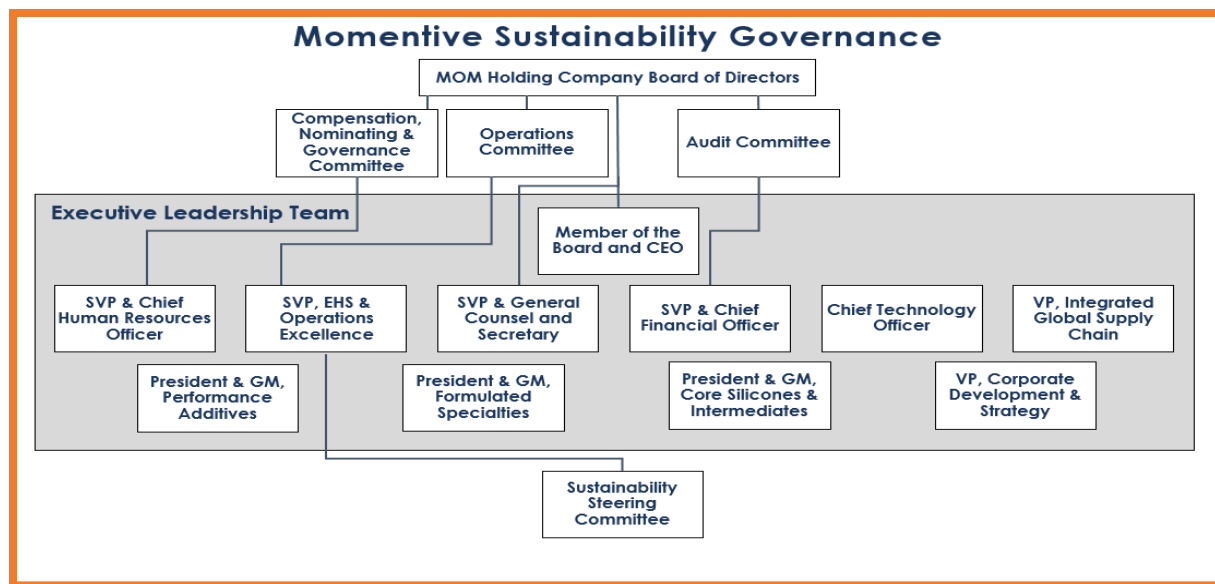


In 2020, Momentive became a signatory of the [UN Global Compact](#) (UNGC). We are actively working on communicating on our progress in our activities and management systems in support of the UNGC principles. We will provide this communication in our annual sustainability report.

## ESG GOVERNANCE

Momentive has assigned roles and responsibilities to a wide range of functions to ensure effective ongoing sustainability governance. Momentive's Operations Committee of the Board and Executive Leadership Team review Momentive's ESG performance on a quarterly basis. The Committee provides high level direction and oversees the continued development and improvement of Momentive's ESG performance. In addition, Momentive's Senior Vice President, Environmental, Health and Safety & Operations Excellence sponsors a cross-functional Sustainability Steering Committee and employs dedicated Corporate Sustainability staff. The Corporate Sustainability Team coordinates Momentive's sustainability programs and initiatives, provides periodic reports to the Executive Leadership Team and the Committee, and develops external reports, including the annual sustainability report, with the support of a cross-functional Project Management Office (PMO). In addition, Momentive has a dedicated Sustainable Innovation Leader in the Technology organization. This Leader drives the application of green chemistry principles and the development of sustainable products within Research & Development and Business Technology teams.

Finally, sustainability is part of everything we do and explicitly stated in our mission of generating "Solutions for a Sustainable World." In that regard, sustainability progress around our products, our people and our planet can be found in almost every element of the Momentive operational rhythms that are routinely audited and certified through third party certification programs such as ISO 9001, ISO 14001, ISO 50001, OSHA's VPP, Responsible Care® and others.



The Momentive ESG Governance Structure.



## MONITORING PROGRESS

To continually improve our ESG performance, Momentive recognizes that tracking and reporting of its ESG commitments is critical. Accordingly, Momentive issues several reports documenting its ESG processes and performance. The most significant ESG report is the annual sustainability report. This report is consistent with the principles of the Global Reporting Initiative (GRI). The sustainability report also identifies the ESG aspects relevant to Momentive and provides progress on key performance indicators. The sustainability report is made available to the public on [Momentive.com](https://www.momentive.com) and updated at least every two years.

Momentive participates in the EcoVadis sustainability assessment and CDP supply chain questionnaire to evaluate performance, benchmark against industry peers and engage our customers. The Momentive Executive Leadership Team and Sustainability Steering Committee also receive monthly updates on a variety of key performance indicators across our material topics.

## SUSTAINABILITY PERFORMANCE COMMITMENT



As clearly stated in our Core Values and implemented throughout our business governance, we are committed to ensure safe, environmentally friendly and ethical outcomes from all aspects of Momentive's business performance. We are one global team – One Momentive – composed of more than 5,000 people in more than 40 locations in 20+ countries around the world, serving a diverse customer base of more than 4,000 customers in more than 100 countries. Our employees are directly responsible for driving our safety and sustainability performance that ultimately enables strategic progress in Profitable Growth, Operational Excellence and Cultural Impact. This strategic progress is fully focused on satisfying the needs of our customers so that their products can positively impact society and the planet. At Momentive, we care for each other, care for our customers, and care for our planet as we deliver **Solutions for a Sustainable World.**