



## LYONDELLBASELL INDUSTRIES N.V. CORPORATE GOVERNANCE GUIDELINES

- 1. General.** The Board of Directors (the “Board”), which is appointed by the shareholders, is the ultimate decision-making body of LyondellBasell Industries N.V. and its subsidiaries (the “Company” or “LYB”), except with respect to those matters reserved to the shareholders. The Board is responsible for overseeing the Company’s objectives and strategy, structure and operation of internal risk management and control systems, financial reporting process, compliance with legislation and regulations, corporate social responsibility program, operations and other policies and processes, and for maximizing long-term shareholder value in the context of advancing the Company’s mission.
- 2. Election of Directors.** Each member of the Board is elected annually at the annual meeting of shareholders. The number of directors that constitutes the Board (each a “Director”) shall be fixed by the Board, but in no event shall be less than nine Directors, including at least one executive Director who will be the Chief Executive Officer. There is no limitation on the number of terms for which a Director may serve on the Board.
- 3. Succession Planning.** The Board plans for succession to the position of Chief Executive Officer as well as certain other senior management positions, including developing plans in the event of an unexpected occurrence resulting in a temporary incapacity or a sudden departure of the Chief Executive Officer. To assist the Board, the Chief Executive Officer annually provides the Board with an assessment of senior managers and their succession potential. The Chief Executive Officer also provides the Board with an assessment of persons considered potential successors to certain senior management positions. Succession planning may be reviewed more frequently by the Board as it determines appropriate.
- 4. Board Leadership.** The Directors will annually appoint a Chair of the Board, who will be selected from among the non-executive Directors. The Chair shall preside at all meetings of the shareholders and of the Board as a whole. The Chair shall perform such other duties, and exercise such powers, as from time to time shall be prescribed by the Board. The Chair shall preside over executive sessions of the Company’s independent Directors, facilitate information flow and communication among the Directors, and perform such other duties as may be specified by the Board.
- 5. Director Independence.** It is the policy of the Company that at least a majority of the Directors meet the New York Stock Exchange (“NYSE”) Listing Standard’s “independence” requirements. Annually, the Nominating & Governance Committee of the Board reviews all relevant information, not merely from the standpoint of the Director, but also from that of persons or organizations with which the Director has an affiliation, and makes recommendations to the Board concerning the independence of the non-executive Directors. Based on those recommendations, the Board makes an affirmative determination as to the independence of each non-executive Director. The Board has established categorical standards to assist in making such determinations. Such standards are set forth in Annex A hereto.

6. Board Size. It is the policy of the Company that the number of Directors not exceed a number that can function efficiently as a body. The Nominating & Governance Committee considers and makes recommendations to the Board concerning the appropriate size and needs of the Board. The Nominating & Governance Committee considers candidates to fill new positions created by expansion and vacancies that occur by resignation, by retirement or for any other reason.

7. Selection Criteria. The Nominating & Governance Committee works with the Board to determine the appropriate mix of characteristics, skills and experience for the Board as a whole and for individual Directors. In evaluating the suitability of individuals for Board membership, the Nominating & Governance Committee takes into account many factors. Those include whether the individual meets various independence requirements; the individual's general understanding of the varied disciplines relevant to the success of a large, publicly traded company in today's global business environment, understanding of LYB's global businesses and markets, professional expertise and educational background; and other factors that promote diversity of views and experience. The Nominating & Governance Committee evaluates each individual in the context of the Board as a whole, with the objective of recruiting and recommending a slate of Directors that can best perpetuate LYB's success and represent shareholder interests through the exercise of sound judgment, using its diversity of experience and perspectives, including diversity with respect to race, ethnicity, gender, background and expertise. Accordingly, the Nominating & Governance Committee includes, and directs any outside consultants to include, women and minority candidates in the pool from which Director candidates are selected.

8. Director Service on Other Public Boards. The Board does not believe that it should prohibit Directors from serving on other organizations' boards and committees. The Board expects each Director to ensure their commitments do not interfere with the duties of a Director. Directors must consult with the Chair of the Board and the Chair of the Nominating & Governance Committee before accepting the offer of another public company directorship or a request to serve as a member of the audit committee of any other public company. The Nominating & Governance Committee and the Board will take into account the nature and extent of a Director's or director nominee's other commitments, including services on other boards and committees, when determining whether it is appropriate to nominate that individual for election. Service on boards and committees of other organizations should be consistent with LYB's conflict of interest policies. If a member of the Company's Audit Committee serves on more than three public company audit committees, the Board determines whether such simultaneous service impairs the director's ability to serve effectively on LYB's Audit Committee and discloses such determination in the Company's annual proxy statement.

9. Change in Director Occupation. When a Director's principal occupation, business relationships, status, commitments or responsibilities change substantially during his or her tenure as a Director, that Director shall review and consult with the Chair and the Chair of the Nominating & Governance Committee on the potential impact, if any, that the change may have on continued Board service.

10. Director Compensation. The Nominating & Governance Committee annually reviews the compensation of Directors and makes a recommendation to the Board regarding the form and amount of Directors' compensation.

11. Board and Committee Self-Evaluation. The Board, and each Committee, is required to conduct a self-evaluation of its performance at least annually.

12. Director Tenure. Directors shall not be renominated following their 75<sup>th</sup> birthday. The Board does not endorse arbitrary term limits on Directors' service, nor does it believe in automatic annual re-nomination of a Director until they reach the mandatory retirement age. Therefore, the Board self-evaluation process is an important determinant for continuing service.

13. Committees. It is the general policy of the Company that all major decisions be considered by the Board as a whole. As a consequence, the committee structure of the Board is limited to those committees considered to be basic to, or required for, the operation of a publicly owned company.

Currently these committees are the Audit Committee; Compensation & Talent Development Committee (the "Compensation Committee"); Nominating & Governance Committee; Health, Safety, Environmental & Sustainability Committee; and Finance Committee. The members and chairs of these committees are recommended to the Board by the Nominating & Governance Committee. The members of the Audit, Compensation and Nominating & Governance Committee shall meet NYSE's independence requirements as well as the additional requirements for committee membership established by NYSE and any other applicable laws, rules and regulations and the applicable committee charter. At least one Audit Committee member shall be an "audit committee financial expert" as defined in the SEC's regulations. Generally, the Board does not favor mandatory rotation of committee assignments or chairs, believing that experience and continuity are more important. However, from time to time, as the Board composition changes, the Nominating & Governance Committee may recommend rotation of committee and committee chair assignments.

14. Director Orientation and Continuing Education. The Company provides an orientation process for new Directors, including a review of LYB background materials, a briefing on key issues facing the Company and meetings with senior management. The Board and its committees receive regular presentations on the Company's strategic and business plans, operations and financial performance, legal and regulatory matters, compliance programs, investor relations, human resources, and tax, accounting, and health, safety, environment, and sustainability matters, as well as other matters. Directors are encouraged to take advantage of continuing education opportunities that enhance their ability to fulfill their responsibilities. The Company reimburses Directors for reasonable costs incurred in connection with such continuing education.

15. Chief Executive Officer Performance Goals and Annual Evaluation. The Compensation Committee, in consultation with the Chair of the Board, is responsible for setting annual and long-term performance goals for the Chief Executive Officer and for evaluating his or her performance against such goals. The Compensation Committee meets annually with the Chief

Executive Officer to receive his or her recommendations concerning such goals. Both the goals and the evaluation are then submitted for consideration by the non-executive Directors of the Board at a meeting or executive session of that group. The Compensation Committee then meets with the Chief Executive Officer to evaluate his or her performance against such goals.

16. Communication with Stakeholders. Management is responsible for establishing effective communications with the Company's stakeholders, which include, but are not limited to, shareholders, employees, contractors, customers, industry associations, elected and government officials, regulators, non-governmental organizations, vendors, suppliers, service providers, business partners, investors, lenders, communities where we do business, and other groups and individuals who, directly or indirectly, influence – or are or may be influenced by – the attainment of LYB's objectives. It is the policy of the Company that management speaks for the Company. The Board is responsible for overseeing the Company's Stakeholder Engagement Policy, which aims to provide for transparent, two-way engagement with stakeholders.

17. Meeting Attendance. All Board members are expected to prepare themselves for and to attend all Board meetings and all meetings of the committees on which they serve. If circumstances require, a member of the Board may attend a meeting by conference telephone or other similar communications equipment. It is understood that, on occasion, a Director may be unable to attend a meeting.

18. Information Flow and Distribution of Meeting Materials. To facilitate active and informed discussion at Board and committee meetings, Directors receive background materials in advance of meetings. Through these materials and presentations at meetings, the Board and its committees keep abreast of the Company's performance and businesses, plans (including acquisitions, divestitures and capital expenditures), various issues (including regulatory updates), and new developments. In addition to meeting-related materials, directors receive other regular and special reports throughout the year. Proprietary or otherwise sensitive materials may be reserved for distribution at meetings.

19. Board Meetings. At the invitation of the Board, members of senior management recommended by the Chief Executive Officer shall attend Board meetings or portions thereof for the purpose of participating in discussions. Generally, presentations of matters to be considered by the Board are made by the manager responsible for that area of the Company's operations.

20. Director Access to Corporate and Independent Advisors. Board members have free access to all members of management and employees of the Company. In addition, as necessary and appropriate, Board members may consult with independent legal, financial, accounting and other advisors to assist in their duties to the Company and its shareholders.

21. Executive Sessions. Meetings of Directors without non-Director members of management present are held regularly. Additionally, executive sessions including only independent non-executive Directors are held at least once a year. Other executive sessions of the non-executive Directors may be scheduled and/or called by the Chair of the Board as determined appropriate. The Chair of the Board will preside over executive sessions.

22. Communications with the Board. Shareholders and other interested parties may communicate directly with the full Board, the Chair of the Board and independent Directors as a group or individually via e-mail at CorporateSecretary@lyondellbasell.com or by mail addressed to LyondellBasell Industries, c/o Corporate Secretary, 4<sup>th</sup> Floor, One Vine Street, London W1J 0AH, United Kingdom. The Directors have established procedures for handling such communications and directed the Corporate Secretary to act as their agent in processing such communications. The Corporate Secretary forwards communications relating to matters within the Board's purview to the relevant Directors, communications relating to matters within a Board committee's area of responsibility to the Chair of the appropriate committee, and communications relating to ordinary business matters, such as suggestions, inquiries and consumer complaints, to the appropriate LYB executive. The Corporate Secretary does not forward solicitations, junk mail and obviously frivolous or inappropriate communications, but makes them available to any Director who requests them.

23. Periodic Review of Guidelines. The Board has the authority to amend these Guidelines. The Nominating & Governance Committee reviews these guidelines and reports on its review and recommends any changes to the Board.

**Amended and Restated Effective November 18, 2021;  
Updates made February 21, 2024**

## ANNEX A

### Categorical Standards of Director Independence

A non-executive Director is considered independent if the Board makes an affirmative determination after a review of all relevant information that the Director has no material relationship with the Company or any of its subsidiaries. The Board has established the categorical standards set forth below, which either meet or exceed the independence requirements of the NYSE listing standards, to assist it in making such determinations. A Director will not be considered independent if the Director, their spouse, registered partner or other life companion, foster child or relative by blood or marriage up to the second degree as defined by Dutch law:

- is, or within the last five years has been, an employee of the Company or any of its subsidiaries;
- has received, or during any 12-month period within the last three years has received, more than \$120,000 in direct compensation from the Company or its subsidiaries, other than Director and committee fees and pension or other forms of deferred compensation for prior service (provided such compensation is not contingent on continued service);
- receives personal financial compensation from the Company, or a company associated with it, other than the compensation received for the work performed as a Board member and insofar as this is not in keeping with the normal course of business;
- is a current partner or employee of the independent auditors of the Company or any of its subsidiaries;
- was within the last three years (but is no longer) a partner or employee of the independent auditors of the Company or any of its subsidiaries and personally worked on the audit of the Company or any of its subsidiaries within that time;
- is, or within the last three years has been, employed as an executive officer of another company where any of the current executive officers of the Company or any of its subsidiaries serve, or within the last three years have served, on such other company's compensation committee;
- has temporarily managed the Company pursuant to article 15.1 of the Company's articles of association during the previous twelve months; or
- is a current employee of a company that makes payments to, or receives payments from, the Company or its subsidiaries in an amount which, in any single fiscal year for the last three fiscal years, exceeds the greater of \$1 million or 2% of such other company's consolidated gross revenues.