

MANAGEMENT POLICY

UBE Corporation Europe S.A.u., shares the UBE Group' spirit of innovation and use of technology for assuring the quality and bringing prosperity to today's society and to the future generations. We contribute so by researching, developing, manufacturing and marketing chemical products and engineering plastics.

It is our commitment:

- ☞ To enhance our values: responsibility, integrity, sustainability, diversity, change and challenge.*
- ☞ To create shareholder value.*
- ☞ To anticipate and meet internal and external customer requirements.*
- ☞ To ensure the compliance of the legal, ethical and Group requirements and other obligations acquired by the Company, such as Responsible Care program.*
- ☞ To protect the environment, prevent environmental contamination and other impacts arising from our activities.*
- ☞ To preserve the health and safety of our employees and contractors, promoting their consultation and participation.*
- ☞ To identify the hazards and eliminate them to the extent possible. Evaluate and mitigate risks regarding Business, Safety, Environment, Quality and Product Safety; establishing contingency plans to ensure the business continuity.*
- ☞ To manage the assets with an integrated vision of risks and capital and operational expenses along their life cycle, optimizing their performance to support the Company's strategy.*
- ☞ To promote mutually beneficial relationship with stakeholders.*
- ☞ To foster human resources management towards an agile and learning organization with properly trained and informed personnel and teams.*

To achieve these commitments we continually develop, maintain and improve an Integrated Management System.

The Management Board assumes the responsibility to establish and monitor targets and start up all the necessary actions to communicate, impel, control and guarantee the development of this Policy.



A handwritten signature in blue ink, appearing to read "Bruno De Bièvre".

Bruno De Bièvre
President of the UCE Group
January 13th, 2020