MANAGEMENT *POLICY*

UBE Corporation Europe S.A.U. embraces the UBE Group founding principles of **"coexistence and mutual prosperity"** and **"from finite mining to infinite industry"**, as the foundation of our corporate culture. We share the vision of using today's actions to create a better tomorrow. To achieve this, we leverage the Group's strengths in research, development, manufacturing, and marketing of chemicals, polymers, and specialties, with a strong commitment to sustainability and respect for the environment.

Our commitments are:

PROMOTE OUR VALUES:

Uphold and apply our values of responsibility, integrity, sustainability, fairness, and diversity as pillars of our corporate culture. Encourage human resource management aimed at an agile and educated organisation, with properly trained and informed personnel and teams.

GENERATE SUSTAINABLE VALUE:

Create value for our shareholders, customers, employees, and society by integrating innovation and efficiency into all our processes. Foster mutually beneficial relationships with all stakeholders, based on trust, transparency, and respect.

CUSTOMER-ORIENTED EXCELLENCE:

Anticipate and meet the requirements of internal and external customers, ensuring high-quality products and services. Support the acquisition and design of products and services that are safe, sustainable, and energy-efficient.

REGULATORY AND ETHICAL COMPLIANCE:

Ensure compliance with legal, ethical, corporate requirements and subscribed programmes such as Responsible Care, Operation Clean Sweep (OCS), and ISSC PLUS.

ENVIRONMENTAL COMMITMENT:

Prevent pollution and address global challenges such as climate change, biodiversity, circular economy, water resources, and responsible value chains; by controlling and minimising the environmental impacts of our activities.

PRESERVE HEALTH AND SAFETY:

Safeguard the health and safety of our employees and contractors, including physical and psychosocial factors, by promoting consultation and active participation.

COMPREHENSIVE RISK MANAGEMENT:

Identify hazards and eliminate them as far as possible. Assess and mitigate risks related to Business, Safety, Environment, Energy, Quality, and Product Safety; establishing contingency plans to ensure operational continuity.

STRATEGIC ASSET MANAGEMENT:

Manage assets with an integrated view of risks, operating and capital costs throughout their lifecycle; optimising performance in line with the Company's strategy.

To achieve these commitments, we develop, maintain, and continuously improve our Integrated Management System.

The Board of Directors assumes responsibility for setting strategic objectives, monitoring their fulfilment, and initiating all necessary actions to communicate, promote, control, and ensure the effective implementation of this Policy throughout the organisation.

Responsible Care CSR COMPANY

MANAGEMENT SYSTEM CERTIFICATION DNV ISO 9001 · ISO 14001 ISO 45001 · ISO 50001 ISO 55001

José Ignacio Iglesias
President of UCE Group
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