

CORPORATE POLICY OF SYNTHESIA TECHNOLOGY EUROPE, S.L.U.

SYNTHESIA TECHNOLOGY EUROPE, S.L.U., subscribes the following strategic direction:

Mission

Offer chemical solutions adapting to the needs of our customers, user and our target market, offering competitive high value, committed to excellent and corporate social responsibility

Vision

Be renowned for setting the benchmark in our sector both nationally and internationally, standing out on account of our innovation, the quality and high performance of our products, providing industrial and technological solutions in order to achieve maximum **value**, whilst preserving the factor that makes us stand out: our independence.

Values

The human resources at **SYNTHESIA TECHNOLOGY EUROPE, S.L.U.** share and endorse the following values:

- ✓ **Flexibility:** We are able to adapt to the requirements of interested parties and we therefore work to satisfy their needs and expectations.
- ✓ **Excellence:** We take a proactive approach to the search for the best solutions and efficiency applied to our results.
- ✓ **Sustainability:** We employ technological improvements available in the interests of environmental, economic and social sustainability.
- ✓ **Honesty:** We are genuine in our commitment to our work, promoting the transparency of information throughout the supply chain.
- ✓ **Health and Safety:** We are committed to the health and safety of all individuals and professionals, in addition to their quality of life.
- ✓ **Responsibility:** We are a responsible company; we adhere to the legislation that applies to our different areas of operation, in addition to commitments entered into with interested parties.

David Dueñas Pallejà



CEO

Grupo Synthesia

Juan Sánchez Fernández



Managing Director

Synthesia Technology Europe, S.L.U

CORPORATE POLICY OF SYNTHESIA TECHNOLOGY EUROPE, S.L.U.

SYNTHESIA TECHNOLOGY EUROPE, S.L.U., in line with its Mission, Vision and Values, adheres to the following Corporate Policy Commitment and hereby commits to providing the necessary resources in order to:

- ✓ Consider Quality, Safety, Environment and Social Responsibility as key aspects of the decision-making process.
- ✓ Establish objectives, goals and programmes that ensure a process of continuously improving the results and efficiency of the Corporate Management System.
- ✓ Comply with our customer's requirements and those of interested parties, including applicable legal requirements and in particular, legislation on industrial safety, prevention of serious accidents, prevention of occupational and product-related risks and environmental protection, in addition to other requirements that we adhere to.
- ✓ Increase our market share and adapt to the needs of the market in general and those of our customers in particular, ensuring that our customers' needs are identified and included in our solutions.
- ✓ Draw on active prevention as a way of ensuring flawless results to ensure the continuous improvement of our processes and reduce costs without compromising on quality.
- ✓ Incorporate prevention to avoid risks in terms of contamination, serious accidents, security and breaches, taking into consideration the processes, facilities, activities and substances that we handle with a view to adopting appropriate protection measures and limiting their potential to a minimum.
- ✓ Establish training plans and increase motivation amongst employees to expand their skills, knowledge and motivation in the performance of their duties.
- ✓ Ensure that all internal and external staff comply with the applicable legislation and requirements, in addition to the internal procedures and regulations in force at the company.

Management shall ensure that this Corporate Policy is communicated and understood by all staff and is available to interested parties.

This Policy serves as a frame of reference to allow Management to periodically review results obtained and establish improvement objectives that are consistent with the principles and commitments set out in this Corporate Policy.


David Dueñas Pallejà

A handwritten signature in black ink, appearing to read 'David Dueñas Pallejà'.

CEO

Grupo Syntesia

Juan Sánchez Fernández

A handwritten signature in blue ink, appearing to read 'Juan Sánchez Fernández'.

Director General

Synthesia Technology Europe, S.L.U