SYNTHESIA TECHNOLOGY EUROPE GROUP (S.L.U. and SASU), subscribes to the following strategic direction:

MISSION

To offer chemical solutions appropriate to the needs of our customers, users and the market we are targeting, providing highly competitive value, committed to excellence and corporate social responsibility.

VISION

To be recognized as a leading national and international benchmark in our sector, standing out for the innovation, quality and high performance of our products providing industrial and technological solutions with the aim of achieving maximum **value**, maintaining the differential fact of being an independent company.

VALUES

The human team of **SYNTHESIA TECHNOLOGY EUROPE GROUP** shares and subscribes to the following values:

- ✓ **Flexibility:** We have the ability to adapt to the requirements of stakeholders, so we work to meet their needs and expectations.
- ✓ **Excellence:** We anticipate the search for the best solutions and efficiency applied to our results.
- ✓ **Sustainability:** We apply available technological improvements towards environmental, economic and social sustainability.
- ✓ **Honesty:** We act truthfully in the fulfillment of our work. We promote transparency in information throughout the supply chain.
- ✓ **Health and Safety:** We are committed to the safety and health of all people and professionals, as well as their quality of life.
- ✓ **Responsibility:** we are a responsible company, we comply with the legislation that is applicable to us in the different areas of action, as well as the commitments agreed with the interested parties.

GRUPO SYNTHESIA TECHNOLOGY EUROPE (S.L.U. and SASU), in line with its Mission, Vision and Values, adopts the following Corporate Policy and undertakes to provide the necessary resources to:

- ✓ Consider Quality, Safety, Environment and Social Responsibility, key aspects in strategic decision-making.
- ✓ Establish objectives, goals and programs that guarantee a process of continuous improvement of the results and effectiveness of the Corporate Management System.
- ✓ To comply with the requirements of our customers and stakeholders, including applicable legal requirements and in particular the legislation on industrial safety, prevention of serious accidents, prevention of occupational risks and occupational health, product, and environmental prevention, as well as other requirements to which we subscribe.
- ✓ To capture and adapt to the needs of the market in general and the customer in particular, ensuring that the needs of our customers are identified and incorporated into our solutions.
- ✓ We rely on active prevention to achieve failure-free results that guarantee the continuous improvement of our processes and the reduction of the cost of non-quality.

- ✓ Incorporate prevention to avoid risks of contamination, serious accidents, safety at work and non-conformities, taking into account the processes, facilities, activities and substances we handle, in order to adopt the correct protection measures and limiting their potential consequences as much as possible to ensure optimal and healthy working conditions.
- ✓ Establish training plans, as well as increase the motivation, communication and participation of employees to increase their competence, knowledge and motivation in the performance of their functions, aligning with our Human Resources Policy.
- ✓ Ensure that all internal and external personnel comply with applicable legislation and requirements, as well as the company's internal procedures and regulations, including the KP Group Code of Conduct and Compliance Policy.
- ✓ Integrate and promote the principles of the KP Group Code of Conduct, ensuring that ethical and professional behaviours are the norm in all company activities.

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

This Policy is a framework for Management to periodically review the results obtained and establish improvement objectives consistent with the principles and commitments of this Corporate Policy.

David Dueñas Pallejà

CEO
Synthesia Group

Juan Sánchez Fernández

Managing Director
Synthesia Technology Europe Group