

At Neo Performance Materials, we believe in (1) delivering high-quality advanced industrial products and exemplary service to customers globally; (2) advancing our customers' product development and sustainability goals, and; (3) maintaining workplaces that are safe, efficient, and managed with sustainability in mind. We will achieve these goals by adhering to a set of core business principles throughout our Company:

- ★ **OUR CUSTOMERS COME FIRST:** We are customer-focused and dedicated to delivering high-quality advanced industrial materials that consistently meet our customers' product specifications, delivery timetables, and value proposition. We strive to build and maintain long-term partnerships with our customers.
- ★ **WE HELP OUR CUSTOMERS INNOVATE:** We seek to partner with customers to support their product development efforts and empower them to innovate and build the value proposition of their own goods and services. This helps to develop new markets and applications for our own products.
- ★ **WE BELIEVE IN THE POWER OF EFFICIENCY AND SUSTAINABILITY:** We will strive to maximize efficiency across our Company, and we will work relentlessly to minimize operating costs. We also will continue to improve our products and processes so as to increase sustainability across our enterprise, as well as improve global environmental sustainability through the use of our innovative advanced industrial materials.
- ★ **WE MAINTAIN SAFE, COLLABORATIVE, AND EXEMPLARY WORKPLACES:** We will produce our advanced industrial materials in facilities that maintain exemplary standards of worker safety, process efficiency, environmental excellence, technology innovation, and employee camaraderie.
- ★ **DEVELOPING OUR PEOPLE IS A TOP PRIORITY:** We will support our ability to serve customers by attracting, retaining, and developing the best people and talent in all necessary skillsets globally. We see these goals as critical to Company's long-term success.

We understand that only by excelling and delivering on all aspects of this Mission Statement will we attract and retain customers, maximize returns for our investors, and be recognized as the world's pre-eminent advanced industrial materials manufacturer.