

THE UNITED BASALT PRODUCTS LIMITED

Job Description - Chief Executive Officer

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The United Basalt Products Limited

(the "Company")

Title : Chief Executive Officer

Name : Stéphane Ulcoq

The Chief Executive Officer shall report to the Chairperson of the Board and shall have the following responsibilities:

- Develop and propose to the Board of Directors the Group's strategies for the sustainable creation of value for its stakeholders.
- Lead the executive management of the Group's business in consistency with the strategy and commercial objectives agreed with the Board
- Provide strong, exemplary leadership and give clear guidance to the management team
- Report policy issues, strategies and business to the Board of Directors
- Ensure that the Group complies with all relevant laws and corporate governance principles
- Develop high quality business strategies and plans ensuring their alignment with short-term and long-term objectives
- Enforce adherence to legal guidelines and in-house policies to maintain the company's legal and business ethics
- Build key partnerships with stakeholders and act as a point of contact for important shareholders
- Provide strategic financial input and leadership on decision-making issues
- Overview the budgeting processes of all companies and business functions
- Evaluate the financial health of the Group to advise and forecast future plans
- Promote a positive, constructive and ethical work climate
- Develop an organisational environment that promotes positive staff morale and performance
- Act as primary spokesperson for the organization

- Foster constructive working relationship with internal and external stakeholders
- Maintain a deep knowledge of the markets and industries relevant to the Group
- Build and maintain an effective top management team capable of delivering the Group's strategy and commercial objectives and identify, develop and recruit new talent to ensure effective succession to top management positions
- Manage and control all aspects of the Group's businesses, ensuring that the Group's operations are conducted within legal and regulatory requirements

This description has been designed to indicate the general nature and level of work performed by employees for this position. It may not contain a comprehensive inventory of all duties, responsibilities and qualifications required for an employee to do this job. The employee may be required to perform any other cognate duties as may be required by Chairperson. The actual duties and responsibilities may vary based on assignment and projects.

Chairperson of the Board signature

Date

Employee signature

Date