

**VOLUNTEER
CHALLENGE RULES &
REGULATIONS –
ESPECIAL EDITION**

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I EXECUTION

1 The Volunteer Challenge is organized by BRASKEM IDESA, BRASKEM AMERICA INC, BRASKEM NETHERLANDS B.V. and BRASKEM S.A, CNPJ under no. 42.150.391/0001. The goal of the Volunteer Challenge is to strengthen the culture of volunteering at Braskem.

II DEFINITION

2 The Volunteer Challenge is a healthy volunteer competition whose goal is to encourage and recognize people who carry out volunteer actions and promote social mobilization, as well as to foster stronger relations among Team Members and the communities near the company's plants. In this way, it strives to contribute to the development of organizations in the local community.

Due to the health and safety scenario imposed by the pandemic, we launched the Volunteer Challenge - Especial Edition. The goal of this edition is to adapt volunteer actions to the digital format, respecting the guidelines of Braskem's Safe Return Plan.

III VOLUNTEER CHALLENGE

3.1 The Volunteer Challenge consists of a set of online or on-site volunteer activities that earn points based on specific criteria detailed in the Volunteer Manual, which is available on the challenge's website.

3.2 All deliveries made by Challenge volunteers must be registered into the system (<http://volunteers.braskem.com/us/challenge>) which only may be accessed by BRASKEM Team Members. Information sent via e-mail, instant messaging, smartphones, mail, pouch or any other medium, unless if specified in the "Quick Win Challenge," will not be accepted.

3.3 Team Members may join the Braskem Volunteer Challenge through the system made available, in accordance with the following terms:

3.3.1 Team Members agree to carry out the online voluntary actions in accordance with the Code of Conduct governing Braskem Team Members;

3.3.2 Team Members exempt Braskem from any liability regarding personal or material accidents that may occur while performing their volunteer activities;

3.3.3 Any expenses incurred by Team Members during the voluntary action will not be funded, repaid or reimbursed by Braskem;

3.3.4 Team Members authorize, free of charge and irrevocably, the use of their image and sound for Braskem's general publicity, with no commercial purpose, both nationally and internationally, via any media channel or vehicle, with no limit on time or number of uses;

3.3.5 Team Members declare that they will not commit any illegal or corrupt act.

3.4 To participate in the Braskem Volunteer Challenge - Especial Edition, the Terms indicated in Appendix A and available in Resources area must be presented. Volunteer Team Members who fail to submit said Terms will be cause for disqualification from the Challenge.

3.5 The Volunteer Challenge consists of the following steps:

3.5.1 Registration – Mandatory step.

This step consist of the teams registering in the System, entering information on participants and picking a name and password for the team. In the Especial Edition, volunteers may register individually and not necessarily with a team. The system login always is carried out via the initial registration profile.

Teams or volunteers can choose from two categories:

- a) Team Member Category – Includes all Braskem Team Members.
- b) Intern Category – Includes all Braskem interns.

If a team is created, this category must be composed of:

- a team leader who must be a Braskem intern
- at least 50% of the team must be formed by interns.

Noncompliance with the requirements of the Interns Category will disqualify the team or volunteer from the category, which will be reclassified to the Team Members Category.

Earning points in the registration step:

- 100 points = registering for the Volunteer Challenge
- 25 points = uploading a profile photo
- 200 points (extra bonus) = creating a team with Team Members from two or more different areas.

This step is mandatory and must be completed within the period specified in item VI – PERIODS.

3.5.2 Organization Registration – Mandatory step.

At this step your team will choose a social organization. Your team may work with a legally constituted Non-profit Organization in good standing. Even when working with an organization that is already a Braskem partner, it is important for the team to contact them to verify if they are currently welcoming volunteers before to plan the action.

The system will accept up to three (3) teams working at a single organization. In such cases, it is important that volunteers coordinate their work so that there is no overlap of activities or disruptions caused to the organization. Activities carried out by one team cannot earn points for another, or both teams could be

disqualified. Likewise, points cannot be awarded to identical activities carried out at the same organization, even if executed by different teams or volunteers. For the purposes of scoring, it is essential that Volunteer Challenge actions carried out at the same organization be different. Registering the organization is worth 150 points. This step is mandatory. If the registration of the organization is not concluded within the period determined in item VI – TIMETABLE, the team or volunteer will be disqualified.

Sole Paragraph: if teams or volunteers opt to carry out activities for organizations that were not on the pre-approved list and do not register organizations within the deadline determined in item VI – TIMETABLE, they must choose an organization from the pre-approved list or be disqualified.

Completing this step is worth 150 points.

3.5.3 Carrying out online volunteer activities – Mandatory step.

This step involves carrying out the volunteer actions. To identify key opportunities for actions, it is recommended that the team conduct a diagnosis of the needs of the organization where it will carry out the volunteer efforts. It is recommended that the team or volunteer be aware of all materials available in “Resources” so that activities are performed in the best way possible and within the rules of the Volunteer Program.

All volunteering actions must be carried out remotely, respecting the guidelines of Braskem's Safe Return Plan.

3.5.4 Closing video testimonial – Optional step.

Once volunteer activities are completed at the organization, teams or volunteers should record their experiences in a closing video. The video should be up to one (1) minute long and feature at least one (1) or more Team Members, as per the detailed script in the System.

Completing this step is worth 300 points.

3.5.5 Activity report – Mandatory step.

This step consists of the report of activities actions carried out by the volunteers. In addition to completing the table of the Activity Report, volunteers must send documents and photos that illustrate the actions performed. After concluding the report, the person in charge of the organization should verify the file, and a volunteer must sign the report, scan it and upload it into the System, remembering that you can use digital signatures.

This document must be digitized and submitted via the system to validate the team's report.

If the signed report is not submitted by final deadline (item VI – TIMETABLE) or is not approved in the verification process, the points for the team or volunteer activities will not be registered. The points will be determined in accordance with the criteria detailed in the Volunteer Manual.

Completing this step will earn points in accordance with the volunteer activities carried out.

3.5.6 Quick Win Challenge – Optional step.

In addition to the chance to earn specific points in each step of the Challenge, participants can win extra points by taking part in a “Quick Win Challenge” that will be announced during the Volunteer Challenge.

3.6 Teams and Team Members are prohibited from requesting the donation of goods and services to any of Supplier or Client of BRASKEM. If they have any questions about the status of a supplier of BRASKEM, participants should contact the Social Responsibility area via e-mail: svc_voluntariado@braskem.com.

IV. PARTICIPATION

4.1 Volunteers may register individually or as a team in the system. All activities must be carried out online.

4.2 Participation in the Challenge as a member of the Team or volunteer registered in the system is exclusive to Braskem Team Members (“PARTICIPANTS”) in Brazil, United States, Europe and Mexico. A list of the regions participating follows.

Brazil

- São Paulo (São Paulo, Cubatão and Paulínia)
- ABC (Mauá and Santo André)
- Rio de Janeiro (Rio de Janeiro and Duque de Caxias)
- Rio Grande do Sul (Porto Alegre, Triunfo)
- Bahia (Salvador and Camaçari)
- Alagoas (Maceió and Marechal Deodoro)

USA

- South: La Porte, Seadrift, Oyster Creek, Pasadena, Houston
- Northeast: Philadelphia Office, Pittsburgh, Marcus Hook, Kenova

Mexico

- Vera Cruz, Coatzacoalcos
- Ciudad de México

Europe

- Germany: Wesseling, Schkopau
- Netherlands: Rotterdam

4.3 Teams may have team members from different areas. Teams formed by team members from two or more areas will earn extra points for integration, as per the Volunteer Manual.

4.4 Braskem interns can organize and participate in teams in both the Intern or Team Member categories.

4.5 Participation in the Challenge tasks is voluntary and, if there are any associated costs, they must be funded exclusively by the participants of the Challenge, without any right or expectation of reimbursement by Braskem of any cost incurred by participants resulting from the Challenge.

4.6 If a team is created, it must select a leader to represent the team.

4.7 Partners, friends, family members and members of the communities served by the organizations, upon invitation, are welcome to carry out or support the volunteer actions planned and promoted by volunteers, but will not be considered members of the Team for the purposes of the Challenge (“Guest Volunteers”).

4.7.1 Mobilizing more people who are not Team Members to act as volunteers during the actions is a criteria that can earn points in the “Activity Report” step.

4.7.2 The participation of Guest Volunteers who carry out any activities as government agents are prohibited.

4.7.3 The participation of children under 16 (sixteen) years old in the Volunteer Challenge is prohibited, in compliance with the Federal Constitution and the Child and Adolescent Statute.

4.7.4 Team Members responsible for Guest Volunteers must inform them about these rules including, but not limited to, the provisions of item 3.3. above.

4.8 Team Members may carry out Volunteer Efforts during work hours, provided they coordinate it with their leaders.

4.9 All team members must sign the Volunteer Terms listed in Appendix A and available in the Resources area.

V. REGISTRATION

5.1 Committee Members may participate in the Volunteer Challenge, but must abstain from voting if their team is being analyzed.

5.2 Registration is carried out exclusively on the Volunteer Challenge website <http://volunteers.braskem.com/us/challenge>.

VI. PERIODS

6.1 Volunteers must observe the periods below:

	Periods
Team/Volunteer Registration	08/28 to 09/18
Deadline for organization registration	08/28 to 09/23
Quick Win Challenge period	09/16 to 09/19
Deadline for entering Closing Video	08/28 to 10/01
Deadline for reporting activities and submitting report signed by the organization	08/28 to 10/01
Verification of results and score analysis	10/02 to 10/13
Results announcement	10/15

6.2 Failure to meet the deadlines in the above chart will disqualify the Team or Volunteer.

VII. EVALUATION CRITERIA

7.1 The points earned for each step, as well as the point validation criteria, will be available in the Volunteer Manual and available for download on the Challenge website.

7.2 In cases where the scores needs to be reviewed, adjusted or cancelled, the decision will be submitted for decision or approval to the Volunteer Committee of the respective country.

7.3 The cases judged by the Committee will be presented with no identification of the team or volunteer, its members or units, seeking maximum impartiality in the deliberations and decision-making.

7.4 If there is a tie, the Committee must decide on the tie-breaking criterion.

7.5 If a Committee member is part of the team to be judged, such member shall not have the right to vote.

VIII. RECOGNITION

8.1 Due to the possibility of having individual or group registrations, the Volunteer Challenge - Special Edition 2020 will not have awards for the winning teams. However, all volunteers will be recognized at the end of the Program.

IX. THE COMMITTEE

9.1 The Volunteer Challenge organization is supervised by a Committee formed by members from Social Responsibility, P&O, Corporate Affairs and Internal Communication teams.

9.2 The Committee is responsible for announcing, monitoring, supporting and evaluating the tasks carried out by the teams.

9.3 The Committee also will be activated in the event of the need for clarifications of judgments upon the occurrence of tie-breaks or contesting of points.

9.4 Committee decisions are final.

X. ASSIGNMENT OF IMAGE AND DATA USE RIGHTS

10 Those enrolled in the Volunteer Challenge must authorize, in the Submission Form, The use of their image to publicize the initiative.

10.1 The personal data collected through your registration at the 2020 Volunteer Challenge are only used to manage your participation in voluntary actions, as well as tabulation of the final score, and can be used by the Sustainable Development / Social Responsibility area, when requested. Braskem is committed to keeping this information on file only during the 2020 edition of the Challenge, maintaining restricted access for duly authorized persons. The information provided by you that contains personal and / or sensitive data will be treated in accordance with the applicable legislation, in particular Law 13.709 / 2018 (General Data Protection Law), ensuring Braskem, as controller, its privacy and security in storage.

XI. FINAL PROVISIONS

11.1 Volunteers who violate any rule or regulation herein or that use any illicit means to obtain benefits for themselves or for third parties will be automatically disqualified from the Volunteer Challenge. Participants of the Volunteer Challenge who breach Braskem's Code of Conduct will be disqualified.

11.2 Cases not envisaged or provided for herein will be resolved by the Committee at its sole discretion.

11.3 This Volunteer Challenge is exclusively voluntary and based on solidarity, without any kind of drawing or payment by participants.

11.4 Upon registration, participants declare they have read, understood and accepted in full the Terms and Conditions of the Regulations herein.

11.5 For any and all legal purposes, accepting these Regulations is equivalent to an agreement signed between the PARTICIPANT and BRASKEM.

11.6 The Regulations, which may change at any time, may be consulted via a link available on Braskem View.

11.7 Any questions about these regulations will be clarified by the organizers of the Volunteer Challenge through the “contact us” link on the System.

APPENDIX A – VOLUNTEER TERMS

Volunteer terms applicable to participants, by country:

Brazil

- Termo de Adesão ao Trabalho Voluntário

USA

- Submission Form

Mexico

- Declaración de Adhesión al Trabajo Voluntario

Germany

- Zustimmung Formular für das Verarbeitung personenbezogener Daten, die während des Braskem Volunteer-Programm gesammelt werden
- Ehrenamtsvertrag (Muster)

Netherlands

- Request for Consent for use of Personal Data collected during Braskem Volunteer Program
- Additional Terms to Braskem's volunteering program and the volunteer agreement signed by and between [_____] and [_____]
- Volunteer Agreement - (the "Agreement")

