

Code of Conduct and Ethics Policy

1. Purpose and scope

This Code of Conduct and Ethics Policy (“Policy”) reflects the core values of Polymer Factory, which drive its culture:

- Responsiveness
- Innovation
- Trust
- Competence

The Board of Directors and management are committed to promoting and implementing these values throughout all areas of our business. Together with this Policy, these values set out the standards of behavior expected from all representatives of Polymer Factory.

2. Responsibilities

2.1. Employment and individual

Equal employment

The Company is committed to equal employment opportunities for all and are encouraging diversity and prohibit any form of discrimination. With respect to the privacy of others, we treat all employees without regard to personal characteristics such as race, color, origin, ethnicity, religion, gender, marital status, pregnancy, childbirth, age, or medical condition.

Respect for others

Polymer Factory is committed to creating a workplace that is permeated by respect for one another, regardless of position or role. We strongly prohibit any form of bullying, harassment, or discrimination; any employee who complains about said activities will not be retaliated.

Conflicts of interest

Employees of the Company must avoid placing themselves in situations where private interest could, directly or indirectly, conflict with the interests of the Company or their obligations to the Company, including personal relationships. The same standard applies to situations that include close personal friends or family members of the employee, or that include other entities controlled by the employee.

Employees are required to declare any potential conflicts of interest to their closest supervisor for further assessment by the Company’s management team.

2.2. Shareholders

The Company is committed to delivering shareholder value by creating and adhering to a company culture of transparency, integrity, and ethical compliance in all areas of business and all levels in the Company.

3. Insider trading

Polymer Factory is regulated by several laws and regulations relating to insider trading, including the EU Market Abuse Regulations (MAR). The Company has established a rigorous Insider Trading Policy that applies to the persons discharging managerial responsibilities (PDMR) and closely associated persons.

4. Anti-bribery and corruption

The Company is committed to conducting business with integrity and transparency and strictly prohibits any form of corruption including any form of bribery. This standard applies to all representatives of Polymer Factory and with all individuals and corporations with whom Polymer Factory conducts business, regardless of geographical location and nature of the relationship.

Polymer Factory will not conduct business with any third parties engaging in corrupt practices.

5. Independent Board

The Company is committed to comply with laws, regulations, and recommendations set out for publicly traded companies in Sweden with regards to the composition of its Board of Directors. The Board seeks to ensure a balanced composition of board members, where external and independent views are represented.

The board members are nominated by the Nomination Committee in connection with the Annual Meeting. The majority of the Nomination Committee members are independent to the Company.

6. Import and export

Import and export are key areas for the Company to conduct business effectively. The Company engages in import and export of chemical and/or hazardous materials, for which additional regulations might apply or come to apply in the future.

We require employees to strictly adhere to all applicable trade laws, regulations, and recommendations. We also require employees to keep proper documentation of all products and materials that are exported or imported to ensure compliance with customs and import/export laws and regulations.

7. Privacy

Please refer to the Company's Privacy Policy.

8. Breaches of the policy

Breaches of this policy may result in disciplinary action up to and potentially including dismissal.