

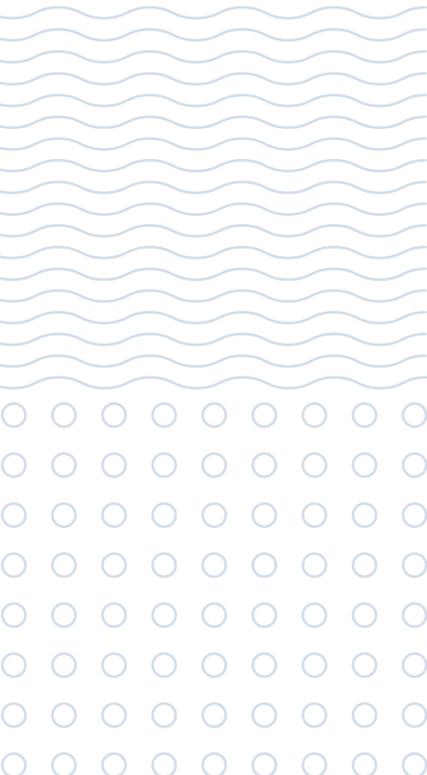


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# SUOMINEN CODE OF CONDUCT



# OUR VISION AND VALUES



The aim of Suominen's strategy is to grow by creating innovative and more sustainable nonwovens for our customers, and to improve our profitability through more efficient operations and by building a high-performance culture.

Our vision is to be the frontrunner for nonwovens innovation and sustainability. For us, sustainability means that we do things efficiently and responsibly in terms of the environment, people, and the economy. Sustainability leadership, being a good corporate citizen, and promoting responsible business practices in our own operations and throughout our supply chain are key elements of our vision and strategy.

We pursue our vision and strategic goals guided by our values: Ownership, Teamwork, Performance, and Integrity. Our values define who we are as a company and what matters to us. They are the foundation of how we work and how we succeed. They guide our behavior and help us to make the right decisions every day.

The purpose of this Code of Conduct is to explain Suominen's expectations for doing business responsibly, ethically, and consistently, according to our values, our policies, and the law. It applies to everybody working for the company, wherever they are in the world.

This Code is supplemented by a set of related policies. The Code and our policies address many common types of workplace situations, but they cannot address every possible circumstance. If you are unsure how our principles or values apply in a given situation, please ask questions and seek further guidance.

In every country in which we operate, we shall comply with the laws and regulations of that country. In cases of conflict between mandatory law and the principles contained in this Code, the law shall prevail. Everyone working for Suominen is expected to be aware of and comply with applicable laws and regulations. If in doubt, seek legal advice to ensure compliance.

# OUR PEOPLE

## 1. A fair and respectful workplace

Suominen recognizes the business benefits of a diverse workforce and aims to provide equal opportunities for everyone based on competence, experience, and performance. We do not tolerate any kind of discrimination, including discrimination due to age, gender, religion, ethnic or national origin, sexual orientation, political opinion, disability, or any other characteristic protected under the applicable law. We are committed to fair and equal treatment of our employees and anyone seeking employment at Suominen in matters that involve recruitment, promotion, development, rewards, or any other term or condition of employment. Compensation and rewarding of our employees is based on

the requirements and complexity of their position and their performance.

We expect everyone to be treated with dignity, respect, and common courtesy. We do not tolerate any form of harassment, bullying, or any other inappropriate behavior that can be considered offensive, intimidating, or insulting.

We respect our employees' right to form or join trade unions and to bargain collectively. We provide working conditions that comply with local statutory requirements and collective bargaining agreements.

## 2. Health, safety, and wellbeing

Suominen is committed to providing a safe and healthy working environment for all employees, contractors, and others working for us.

Each of us is responsible for working safely, complying with the applicable health and safety laws, policies, and standards, and contributing to a safe working environment

every day. We only work with business partners that share our commitment to health and safety.

We support the physical and mental wellbeing of our employees and recognize the importance and benefits of an appropriate balance between work and private life.

# OUR BUSINESS

## 3. Product quality and safety

We are committed to high quality in our operations and to delivering quality products that are safe for their intended use. We all take personal responsibility for

the quality and continuous improvement of our work and our products, and we strive to achieve our goal of zero defects.

## 4. Gifts, entertainment, and anti-corruption

Suominen does not tolerate corruption or bribery in any form. We do not offer, give, solicit, or accept any improper or corrupt payments or benefits in return for a favorable decision or improper business advantage. We expect all service providers, agents, consultants, and other third parties who act on our behalf to adhere to the same standards.

We may offer or accept gifts and entertainment only if they are consistent with applicable laws and customary business practices, reasonable in value, appropriate to the nature of the business relationship, related to a legitimate business purpose, and will not embarrass Suominen if publicly disclosed.

## 5. Fair competition

While Suominen competes vigorously in the marketplace, we comply with all applicable competition and antitrust laws wherever

we do business. We compete on the merits of our products and by applying our knowledge, technology, and skills.

## 6. Conflicts of interest

At Suominen, we work and make business decisions in the best interests of the company and in a manner that is free from any conflict of interest. Each of us must recognize and seek to avoid situations in which our own personal interests, outside activities, or relationships conflict or

even appear to conflict with Suominen's interests. All employees must disclose all potential or actual conflicts of interest to their supervisors, who will determine, in consultation with Legal or Human Resources as necessary, whether a conflict exists and how to resolve it.

## 7. Records, assets, and information

We record all business transactions accurately and fairly in our financial documentation and reports, and we correct any errors promptly. We do not tolerate intentional inaccuracies in our financial or other reporting, and we will take appropriate action in response to any cases of fraud or breaches of trust.

We handle the company's assets and information with care and protect them from damage, loss, theft, and misuse. We use the company's resources efficiently and only for legitimate business purposes.

We take appropriate measures to safeguard Suominen's confidential information and other intellectual property. We do not share confidential information unless authorized to do so, and we protect all such information from unauthorized access.

As a publicly listed company, we comply with applicable laws and rules of the stock

exchange relating to disclosure obligations and inside information. Only designated company representatives are allowed to make public statements on behalf of Suominen.

If we publicly comment or express our personal views about Suominen or work-related topics, for example in social media, we must comply with the rules and limitations regarding confidential and inside information and always make it clear that we are expressing our own personal opinions and do not claim to be speaking for Suominen, unless we are specifically authorized to do so.

We respect the confidentiality of the personal information that we process. We manage such information in compliance with applicable laws and use it only for legitimate business purposes.

## 8. Business partners

We select our business partners carefully and collaborate only with those who conduct business ethically and responsibly. We expect our suppliers and the business partners that act on our behalf to understand and comply with all applicable laws and regulations and to apply the same social, legal, and ethical standards that Suominen practices. We do not tolerate

any misconduct such as corruption, unfair competition, violation of environmental regulations, or unfair labor practices, and we expect our business partners to provide a safe and healthy working environment for their employees. We take appropriate corrective measures in the event of unresolved breaches.

# OUR WORLD

## 9. Human rights

Suominen respects and supports the protection of internationally proclaimed human rights, such as those described in the United Nations (UN) Guiding Principles on Business and Human Rights and the International Labor Organization (ILO) Declaration on the Fundamental Principles

and Rights at Work. We specifically and strictly prohibit and do not tolerate or engage in any forms of forced labor, child labor, human trafficking, or slavery. We work consistently to ensure that human rights are respected across the value chain.

## 10. Environment

We are committed to continuously improving our production efficiency and the efficient utilization of natural resources. We strive to reduce the environmental impacts caused by our operations. Each of

us is required to comply with all applicable environmental laws and regulations, as well as the company's environmental policies and standards.

## 11. Trade compliance and anti-money laundering

We comply with all applicable customs and trade compliance laws and regulations, such as import and export regulations, export controls, embargoes, and economic

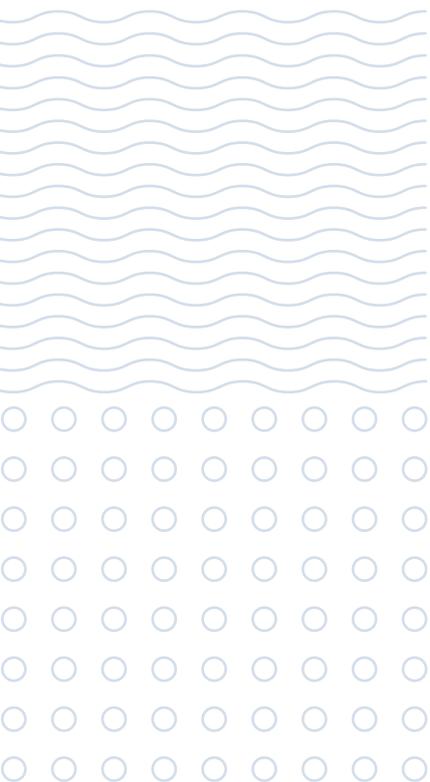
sanctions. We also comply fully with all applicable anti-money laundering and counterterrorism financing laws, and will only accept funds from legitimate sources.

## 12. Government interactions, donations, and sponsorship

When interfacing with governments and government officials, we act transparently, honestly, and with a high standard of integrity. We do not take part in political activities nor use company funds, resources, or facilities for the purpose of supporting any political party or candidate in any country in which we operate. We may, however, participate in public debate when it is of commercial significance or strategic importance to Suominen.

We may make donations to charitable purposes on a voluntary basis, without demanding anything in return and in compliance with applicable laws. The aim of our sponsorship activities is to promote our business and increase awareness of the company. All donation targets and sponsored activities must support the company's values and the corporate image. All donations and sponsorships must be appropriate, proportionate, and properly approved prior to being made.

# LIVING THE CODE



Every one of us is responsible for maintaining the integrity of Suominen and ensuring that we act in accordance with this Code. If we are uncertain what action to take or what decision to make, we seek advice. For employees, the first point of contact is their supervisor. Employees and supervisors can contact our experts in Human Resources or other specialist departments, who will provide support in assessing situations.

Our supervisors have a particular responsibility to listen carefully to the concerns of their team members and to create an environment in which employees feel safe to express their views and ask questions. Supervisors also have a duty to raise any concerns brought to their attention.

Any employee who becomes aware of an actual or potential violation of this Code has the responsibility to speak up. In this way, they can help us prevent errors and remedy shortcomings in a timely manner.

Our employees have access to various reporting methods. Concerns can be reported, for example, to the employee's supervisor, the responsible specialist department, or the HR department. All points of contact can be found on the intranet.

All reports of actual or potential breaches of this Code will be properly investigated. We maintain the confidentiality of the reports to the extent possible, and we process personal data in accordance with the applicable laws. We do not tolerate any retaliation against anyone who raises a compliance concern in good faith.

Violations of law and breaches of this Code or the policies supplementing this Code may result in disciplinary action up to and including termination of employment. Other possible consequences of misconduct include civil sanctions (such as payment of damages) and criminal sanctions (such as fines or imprisonment).