

CORPORATE SOCIAL RESPONSIBILITY POLICIES
AGILYX ASA

(Adopted by the Board of Directors in October 2020 and
updated February 2024)

1. INTRODUCTION

Agilyx ASA (the “Company” and including its subsidiaries, the “Group”) defines corporate social responsibility (“CSR”) as achieving commercial profitability in a way that is consistent with fundamental ethical values and with respect for individuals, the environment and society.

The Group shall respect human and labour rights, establish good EH&S (environment, health, and safety) standards, facilitate good dialogue with stakeholders and generally operate in accordance with applicable regulatory frameworks and good business practice.

At the core of the Company group’s CSR policy is its foundational business of advanced recycling of post-use plastics, its commitment to addressing the plastic waste challenges that affect our planet, and the vision to make plastics circular. This mission defines who we are, how we act and what employees of the Company and Group stand for.

The company also has a set of guiding principles that serve as foundational values:

Agilyx Guiding Principles:

In our interactions with our employees, customers, suppliers, and shareholders, we will:

- Treat people with respect and integrity;
- Value, trust and empower our employees;
- Commitment to safety in every aspect of our daily lives;
- Act with the highest degree of integrity;
- Be innovative, collaborative and willing to take risks;
- Strive to deliver superior results and continuously improve;
- Be leaders in environmental awareness and social responsibility;
- Be open and honest with our communications;
- Accept responsibility and meet commitments.

Each Group company has an independent responsibility for exercising corporate social responsibility in accordance with the Group’s principles, but is free to design its own additional activities and instruments. In addition, each Group company has developed, adopted and is operating according to a Handbook or Manual that provides detailed information and a series of policies regarding the professional and ethical standards and compliance requirements of all Group companies.

2. PURPOSE

The purpose of this policy is to define clear areas of focus for the Company's approach to CSR and clarify the responsibilities and expectations with regard to our most important stakeholders.

3. MAIN CSR PRINCIPLES

The Company has identified eight (8) main CSR topics and has established policies around these. Continuous improvement is emphasized, and priority shall be given to areas where the need for improvement and the potential for making an impact are greatest. In addition to these global policies and principles, individual Group companies may also have additional CSR policies and programs outlined in a Handbook/Manual for employees in that country or subsidiary.

3.1 PROFESSIONAL AND ETHICAL STANDARDS POLICY

It is the Group's policy to maintain the highest level of professional and ethical standards in the conduct of its business affairs. The Group places the highest importance upon its reputation for honesty, integrity and high ethical standards. These standards can only be attained and maintained through the actions and conduct of all personnel in the Group. It is the obligation of the Group's employees to conduct themselves in a manner to ensure the maintenance of these standards. Such actions and conduct will be important factors in evaluating an employee's judgment and competence, and an important element in the evaluation of an employee for promotion. Correspondingly, insensitivity to or disregard for the principles of the Group's professional and ethical standards will be grounds for appropriate disciplinary actions.

3.2 CORPORATE CULTURE OF MUTUAL RESPECT POLICY

Group companies shall strive to promote an open corporate culture that fosters interaction and mutual respect, and is based on the Company's corporate guiding principles.

In promoting the Group's principles for good business operations, we shall always respect local requirements, and achieve success by bridging the divide between different cultures. Group companies shall always comply with local regulatory requirements in the countries in which we operate.

3.3 RESPECT FOR HUMAN AND LABOUR RIGHTS; ANTI-HARRASSMENT; FORCED LABOR, CHILD LABOR, AND ANTI-TRAFFICKING POLICY

Group companies are committed to respecting fundamental human and labour rights, both in our own operations and in our relations with business partners. Our employees shall be treated with respect and given orderly working conditions. The Group companies shall work continuously with issues such as non-discrimination, the right to privacy, the right to collective bargaining, employment terms and protection against any form of intimidation, hostility, humiliation, or other offensive behaviors that may constitute harassment. Group companies will not tolerate acts or threats of violence, including verbal or physical threats, intimidation, harassment and/or coercion.

Forced labour, child labour and all forms of discrimination are strictly forbidden, including forced, bonded or indentured labor, involuntary prison labor, or any other form of involuntary labor, or engaging in human trafficking.

The Group recognizes and will comply with all labor and employment laws wherever the company does business, and expects the suppliers and contractors with whom we do business to embrace similar values and standards.

3.4 EQUAL OPPORTUNITIES POLICY

It is the Group's position that equal treatment of all employees is applied and that different treatment or discrimination based on person's gender, race, colour, national origin, age, religion, sexual orientation or any other characteristic protected by applicable law is unacceptable. Furthermore, the Group is committed to equal employment opportunity for all qualified employees and job applicants. All employment decisions (such as hiring, discipline, terminations, promotions and job assignments) are to be based on the Group's needs and an employee's performance and potential, all in compliance with applicable laws and regulations.

3.5 ANTI-CORRUPTION AND ANTI-BRIBERY POLICY

The Group has a zero-tolerance policy regarding corruption and bribery. Corruption undermines all sorts of business activities and free competition, and it is prohibited by law in all the countries in which we operate. Corruption is destructive for the countries involved and would erode our reputation, exposing the Group and the individual employee to considerable risk. The Company expects that local management of each Group subsidiary promotes a strong anti-corruption culture. Each company shall make active efforts to prevent undesirable conduct, and ensure that their employees are capable of dealing with difficult situations.

3.6 HEALTH, SAFETY AND THE WORK ENVIRONMENT POLICY

A healthy work environment contributes to a better health, greater engagement and increased job satisfaction. The goal is to create a safe and pleasant work environment that contributes to motivated and committed employees, which ultimately is important for the Group's continued success. This requires continuous effort and is a natural part of the Group's daily operations.

Every employee is responsible for taking precautions to safeguard safety and health. Every employee must be aware of the rules and procedures that apply to the workplace, including those which require immediate reporting of all workplace injuries, diligently follow those rules, and encourage others to do the same. Each employee should immediately report any unsafe situations or conduct (including those described in the following two sections) to the appropriate Group company personnel or office, including the employee's manager, or Human Resources.

3.7 ENVIRONMENTAL PERFORMANCE POLICY

The Group is committed to continuously improve its environmental performance, including preventing adverse environmental impacts, reducing emissions and waste, improving energy efficiency, promoting resource conservation, and conducting business with respect and care for the environment. The Group companies are committed to comply with all laws and regulations related to the environment in all locations where we operate.

3.8 SUPPLIER RESPONSIBILITY POLICY

The Group expects its suppliers to comply with all applicable laws and regulations, and to adhere to the highest standards of quality, environmental responsibility, worker health and safety, sustainability, ethical behavior, corporate social responsibility, human rights, and labor practices. Suppliers are expected to operate responsibly and in a manner that is consistent with the Agilyx Group companies' policies.

4. WHISTLEBLOWING POLICY

It is important that someone who discovers wrongdoing and non-compliance with the Company's CSR policy and other policies is able to report it without risk of retaliation or discrimination. The Company has established a Whistleblowing Policy to encourage everyone to raise concerns about matters occurring within or related to the Group so that the problem can be resolved promptly and efficiently using internal company resources, rather than overlooking a problem or seeking a resolution of the problem

outside the Company which may delay the elimination of the problem and cause harm to the Group and its employees.

The Whistleblowing Policy applies to all officers, directors and employees of the Company, whether temporary or permanent, full-time or part-time, and regardless of their location.

Anyone doing business for or on the Company's behalf, including the Company's advisors, agents, consultants, contractors, distributors, lawyers, partners, sales representatives, suppliers and other third parties with whom the Company enters into a joint venture, partnership, investment, teaming arrangement or other business combination must comply with the Group's Whistleblowing Policy. Further details of the Whistleblowing Policy can be found in the Group's compliance manuals/handbooks.

5. ROLES AND RESPONSIBILITIES

The Group's CSR policy is adopted by the Company's Board of Directors and shall be evaluated at least every second year.

The CEO of the Company is responsible for ensuring the follow up of and compliance with the content of the policy.

All Group subsidiaries are responsible for the day-to-day practice of this policy.

All employees are expected to be familiar with these policies and to report any concerns or policy violations to Human Resources or a member of management.