

Syre Code of Conduct, version 1:4

1. Purpose

We are Syre. Our mission is to decarbonize and dewaste textiles, lead the textile shift, and work toward a future where every textile fiber sees a new day.

This Code of Conduct (the “**Code**”) outlines the principles that guide us in the way we act, work, and collaborate with each other, our business partners, investors, suppliers, and the rest of world. The Code is defined through our company values:

- Action speaks louder than words;
- True to the mission; and
- Global with a Swedish soul.

Our success is built on trust, transparency, and a commitment to do what we believe is right for our company, for the planet and its inhabitants.

2. Scope

The Code applies to everyone working with and for Syre (being Syre Impact AB and its affiliates). This includes all Syre’s employees, board members, agents, and all other third parties acting on behalf of Syre such as its consultants, or joint venture partners (jointly, “**People and Partners**”).

Syre will always comply with applicable laws and regulations. Where local laws, regulations or rules impose a higher standard, those higher standards must be followed. In situations where the Code stipulates higher standards than required by national laws or regulations, the Code shall be complied with.

We expect all who are covered by the Code to understand and follow it in their daily work and in all activities connected to Syre. Managers have a particular responsibility to lead by example and to ensure that the Code is understood and applied within their areas of responsibility.

The Code can be unilaterally withdrawn, adjusted, or amended by Syre at any time without prior notice.

3. Action speaks louder than words

International human rights and labor conditions

We support and respect the protection of internationally recognized human rights. This means that Syre undertakes not to cause, contribute to, or be associated with negative impact on human rights through its operations, and to address such impacts should they occur.

We shall not compromise on requirements set out in local legislation or international standards regarding human rights and labor conditions and shall take responsibility for everyone participating in the conduct of our business.

In line with the UN Guiding Principles on Business and Human Rights, these principles are integrated into the Code and our daily business practices.

At Syre, we stand firmly against forced, bonded, prison and illegal labor. Employment must be voluntary, and workers must be free to end their employment at any time.

Furthermore, Syre recognizes children as stakeholders who need protection. Guided by the Children’s Rights and Business Principles, we will respect and support children’s rights in our business and society.

Our People and Partners have the right to form and join, or not to join, unions, and to negotiate working conditions collectively in accordance with applicable national legislation. If national legislation prohibits organization of unions, we encourage alternate forms of representation such as establishing internal committees or equivalent.

A detailed description is available in Syre's Human Rights Policy published on www.syre.com.

Whistleblowing

Syre is committed to creating a safe, open, and transparent workplace culture, where concerns of any kind can be raised and where whistleblowers who raise concerns are supported, protected from retaliation and treated both fairly and anonymously.

Suspicious of misconduct can be reported 24/7 via Lumgo's web form, using [this link](#). The link can also be found on Syre's website. A detailed description is available in Syre's Whistleblower Policy published on www.syre.com.

Political involvement/lobbying

Employees may voluntarily participate in political processes. However, they may never use any Syre funds, assets, services, or facilities to support any political party and shall always make clear that any expressed political view is the view of that employee and not of Syre.

Syre recognizes the right to lobby on behalf of issues that affect the company's business operations and will comply with applicable political lobbying regulations.

Conflict of Interest

At Syre, we all have a responsibility to act in the best interests of Syre. Our People and Partners must avoid situations that create or appear to create a conflict of interest. If any actual, potential or perceived conflict arises, this must be promptly disclosed to a manager or the Syre legal team at legal@syre.com. Then, any instructions provided to manage or resolve the conflict, including stepping back from decision-making where required, must be followed.

A conflict of interest arises when your personal interests, relationships, or outside activities interfere - or could be seen to interfere - with your ability to make objective decisions on behalf of Syre. Examples include: having a financial interest in a supplier, customer, or competitor; hiring or supervising a family member or close friend working for, or providing services to, another organization that does business with Syre; using Syre information, property, or your position for personal gain.

Having a conflict of interest is not necessarily a violation - but failing to disclose it is.

4. True to the mission

Road to zero

Our long-term sustainability ambition is zero emissions, zero waste and full transparency on our journey. We take environmental and climate-related aspects into account in all our decisions, both internally and externally, globally and locally. We aim to lead the textile shift by continuously improving resource efficiency and minimizing our environmental footprint.

We are an impact company with circularity at our core. We follow the principles of the circular economy in everything that we do and encourage stakeholders and partners to prioritize reducing and reusing materials before recycling.

A detailed description is available in Syre's Environmental Policy published on www.syre.com.

Anti-bribery and anti-corruption

We have zero tolerance for bribery and corruption, and we work actively to prevent it in all business activities. People and Partners must not offer, promise, give, accept, request or authorize money or anything of value to improperly influence or appear to influence someone's professional duties or gain an undue business advantage.

A detailed description is available in Syre's Anti-bribery and Corruption Policy published on www.syre.com.

Partner with like-minded parties and compete fairly

We aim to lead the textile shift and actively seek partners who share our ambition for circularity and decarbonization. We build long term partnerships based on trust, transparency, and mutual respect. We expect all People and Partners to act with integrity, honesty and transparency.

We avoid unfair and unethical business practices that may harm competitors, clients, or the market. Our relations with business partners are built on integrity and honesty. We support and protect the reporting of unethical behavior.

Syre competes fairly and will comply with competition (antitrust) laws. These laws generally prohibit agreements or understandings between competitors that undermine competition, including price fixing, allocation of customers or geographic markets, bid rigging or abuse of a dominant position.

Intellectual property, confidential information and privacy

All intellectual property, such as inventions, know-how, technologies, or trade secrets, created by an employee belong to Syre, unless otherwise agreed. We respect the intellectual property of others and do not misuse or disclose confidential or proprietary information belonging to third parties.

Syre's People and Partners are entrusted with information that must be protected. People and Partners must protect confidential information and use such information solely for legitimate business purposes. This means People and Partners must not disclose it to anyone without proper authorisation, including both during and after the course of the relationship with Syre, unless required by law.

People and Partners understand that any use of the confidential information for the employee's or a third party's direct or indirect benefit, or any disclosure of the confidential information to a third party, may be harmful to Syre. Specifically with regard to employees, each employee thus undertakes to use the confidential information only within the scope of the employment and in the best interest of Syre. Furthermore, People and Partners should never act as information intermediaries or forward confidential information from investors, vendors, customers, or competitors to other parties, even if authorized to do so. Examples of confidential information include non-public information about Syre operations, financial position, strategies, business transactions, business plans, technical data, investors, customers, suppliers, personal data, intellectual property, trade secrets etc.

Syre ensures that it protects the personal data of its employees, partners, and other individuals. A detailed description is available in Syre's Data Security Policy published on www.syre.com.

5. Global with a Swedish soul

Work environment and Health & Safety

The health and safety of our team and supply chain always comes first. We work actively to prevent accidents, injuries, and health risks in the workplace. Syre maintains systems and

processes to comply with applicable health and safety laws and regulations. Identified hazards and unsafe behavior must be addressed and improved. The Syre team is trained on safety measures and is provided with appropriate personal protective equipment at no cost.

We strive to create an environment where individuals feel comfortable raising concerns and reporting violations of laws, internal rules or unethical behavior.

Working hours should not exceed those stipulated by local laws and regulations.

Communication

Our company culture is built every day through open communication, shared responsibility, and integrity. Everyone is encouraged to speak up if they see behavior or actions that are not in line with our values. To that end, Syre engages in a fair and open dialog with employees and their representatives. Syre ensures that employees receive clear and understandable information regarding the terms and conditions of their employment and their job performance.

Equal opportunities and diversity

All individuals are treated with fairness, dignity, and respect and given the opportunity to develop their skills and careers. Syre values and continuously develops the diversity of its workforce.

Syre aims to create equal access to opportunity, so employment-related decisions must be based solely on lawful, non-discriminatory criteria such as performance, potential, qualifications, and experience.

Non-discrimination

Syre does not tolerate discrimination or harassment. Equal payment for equal work must be ensured. When representing Syre, we must treat others with care and respect. Harassment, intimidation, or bullying in the workplace will not be tolerated. Discrimination based on personal characteristics, including, race, gender, religion, political affiliation, social origin, disability, age, parental or marital status, sexual orientation or other status is not permitted. -All employees have a responsibility to address such behaviour when that comes to their attention.

6. Non-compliance with the Code

All People and Partners are responsible for promoting and maintaining a workplace culture that upholds the values outlined in the Code. Violations of the Code may result in severe consequences, including termination of employment or legal action.

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Policy owner	Sustainability Director