Responsible Business Charter

How Afterwind® transforms waste into value and impact

Our Purpose

Afterwind exists to preserve natural resources for future generations by recycling composites into circular advanced materials with full traceability.

Our Mission

We are redefining how composite materials are valued, recovered, and reused, transforming a growing environmental liability into an asset and setting a new standard for the industry.

Our Guiding Principles

We are a European materials company producing high-quality circular alternatives at industrial scale

We challenge industry norms, set ambitious standards, and execute with discipline

We build measurable, traceable, and scalable circular solutions

We create long-term value through innovation, operational excellence, and responsible conduct

Scope

This Charter has been adopted by the Board of Directors of Afterwind Holding AB and establishes the responsible business principles applicable across the Afterwind group. It applies to Afterwind Holding AB and its controlled subsidiaries and governs how we conduct our operations, make decisions, and engage with stakeholders.

It also serves as the framework through which we engage employees, contractors, suppliers, customers, investors, and other stakeholders in support of responsible and sustainable business practices.

Our Commitments

Prosperity

Creating Sustainable Economic Value

We are committed to building a commercially sustainable business capable of long-term success in terms of the quality of its products, operations, and customer value.

By transforming waste streams into valuable circular materials, we contribute to resilient supply chains, high-quality employment opportunities, and positive economic impact in the communities where we operate.

People

Protecting and Empowering People

We are committed to providing a safe, healthy, and inclusive workplace where every individual is treated with dignity, fairness, and respect.

We respect internationally recognized human rights, seek to prevent adverse impacts on people throughout our operations and business relationships, and prohibit all forms of child and forced labor.

We uphold employment rights, equal opportunity, and non-discrimination while actively identifying and managing workplace risks, providing relevant training, and fostering a culture of accountability, learning, and continuous improvement.

Product

Transparency, Quality and Circularity

We believe trust is built through transparency and performance.

We promote transparency and circularity throughout our value chain by ensuring that materials are traceable, responsibly sourced, and processed to consistent

quality standards, and by partnering with organizations that share these commitments.

We are committed to delivering reliable, high-quality materials that consistently meet customer requirements and support the adoption of circular alternatives on an industrial scale.

Planet

Environmental Stewardship

Environmental stewardship is at the heart of what we do.

We are committed to minimizing environmental impacts, preventing pollution, using resources responsibly, and continuously improving our environmental performance.

By transforming waste into valuable circular materials, we help reduce reliance on virgin resources and support the transition to a circular, resource-efficient, and low-carbon economy.

Governance

Ethical and Responsible Business Conduct

We conduct business with integrity, accountability, and respect for the rule of law, complying with applicable laws, regulations, permits, contractual obligations, and trade requirements wherever we operate.

We do not tolerate corruption, fraud, bribery, conflicts of interest, misleading claims, or other unethical business practices, and we are committed to fair competition, sound governance, and ethical decision-making throughout our business.

We maintain effective controls over our operations and material flows, protect confidential information, intellectual property, and personal data, and ensure that any cross-border movement of waste complies with applicable regulations, including the Basel Convention.

Responsible Business Exclusions

Afterwind seeks to partner only with organizations whose activities are consistent with our values and sustainability objectives.

We do not knowingly engage in business relationships, sourcing arrangements, or commercial activities involving:

- Child labour, forced labour, human trafficking, or other serious human rights abuses;
- Corruption, bribery, fraud, money laundering, or other unlawful practices;
- Entities subject to applicable international sanctions or trade restrictions;
- The illegal export, dumping, or disposal of waste;
- Activities that cause significant environmental harm or persistent violations of environmental regulations;
- Organizations involved in the manufacture or trade of controversial weapons prohibited under international conventions;
- Businesses whose primary activities are inconsistent with the transition to a circular, resource-efficient, and sustainable economy.

Where concerns arise, we reserve the right to decline, suspend, or terminate business relationships.

How We Put This Charter into Practice

Leadership accountability: Management is responsible for implementing this Charter, setting clear expectations, and ensuring that its principles are integrated into decision-making, operations, and business relationships.

Shared responsibility: Employees, contractors, suppliers, customers, and business partners are expected to uphold the principles of this Charter and support responsible business conduct throughout our value chain.

Continuous improvement: We periodically review our performance against these commitments, engage with stakeholders, and update our practices and this Charter as needed to strengthen our environmental, social, and governance performance over time.

------- Signature Page Follows -------

Approved by:	**Board of Directors, Afterwind Holding AB**
Applies to:	**Afterwind Holding AB and its controlled subsidiaries**
Version:	**1.0**
Effective Date:	**26 June 2026**
Next Review Date:	**26 June 2027**

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Date	10/02/2026	Date	10/23/2026
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