
ANTI-CORRUPTION POLICY

"Ultraplast EU" LLC

Confirming the commitment of Ultraplast EU LLC (hereinafter referred to as the Company) to comply with international and national ethical standards, the principles of open and fair business, as well as the desire to improve corporate culture, adhere to best corporate governance practices and maintain an appropriate business reputation, the Company has developed an Ultraplast EU LLC Anti-Corruption Policy (hereinafter referred to as the Policy).

The basic objectives of the Policy:

- to ensure compliance of the Company's operations with the requirements of anti-corruption legislation and business ethics standards;
- to create a clear understanding of the Company's position regarding the rejection of corruption and corrupt practices of any form or manifestation in the Company's operations among the Company's participants, management bodies, employees, business partners and government regulatory (supervisory) authorities;
- to exclude from the Company's scope of activities areas that create conditions for corruption;
- to exclude the involvement of the Company, its members, members of management, and employees of the Company in corruption violations;
- to generalize and explain the basic norms and requirements of the anti-corruption Policy that apply to the Company, its participants, members of the governing bodies, and employees of the Company.

The Company declares its rejection of corruption and its zero tolerance for corrupt practices in any form and manifestation, as well as its strict adherence to the principles and requirements of the Policy by members of the Company's, management and employees.

The principles and requirements of the Policy are taken into account when the Company establishes contractual and other business relationships with natural and legal persons, individual entrepreneurs and other business partners.

The principles and requirements of the Policy are taken into account when cooperating with the Company's participants, government regulatory (supervisory) authorities, financial institutions and other persons (institutions).

The main principles of the Company for combating corruption and its expressions:

- to maintain the legal framework in the field of combating corruption;
- to ensure compliance with the principles of combating corruption set out in anti-corruption legislation (justice, recognition, provision and protection of human and civil rights and freedoms, equality before the law, openness, inevitability of responsibility, personal liability for guilt, humanism);
- to implement an unified Company's Policy in the field of combating corruption, comply with anti-corruption procedures;
- to take measures aimed at involving the Company's employees in active participation in combating corruption and develop a position within the Company on non-acceptance of corruption and intolerance towards corrupt actions of any kind or manifestation;
- to take organisational measures aimed at identifying and managing conflicts of interest;
- to take comprehensive measures to combat money laundering, the financing of terrorist activities and the financing of the proliferation of weapons of mass destruction, including through corruption;
- to improve the Company's internal control system;
- to ensure fair competition when carrying out its activities and working with the Company's business partners;
- to improve the procedure for the use of the Company's property and resources, as well as the procedure for the transfer and alienation of the right to use such property;
- to make comprehensive use of management, organisational, information, socio-economic, legal, special and other measures aimed at preventive action to prevent the creation of conditions of corruption and to combat corruption offences.

Corruption offenses are not allowed:

1. in any form, including in the form of receiving or providing money, valuables, services or other benefits;
2. in relation to the Company or on behalf and in the interests of the Company, in relation to third parties, including in relation to state regulatory (supervisory) authorities and their employees, other legal entities and their employees, management bodies and representatives of the aforementioned legal entities;
3. personally or through the mediation of third parties, regardless of the purpose, including simplification of administrative and other procedures and provision of competitive or other advantages.

Any employee of the Company and/or a person who is not an employee of the Company, if there are doubts about the legality of the proposals of the Company's management bodies, employees of the Company, contractors or other persons interacting with the Company, may report this (also anonymously): by e-mail info@ultraplast.lv; by letter in paper format to the address Ganību iela 103, Ventspils, LV-3601, Latvia or by phone +371 676 514 10.

The company guarantees confidentiality regarding any report.

Conclusion:

The policy was approved by the Board of Directors of the Company and entered into force on October 1, 2025.

This policy will be reviewed and supplemented as necessary to more effectively achieve the stated objectives and principles.

The latest version of the Policy will be published on the Company's official website www.ultraplast.lv.