

ATEX, INC. BUSINESS ETHICS (CODE OF CONDUCT) AND SOCIAL RESPONSIBILITY POLICY

Dear employees and partners,

Our mission is to help our customers succeed by delivering innovative, high-quality nonwoven solutions that enhance consumer well-being while protecting our environment.

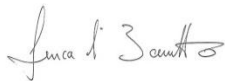
Respect, Integrity, Trust, Excellence, and Safety are the values that define who we are. They guide how we conduct business, treat one another, and build lasting relationships with our employees, customers, suppliers, and communities. Together, they are the foundation of our success.

In our business strategy, we focus on corporate values, and compliance of this Business Ethics (Code of Conduct) and Social Responsibility Policy is a determining factor in our positioning as a leading nonwovens supplier with a global presence.

This Policy is a guide to help you always act and make the right decisions, following the principles and values that we must keep in mind in our professional activity. With your collaboration, we trust that ATEX will continue to grow in an ethical and responsible way.

To this end, we ask for your commitment to comply with this Policy, both among ourselves and with third parties, with the community and with society as a whole. Transparency, good governance and good practices must be the basis of our behavior.

Thank you for continuing to work together and for striving to uphold ATEX's ethical principles.



Luca di Benedetto
CEO, ATEX, Inc.

	INTEGRITY We are ethical and sincere in our actions. We are fair in our dealings with others.
	RESPECT We treat every person with dignity, honesty and professionalism, while valuing different perspectives, backgrounds, and experiences.
	TRUST We build mutual trust by being transparent and open in our actions with co-workers, customers, suppliers and communities. Competence is the foundation of our trust.
	EXCELLENCE We strive for outstanding, sustainable value creation, both as individuals and as a team.
	SAFETY We make safety our highest priority by protecting one another and promoting a healthy, secure workplace.

Social Responsibility Commitment

ATEX, Inc. is committed to conducting business responsibly, ethically, and with respect for the dignity and rights of every individual. We believe long-term success depends upon creating value for our employees, customers, suppliers, communities, and shareholders while protecting the environment and maintaining the highest standards of integrity.

ATEX is committed to:

- Respecting internationally recognized human rights.
- Providing a safe, healthy, and inclusive workplace.
- Prohibiting child labor, forced labor, and human trafficking.
- Providing fair wages, benefits, and working conditions in accordance with applicable laws.
- Promoting diversity, equity, inclusion, and equal opportunity.
- Encouraging employee development and engagement.
- Supporting ethical sourcing throughout our supply chain.
- Reducing our environmental impact through responsible manufacturing practices.
- Conducting business with honesty, transparency, and accountability.
- Continually improving our environmental, social, and governance (ESG) practices and performance.

These commitments apply to all employees, officers, contractors, suppliers, and business partners.

General Integrity

ATEX has a strong reputation for integrity. To maintain and enhance that reputation, it is important for each of us to adhere to the highest moral, ethical and legal standards. Only by conducting business in this manner can the Company progress and preserve the respect of its employees, shareholders, customers, vendors and government. This Business Ethics and Social Responsibility Policy must be understood and implemented throughout the Company.

Compliance with the law

Compliance with laws and regulations applicable to the Company is essential. Employees are encouraged to contact the Supervisor, Department Manager, Human Resources, or any member of Management if they have any questions regarding appropriate conduct and compliance with the law.

Bribery

Bribery in any form is forbidden in the conduct of the business of the Company. No Company funds or assets are to be used, directly or indirectly, for any bribe, kickback or other unlawful payment. No outside consultant, attorney, accountant or agent of any other nature may be used or employed in any manner that would be contrary to this policy. Fees, commissions and expenses paid to agents should be based upon reasonable standards for the services rendered

Accounting Practices

ATEX will follow accepted accounting rules and controls. The books of account, budgets, project evaluations, expense accounts and other similar papers must accurately reflect these rules and controls. All assets of the Company must be accounted for carefully and properly. No payment of Company funds may be approved or made with the understanding that any part of the funds will be used in a manner contrary to this policy.

The Company's independent certified public accountants will be given access to all information necessary for them to conduct audits properly.

Conflicts Of Interest

Employees have an obligation to conduct business within guidelines that prohibit actual or potential conflicts of interest. This policy establishes only the framework within which ATEX wishes the business to operate. The purpose of these guidelines is to provide general direction so that employees can seek further clarification on issues related to the subject of acceptable standards of operation. Contact the CEO of ATEX for more information or questions about conflicts of interest.

Transactions with outside firms must be conducted within a framework established and controlled by the executive level of ATEX. Business dealings with outside firms should not result in unusual gains for those firms. Unusual gain refers to bribes, product bonuses, special fringe benefits, unusual price breaks, and other windfalls designed to ultimately benefit either the employer, the employee, or both. Promotional plans that could be interpreted to involve unusual gain require specific executive-level approval.

An actual or potential conflict of interest occurs when an employee is in a position to influence a decision that may result in a personal gain for that employee or for a relative as a result of ATEX's business dealings. For the purposes of this policy, a relative is any person who is related by blood or marriage, or whose relationship with the employee is similar to that of persons who are related by blood or marriage.

No "presumption of guilt" is created by the mere relationship with outside firms. However, if employees have any influence on transactions involving purchases, contracts, or leases, it is imperative that they disclose to an officer of ATEX as soon as possible the existence of any actual or potential conflict of interest so that safeguards can be established to protect all parties.

Personal gain may result not only in cases where an employee or relative has a significant ownership in a firm with which ATEX does business, but also when an employee or relative receives any kickback, bribe, substantial gift, or special consideration as a result of any transaction or business dealings involving ATEX.

Supplier Relations and Supplier Responsibility

Much of ATEX's reputation for integrity and fair play comes from the manner in which we deal with our suppliers. The Company makes every effort to deal fairly and impartially with all suppliers of goods and services, showing them the same courtesy and consideration we would expect them to show us. Our choice of a supplier will be made on the basis of price, quality, services offered, timely delivery and business considerations.

ATEX expects suppliers and contractors to uphold standards consistent with this policy, including compliance with labor laws, prohibition of forced and child labor, safe working conditions, non-discrimination, ethical business conduct, and environmental responsibility. Suppliers may be evaluated periodically to verify compliance.

Gifts And Entertainment

ATEX recognizes that it is customary for some of its suppliers, customers and other business associates to occasionally give small gifts to those with whom they do business. It is important, however, that these gifts do not affect an employee's business judgment, or give the appearance that judgment may be affected. Accordingly, ATEX and its employees must be very careful when it comes to accepting gifts.

As a general rule, ATEX employees may accept gifts from suppliers, customers or other business associates, provided the gift:

- does not create the appearance (or an implied obligation) that the gift giver is entitled to preferential treatment, an award of business, better prices or improved terms of sale;
- would not embarrass ATEX or the gift giver if disclosed publicly;
- does not prevent the recipient from awarding ATEX's business to one of the gift giver's competitors.

The following gifts are never appropriate:

- gifts of cash;
- gifts that are prohibited by law;
- gifts given as a bribe, payoff or kickback (e.g., in order to obtain or retain business, or to secure an improper advantage, such as securing favorable tax treatment);
- gifts the recipient knows are prohibited by the gift giver's organization; and
- gifts given in the form of services or other non-cash benefits (e.g., the promise of employment).

Corporate Hospitality

Hospitality toward public officials and those with whom the Company does business is both proper and appropriate, as long as it does not exceed common courtesy and is not of such

magnitude as to suggest the compromise of the parties with whom we are dealing. No gift or entertainment may be tendered that would exceed reasonable standards. All such acts should be undertaken with the expectation that they will become publicly known.

Environmental Stewardship

At ATEX, environmental stewardship means manufacturing responsibly. We are committed to manufacturing practices that minimize our operational impact while supporting the long-term success of our business. We comply with all applicable environmental laws and regulations and continually seek opportunities to improve our processes and operational performance.

We produce high-quality products through efficient operations, the responsible use of raw materials, waste reduction, recycling initiatives, energy conservation, and continuous improvement.

Our commitment includes:

- Recycling manufacturing materials, reducing waste, and improving the efficient use of resources throughout our operations.
- Reducing waste, emissions, and using natural resources responsibly.
- Improving energy efficiency and reducing power consumption wherever practical.
- Promoting pollution prevention through responsible manufacturing processes.
- Continuously evaluating and improving our resource management and operational practices to benefit our customers, communities, and future generations.

Responsible manufacturing is fundamental to who we are. By conducting business ethically, respecting people, protecting natural resources, and continually improving the way we operate, ATEX is committed to delivering quality products while creating lasting value for our customers, suppliers, employees, and communities.

Confidential Information And Trade Secrets

The protection of confidential business information and trade secrets is vital to the interest and the success of ATEX. Such confidential information includes but is not limited to, the following examples:

- Customer List and Pricing
- Customer Preferences
- Financial Information
- Labor Relations Strategies
- Marketing Strategies
- New Materials Research
- Pending Projects and Proposals
- Proprietary Production Processes
- Research and Development Strategies
- Scientific Data

- Scientific Formulae
- Scientific Prototypes
- Technological Data
- Technological Prototypes

The positions held at ATEX involve important and sensitive information of the Company; therefore, employees must maintain, at all times, extreme professionalism and confidentiality. All employees are required to sign a non-disclosure agreement as a condition of employment. Employees who improperly use or disclose trade secrets or confidential business information will be subject to disciplinary action, up to and including termination of employment and, possible legal action, even if they do not actually benefit from the disclosed information.

Competition

The concept of free and open competition underlies many of our federal and state laws. ATEX's best interests are served by compliance with such laws. Employees must not enter into discussions or arrangements with competitors or suppliers that would violate these laws in any way. For example, pricing of products must never be discussed with competitors either directly or through third parties.

Customer Relations

Our Company will succeed only if we serve customers well. All customers deserve prompt, courteous attention without bias or discrimination. We are expected to serve our customers with the highest quality nonwovens and meltblown composites to remain competitive and viable in our served markets. We must continuously strive to exceed our customer's expectations and treat them as one of the highest Company assets.

Employee Relations

ATEX is committed to providing a workplace founded on respect, fairness, dignity, and equal opportunity. The Company is committed to a policy of equal employment opportunity for all employees and applicants without regard to race, color, religion, sex, national origin, age, disability, veteran status, genetic information, or any other characteristic protected by applicable federal, state, or local law.

It is the goal of ATEX to provide meaningful, satisfying, and challenging employment opportunities while fostering an environment where employees are valued, supported, and empowered to contribute to the Company's success. ATEX is committed to treating all employees fairly and equitably and to maintaining a workplace that is free from discrimination, harassment, bullying, intimidation, and retaliation.

The safety, health, and well-being of our employees are paramount. ATEX is committed to providing and maintaining a safe, healthy, and secure work environment through compliance with applicable health and safety laws, ongoing training, hazard prevention, and continuous improvement of workplace safety practices.

ATEX complies with all applicable wage, hour, and labor laws and is committed to providing fair compensation, legally compliant working hours, and employee benefits in accordance with applicable laws and Company policies.

The Company supports employee growth and development through performance evaluations, counseling, training programs, continuing education opportunities, and on-the-job experience. ATEX believes that investing in our employees strengthens both individual success and the long-term success of the Company.

ATEX respects the dignity and human rights of every employee. The Company is committed to maintaining a workplace free from forced labor, child labor, human trafficking, and all forms of exploitation. Employees are free to communicate concerns, report violations, and, where protected by applicable law, exercise their rights to lawful association and collective representation without fear of retaliation.

Each employee is expected to treat fellow employees, customers, suppliers, contractors, and visitors with professionalism, honesty, respect, and courtesy. Employees are expected to embrace diversity, foster an inclusive workplace, and contribute to a culture of teamwork, accountability, and ethical conduct.

ATEX expects all employees to perform their duties diligently, conduct business with integrity, and uphold the Company's values in every interaction. By working together in an environment built on trust, respect, and social responsibility, we strengthen our organization, our communities, and the long-term success of ATEX.

Human Trafficking and Modern Slavery

ATEX is committed to a work environment that is free from human trafficking and slavery, including forced labor and unlawful child labor. ATEX will not tolerate human trafficking or slavery in any part of our organization. This policy reflects ATEX's Code of Ethics and our core values to protect and advance human dignity and human rights in our business practices. This applies to, but not limited to, ATEX's employees, officers, temporary employees, independent contractors, as well as ATEX's vendors and suppliers.

ATEX prohibits trafficking in persons and slavery. ATEX employees and others through whom ATEX conducts business must not engage in any practice that constitutes trafficking in persons or slavery and must comply by all applicable laws. This includes, but is not limited to, the following activities:

- Engaging in any form of trafficking in persons;
- Procuring commercial sex acts;
- Using forced labor in the performance of any work;
- Denying access by an individual to the individual's identity or immigration documents, such as passports or drivers' licenses, regardless of issuing authority;
- Using misleading or fraudulent practices during the recruitment of candidates or offering of employment positions regarding the key terms and conditions of employment;

- Using recruiters that do not comply with local labor laws;
- Charging applicants/candidates recruitment fees.

ATEX abides by all local, State, and Federal labor laws and regulations, and employment status is “at will”. Employees are free to terminate employment with ATEX at their free will. ATEX does not contractually bind employees to work for the Company.

Obligation to Report Violations

All employees are obligated to report to the Company any known or suspected inappropriate use of Company assets, violations of law, or policies and procedures, or other improprieties, and are encouraged to report any concerns they have regarding any possible improper conduct.

The Company's independent certified public accountants will immediately report to the Company any violations or suspected violations of this policy on business ethics, or any other known policies and procedures, that come to their attention as a result of conducting audits of the Company.

With the support of all employees, the Company can ensure that violations of this policy are called to the attention of the appropriate ATEX management. Concealment of violations is in itself a violation of this policy.

No Retaliation

The Company will not take any adverse action against any employee in retaliation for the proper and lawful reporting of improprieties.

Policy Training

Training on this policy will be provided as part of ATEX’s new hire orientation, and, at a minimum, annually.

ATEX, Inc.'s Business Ethics and Social Responsibility Policy is subject to periodic review and revision as necessary to reflect changes in laws, regulations, customer expectations, and Company practices.

Follow-Through

Management should maintain an "open door" policy for any employee who may have a question about ethics or this Business Ethics and Social Responsibility Policy. The time to bring up a question of ethical behavior is before the fact, rather than after the fact. The Company encourages employees to talk to a supervisor about a question of business conduct, no matter how small or insignificant it may seem to be.

The Company believes attention to this policy is an integral part of managing its business. In that regard, supervisors / managers must investigate any suspicion that unethical or illegal

activities are taking place and call upon other appropriate Company representatives if assistance is needed. All reports should be provided to top Management for final review.

Employees are expected to hold themselves to these high standards and to exercise good judgment as well as moral courage in matters of investigation and reporting covered in this policy.

Violations

Employees who violate this policy will be subject to disciplinary action, up to and including immediate termination of employment. Any Company associate having knowledge of any violation of the policy shall promptly report such violation to the Supervisor, Department Manager, Human Resources, or any member of Management. Department manager's or identified key employees of ATEX, Inc. are responsible for compliance in their area of responsibility. When questions arise concerning any aspect of this policy, contact Human Resources. Reports will remain confidential with information being provided only to individuals directly involved in the investigation and resolution.

By signing below, I am acknowledging my receipt and understanding of ATEX, Inc.'s Business Ethics and Social Responsibility Policy, as well as, I acknowledge that I have the opportunity to ask questions as they arise regarding this policy. I further understand that my failure to comply with this policy will result in disciplinary action up to and including termination of my employment with ATEX.

ATEX believes that ethical conduct, respect for people, environmental stewardship, and social responsibility are fundamental to our long-term success. Every employee shares responsibility for upholding these principles and protecting the trust placed in us by our customers, suppliers, communities, and one another.

Employee Signature

Date

Employee Printed Name