

sonovia

CODE OF CONDUCT

The way we operate – from vision to application.

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MESSAGE FROM OUR CEO

Dear team,

Integrity matters. It matters to our future customers, partners, colleagues, and communities.

And it matters greatly to me.

At Sonovia, we put upon ourselves to disrupt the Textile industry and solve the textile industry's most acute problem - the massive pollution caused by outdated dyeing & finishing manufacturing practices.

Sonovia aims to disrupt this industry by delivering less polluting, highly efficient and cost-effective solutions to textile finishers and dyers.

But it's not just about overcoming our challenges and achieving our goals, as meaningful as they are: how we materialize our vision is important as well.

Our Code of Conduct is effectively the global how-to guide, for doing business at Sonovia, at all positions, all levels and everywhere we operate — to know it and live it every day.

The code of conduct will protect and enhance the reputation of our team and our company.

Thank you for following our Code and fulfilling our purpose.

Best Regards,

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Chief Executive Officer

PURPOSE AND SCOPE

The Sonovia Code of Conduct is the foundation for how we do business. Our vision, to improve people's quality of life while protecting the environment, defines everything we do and how we go about doing it. We promote innovation and foster an atmosphere of ideation and teamwork. We are determined to change the textile industry from a major global pollutant to a more sustainable, environmentally conscious industry, and approach our work with the dedication and determination required for this bold task.

We understand that we must act responsibly and be held accountable. We wish to ensure all Sonovia employees, as well as everyone acting on behalf of Sonovia, conduct themselves with integrity, ethics, respect, credibility, responsibility, and accountability to create a safe environment for speaking up, asking questions, freely voicing our opinions, and raising concerns.

We are attuned to the needs of our employees, our suppliers, our business partners, our customers, and our shareholders. We remain connected to the communities in which we operate, and to the environment which we are determined to protect and repair. Our Code of Conduct is the compass which reflects our values, our passion, and our personal commitment to making a positive global impact. It helps us navigate and apply these values in our daily business activities. The Sonovia Code of Conduct contains the general guidelines by which we expect all our directors, officers, managers, and employees to conduct our business.

WORKING AT SONOVIA

We, at Sonovia, are committed to creating a work environment that is aligned with our vision. We are focused on fostering a culture that encourages **innovation** in a safe, supportive eco-system. We treat employees with **respect** and **dignity**, while encouraging individuals and teams to challenge the conventional and disrupt the status quo. We celebrate our differences and rely on our **diversity** to create the **innovative mindset** that defines our culture. We foster a safe, positive work environment, which **empowers** and encourages our employees to **dare** and **dream**. We operate **ethically** and strive for **collaboration** and **harmony**.

To this end, we are committed to providing our employees with a safe, supportive work environment that is free of any form of violence, implied violence, or retaliation. We have zero tolerance for any form of harassment, bullying, humiliation, intimidation, offensive behavior or shaming of any kind, whether physical, sexual, associated with religious beliefs, political views, ethnicity, race, age, gender, physical disability, or sexual orientation. Equality and respect are a fundamental part of our culture. We promote an inclusive and diverse workplace where growth and achievement opportunities are based on merit and passion.

We protect the rights of our employees as defined by law and personal contractual agreements. We pay fair wages and provide good working conditions and competitive benefits in accordance with local market conditions and our employees' performance and skillset. Our employees receive all knowledge, equipment, and support necessary to excel at their jobs. Employees can feel comfortable to be themselves and are treated with sensitivity. Despite our growth from the small start-up that we once were, the family-like work environment remains an important part of our culture.

At Sonovia we understand that to disrupt the conventional, we need to think differently. To achieve this, we ensure equal opportunity and encourage workplace diversity as well as different opinions, backgrounds, perspectives, and approaches. We are therefore committed to recruiting, hiring, employing, empowering, and promoting people of all backgrounds, ages, sexual orientations, ethnicities, religion, color, disability, gender,

gender identity, marital status, or any such characteristics with no discrimination or bias, based solely on their skillset and capabilities to perform their jobs.

HEALTH, SAFETY AND LABOR CONDITIONS

We want everyone to have a good day at work, and to balance work and home life successfully and happily. We ensure the work schedule supports this balance and keep after office hour communication to a minimum to respect people's time at home. We are actively supporting the health of our employees through significant investments in employee health benefits and maintaining workspaces with amenities that promote positive wellbeing. We continuously work to make our office environment safe and accident-free.

COMPANY ASSETS AND RESOURCES

We are respectful of the company's assets and resources, of which our employees are the most important resource. We make proper use of Sonovia's assets and resources for the sole benefit of the company. We value our employees and do our best to treat them with respect, dignity, and sensitivity.

COMPLIANCE POLICIES

ESG

Sonovia has appointed an ESG officer and devoted significant company resources toward these goals. We are committed to expanding our knowledge and capabilities in ESG to meet our goals and continuously improve in these areas.

Sonovia will publish corporate social responsibility (CSR) reports to the Israeli stock exchange market on an annual basis.

CONFLICT OF INTEREST

At Sonovia, we are committed to act in the best interests of Sonovia to support Sonovia's vision and business needs. Sonovia employees should therefore promptly disclose all personal interests that may affect their ability or judgment to perform their roles at Sonovia objectively, responsibly, and honestly or interfere with the interests of the company. Any appearance of a conflict of interest or of impropriety should also be avoided. Any actions that could jeopardize Sonovia's reputation or could interfere with performing our work obligations toward Sonovia should be avoided. Sonovia requires managers and employees to disclose any situation that would reasonably be expected to lead to a conflict of interest.

DEALING WITH GOVERNMENT OFFICIALS

When interacting with government officials, we follow Sonovia's policies and all applicable laws. We conduct ourselves in a transparent manner and follow high ethical standards.

FAIR COMPETITION

Sonovia operates in a fierce business environment but competes fairly. Sonovia complies with competition laws and fair competition when doing business. We refrain from sharing or exchanging confidential or competitively sensitive information with competitors or acting in a way that limits competition or appears to conflict with fair competition. We consult our Legal and Compliance team with any questions that arise. We don't use information regarding other companies that was obtained in unethical manners.

IMPROPER PAYMENTS, GIFTS, PERKS OR BENEFITS

Sonovia does not tolerate improper, excessive, or corrupt gifting, payments such as bribes or kickbacks made directly or indirectly from a government official, customer, supplier, or third party which may include improper gifts, gratuities, benefits and favors, donations, entertainment, or any other inappropriate transfer of value. Sonovia complies with applicable financial record-keeping and reporting requirements as well as all other laws and regulations pertaining to anti-money laundering, terrorist financing and tax evasion.

TRADE COMPLIANCE

Sonovia prepares, reports, and executes international business transparently and accurately to trade authorities. We follow the applicable trade rules for any cross-border transactions including hand-carried goods, returns, free-of-charge transactions, technology transfers and financial transactions.

WORKING WITH THIRD PARTIES

Sonovia works with its third parties in an ethical, respectful, productive, and transparent way. When interacting with third parties, gifts or entertainment may be given only where appropriate and where there is no risk of creating the perception of influencing the recipient in his/her decision. Gifts must be of minimal value and entertainment must not go beyond what is reasonable. Third parties include any organization, company, or person with which Sonovia enters into contract. Sonovia expects all its third parties to be qualified to perform the tasks for which they were contracted by Sonovia and to follow all applicable laws and regulations.

ENVIRONMENT

A key component in Sonovia's vision is reducing the impact of the textile industry on the environment. The textile industry is one of the most polluting industries, and therefore offers significant opportunity for progress through sustainable technology. Sonovia's technology will promote the evolution of the textile industry.

Through implementation of Sonovia's technology in place of a traditional textile finishing process, we aim to significantly reduce water and chemical consumption, as well as polluting waste.

Sonovia not only meets the legal requirements for protecting the environment, but voluntarily takes it upon itself to comply with additional environmental standards. We aim to reduce the impact on the environment, promote a more circular economy and preserve precious natural resources through everything we do at Sonovia, from concept to commercial solutions.

PRIVACY

Sonovia respects privacy and perceives privacy to be the core value on which Sonovia must conduct itself as an ethical company that operates with integrity and trust. Privacy is crucial both at the personal level and at the business level. Sonovia diligently follows

the highest standards when it comes to protecting personal data. Sonovia collects, holds, accesses, processes, and uses employee as well as customer data, lawfully and responsibly. Sonovia protects personal data from unauthorized disclosure or use.

RECORD KEEPING AND CONTROLLERSHIP

Sonovia records its assets and transactions accurately and implements the required controls to represent its financial data accurately, reports its transactions in a timely manner and protect its assets. Sonovia complies with the applicable laws and regulations governing its financial accounting and reporting to the relevant government agencies, to its investors and to the public.

INTELLECTUAL PROPERTY AND CONFIDENTIAL INFORMATION

Innovation is at Sonovia's core. That innovation is based on intellectual property. Sonovia's intellectual property, which includes patents, know-how, trade secrets, trademarks, designs, and brand name comprises some of Sonovia's most valuable assets. Sonovia actively safeguards its intellectual property and confidential information from unauthorized disclosure and misuse.

INSIDER TRADING

Sonovia is a publicly traded company. We understand the competitive nature in which we operate. We therefore do not make use of inside information for personal gain or to benefit external parties.

SPEAKING UP

Our Code of Conduct is the backbone of how we do business the right way. When our Code of Conduct is breached, our ethics may be compromised.

Sonovia upholds a strict non-retaliation policy to maintain a culture in which employees feel safe to voice their concerns in good faith. Any retaliation attempts against an employee who has communicated a potential Code of Conduct breach concern will be subject to strict disciplinary action.

Concerns can be raised anonymously and will be treated with confidentiality and seriousness in any case.