

Responsible Lobbying Policy

TEKLA

Date: June 2026

Approved by: Tekla Board of Directors

Owner: Managing Director and Co-Founder of Tekla

Next review date: June 2029

1. INTRODUCTION

Tekla is committed to engaging in government affairs transparently and responsibly, in a way that contributes positively to society or the environment, and in line with our values as a certified B Corp.

2. SCOPE

This policy applies to all Tekla employees, leadership and any third parties acting on behalf of Tekla in relation to government affairs or public policy.

3. OUR APPROACH TO LOBBYING

- Tekla will only lobby to advance outcomes that have a positive impact on society or the environment.
- All lobbying positions will be grounded in reliable evidence and/or scientific data.
- Tekla will not engage in lobbying that conflicts with its sustainability commitments.

4. INTERMEDIARY ORGANISATIONS

Where Tekla supports or works through trade associations or other intermediary organisations.

- We will assess whether their lobbying positions are consistent with this policy.
- Tekla conducts a review at least every three years of all intermediary organisations we support or are members of, assessing alignment with this policy, or when a significant change in trade associations or other intermediary organisations warrants a review.
- Any identified misalignment is escalated to the Managing Director for a decision on continued membership or support.

Where we identify that an intermediary organisation holds a lobbying position that undermines this policy, Tekla will publicly report:

- Tekla's position compared to the intermediary organisation's position,
- how Tekla is working to positively influence the intermediary's position,
- Tekla's "red lines" – the circumstances that would cause Tekla to stop engaging with that organisation.

Where significant misalignment exists and cannot be resolved through influence, Tekla will reconsider its membership or financial support.

5. ANTI-CORRUPTION AND BRIBERY

- Tekla has a zero-tolerance approach to corruption and bribery in all government affairs activities.
- No employee or representative may offer, give or accept anything of value to improperly influence a public official or decision-maker.

6. POLITICAL CONTRIBUTIONS

- Tekla does not make financial or in-kind contributions to political parties, campaigns or individual politicians.

7. GOVERNANCE AND ACCOUNTABILITY

AREA	RESPONSIBILITY
Policy ownership	Managing Director
Policy approval	Board of Directors
Day-to-day ownership	Head of Sustainability
Senior oversight	Senior Leadership Team
Review frequency	Annually

The Head of Sustainability holds day-to-day accountability for enforcing this policy, with reports to the Managing Director on lobbying activities and compliance status.

Embedding the policy in practice

- All relevant employees receive training on this policy.
- The policy is published on Tekla's website and accessible to all stakeholders

8. RAISING CONCERNS

Employees, partners or stakeholders who have concerns about Tekla's lobbying activities may raise them without fear of retaliation. Concerns or grievances can be raised directly with a line manager, People & Culture, Managing Director or Head of Sustainability, or anonymously via a third-party whistleblower platform, details of which can be found on www.teklafabrics.com

All concerns are handled with care and confidentiality. As per our Grievance Policy, Tekla does not tolerate retaliation against anyone who raises a concern or cooperates with an investigation in good faith.

9. RISK MANAGEMENT AND POLICY REVIEW

- Any potential lobbying engagement is reviewed against this policy before proceeding.
- Compliance with this policy is reviewed at least every three years, alongside the policy review.
- The Board formally signs off on the compliance report, and any updates to this policy.