



www.GrapheneCR.com



OUR VISION



OUR VISION

Everything we do at GrapheneCR is driven by the vision of our founders to *"heal the earth."*

By turning biomass into affordable graphene for industry, our revolutionary, *carbon-negative* manufacturing process is helping to *create a better, cleaner world for everyone.*



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OUR VALUES

Do what is right.

Everything we do is guided by a simple idea: ***"Do what is right."***

Do what is right for the earth.

Do what is right for our team members.

Do what is right for our customers.

Do what is right for our communities.

Do what is right for our business partners and vendors.

Do what is right for our shareholders.



Integrity

Integrity encompasses many things.

The obvious: We do not steal, cheat or lie.

The less obvious: We conduct ourselves as people of honor, principles and character.

We do what we say we will do. Without fail. If we cannot, we get help, and we let someone know. We do not wait for someone to call us out on it.

We take ownership of and pride in our work, and take responsibility for ourselves.

We do not sweep problems under the rug and make them someone else's problem.

If we make a mistake, we own it, take responsibility for it and learn from it, so that we do not repeat it.

We do not "throw others under the bus." Making someone else look bad does not make us look good.

We do not take advantage of or exploit others. We are fair in all our dealings.

Honesty

We are honest and transparent in our business dealings and in our personal conduct. How we conduct ourselves personally reflects upon our business and vice versa.

We do not mislead others or misrepresent ourselves, our products or abilities.

We do not "over promise" to close a deal.

We do not commit lies by omission.



Workplace Environment

How We Treat One Another

GrapheneCR promotes equal opportunity in its hiring practices, makes recruiting decisions based solely on job-related criteria and does not use forced labor.

At GrapheneCR we treat each other with respect and dignity. This means that all team members are entitled to work in an environment that is free of harassment, bullying and discrimination.

Harassment, bullying and discrimination take many forms, including:

- Unwelcome remarks, gestures or physical contact
- The display or circulation of offensive, derogatory or sexually explicit pictures or other materials, including by email and on the Internet
- Offensive or derogatory jokes or comments (explicit or by innuendo)
- Verbal or physical abuse or threats

Inclusion and Diversity

GrapheneCR is an inclusive workplace and actively creates and promotes an environment that is inclusive of all people and their unique abilities, strengths and differences, and promotes diversity as a strategic and competitive business advantage for the company.

As we continue to grow, embracing diversity in every aspect of our business—from the way we work together to the way we procure goods and services—is vital to our long-term success. We respect diversity in each other, our customers and suppliers and all others with whom we interact. Our goal is to be one of the most inclusive companies globally, working toward full equity, inclusion and accessibility for those whose lives we touch.

The “Don Pepe Way”

Before he led Costa Rica to democracy in the revolution of 1948, **José “Don Pepe” Figueres**, the grandfather of our founder, **Maví Figueres**, was a coffee farmer and processor.



His farm was known to be the one of the few that paid its workers fairly and treated the workers with respect. Don Pepe made sure there was adequate housing for his workers and their families and even free schools for the workers’ children.

His coffee bean processing plant, Beneficio Santa Elena, would only buy beans from farms that treated their workers fairly. If a farm did not pay and treat its workers fairly, don Pepe would not do business with them.

Doing business this way did not always make the greatest profit, but it earned Don Pepe a reputation for fairness and the respect of workers throughout Costa Rica.

GrapheneCR will follow the “Don Pepe Way”

We will not compromise our values for profit.

Whether a CEO or a laborer, we will always treat others with respect and courtesy.

We recognize the dignity and value of work and those who earn their livelihoods working.

We will not do business with others who exploit their workers or willfully harm the environment.

GrapheneCR will operate in ways that maximize profits without losing sight of our core values.

We aim to be a company that would make Don Pepe proud!



Receipt of BUSINESS CODE OF ETHICS

I have received and read the GrapheneCR/ USA LLC's BUSINESS CODE OF ETHICS Release 2.0, dated December 1, 2020.

I fully comprehend and accept all rules that have been outlined in this document and agree to abide to all rules.

Employee Signature/ Firma de Empleado

Employee Name (print)/ Nombre del empleado (en letra de imprenta)

Date/ Fecha