

Albany International Corp.
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October 11, 2021

Dear AIC Supplier:

The upcoming holiday season gives us the opportunity to remind our suppliers of Albany International Corp's Global Supply Chain Group's (GSCG) gift policy.

GSCG prohibits employees from soliciting or accepting gifts of any kind from a supplier or prospective supplier except:

- (a) beverages, light snacks and business meals served during business meetings held at facilities of suppliers;
- (b) reasonable business meals when in travel status; and
- (c) promotional or advertising items of nominal value, such as baseball caps or pads of paper.

GSCG's policy is further described in our Business Ethics Policy (BEP), which is available on the Albany International website.

We take our policy very seriously and enforce it vigorously. With the holidays soon upon us, we ask that you take this time to communicate GSCG's gift policy within your organization. Compliance and understanding of our policy will avoid embarrassment or more severe consequences for our employees.

Our policy is predicated on maintaining impartiality and mutual respect. We wish to avoid even the appearance that business decisions are not based on merit.

Please accept our best wishes for the holiday season and our sincere appreciation to everyone in your organization who has helped us during this past year. Your continuing support is the most valuable gift you can provide.

Sincerely,

A handwritten signature in black ink that reads "Steven Low".

Steven Low
CPO