

TIB Corporate Policy

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TIB Code of Conduct

Scope:

This code applies to all business units of the TIB AG Group, including its subsidiaries worldwide:

- 🏠 TIB Chemicals AG (Germany)
- 🏠 TIB Chemicals S.A. de C.V (Mexico)
- 🏠 TIB Chemicals Corporation (USA)
- 🏠 TIB Zinc Chemicals LLC. (USA)

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Preamble

TIB Chemicals AG is a manufacturing chemical company with global operations. Our products are used in industrial and consumer applications. We manufacture high-quality, safe, and environmentally friendly products.

This policy serves as an integrated corporate policy for all certified and non-certified management systems within the TIB Group. The ISO-certified management systems are, in particular, DIN EN ISO 9001:2015, DIN EN ISO 50001:2018, DIN EN ISO 14001:2015, DIN EN ISO 45001:2018, and DIN EN ISO/IEC 27001:2024.

In addition, this document serves as a code of conduct for all TIB employees.

Our values (mission statement)

Our core values are:

- 📦 **Respect**
- 📦 **Trust**
- 📦 **Customer focus**
- 📦 **Flexibility**

Fundamentals of our management system

- 📦 **Document control:** We maintain an appropriate system in all business units, in paper or digital form, for document control and approval.
- 📦 **Goals according to the SMART-principle & continuous improvement:** We follow the principle of continuous improvement, which means we set measurable, realistic goals each year ("plan"), implement measures to achieve them ("do"), regularly review the achievement of goals and the appropriateness of measures ("check"), and start the cycle again ("act").
- 📦 **Context & interested parties:** As part of our strategic orientation, we update the interests of key stakeholders and the context of our organization annually by evaluating communication with our stakeholders. We publish key findings in our annual report or sustainability report.
- 📦 **Risk management & emergency preparedness:** As part of a holistic approach to hazard prevention, we regularly assess risks and opportunities, maintain emergency plans for environmental, safety, and IT incidents, and operate a plant fire department at our Mannheim site.
- 📦 **Appropriate system integration:** We integrate management systems if this avoids duplicate documentation or other redundancies. We take a case-by-case approach and always weigh up the pros and cons.



Personnel principles

In order to position and maintain TIB AG as an attractive employer in the long term, we work according to the following personnel principles:

- 📌 **Continuous skills development:** We ensure that all employees have the skills required for their tasks and receive regular training, instruction, and employee development. Qualifications are defined, documented, and reviewed.
- 📌 **Leadership through clear communication and exemplary behavior:** Through clear communication, exemplary behavior, and responsible cooperation, our managers create the conditions for the highest quality and occupational safety, the best possible environmental protection and energy efficiency, and the highest level of information security.
- 📌 **Employee involvement & awareness:** We promote awareness among all employees regarding their responsibilities within the integrated management system and actively involve them in improvement processes.
- 📌 **Safe and legally compliant working conditions:** We act in accordance with applicable legal, collectively agreed, and company regulations and not only ensure fair, safe, and healthy working conditions, but also guarantee and promote health and safety at work.

Working conditions & human rights

We respect and support internationally recognized human rights as set out in the United Nations (UN) International Bill of Human Rights, the core labor standards of the International Labor Organization (ILO), and the principles of the United Nations Global Compact.

Key aspects include, in particular:

- 📌 The **prohibition of child labor**, i.e., the employment of persons under the age of 15, unless local legislation sets higher age limits.
- 📌 The **prohibition of forced labor** of any kind is particularly important in our supply chain.
- 📌 **Prohibition of discrimination & principle of equality:** We not only ensure that all employees are treated without discrimination, but also actively promote diversity, equality, and inclusion.
- 📌 **Freedom of assembly:** The right to freedom of association, freedom of assembly, and collective bargaining.
- 📌 **Compliance with working time standards:** We comply with at least the locally applicable labor standards regarding the maximum permissible working time.
- 📌 **Appropriate remuneration:** With regard to remuneration, we comply at least with the applicable laws and regulations of the countries and regions in which we operate. The regulations regarding remuneration are supplemented by the regional minimum wage, and we ensure fair and non-discriminatory remuneration for all employees.



Occupational safety & health protection

Safety in the workplace is a top priority at TIB. We are constantly working to ensure that the working environment meets the highest standards of safety and health. In addition to the aforementioned principle of continuous improvement and our compliance approach, we work according to the following principles:

- 🛡️ **Prevention:** We identify hazards, assess risks, and take appropriate measures to prevent accidents.
- 🛡️ **Safety culture:** We promote an open safety culture in which all employees participate. We regularly instruct all employees on the internal and national occupational safety regulations. Every employee has a duty to report identified hazards and the right to have potential hazards eliminated. Monitoring compliance with the regulations is one of the key tasks of our managers.

Environment, energy, climate

We are committed to avoiding environmental pollution or at least reducing it as far as possible and conserving resources. We use energy, water, and raw materials sparingly and in an environmentally friendly manner. We act in accordance with the following principles:

- 🛡️ **Measurement & target management:** We regularly analyze and review our environmental performance and energy-related performance against annual targets and also work with life cycle assessments. In the area of climate, the targets cover at least Scope 1 and 2 and are part of our sustainability strategy, with Scope 3 also planned for the future.
- 🛡️ **Recycling & circular economy:** As a waste producer, we adhere to the applicable principles of the circular economy and try to avoid waste and, if this is not possible, to recycle or recover the waste. At the same time, we are a certified recycler and take back waste from our customers' processes and use it to manufacture high-quality products. When developing new products, our goal is to return waste from manufacturing processes back into the manufacturing process so that it can be recycled as secondary raw materials in an environmentally friendly manner. Thanks to the availability of a comprehensive network of recycling facilities, we are able to offer a complete solution from a single source that is environmentally friendly, legally compliant, and conserves resources.
- 🛡️ **Water and soil management, biodiversity:** A large part of the water we use is cooling water, which absorbs process heat without prior contact with other materials or products. It can be fed back into the water cycle for further treatment. Wastewater produced is strictly monitored and tested before it is discharged into the sewer system. In our central wastewater treatment plant, the wastewater is purified and only then fed back into the water cycle. We protect our soil to the best of our ability and use land sparingly.
- 🛡️ **Sustainable processes, especially procurement:** When it comes to procurement, the environmental compatibility of materials in terms of their manufacture, use, and disposal plays an important role. We prefer energy-efficient systems, products, raw materials, and services, subject to economic feasibility. By using renewable energy, we reduce our dependence on fossil fuels. We manufacture our products with minimal energy consumption.



Binding obligations (compliance) & integrity

Compliance with legal obligations and other binding commitments is a fundamental prerequisite for our business activities. To maintain our integrity, we pay particular attention to the following issues:

- 🔒 **Appropriate systems:** All business areas are required to maintain appropriate processes and systems, e.g. software-supported legal registers, to ensure compliance with, updating, and review of local, national, and international obligations.
- 🔒 **No corruption:** Gifts that are associated with the intention or could give the impression of influencing business decisions or obtaining any other improper advantage are neither promised, offered, granted, demanded, or accepted in our business relationships, nor do we allow ourselves to be promised such gifts. Details, particularly regarding the acceptance of gifts, are regulated in the compliance policy. A particularly strict standard must be applied when dealing with persons who are subject to special criminal and liability regulations (e.g. public officials).
- 🔒 **Avoiding conflicts of interest:** We avoid all types of conflicts of interest, both internally and externally, that could illegitimately influence business relationships. If this is not possible in individual cases, we disclose the conflict.
- 🔒 **Fair competition:** We act in accordance with national and international competition and antitrust law and do not participate in price fixing, market sharing, or customer, market, or bid rigging.
- 🔒 **Protection of information and intellectual property:** We comply with the applicable laws for the protection of trade secrets and treat confidential information from our business partners accordingly. We protect confidential information and respect intellectual property; technology and know-how transfer must be carried out in such a way that intellectual property rights and customer information, trade secrets, and non-public information are protected.
- 🔒 **Money laundering prevention:** We comply with our legal obligations regarding money laundering prevention and do not participate in transactions that serve to conceal or integrate criminal or illegally acquired assets.
- 🔒 **Protection of personal data:** We process, store, and protect personal data in compliance with local legal regulations. More detailed information and regulations on data protection can be found in our privacy statements.
- 🔒 **Information and data security:** We apply all the principles set out in this Code, in particular planning, monitoring, and continuous improvement, to the area of information security. All employees are committed to the secure use of IT systems and to reporting cyber risks or suspected cases.
- 🔒 **Supply chain:** We are committed to regularly auditing our suppliers for environmental, social, and compliance standards.

Dealing with reports and violations

- 🔒 **Reporting through official channels:** All employees are required to report any indications or suspicions of possible or actual violations of applicable law, this Code of Conduct, or internal guidelines and regulations to the company management, the Head of Compliance, or their respective supervisor.



🔒 **Anonymous reporting:** In addition, employees or other stakeholders can use our digital whistleblower portal to anonymously report information or observations about possible violations or suspected cases. A whistleblower will not suffer any disadvantages as a result of reporting violations or misconduct, unless they have demonstrably and knowingly disclosed or reported false information.

Link to the reporting portal: [TIB Chemicals AG Whistleblower System | TIB Chemicals AG Reporting Office](#)

Related documents:

- Compliance policy
- 3TG Policy

Mannheim, January 2026

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