
TIGER
SUSTAINABILITY
REPORT
2025

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A BETTER FINISH. A BETTER PRINT.
FOR A BETTER WORLD.

1. ABOUT THE REPORT AND TIGER

This sustainability report has been prepared based on the VSME Standard of December 2024. Both the basic module and the extended module were taken into account. The report covers all data of TIGER Coatings GmbH & Co. KG (hereinafter referred to as "TIGER") for the 2025 financial year.

TIGER is legally organized as a limited partnership. Its operating sites are located within the city area of Wels. The principal assets—including land, buildings, machinery, and inventories—are located at A-4600 Wels, Negrellistraße 36.

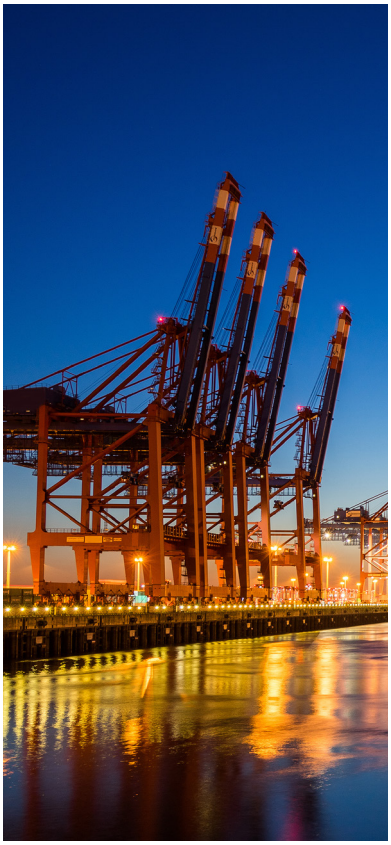
In the 2025 calendar year, net revenue of approximately EUR 119 million was generated. As of December 31, 2025, total assets amounted to approximately EUR 135 million.

TIGER has a certified quality management system in accordance with IATF 16949 and ISO 9001, as well as an environmental management system compliant with ISO 14001. Furthermore, TIGER is part of Responsible Care—the chemical industry's sustainability initiative—and is a Climate Alliance company.

In addition, TIGER has an EcoVadis scorecard and achieved a score above the industry average.

The majority of production volume consists of powder coatings (ÖNACE code 20.30-0), some of which are further processed into metallic effect coatings. In addition, TIGER specializes in the development and production of digital inks and powders for industrial printing and thermal transfer systems.

With thermosetting materials for SLS and CBAM 3D printing, TIGER supports the advancement of additive manufacturing technologies.



2. SUSTAINABLE CHANGE

2.1 Strategic areas of Action

Sustainability is one of the three overarching strategic goals of TIGER and is a key success factor for making a meaningful contribution to society and ensuring long-term competitiveness.

Our vision:

We develop innovative, sustainable products and manufacture them in a resource-efficient and energy-efficient way. We are aware of our social responsibility and align our actions accordingly.

2.2 Business Model, Products, Markets, and Customer Structure

The business model is customer-centric and purpose-driven. The goal is to combine high-quality powder coatings and inks for industrial applications with excellent service. The foundation of our entrepreneurial activities is the strategic question of how to effectively create and sustainably capture value. TIGER supports its customers in identifying the most attractive coating and printing solutions to enhance their products, thereby increasing product value and durability.

As a premium brand and innovation leader, TIGER understands sustainability as a tangible added value offered to customers. Its independence as a family-owned company enables short decision-making processes as well as close proximity to the market and customers. Fast and efficient delivery routes are part of this philosophy.

Individual customer requirements are addressed in a targeted manner—product solutions are developed jointly with customers and partners. Relationships with customers are long-term, characterized by reliability, high quality, and a clear focus on their needs. An internal evaluation system ensures that new developments deliver measurable sustainability benefits. Each new development is assessed in terms of its contribution to reducing the CO_2 footprint of the product portfolio or addressing health-related aspects.

Products

TIGER Drylac® Powder Coatings
Industrial powder coatings based on thermosetting materials are solvent-free, dry coating systems applied as finely ground powder. Unlike liquid coatings, they consist of nearly 100% solids and release virtually no volatile organic compounds (VOCs). The powder is a mixture of polymer resins, pigments, fillers, and additives. Their popularity is based on high mechanical performance, corrosion protection, UV resistance, and the ability to achieve uniform, high-quality coatings..

TIGITAL® Inks
Industrial inks are highly specialized liquids for large-scale applications, optimized for extreme durability, precision, and compatibility with a wide range of industrial surfaces. Unlike conventional office inks, they are formulated to withstand demanding environmental conditions such as UV radiation, chemical cleaning, and high temperatures. Industrial inks typically consist of four main components: pigments/dyes (colorants), binders (resins, acrylate monomers), solvents/carrier fluids (vehicles), and additives.

Markets

The global market for powder coatings serves a wide range of industries. Applications include architectural components, metal furniture, automotive parts, agricultural and construction machinery, household appliances, as well as general industrial and infrastructure uses.

The market for industrial inks covers a broad spectrum of digital and analog printing technologies used in packaging, furniture, construction, electronics, textiles, and industrial product decoration.

Customer Structure

Across both powder coatings and industrial inks, TIGER serves nearly 7,000 professional customers (B2B) throughout Europe who are involved in the development, specification, manufacturing, coating, and finishing of industrial and consumer-related products.

Typical customer groups for powder coatings include: architects and specifiers, industrial designers, coating companies/contract coaters, manufacturers of finished goods, and OEMs.

Key customers for TIGITAL products include: manufacturers of flooring, furniture, façade components, packaging, and window profiles in industrial settings, as well as printing companies and digital printing service providers, manufacturers of industrial components and specialty products, and architects and designers (digital surfaces).

2.3 Value Chain

The entire value chain was mapped internally together with all relevant stakeholders and broken down into individual process steps. Subsequently, the impacts of each process step were evaluated with regard to environmental and social criteria. The potential impacts were incorporated into and assessed as part of the materiality analysis.

TIGER sources approximately 85% of its required raw materials from European suppliers. With the help of a company-wide risk management tool, potential risks within the supply chain are identified at an early stage and appropriate countermeasures are implemented.

Products manufactured in Wels are primarily distributed centrally from the site or via TIGER affiliates, distributors, and commercial agents within Europe. They are then applied and used by customers and, at the end of their lifecycle, are mandatorily disposed of in a professional and compliant manner.

TIGER's customers consist exclusively of business clients (B2B) who apply the products properly and professionally and typically pass on the surface-finished products to further commercial users.

The value chain of TIGER for powder coatings is illustrated below:

2.4 Climate Risks

Climate change is steadily progressing and increasingly leading to extreme weather events. TIGER systematically analyzes the potential impacts on its production site as well as on its business model. In order to identify and assess climate-related transition risks and opportunities, a comprehensive climate risk and vulnerability analysis was conducted. This scenario analysis is based on recognized climate scenarios aiming to limit global warming to 1.5°C, in particular the "Low Demand" scenario of the Network for Greening the Financial System (NGFS), as well as data from the International Energy Agency (IEA). The median of all models was used for the evaluation.

The Intergovernmental Panel on Climate Change (IPCC) scenario RCP8.5 was decisive for the assessment. The periods 1971–2000 and 2031–2070 were compared.

The financial impacts of the identified risks and opportunities on assets and business activities were analyzed across short-, medium-, and long-term perspectives and assessed within the following categories: operating costs, revenues, capital expenditures, cash flows, and asset values. It was also examined whether the financial effects are one-off or recurring on an annual basis.

Subsequently, financial materiality was determined based on two criteria: probability of occurrence and magnitude of

impact. These assessments were consolidated into a risk matrix. The resulting risk scores were categorized into green, yellow, and red areas. Risks and opportunities falling within the red area (greater than 10) are considered material.

2.4.1 Physical Risks

As part of the analysis of physical climate risks, **heat stress, heat waves,** and **pluvial flooding** were identified as significant hazards for the Wels site. For these risks, which were classified as high, specific adaptation measures were defined and a financial assessment of the potential impacts was carried out.

The upstream and downstream value chain was also analyzed in detail—including raw material suppliers, logistics and waste management companies, as well as customers. It was found that physical climate risks are particularly relevant in the upstream supply chain. There is currently no need for action, as a multi-supplier strategy is being pursued and no significant risk to the supply chain has been identified.

2.4.2 Transition Risks

Transition risks - i.e., those arising from the shift toward a low-carbon economy - were also analyzed.

Two key risk factors were identified:

1. **Energy dependency:** TIGER uses natural gas as an energy source in resin production. Due to rising CO_2 certificate prices as well as potential gas price volatility, the company is exposed to financial risks.
2. **Stricter chemical regulations:** Increasing regulatory requirements are leading to changes in the classification of chemicals, which in turn may affect the availability as well as the safe handling of raw materials and finished products.

Appropriate adaptation measures were defined and financially evaluated for these risks.

2.4.3 Resilience of the Business Model

The business model of TIGER is based on differentiating factors such as i**nnovation, consistent product quality, user-friendliness, excellent customer service,** and the **durability** of powder coatings, inks, and combined systems of both. According to current assessments, these strengths will remain relevant even in a transformed, climate-conscious economy. The transition to a climate-friendly energy supply is a key field of action within TIGER's sustainability strategy. To evaluate suitable technologies, an internal steering group has been established, systematically assessing various climate-neutral options in terms of their ecological, technical, and economic feasibility. The clear sustainability focus in product development continuously drives the transformation of the product portfolio and the company. With its defined sustainability targets, TIGER strengthens its ability to gradually adapt its existing business model to the requirements of climate change. The strategic positioning as a **high-quality system provider** is well aligned with its sustainability ambitions.

2.5 Double Materiality Analysis

The United Nations Sustainable Development Goals serve as the foundation for a structured sustainability approach at TIGER. Those relevant to TIGER were identified through an extensive stakeholder dialogue involving all TIGER employees, our suppliers, customers, as well as former interns.

As preparation for sustainability reporting, TIGER conducted a **double materiality analysis in accordance with ESRS**. This involved systematically assessing both the impacts of business activities on the environment and society ("inside-out") and the impacts of external environmental factors on the company ("outside-in").

The assessment was carried out in a multi-stage process:

- In internal workshops, the most significant topics were analyzed and prioritized together with relevant departments and management.
- At the same time, a structured dialogue with external stakeholders was conducted to incorporate their perspectives and expectations into the analysis. This was based on a comprehensive stakeholder analysis in which identified stakeholders were prioritized according to their level of influence and interest.

By combining the internal evaluation of material topics with the external stakeholder perspective, the following ESRS standards were identified as material:

- **E1 Climate Change:** climate change adaptation, climate mitigation, energy, and emissions.
- **E2 Pollution:** (particularly) substances of concern.
- **E5 Circular Economy:** resource inflows, resource outflows, waste.
- **S1 Own Workforce:** working conditions, equal treatment and equal opportunities.
- **G1 Governance:** corporate culture, management of suppliers and customers, corruption and bribery, data protection.

The results of this analysis form a central basis for the further development of the sustainability strategy. They ensure that TIGER reports in a focused and transparent manner on the topics that are truly relevant.

2.6 Pillars of the Sustainability Strategy

TIGER's sustainability strategy is based on the **Sustainable Development Goals** (SDGs) as well as the **double materiality analysis** and focuses on three central priorities. TIGER aims to provide sustainable and effective solutions for its customers through **innovative product development**. All product development is aligned with sustainability aspects. This means, on the one hand, a clear focus on ecological factors such as the reduction of the CO_2 footprint, and on the other hand, the consideration of health and environmental aspects in raw material selection and product development.

Another key focus is the **company's own production site**. Here, resources such as energy and materials are used as effi-

ciently as possible. In addition to efficiency, the well-being of employees also plays a central role. This includes workplace safety as well as equal opportunities for all.

The third pillar of the sustainability strategy is **collaboration within the value chain**. Sustainable transformation can only be achieved together. TIGER therefore involves its suppliers in its internal risk management and actively works on developing joint, viable solutions..

2.7 Sustainability ambitions and implemented measures 2025

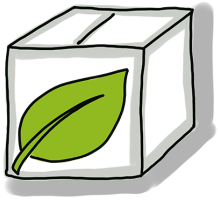
Based on the three strategic pillars of sustainability, TIGER has defined seven specific ambitions to be achieved by 2030. The reference year is 2023.

For each ambition, target pathways and milestones have been defined to systematically manage progress toward achieving the goals. At the beginning of each year, measures are established, and their effectiveness is continuously evaluated. Progress is measured using defined Key Performance Indicators (KPIs) and presented quarterly to the Green TIGER Steering Committee.

Responsibility for sustainability lies with Global Sustainability Management, which reports directly to the CEO and is part of TIGER's management team. The ambitions and the associated KPIs are bindingly defined in the company-wide Green TIGER policy.

2.7.1 Products: Reduction of CO_2 footprint by 30% by 2030

Objective: Reduction of product-related greenhouse gas emissions along the value chain by 30%—particularly in the categories of purchased goods and services, processing, and end-of-life of products..



Current status (baseline 2023):

Implemented measures 2025:

- CO_2calculations: Introduction of an internal calculation tool for determining product-specific CO_2 emissions (PCF – Product Carbon Footprint).
- PFAS substitution: Expansion of the PFAS-free product portfolio within the new TIGER Drylac FlexCURE product families.
- TIGER Drylac FlexCURE technology: Market launch of the first series/surfaces for architectural and industrial applications to reduce energy consumption during curing. The curing window has been extended downward, allowing for significantly shorter curing times or lower curing temperatures.
- Reduction of photoinitiator content in UV inks.

Planned measures 2026

- Expansion of the stock product range of highly weather-resistant powder coatings.
- Gradual expansion of the product portfolio to TIGER Drylac FlexCURE (architectural and industrial grades).
- Development of the PFAS-free product portfolio.

2.7.2 Resource efficiency: Reduction of waste rate by 15% by 2030 (TIGER internal)

Objective: Reduction of the specific total waste rate by 15%, measured in kilograms per unit produced.

Current status (baseline 2023):

-4%	-15%
2025	Goal 2030

Implemented measures 2025:
- Introduction of liquid deliveries in resin production.
- Reduction of paper-based work materials, particularly in the areas of sales and accounting.
- Continuation of the transition to bulk containers as part of packaging optimization.

Planned measures 2026:
- Reduction of packaging material through:
  - Increased internal production of intermediate products (resins).
  - Automation of equipment.

2.7.3 Energy efficiency: Reduction of specific energy consumption by 7% by 2030 (TIGER internal)

Objective: Reduction of specific energy consumption—measured in kilowatt-hours per unit produced—by 7% by 2030.

Current status (baseline 2023):

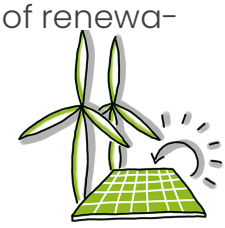
-4%	-7%
2025	Goal 2030

Implemented measures 2025:
- Measures to avoid corrections and rework: across the entire organization, continuous attention is paid to keeping corrections and rework as low as possible. Particular focus is placed on products with especially sensitive production conditions.
- By reducing operating speeds of mixing equipment, 60,000 kWh were saved.
- Start of a continuous improvement process (CIP) with a focus on energy savings. Submissions in the area of energy & environment increased by 28%.
- By replacing fans in an existing ventilation unit, 125,000 kWh were saved.

Planned measures 2026:
- Lighting refurbishment in the production area.
- Conversion of vessel vibrators to reduce compressed air consumption.
- Optimization of cooling supply in the administrative area.
- Optimization of ventilation systems.

2.7.4 Renewable energy: 80% share in the energy mix by 2030

Objective: Increase the share of renewable energy in the TIGER energy mix to 80% by 2030. A key focus is on reducing natural gas consumption through lower-CO_2 alternatives.



Current status (baseline 2023):

55%	80%
2025	Goal 2030

Implemented measures 2025:
- Expansion of the photovoltaic system: The existing PV system was expanded by 375 kWp and now reaches a total capacity of 925 kWp. The electricity generated is fed directly into the production site.
- Intensification of cooperation with energy suppliers and research institutions to evaluate alternative technologies.

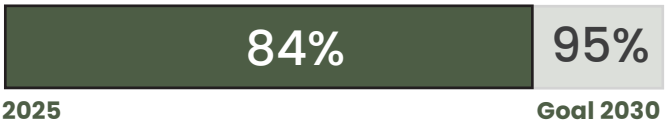
Planned measures 2026

- Development of a concept to reduce gas consumption in production and to change disposal routes.
- Optimization of production processes to reduce gas consumption as much as possible.

2.7.5 Sustainable supply chain: 95% of key suppliers meet TIGER sustainability criteria by 2030

Objective: By 2030, 95% of key suppliers will meet the company-specific sustainability criteria—particularly with regard to environmental, social, and governance (ESG) aspects. For this purpose, TIGER uses the EcoVadis assessment system.

Current status (baseline 2023):



Implemented measures 2025:

- Expansion of the EcoVadis assessment to C-suppliers
- Creation of an internal policy for binding target setting and procedures within the supplier evaluation process.
- Development and distribution of a Code of Conduct to ensure sustainable behavior in the supply chain.

Planned measures 2026:

- Integration of sustainability criteria into supplier evaluation for suppliers directly related to the product.
- Development of a training program for all buyers to strengthen awareness of sustainable procurement criteria.
- Definition of clear key figures to ensure progress in sustainable sourcing.

2.7.6 Occupational safety: No serious workplace accidents

Objective: TIGER aims to achieve zero serious workplace accidents and to ensure a consistently safe working environment for all employees.

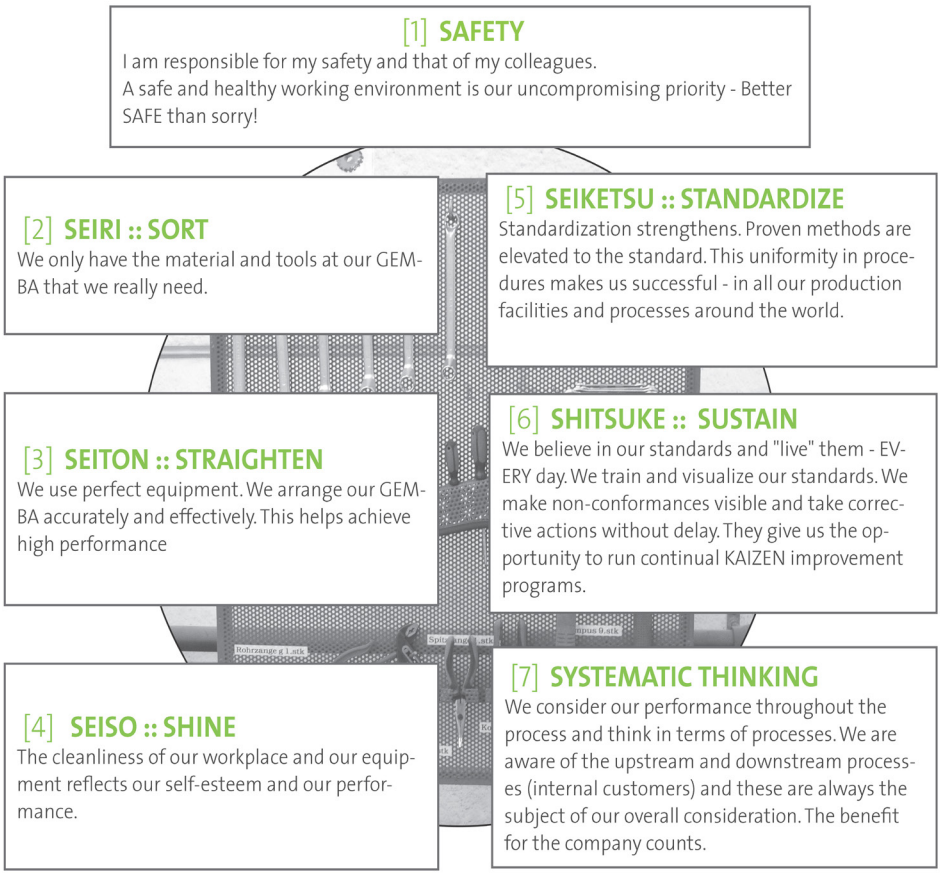
With the help of the "7S" principle, TIGER creates a clean, healthy, pleasant, safe, and efficient working environment. It is important to think systematically and in processes.

Current status (baseline 2023):

1	0
2025	Goal 2030

The „7S"

Our path to a high-performance organization - GUNG HO!



Implemented measures 2025:

- Ongoing safety evaluations.
- Ergonomics consultations for production areas.
- Preventive training sessions by occupational psychologists and physiotherapists.
- Awareness-building via the intranet.

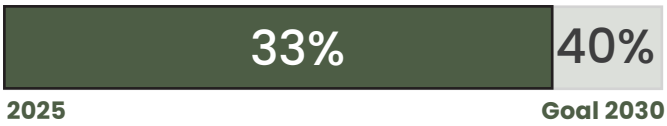
Planned measures 2026:

- Traffic guidance system on the company premises: to further clarify driving and walking paths.
- Preventive training for apprentices with regard to ergonomic activities.
- Safety evaluations and inspections.
- Expansion of e-learning training on occupational safety.

2.7.7 Diversity, equity and inclusion(DEI): 40% DEI representation in management positions by 2030

Objective: By 2030, the share of individuals from the DEI group (Diversity, Equity and Inclusion) in management positions at TIGER is to increase to at least 40%. Diversity is viewed holistically—beyond gender.

Current status (baseline 2023):



Implemented measures 2025:

- Publication of a guideline for inclusive language in the corporate context.
- Introduction of a diversity talk format titled “Revier der Vielfalt” to promote open dialogue on diversity.

Planned measures 2026:

- Female leadership program.
- Participation in a cross-company Gender Equality Board – Think Tank.
- Highlighting career paths.
- Visualization of diversity metrics and activities on the website.
- Implementation of the requirements of the Pay Transparency Act.

2.8 Greenhouse gas emissions and energy consumption

In 2025, TIGER used three types of energy sources to supply its production processes. Resin production requires process temperatures of 290°C and therefore the use of natural gas. The heating supply of the buildings was converted to the district heating network of the city of Wels. The electricity used comes from certified renewable sources.

Energy sources	2024	2025
Electricity renewable [MWh]	14,653	15,112
Electricity non-renewable [MWh]	0	0
Fuels renewable [MWh]	2.825	3.636
Fuels non-renewable [MWh]	14.373	15.263
Total	**31,851**	**34,011**

2.8.1 Greenhouse gas emissions

GHG emissions were calculated in accordance with the GHG Protocol. **Scope 1 emissions** result from natural gas consumption for production. In addition, emissions from refrigerant refills as well as fuel consumption of the vehicle fleet are taken into account.

Scope 2 emissions arise from the consumption of district heating, which in Wels is largely generated as a by-product of waste incineration. Emissions are reported both on a location-based and market-based approach. Since TIGER purchases guarantees of origin for the electricity used, the market-based Scope 2 emissions are significantly lower than the location-based ones.

For **Scope 3 emissions**, almost all categories according to the GHG Protocol were calculated or estimated. Categories 3.8, 3.11, 3.13, 3.14, and 3.15 were identified as not relevant. Category 3.2 (capital goods) was neither estimated nor calculated. Only material categories are included in the calculation, which account for more than 90% of CO_2 emissions in Scope 3.

The material Scope 3 categories are: purchased goods, processing of sold products, and end-of-life treatment of sold products. These categories were considered in the Scope 3 calculation. A comprehensive climate roadmap as well as the definition of concrete CO_2 reduction targets are in progress. The emissions were calculated in accordance with the GHG Protocol.

	CO_2-emissions 2024 [t CO_2e]	**CO_2-emissions 2025 [t CO_2e]**
Scope 1	3,713	3,928
Scope 2 market-based	34	45
Scope 2 location-based	2,136	2,238
Scope 3 upstream	54,008	51,937
Scope 3 downstream	68,723	66,490
Scope 3	122,731	118,427
Total market-based	**126,478**	**122,401**
Total location-based	**128,577**	**124,593**

The greenhouse gas intensity (Scope 1 + 2) at TIGER in Europe amounts to 31.5 tonnes of CO_2e per million EUR in revenue and was reduced by 5% compared to the previous year.

2.9 Pollution of air, water, and soil

All production areas are subject to strict national environmental regulations. The limit values were complied with in accordance with the currently valid permit.

Solvent emissions (VOC balance)

Pollutant	**Emissions [kg] 2024**	**Emissions [kg] 2025**
Volatile organic compounds (VOC)	1,646	2,287

Release medium: air

PRTR-report (Pollutant Release and Transfer Register) – production area Resins

The following emissions were determined for the "Resins" production area for 2025:

Pollutant	**Emissions [kg] 2024**	**Emissions [kg] 2025**
Carbon monoxide (CO)	101	164
Non-methane-VOC (NMVOC)	133	55
Nitrogen oxides (NO, NO_2)	658	1.666
Total	**892**	**1,885**

Release medium: air

2.10 Biodiversity

TIGER operates in the industrial area of Wels. The site is not located in close proximity to biodiversity-sensitive areas or protected zones. The topic of biodiversity was classified as not material. Land use at the site is structured as follows:

Type of use	**Area [ha]**
Sealed area	5.763
Nature-oriented area on site	0.00575
Nature-oriented area off site	0,000
Total area used	**5.769**

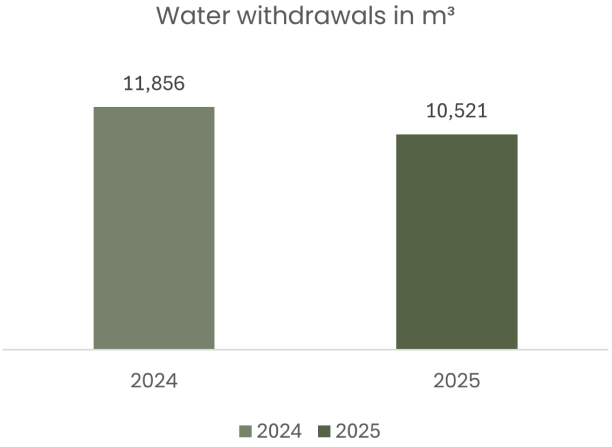
2.11 Water

In 2025, 10,521 m³ of water were withdrawn. This amount consists of municipal water supply and a service water well.

The water supply is ensured via three separate sources and is therefore redundantly secured. Wastewater is discharged via a combined sewer system.

Areas where drinking water quality is not required—such as for process or rinsing water—are supplied via a dedicated service water well.

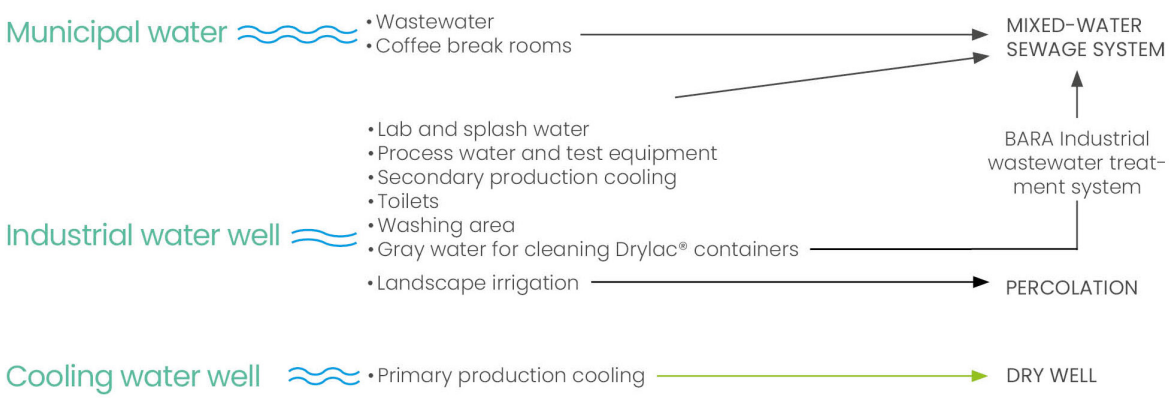
Wastewater from container and vessel cleaning is treated in a company-owned wastewater treatment plant (BARA) before being discharged into the public sewer system.



For production cooling, TIGER operates a cooling water well. Groundwater at 12°C is extracted, heated during the cooling process, and returned to the groundwater via an infiltration well with a maximum return temperature of 20°C. Due to the closed-loop system, contamination of the groundwater is excluded. Compliance with officially defined limits for withdrawal volumes, return volumes, and return temperature is continuously monitored by measurements.

According to the Aqueduct Water Risk Atlas, the site in Austria is exposed to a low level of water stress risk.

In the double materiality assessment, water was classified as a non-material topic for TIGER. Hardly any water is used in the production process. The largest share of consumption results from sanitary facilities. Efficient use of water is ensured.



2.12 Resource use, circular economy and waste management

2.12.1 Principles of the circular economy

Powder coatings and UV inks—unlike conventional liquid coatings—are solvent-free and enable a very high level of material utilization. TIGER aims to largely avoid substances that are hazardous to health and the environment in its products or to replace them with suitable alternatives.

A current focus of powder coating research and development is the substitution of **per**- and **polyfluorinated alkyl substances (PFAS)**, which are increasingly subject to regulatory restrictions due to their persistence. At the same time, TIGER is working on the use of **bio-based** and **recycled raw materials** in existing and new product formulations.

2.12.2 Energy and resource efficiency

TIGER has defined specific targets to increase energy and resource efficiency. With the introduction of TIGER Drylac® FlexCURE technology, customers are also enabled to cure coatings at lower curing temperatures—contributing to reduced energy consumption in application.

In the inks segment, TIGER is developing inkjet inks for outdoor use with excellent weather resistance. As part of this process, a version with special inorganic pigments has been developed to increase "total solar reflectance," thereby significantly reducing the surface temperature of printed buildings. The use of these inks can significantly reduce the amount of energy required for air conditioning in decorated buildings. In addition, a version of these "Cool-Jet inks" has been developed with a share of around 50% raw materials from renewable sources.

The increased use of renewable energy sources is strategically anchored and reflected in the defined sustainability targets.

2.12.3 Product function and durability

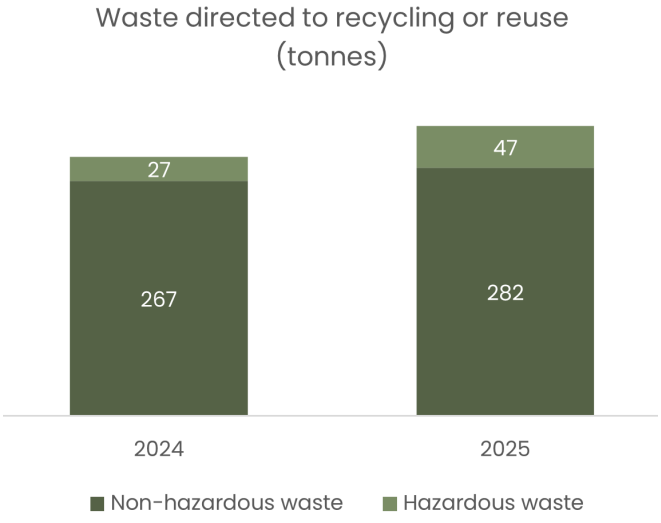
Powder coatings and inks primarily fulfill two functions: they protect and enhance products across all areas of everyday life—much like a skin. As a premium provider, TIGER offers coating solutions that stand out both in terms of functionality and **resistance to environmental influences**, such as moisture, UV radiation, or corrosive media.

In this way, TIGER products make a long-term and sustainable contribution to maintaining the value of components and parts across a wide range of applications.

2.12.4 Waste

Waste represents one of the key environmental aspects at TIGER. Accordingly, a particular focus is placed on the prevention and reduction of waste.

(see 2.7.2 Resource efficiency: reduction of the waste rate by 15% by 2030)



2.12.5 Customer health and safety

In 2025, there were no product recalls or incidents related to customer health and safety.

3. TIGERS

3.1 General workforce structure

TIGER Vision: „We apply our strengths where they can be most effective. We help each other discover and develop our talents in order to grow as individuals and as a group. We are not what we know. We are what we are willing to learn."

In the 2025 calendar year, TIGER employed **504 permanent employees** in Austria. This figure also includes individuals on parental or educational leave. All employment relationships are based 100% in Austria.

TIGER places great importance on **permanent and long-term employment relationships**. Fixed-term contracts are generally used for extended evaluation periods or are project-related.

When employees are engaged through temporary staffing (agency work), TIGER aims to offer suitable individuals permanent employment after approximately six months.

The number of non-permanent employees is low at around 1.5% (3% in the previous year) relative to the core workforce and has decreased compared to 2024.

	2024			2025		
	Female	**Male**	**Total**	**Female**	**Male**	**Total**
Total number of employees (TIGER + temporary employment)	149	399	548	136	377	512
Total number of salaried employees (TIGER)	149	382	531	136	368	504
Permanent employees (TIGER)	147	381	528	136	368	504
Temporary employees (TIGER)	2	1	3	0	0	0
External leasing employees (temporary employment)	0	17	17	0	8	8

Headcount as of 31 December 2025 (not FTE, actual headcount including parental leave as well as military/civil service), gender according to employees' self-identification. The categories "Other" and "No disclosure" are not shown separately for presentation reasons. No individuals were recorded under these categories during the reporting period.

	2024			2025		
	Total number of employees	**Leaving**	**Fluctuation rate**	**Total number of employees**	**Leaving**	**Fluctuation rate**
Employees fluctuation	529	71	13.4%	511	73	14.3%

Average headcount in the 2025 calendar year, including individuals on parental leave as well as military or civil service.

Non-salaried employees	2024	2025
Temporary employment	17	8
Contracts for work (external services)	1	1
Self-employed (consultant, etc.)	0	0
Total	**18**	**9**

Headcount as of 31 December 2025 (not FTE, actual headcount)

The figures for employed staff shown in the tables are to be understood as headcount (number of individuals). Seasonal workers or short-term trial employments are not included in the above exit figures.

3.2 Corporate culture

TIGER considers its employees a key success factor and designs the working environment accordingly and responsibly. In addition to an attractive compensation system, job security, a cooperative working environment, and individual development opportunities are actively promoted.

With the company-wide "**Liberating Organism**" (**LO**), TIGER has established a corporate culture based on partnership-based collaboration at eye level and shared responsibility. The aim is to shift more decision-making authority to teams, promote cross-functional collaboration, create full transparency, and strengthen individual responsibility.

It is important that all TIGER employees have a clear understanding of how their tasks contribute to the company's overall goals. In this way, TIGER aims to achieve the highest and most natural form of collaboration.

3.3 Working conditions and work-life balance

TIGER consistently aligns its HR policy with the needs of its employees. Particular attention is given to aspects directly related to the employment relationship, including:

- Fair and transparent compensation.
- Internal training and development opportunities.
- Individual flexibility in task execution.
- Secure, long-term employment relationships.
- Flexible working time models (including flextime and remote work).

Respect for **human rights** and **appreciation** of cultural diversity are firmly embedded at TIGER. This is reflected, among other things, in the fact that employees from 26 different nations are employed in Austria. This fundamental approach is part of the company's vision, its core values, the DEI policy, the Code of Ethics, and its alignment with the Sustainable Development Goals (SDGs).

Compliance with labor law and ethical standards is regularly reviewed by the **leadership team, works council, labor inspectorate, trade unions**, and **occupational health services.**

3.4 Collaboration and radical respectful openness

TIGER promotes an active feedback culture and systematically involves employees in development processes. The instruments used include, among others:

- LO and employee satisfaction surveys.
- Workshops aimed at delegating decision-making to teams.
- Training on topics such as partnership-based leadership and communication.
- Surveys to assess psychological stress.

The results are communicated transparently and incorporated into concrete improvement measures. The implementation of these measures is documented and regularly evaluated.

3.5 Health management

The health of employees is a central value at TIGER and is understood as the foundation for long-term performance—on an equal footing with professional, intellectual, and social competence.

TIGER offers a wide range of health promotion measures:

- Fresh meals prepared daily with regional ingredients in the **TIGER bistro.**
- Regular provision of **free fruit.**
- A **fitness bonus** that enables individual health activities and can be used flexibly to design personal health programs.
- Encouragement to participate in running events and other physical activities.

Occupational health services support employees preventively in their daily work. This offering is complemented by an occupational psychologist and a physiotherapist, who are available as additional points of contact.

3.6 Personnel development and training

TIGER promotes the continuous professional and personal development of all employees. Qualification levels are continuously aligned with operational requirements as well as individual needs—with the aim of actively addressing the shortage of skilled workers and sustainably securing production capability.

The instruments of personnel development include:

- Systematic maintenance of qualification matrices.

- Regular employee appraisals in all areas.
- Targeted training and further education programs.

A particular focus is placed on **sustainability education**:

- All employees complete a mandatory **e-learning module** on sustainability.
- The topic is an integral part of the **Welcome Day** for new employees.
- The **Green TIGER World Café** takes place annually—an internal event format for information sharing and networking on sustainability activities.
- In addition, a **15-minute workshop series** has been established to bring sustainability topics directly into operational areas and onto the shop floor. In 2025, more than 50 such workshops were conducted across all departments.

3.7 Employee representation

TIGER places great importance on ensuring that the interests of all employees are adequately represented through internal and institutionalized bodies. These include the **works council** and the **youth representation council.**

All employees are **treated equally**, regardless of their trade union affiliation or membership in interest groups. Co-determination is an integral part of the corporate culture and is actively promoted.

3.8 Health protection – Health and safety

At the Wels site, a total of 13 (19 in the previous year) workplace accidents occurred in the 2025 calendar year. Of these, 9 (15 in the previous year) were **reportable**, as they resulted in more than three calendar days of incapacity for work. This corresponds to a calculated workplace accident rate of 18 (24 in the previous year) accidents per 1,000,000 hours worked.

In the reporting year, no work-related illnesses, no fatalities, and no other serious incidents related to work-related injuries were recorded.
Health and occupational safety are systematically managed at TIGER, including through:

- Close cooperation with **occupational health services.**
- Involvement of the **works council** and the **labor inspectorate.**
- Integration into the continuous improvement process (**CIP**).
- Regular meetings of the occupational safety committee (**ASA**).

In addition, **legally required workplace assessments are conducted**, covering both physical and psychological stress factors. These are regularly reviewed by the labor inspectorate (SIGE documentation).

3.9 Fair compensation, collective agreement & training

TIGER ensures fair and transparent compensation for all employees through a structured **remuneration system**. An internal salary committee meets annually in May and ensures a **gender-neutral and consistent evaluation and classification** of all roles.

Through a **profit-sharing program,** TIGER allows all employees to participate in the company's profits and thus in its success. The amount of profit is distributed equally on a pro-rata basis according to working hours and is intended to promote entrepreneurial and responsible behavior (Total Responsibility).

Compliance with the minimum salaries defined in the **collective agreement of the chemical industry** is regularly reviewed by external audit authorities—such as in the context of GPLA audits—as well as by the works council.

100% of employees at TIGER in Austria are covered by collective agreements.

Headcount as of 31 December 2025 (not FTE, actual headcount including parental leave as well as military/civil service)

The gender pay gap is calculated using the following formula:

(Average gross hourly earnings of male employees - gross hourly earnings of female employees) × 100 / average gross hourly earnings of male employees

Gender pay gap	2024	2025
Ø Average gross hourly earnings of male employees	€ 27.66	€ 28.63
Ø Average gross hourly earnings of female employees	€ 27.51	€ 28.17
Diff. Ø in average gross hourly earnings between male and female employees	€ 0.15	€ 0.46
Gender pay gap according to the above formula	0.5%	1.6%

Pay gap as of 31 December 2025.

The analysis shows that the **gender pay gap** at TIGER's Austrian site is very low. This underlines the actual implementation of pay equity within the company.

For better comparability, the following components were included in the analysis:

- Fixed gross wages and salaries.
- Variable annual bonuses (target amounts).
- Monetary benefits (e.g., benefits in kind), valued at their tax-relevant portion; for electric vehicles, a notional value was applied.

The following were not included:

- Overtime pay and shift allowances, as these are purely time-dependent and therefore not meaningful for a structural pay analysis.
- Seniority-based or department-specific allowances.
- Employees who joined during the year or had unpaid absences of two months or more.
- Apprentices and marginally employed individuals, as their inclusion would have distorted the results.

Training hours	2024 Female	2024 Male	2024 Total	2025 Female	2025 Male	2025 Total
Total number of employees	146	383	529	137	374	511
Number of training hours	804	1.805	2.609	1.563	4.855	6.418
Average training hours per employee	5.51	4.71	4.93	11.40	12.98	12.56

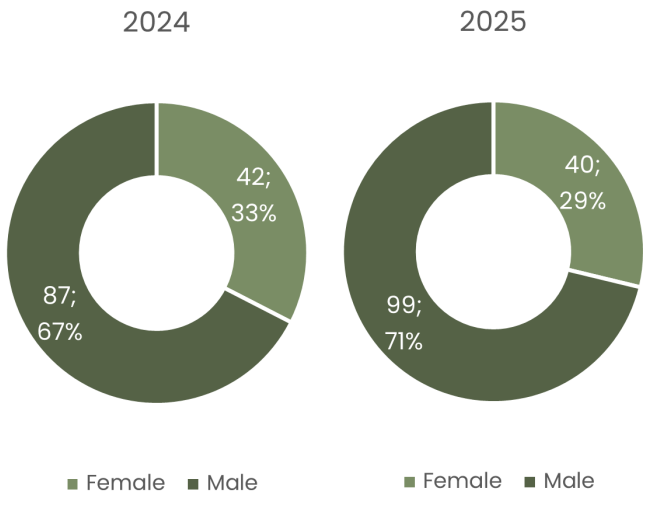
Average headcount in the 2025 financial year (number of individuals, including parental leave as well as military/civil service), gender according to employees' self-identification, training hours in 2025 (internal + external; derived from the share of training participation). The categories "Other" and "No disclosure" are not shown separately for presentation reasons. No data was recorded for these categories during the reporting period.

3.9.1 Job characteristics and gender distribution

TIGER places great importance on adequately considering all genders and other diversity aspects in leadership positions. This is not only about fulfilling formal diversity criteria, but in particular about the targeted inclusion of **gender-specific perspectives** for the benefit of the company.

A diversely composed team contributes to **strengthening the company**. This results in higher quality decision-making and **reflects societal realities** within the organization.

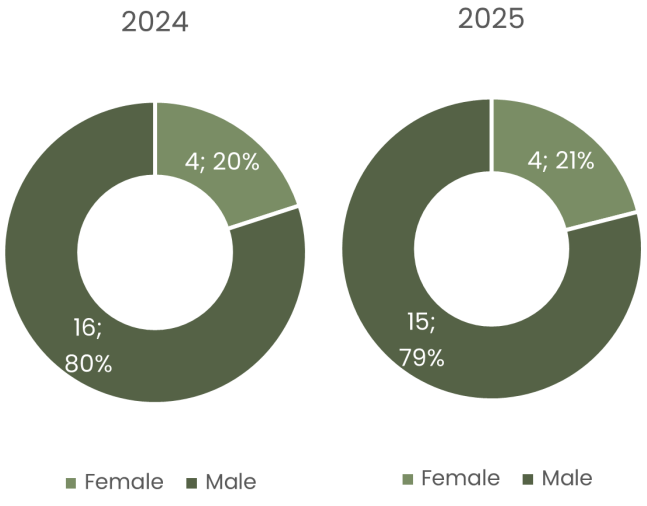
Number of employees in management positions



Headcount as of 31 December 2025 (number of individuals, excluding parental leave as well as military/civil service).

Management positions: reporting line to executive management. Gender information is based on employees' self-identification.

Number of employees at executive level



Headcount as of 31 December 2025 (number of individuals, excluding parental leave as well as military/civil service).

Executive level: global leaders with direct reporting to executive management (Global Leadership Team), gender according to employees' self-identification. TIGER's executive management is not included in this presentation, as it is not employed by TIGER Coatings GmbH & Co. KG.

3.10 Policies on human rights

TIGER is fully committed to respecting internationally recognized human rights. The foundation for this commitment includes the **United Nations Guiding Principles on Business and Human Rights, the ILO Declaration on Fundamental Principles and Rights at Work,** the **OECD Guidelines for Multinational Enterprises**, and the **core labor standards of the ILO conventions**.

To ensure compliance with human rights due diligence obligations, TIGER has established a **whistleblowing channel** as part of the **Code of Ethics**. This serves to prevent and limit potential harm, detect and stop violations, and ensure compliance with legal obligations. Any form of **harassment** or **discrimination** violates legal provisions (AnDG) as well as the company's internal Code of Ethics. No violations of relevant laws or the **Code of Ethics** occurred in either 2024 or 2025. No violations were identified or reported internally or externally by authorities, institutions, or individuals.

The principles of equal treatment and equality are also anchored in the **DEI policy**. Employees can report any violations or concerns at any time in confidence to the **works council**, the **youth representation council**, the **People & Culture team**, **occupational health services**, or via the **whistleblowing platform**.

Compliance with legal and ethical requirements is monitored, among others, by the works council.

The Code of Ethics is binding for all employees. It is part of the mandatory **TIGER e-learning program** and is refreshed annually through training.

3.11 Human trafficking, forced labor, and child labor

TIGER complies with all relevant international principles as well as national legal requirements—including the **Employee Protection Act** (ASchG), the **Child and Youth Employment Act** (KJBG), and the **Equal Treatment Act** (GlBG).

All employment relationships at TIGER are based on **legally reviewed, written employment contracts** and are aligned with the applicable **collective agreement of the chemical industry**. A minimum age of 15 years applies to apprentices. As part of the recruitment process, age is verified through official documents.

In 2025, **no work-related incidents** related to **discrimination, harassment, human trafficking, child labor**, or **forced labor** were reported within the TIGER workforce. Accordingly, no remedial measures had to be initiated, nor were any sanctions or compensation payments required.

In its **Supplier Code of Conduct**, TIGER defines the principles and rules governing supplier conduct. This ensures that suppliers, like TIGER itself, comply with applicable legal and ethical requirements as well as generally recognized environmental, social, and corporate standards.

In the Code, TIGER commits to complying with applicable laws, regulatory requirements, industry and organizational standards, as well as good governance principles, best practices, ethical standards, and societal expectations in all business decisions and actions, both domestically and internationally—and expects the same from its suppliers.

4. OUTLOOK AND DEVELOPMENT

This report documents the key developments, measures, and progress of TIGER in the field of sustainability for the 2025 financial year. It demonstrates that sustainability at TIGER is understood as an integral part of the corporate strategy—across all stages of the value chain.

The coming years are crucial for implementing the defined ambitions and setting the course for a climate-neutral and future-proof society and corporate development. Key focus areas will remain the decarbonization of our processes, the substitution of critical raw materials, the expansion of renewable energy, the use of renewable raw materials in product development to advance the circular economy, and the strengthening of sustainable supply chains.

The consistent integration of sustainability into day-to-day business requires courage to embrace change, a willingness to innovate, and close collaboration with our employees and stakeholders. This shared responsibility, perseverance, and visionary courage are the keys to a resilient future.

TIGER will continue to report transparently and disclose progress openly. Our sustainability strategy will be regularly reviewed and further developed—based on current scientific findings, regulatory developments, and societal expectations.

Imprint

Responsible for the content of this report
Global Sustainability Management, TIGER Coatings GmbH & Co. KG, as of March 2026

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