



SUSTAINABILITY REPORT
TIGER Coatings GmbH & Co. KG

2024



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

1. ABOUT THE REPORT AND TIGER

This sustainability report was created in accordance with the draft VSME standard from December 2024. Both the basic module and the extended module were considered. The report includes all data from TIGER Coatings GmbH & Co. KG (in short "TIGER") from the 2024 fiscal year.

TIGER is structured as a limited partnership by its legal form. The associated operating locations are located in the city area of Wels. The main assets, including land, buildings, machinery and inventory, are located at A-4600 Wels, Negrellistraße 36.

In the calendar year 2024, a net turnover of approximately EUR 113 million was generated. The balance sheet total amounted to around EUR 149 million as of December 31, 2024.

TIGER has a certified quality management system according to IATF 16949 and ISO 9001, as well as an environmental management system according to ISO 14001. In addition, TIGER is part of Responsible Care – the sustainability initiative of the chemical industry – and a Climate Alliance operation.

The largest part of the production volume is accounted for by powder coatings (ÖNACE code 20.30-0), some of which are further processed into metallic effect coatings. Additionally, TIGER is specialized in the development and production of digital inks and powders for industrial printing and thermal transfer systems. With thermoset materials for SLS and CBAM 3D printing, TIGER supports the further development of additive manufacturing processes.



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 for long-term competitiveness.

Our vision: TOGETHER WE CREATE A COLORFUL AND SUSTAINABLE FUTURE. We develop innovative, sustainable products and produce them in a resource-conserving and energy-efficient manner. We are aware of our social responsibility and align our actions accordingly.



2.2. Business Model, Values, and Sustainability

The business model is customer-centered and purpose-oriented. The goal is to combine high-quality powder coatings and inks for the industry with excellent service. The foundation of our entrepreneurial actions is the strategic question of how we can create value effectively and capture it sustainably. TIGER supports its customers in finding the best possible coating and printing solutions for applications, thereby increasing the longevity of the products.

As a premium brand and innovation leader, TIGER understands sustainability as a tangible added value that the company offers to customers. Independence as a family business enables short decision-making processes and close market and customer proximity. Fast and short delivery routes are part of this self-image.

Individual customer requirements are specifically addressed—product solutions are developed jointly with customers and partners. The relationship with our customers is oriented towards the long term, characterized by reliability, high quality, and clear alignment with their needs. An internal evaluation system ensures that new developments bring a measurable sustainable benefit. Each new development is assessed based on how it contributes to the CO₂ reduction of the product portfolio or addresses health aspects.

2.3. Value Chain

TIGER sources around 85% of the required raw materials from European suppliers. A company-wide risk management tool is used to identify potential risks in the supply chain early and initiate appropriate countermeasures. The products manufactured in Wels are predominantly distributed either centrally from the site or through TIGER affiliates, distributors, and sales representatives within Europe, applied and used by our customers, and mandatorily disposed of properly at the end of their lifecycle. TIGER's clientele consists exclusively of business customers who apply the products properly and professionally and usually pass the surface-refined products on to other commercial buyers.

The value chain for TIGER's powder coatings is shown below:



2.4. Climate Risks

Climate change is steadily advancing and increasingly bringing extreme weather events with it. TIGER systematically analyzes the potential impacts on the production site as well as on the business model. A long-term observation period of more than five years is applied in this process.

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 location. Concrete adaptation measures were defined for these high-rated risks, and a financial assessment of potential impacts was conducted.

The upstream and downstream value chain was also analyzed in detail, including raw material suppliers, logistics and disposal companies, and customers. It was found that physical climate risks are particularly relevant in the upstream supply chain. The main hazards were identified, and appropriate countermeasures were established.

2.4.2. Transitory Risks

Transitory risks – those arising from the transition to 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 CO₂ certificate prices and potential gas price volatility, the company is exposed to financial risks.
- 2) **Stricter chemical regulations:** Increasing legal requirements lead to changes in chemical classification, which in turn can affect the availability and safe handling of raw materials and finished products.

Appropriate adaptation measures have been defined and financially assessed for these risks.

2.4.3. Resilience of the Business Model

TIGER's business model is based on differentiating features such as **product quality, excellent customer service**, and the **durability** of powder coatings, inks, and combination systems of both. These strengths remain relevant in a transformed, climate-conscious economy according to the current assessment. The transition to climate-friendly energy supply is a key area of action within TIGER's sustainability strategy. An internal steering group was established to evaluate suitable technologies that systematically assess 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. By setting sustainability goals, TIGER strengthens its ability to gradually adapt the existing business model to the demands of climate change. The strategic positioning as a **high-quality system provider** is well-aligned with sustainability efforts.

2.5. Double Materiality Analysis

In preparation for sustainability reporting, a **double materiality analysis** was conducted at TIGER. 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") were systematically assessed. The survey was conducted in a multi-stage process:

- In internal workshops, the most significant topics were analyzed and prioritized together with relevant departments and management.
- In parallel, a structured dialogue with external stakeholders was conducted to incorporate their perspectives and expectations into the analysis.

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

2.6. Pillars of the Sustainability Strategy

TIGER's sustainability strategy is based on the **Sustainable Development Goals** (SDGs) and the **double materiality analysis**, focusing on **three key areas**.

TIGER aims to provide sustainable and effective solutions for its customers through **innovative product development**. The entire product development is oriented towards sustainability aspects. This means not only a clear focus on ecological factors, such as reducing the CO₂ footprint, but also taking health and environmental aspects into account in the selection of raw materials and product development.

Another focus is on the company's **own production site**. Resources such as energy and materials are used as efficiently 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 change can only be achieved collectively. Therefore, TIGER involves its suppliers in the company's internal risk management and actively works on joint, viable solutions.



2.7. SUSTAINABILITY AMBITIONS AND IMPLEMENTED MEASURES 2024

Based on the three strategic pillars of sustainability, TIGER has formulated seven ambitions to be achieved by 2030, using 2023 as the reference year. For each ambition, target paths and milestones have been defined to systematically manage the achievement of goals. At the beginning of each year, measures are established, whose effectiveness is continuously evaluated. Progress is measured using defined Key Performance Indicators (KPIs) and presented quarterly in the Green TIGER Steering Committee.



The responsibility for the area of sustainability lies with the Global Sustainability Management, which reports directly to the CEO and is part of the TIGER management. All sustainability activities and ambitions are bindingly established in the company-wide Green-TIGER guideline.

2.7.1. Products: Reduction of the CO₂ 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.



Measures 2024:

- **CO₂ calculations:** Initial calculation of the complete CO₂ footprint of a powder coating over its lifecycle. A reduction path until 2030 has been derived from this.
- Creation of a specific **Environmental Product Declaration (EPD)** for the Polyester/Primid product lines to provide customers with verified values regarding environmental impacts.
- **PFAS substitution:** TIGER aims to successively replace PFAS-containing products with alternatives that have comparable properties and where PFAS was not intentionally added. A significant part of the portfolio is already available without PFAS additives.
- **TIGER Drylac® FlexCURE technology:** The introduction of TIGER Drylac® FlexCURE technology enables significant CO₂ savings in the application process (application, curing and cross-linking). The curing window has been expanded downward (industrial applications: 150 °C, architecture: 160 °C). This allows for reduced temperatures or shorter curing times, significantly reducing energy consumption. It is important for TIGER to find the optimum between storage stability, transport and energy during application.

Measures 2025:

- Gradual conversion of the product portfolio to FlexCURE
- Development of further PFAS-free alternatives
- Development of an internal CO₂ calculation tool
- Reduction of the photoinitiator amount in UV inks

The new generation of powder coating technology.
FlexCURE



2.7.2. Resource Efficiency: Reduction of the Waste Rate by 15% by 2030 (TIGER internal)

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



Measures 2024:

- **Optimization of waste prevention processes:** Two of the largest waste fractions at TIGER are powder coating residues and packaging material from raw materials. The focus in the production areas is on reducing rejects and error rates. Production facilities and processes are continuously improved to minimize process losses.
- **Transition to bulk containers:** To reduce packaging waste, there is a gradual transition to silo delivery for selected raw materials. This avoids single-use containers and reduces material usage.

Measures 2025:

- Introduction of liquid deliveries in resin production
- Reduction of paper-based work materials, especially in the areas of sales and accounting
- Continuation of the transition to large containers as part of packaging optimization

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 produced unit – by 7% by the year 2030.



Measures 2024:

- **Energy audit:** A legally mandated energy audit was conducted by internal experts. All energy consumption within the company was recorded and analyzed. The findings were prepared in an online campaign for all employees and supplemented by an interactive energy quiz to raise awareness of the main consumers.
- **Speed reductions in production:** By reducing the speed of crushers in raw material mixers, electricity consumption was reduced by over 80%. The conveying speed of pneumatic resin conveyance to the silo building was also adjusted, resulting in energy savings of nearly 50%.

Measures 2025:

- Measures to avoid corrections and rework
- Further reduction of operating speeds for mixing tools
- Start of a continuous improvement process (CIP) focusing on energy savings

2.7.4. Renewable Energy: 80% Share in the Energy Mix by 2030

Objective: Increase the share of renewable energies in the TIGER energy mix to 80% by 2030. A central focus is on reducing natural gas consumption through lower CO₂ alternatives.



Measures 2024:

- **Expansion of the photovoltaic system:** The existing PV system was expanded by 180 kWp and now reaches a total capacity of 550 kWp. The electricity generated flows directly into the production site.
- **Electricity from renewable sources:** In 2024, TIGER also sourced its entire electricity needs from certified renewable energy sources.

Measures 2025:

- Further expansion of the PV system by 375 kWp
- Implementation of a project for partial substitution of natural gas consumption
- Intensification of cooperation with energy suppliers and research institutions to evaluate alternative technologies

2.7.5. Sustainable Supply Chain: 95% of key suppliers will meet the TIGER sustainability criteria by 2030

Objective: By the year 2030, 95% of the key suppliers will meet the company-specific sustainability criteria – particularly concerning environmental, social, and governance aspects (ESG).



Measures 2024:

- **Introduction of the EcoVadis Tool:** In 2024, TIGER began implementing the EcoVadis assessment system for all A and B raw material suppliers (according to sales classification based on ABC analysis). This allows sustainability risks to be systematically recorded, evaluated, and monitored.

Measures 2025:

- Extension of the EcoVadis assessment to C-suppliers
- Development of an internal policy for binding target definition and procedure within the framework of supplier evaluation

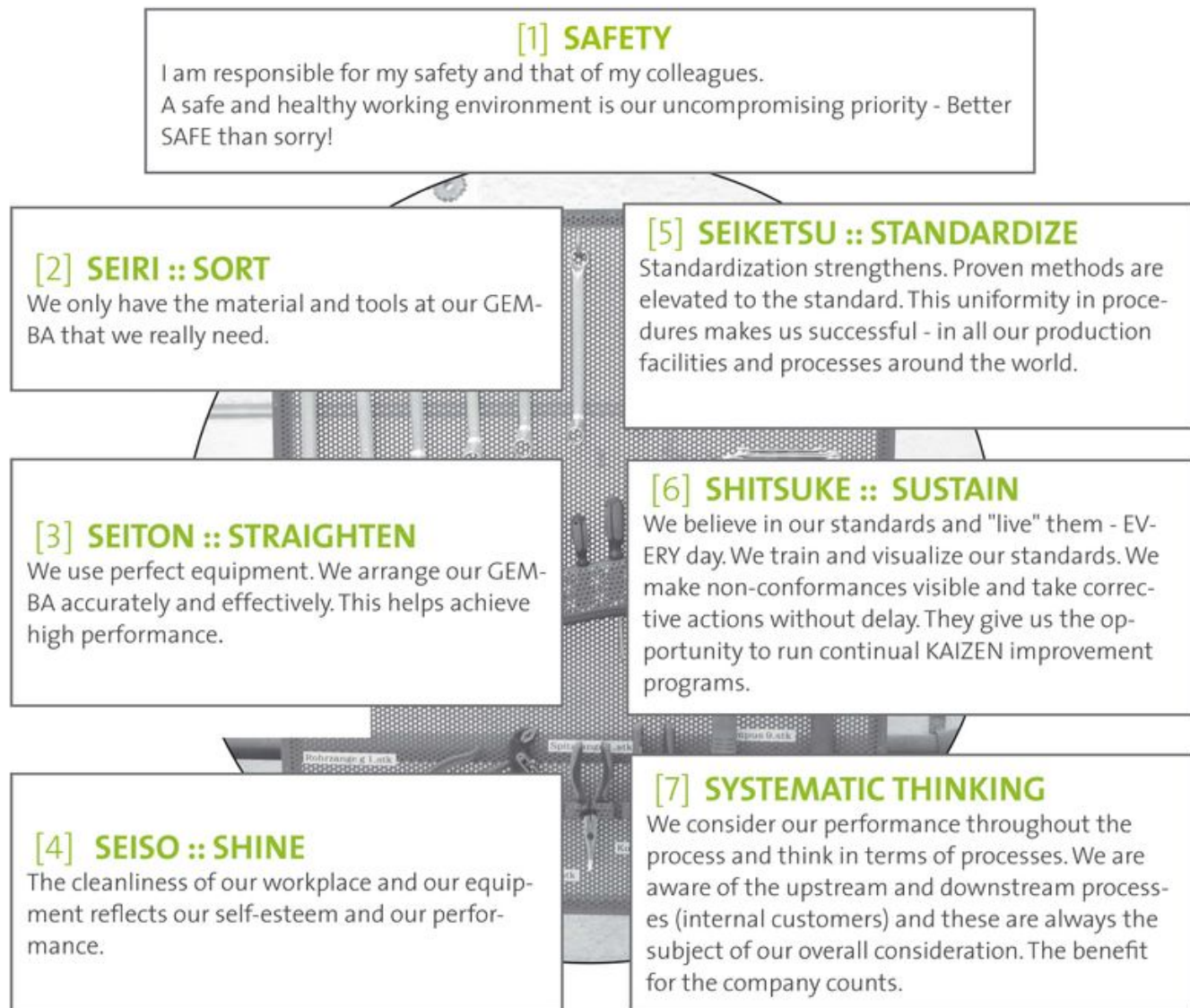
2.7.6. Occupational Safety: No serious work accidents

Objective: TIGER aims to record no serious workplace accidents and 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.



The "7S"

Our Path to a High-Performance Organization – GUNG HO!



Measures 2024:

- **Safety inspections:** Regular safety tours involving the TIGER staff promote safety awareness and enable observations and improvement suggestions to be directly translated into actions.
- **Professionalization and expansion of a Lockout-Tagout system (LOTO):** The system serves to protect employees from dangerous energy sources during maintenance and servicing of machines and equipment. It was comprehensively expanded in 2024.
- **E-learning modules for forklift operators:** Targeted training via digital learning platforms raises awareness among drivers about the risks of handling industrial trucks.

Measures 2025:

- Ongoing safety evaluations
- Ergonomics consultations for production areas
- Preventive training by occupational psychologist and physiotherapist
- Awareness building through the intranet

2.7.7. Diversity, Equity, and Inclusion (DEI): 40% DEI share in management positions by 2030

Objective: By 2030, the proportion of individuals from the DEI group (Diversity, Equity, and Inclusion) in management positions at TIGER should increase to at least 40%. Diversity will be considered comprehensively, beyond just gender.



Measures 2024:

- **Publication of a Diversity Directive:** In 2024, a company-wide DEI directive was published, systematically embedding equality and the targeted promotion of diversity within the company.
- **Definition of the position of an "Accessibility Officer":** A new function was created to raise awareness of physical and organizational barriers, focusing specifically on accessibility in the work environment.

Measures 2025:

- Publication of a guideline for inclusive language in the corporate context
- Introduction of a diversity talk format to promote open dialogues about diversity

2.8. Greenhouse gas emissions and energy consumption

In 2024, TIGER used three types of energy sources to supply the production processes. Resin production requires the use of natural gas due to process temperatures of 290 °C. The building's heat supply was switched to the district heating network of the city of Wels. The electricity used comes from certified renewable sources.

Energy source	Renewable [MWh]	Non-renewable [MWh]	Total [MWh]
Electricity	14,653	0	14.653
Fuel	2,825	14,373	17,198
Total	17,478	14,373	31,851

2.8.1. Greenhouse gas emissions

Scope 1 emissions primarily result from natural gas consumption for production. Additionally, emissions from refrigerant refills and fuel consumption of the vehicle fleet are considered.

Scope 2 emissions arise from the purchase of district heating, which is largely produced in Wels as a byproduct of waste incineration. Scope 3 emissions are currently being assessed. A comprehensive climate roadmap and the establishment of specific CO₂ reduction targets are planned by 2027.

Category	Emissions 2024 [t CO ₂ e]
Scope 1	3,713
Scope 2	34
Total	3,747

The greenhouse gas intensity (Scope 1 + 2) at TIGER in Europe is 33.5 tons of CO₂e per million EUR turnover.

2.9. Pollution of air, water, and soil

All production areas are subject to strict national environmental regulations. In 2024, 11,251 cubic meters of wastewater were discharged into the public sewer system. The limits were complied with according to the currently valid notice. The majority of substances to be examined are below the detection limit. Therefore, stating the quantity of substances is not meaningful.

Solvent emissions (VOC balance)

Pollutant	Emissions [kg]	Release medium
Volatile organic compounds (VOC)	1,646	Air

PRTR Report (Pollutant Release and Transfer Register) – Production Area Resins

There is a legal reporting obligation for the "Resins" production area in accordance with the PRTR protocol. The reported emissions 2024:

Pollutant	Emissions[kg]	Release medium
Carbon monoxide (CO)	101	Air
Non-methane-containing VOC (NMVOC)	133	Air
Nitrogen oxides	658	Air

2.10. Biodiversity

TIGER produces in the industrial area of Wels. The location is not in the immediate vicinity of biodiversity-sensitive areas or protected areas.

The land use at the location is as follows:

Use type	Area [ha]
Sealed surface	5,763
Nature-orientated area on-site	0,00575
Nature-orientated area external	0,000
Total utilised area	6,244

2.11. Water

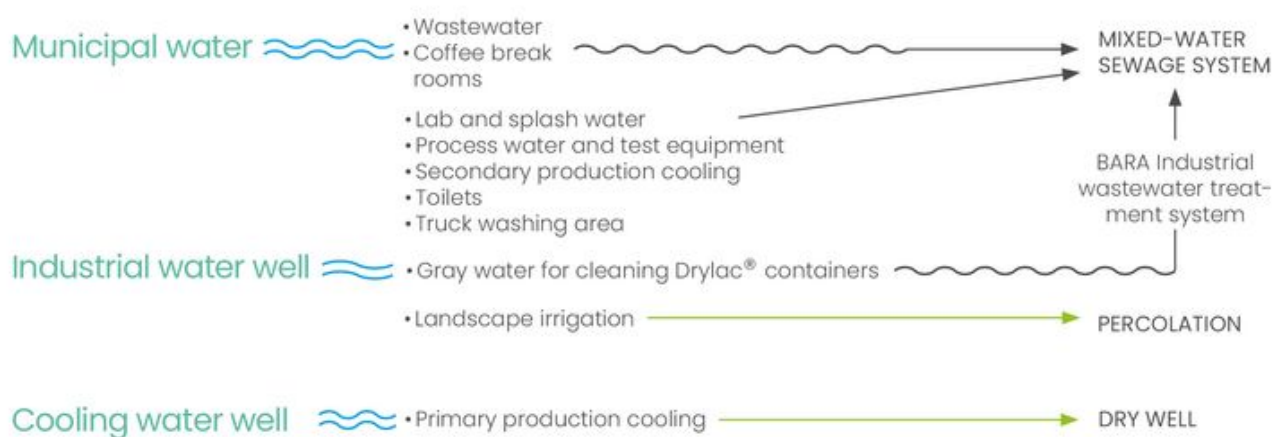
In 2024, TIGER's drinking water consumption amounted to a total of 4,277 m³. The water supply is provided through three separate sources, thus ensuring redundancy. Wastewater is discharged via a combined sewer.

Areas where drinking water quality is not required—for example, for process or rinse water—are supplied by a dedicated non-potable water well.

The wastewater from container and boiler cleaning is treated in the company's own wastewater treatment facility before being discharged into the public sewer system.

For production cooling, TIGER operates a cooling water well. Groundwater at 12 °C is extracted, heated in the cooling process, and returned to the groundwater through an infiltration well with a maximum return temperature of 20 °C. The closed-loop system prevents contamination of the groundwater. Compliance with the regulatory limits for withdrawal, return volumes, and return temperature is continuously monitored using measurement technology.

The site in Austria is subject to a low water stress risk according to the Aqueduct Water Risk Atlas.



2.12. Resource utilization, circular economy, and waste management

2.12.1. Principles of Circular Economy

Powder coatings and UV inks, unlike conventional liquid coatings, do not require solvents and allow for a very high material utilization rate. TIGER aims to largely avoid or replace health and environmentally hazardous substances in its products with suitable alternatives.

A current focus of powder coating research and development is the replacement of **per- and polyfluoroalkyl substances** (PFAS), which are increasingly being regulated due to their persistence. In parallel, TIGER is working on using **bio-based** and **recycled raw materials** in existing and new product formulations.

2.12.2. Energy and Resource Efficiency

TIGER has defined specific objectives to increase energy and resource efficiency. With the introduction of **TIGER Drylac® FlexCURE technology**, it also enables customers to cure coatings at lower temperatures – contributing to a reduction in energy consumption during application.

In the ink segment, TIGER is working on inkjet inks for outdoor use that have excellent weather resistance. In this process, a version with special inorganic pigments was developed to increase the "Total Solar Reflectance," significantly reducing the surface temperature of printed buildings. The use of these inks can significantly reduce the amount of energy needed to air-condition decorated buildings. Furthermore, a version of these "Cool-Jet inks" has been created with approximately 50% of the raw materials sourced from renewable sources.

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

2.12.3. Product function and durability

Powder coatings and inks primarily fulfill two roles: they protect and beautify, like an indispensable skin that envelops products in all areas of our daily lives. As a premium provider, TIGER offers coating solutions that impress with their functionality and **resistance to environmental influences**—such as moisture, UV radiation or corrosive media.

Thus, TIGER products make a long-term and sustainable contribution to the preservation of parts and components in a wide range of applications.

2.12.4. Waste

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

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

	Waste that is recycled or reused (tonnes)	Waste for disposal (tonnes)
Non-hazardous waste	267	739
Hazardous waste	27	26

3. TIGERS

3.1. General Employee Structure

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

In the calendar year 2024, TIGER employed **531 permanent employees** in Austria. This number also includes individuals on parental or educational leave. All employment relationships are 100% based in Austria.

TIGER places great importance on **permanent and long-term employment** contracts. Any temporary contracts are generally for extended trial periods or project-based.

If employees are hired through temporary staffing agencies, TIGER aims to offer suitable individuals a permanent position after about six months.

The number of non-permanent employees is small, at around 3% in relation to the core workforce.

Type of contract	Female	Male	Other	Not specified	Total
Total number of employees (TIGER + temporary employment)	149	399	0	0	548
Total number of salaried employees (TIGER)	149	382	0	0	531
Permanent employees (TIGER)	147	381	0	0	528
Temporary employees (TIGER)	2	1	0	0	3
External leasing employees (temporary employment)	0	17	0	0	17

Personnel status 31.12.2024 (no FTE, actual headcount including parental leave or military/civilian service), gender according to employees' own statements

	Total number of employees	Leaving	Fluctuation rate
Employee fluctuation	529	71	13,4%

Average number of people in the calendar year 2024, including people on maternity or parental leave as well as military or civilian service.

Non-salaried employees	Number of non-employees
Total number of non-salaried employees	18
Temporary employment	17
Contracts for work (external services)	1
Self-employed (consultant, etc.)	0

Personnel status 31.12.2024 (no FTE, actual headcount)

The numbers of employed individuals listed in the tables are to be understood as headcounts. Temporary workers or trial employment positions are not included in the above exit numbers.

3.2. Corporate Culture

TIGER views its employees as a key success factor and designs the work environment accordingly with responsibility. In addition to an attractive compensation system, job security, collegial interaction and individual development opportunities are actively promoted.

With the company-wide "**Liberating Organism**" (LO), a TIGER corporate culture has been established that is based on partnership collaboration at eye level and overall responsibility. The aim is to shift more decision-making powers to the teams, promote cross-departmental work, create full transparency and strengthen autonomous action. It is important that all TIGER employees are clear on how their tasks contribute to the company's common goal. With this, TIGER aims to achieve the highest and most natural form of collaboration.

3.3. Working conditions and work-life balance

TIGER consistently aligns its personnel policy with the needs of its employees. Particular focus is placed on aspects that are directly related to the employment relationship – including:

- Fair and transparent compensation
- Internal training opportunities
- Individual scope for creativity in task fulfillment
- Secure, long-term employment relationships
- Flexible working time models (including flexitime and home office)
- Health promotion measures (e.g., fitness bonus, TIGER bistro, workplace analyses, etc.)

Respect for **human rights** and **appreciation** of cultural diversity are firmly anchored at TIGER. This is demonstrated, among other things, by the fact that employees from 26 different nations are employed in Austria. This fundamental attitude is part of the company vision, value base, DEI policy, Code of Ethics, and 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, unions, and occupational health service.**

3.4. Collaboration and Radical Respectful Openness

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

- LO and employee satisfaction analyses
- Workshops aimed at delegating decisions in TEAMS
- Training on topics such as collaborative leadership and communication
- Surveys to assess psychological stress

The results are communicated openly and incorporated into concrete improvement measures. The implementation of these measures is documented and evaluated at regular intervals.

3.5 Health Management

The health of employees is a central value for TIGER and is understood as the foundation for long-term performance – equally alongside professional, intellectual and social competence.

TIGER offers a variety of health promotion measures:

- Fresh cooking with regional ingredients takes place daily at the **TIGER-Bistro**
- **Free fruit** is provided regularly
- The **fitness bonus** enables individual health activities. The fitness bonus can be used flexibly to tailor personal health programs individually
- Employees are encouraged to participate in running events and other exercise activities

The **occupational health service** supports employees preventively in their everyday work. The offer is complemented by an occupational psychologist and a physiotherapist, who are available as additional contacts.



3.6. Personal Development and Continuing Education

TIGER promotes the continuous professional and personal development of all employees. The level of qualification is continuously adjusted to operational needs as well as individual requirements—with the aim of actively addressing the skilled labor shortage and sustainably securing production capability.

The instruments of personnel development include:

- Systematic maintenance of qualification matrices
- Regular employee discussions in all areas
- Targeted training and further education offers

A special 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 Days** for new employees
- In 2024, the **Green TIGER World Café** took place for the first time – an internal event format for information and networking on sustainability activities
- Additionally, a **15-minute workshop series** was established to bring sustainability topics directly into operational areas and to the shop floor



3.7. Representation of Interests

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

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

3.8. Health and Safety

At the Wels location, a total of **19 work accidents** occurred in the calendar year 2024. Of these, **15 were notifiable** because they resulted in an inability to work for more than three calendar days. This corresponds to a projected work accident rate of 25.4 accidents per 1,000,000 working hours performed.

In the reporting year, **no work-related illnesses, fatalities, or other serious incidents** linked to work-related injuries were recorded.

Health and occupational safety topics are systematically addressed at TIGER, among other things through:

- Close collaboration with the **occupational health service**
- Involvement of the **works council** and the **labor inspectorate**
- Integration into the **CIP**
- Regular meetings of the **occupational safety committee**

In addition, legally required evaluations of workplaces take place, which record both physical and psychological stress. These are regularly checked by the labor inspectorate (SIGE documentation).

3.9. Appropriate Remuneration, Collective Agreement & Further Training

TIGER ensures through a structured **compensation system** that all employees are paid fairly and transparently. An internal salary committee meets annually in May and ensures a **gender-neutral and standardized evaluation and classification** of all functions.

TIGER involves employees in the profit with a **profit-sharing program**, thus contributing to the success of the company. The profit amount is the same for all individuals in proportion to their working time and is intended to promote entrepreneurial and responsible actions (Total Responsibility).

Compliance with the minimum salaries stipulated in the **collective agreement of the chemical industry** is regularly checked by external auditing bodies, 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.

Countries	Number of employees	Collective agreement coverage
Austria	531	100%

Headcount as of 31.12.2024 (not FTE, actual headcount excluding leaves of absence or military/civilian service)

The gender pay gap is calculated according to the following formula:

$$\frac{(\text{Average gross hourly earnings of male employees} - \text{hourly earnings of female employees}) \times 100}{\text{Average gross hourly earnings of male employees}}$$

	Ø Gross hourly earnings of male employees	Ø Gross hourly earnings of female employees	Diff. Ø Gross hourly earnings of male and female employees	Gender pay gap according to the above formula
Gender pay gap	€ 27,66	€ 27,51	€ 0,15	0,5%

Earnings gap as of 31.12.2024

The analysis shows that the **gender pay gap** at TIGER's Austrian location is **very small**. This underscores the actual implementation of pay equity in the company. To allow for better comparability, the following components were included in the analysis:

- Fixed gross wages and salaries
- Variable annual bonuses (planned amount)
- Monetary benefits (e.g., benefits in kind), assessed with their tax-relevant proportion; a notional value was set for electric vehicles

Not considered were:

- Overtime pay and shift allowances, as these are solely time-dependent and thus provide no meaningful insight for a structural wage analysis
- Service time or department-specific allowances
- Employees with mid-year entries or unpaid absences of two months or more
- Apprentices and marginally employed persons, as their inclusion would have distorted the result

Training hours	Female	Male	Other	Not specified	Total
Total number of employees	146	383	0	0	529
Number of training hours	804	1.805	0	0	2.609
Average training hours per employee	5,51	4,71	0	0	4,93

Average personnel for fiscal year 2024 (number of people, including leaves of absence or military/civil service), gender according to employees' own statements, training hours in 2024 (internal + external); derived from the share of training participation)

3.9.1 Workplace Characteristics and Gender Distribution

TIGER places great importance on appropriately considering all genders and other diversity characteristics in leadership positions. It is not just about meeting formal diversity criteria but specifically about the targeted integration of **gender-specific perspectives** for the benefit of the company.

A diversely composed TEAM contributes to **strengthening the company**. This results in higher **decision-making quality** and brings about a **reflection of societal realities** within the organization.

Type of contract	Female	Male	Other	Not specified	Total
Number of employees with management positions	40	99	0	0	139
Proportion of employees with management positions	29%	71%	0	0	100%

Population as of 31.12.2024 (number of persons, excl. leave or military/civil service)

Management positions: Reporting line to management. The information on gender is based on the self-disclosure of the respective employees.

Type of contract	Female	Male	Other	Not specified	Total
Number of employees at management level	4	16	0	0	20
Proportion of employees at management level	20%	80%	0	0	

Population as of 31.12.2024 (number of people, excluding maternity leave or military/civil service)

Management level: Global leaders reporting directly to management (Global Leadership TEAM), gender according to the employees' self-identification, the TIGER management is not part of this presentation as they are not employed by TIGER Coatings GmbH & Co KG.

3.10. Guidelines for Dealing with Human Rights

TIGER is committed to the unrestricted respect for internationally recognized human rights. This is based on 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 **ILO Conventions' core labor standards**.

To ensure human rights due diligence, TIGER has established a **whistleblowing channel** as part of the Code of Ethics. This serves to prevent and limit potential damage, detect and stop rule violations and fulfill legal obligations to report through the whistleblowing channel. Any form of **harassment** or **discrimination** contradicts legal provisions (AnDG) and the internal company **Code of Ethics**. The principles of equal treatment and equality are also anchored in the **DEI Policy**. Employees can report any violations or concerns confidentially to the **works council**, the **youth trust council**, the **People & Culture team**, the **occupational medical service**, or through the **whistleblowing platform** at any time.

Compliance with legal and ethical standards is monitored, among other things, 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 sessions.

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 **Children 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 in accordance with the current **collective agreement for the chemical industry**. A minimum age of 15 years applies to apprentices. During the recruitment process, age is verified through official documents.

In 2024, **no work-related incidents** involving **discrimination**, **harassment**, **human trafficking**, **child labor** or **forced labor** were reported within the TIGER workforce. Accordingly, no remedial measures were required, nor were any sanctions or compensation payments made.

4. OUTLOOK AND DEVELOPMENT

The present report documents the significant developments, actions, and progress of TIGER in the area of sustainability for the fiscal year 2024. It demonstrates that sustainability is understood at TIGER as an integral part of the corporate strategy—across all value creation stages.

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

The consistent integration of sustainability into daily business requires the courage to 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 with transparency and openly disclose progress. 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 May 2025

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