



## The Management Board of thyssenkrupp nucera has issued a clear Compliance Commitment:

For more than 60 years, thyssenkrupp nucera has been operating in the chemical industry together with our global network of trusted partners, specialists and experts. Our combined story is unique as we take a greater step ahead into a new era of innovation, transformation and green energy. As thyssenkrupp nucera we are committed to strict adherence to all applicable rules and laws (zero tolerance) and to responsible business conduct in a manner that reflects our dedication to environmental, social and governance principles (ESG).

Compliance is given the highest priority and we recognize the importance of integrating ethical practices into our operations to create long-term value for our stakeholders, mitigate risks, and contribute positively to the global community. thyssenkrupp nucera has undertaken extensive measures and set up a Compliance Management System to ensure compliance. Our core compliance topics are anti-corruption, antitrust, anti-money laundering, data protection, trade control and our internal Regulations based on these laws.

To us, compliance is a question of mindset: reliability, collaboration, open-mindedness, credibility and integrity permeate our corporate DNA. We would rather purposely forgo a business opportunity than act against the law. The active participation of every executive and employee in implementing our Compliance Management System in their respective area of responsibility is essential in further strengthening the trust of customers, suppliers, shareholders, and society in thyssenkrupp nucera.

We understand the impact our operations can have on society, and we commit to fostering a diverse, inclusive, and equitable workplace. We ensure the health and safety of our employees and acknowledge the critical role we play in preserving the environment. We commit to reducing our carbon footprint implementing energy-efficient practices, investing in renewable energy sources, minimizing waste generation and promoting recycling initiatives.

By adhering to this compliance commitment, we position us as a responsible corporate citizen committed to creating a sustainable and positive impact on the world.

