Mandatory Disclosures for Tiberius Group Website

I. Terms of Use

Anyone who accesses information on the website of Tiberius Group AG, Bahnhofstrasse 32, CH-6300 Zug ("Tiberius", 'we", "us"), agrees to below terms and conditions:

No offer, no commitment, no obligation

No data and information published on the Tiberius website constitutes a solicitation or offer, or recommendation, or commitment, to engage in any investment activity, to effect any transactions, or to conclude any legal act of any kind whatsoever. The data and information published and opinions expressed are provided by Tiberius for personal use and for information purposes only and are subject to change without notice. Tiberius makes no representation or warranties of any kind (either express or implied) that the information and opinions expressed on the Tiberius website are accurate, complete or up to date.

Limitation of liability

Tiberius disclaims, without limitation, all liability whatsoever for any direct, indirect, incidental, consequential or punitive damages, losses, liabilities, expenses or costs of whatever nature which might be incurred through the use of or access as well as lack of access to the Tiberius website, or any links to third-party websites (if may be the case), or which might be incurred as a result of reliance on the information on this website.

Governing law

This important legal information is governed by and construed in accordance with the substantive laws of Switzerland. You agree to submit any dispute arising out of your use of this website to the exclusive jurisdiction of the courts of Zug, Switzerland. Please note that from time to time Tiberius will amend these terms and conditions. It is your responsibility to check this website regularly for changes

I. Privacy Policy

This privacy policy describes our policies and procedures on the collection, use and disclosure of your information when you use our website and tells you about your privacy rights and how the law protects you. Based on Article 13 of the Swiss Federal Constitution and the Federal Act on Data Protection, every person is entitled to the protection of their privacy and to the protection against misuse of their personal data. We comply with these terms and we have use

GDPR as guidelines. By using our website, you agree to the collection and use of information in accordance with this Privacy Policy. The details of our Privacy Policy can be found in the following explanations.

Topics:

1. What data do we collect?
2. How do we collect your data?
3. How will we use your data?
4 How do we store your data?
5. Marketing
6. What are your data protection rights?

1. Definitions

Account: means a unique account created for you to access our Service or parts of our Service **Company**: (referred to as either "Company"; "We"; "Us": or "Our"; in this Agreement) refers to Tiberius Group AG, Bahnhofstrasse 32, 6300 Zug, Switzerland. **Cookies:** are small files that are placed on your computer, mobile device or any other device by a website, containing the details of Your browsing history on that website among its many uses. **Device:** means any device that can access the service such as a computer. a cell phone or a tablet. **Personal data:** any information that relates to an identified or identifiable individual. **Service**: refers to the website. **Usage data**: refers to data collected automatically, either generated using the service or from the service infrastructure itself (for example, the duration of a page visit). **Website**: refers to Tiberius Group, accessible from https://tiberiusgroup.com. **You**: means the individual accessing or using the service, or the company, or other legal entity on behalf of which such individual is accessing or using the service, or the company or other legal entity on behalf of which such individual is accessing or using the service, as applicable.

1. What data do we collect?

Our company collects the following data. Such information shall include but is not limited to:

- Personal identification information

Can be used to contact or identify you. This may include:

- First name and last name
- Email address
- Phone number
- Address
- Any related data to your business, employment contracts and other relationships

- Usage data

  Usage data may include information such as your device's internet protocol address, browser type, the pages of our service that you visit. the time and date of your visit, the time spent on those pages etc.

- Social media

  If you interact with us on social media and depending on your own privacy settings, we might collect name, social network ID, profile picture, email address, gender, location, date of birth and/or such other information which you have explicitly made available either by granting access specifically to Tiberius or by making such information visible to the general public.

  o From third parties

  We might receive information about you from third parties if they are permitted by law to share your data or in some circumstances where you have expressly consented to third parties sharing your information with our company for specific purposes.

1. <u>How do we collect your data?</u>

You directly provide our company with most of the data we collect. We collect data and process data when you:

- Register online or place an order for any of our products or services.
- Request services or information from us.
- Voluntarily complete a customer survey or provide feedback on any of our message boards or via email.
- Use or view our website via your browser's cookies. You can instruct your browser to refuse all cookies or to indicate when a cookie is being sent. However, if you do not accept cookies, you may not be able to use some part of our service. Unless you have adjusted your browser setting so that it will refuse cookies, our service may use cookies.

1. <u>How will we use your data?</u>

Our company collects your data so that we may use your data for the following purposes but is not limited to:

- To manage your account to manage your registration as a user of the service.
- To manage your request to attend and manage your requests to us.
- For the performance of a contract: the development, compliance of a contract.

- To contact you: by email, telephone calls, SMS, or other equivalent forms of communication, regarding informative communications, products or contracted services etc.
- Grant you access to dedicated customer and client areas.
- Checking that a payment is not made fraudulently.
- Data analysis.

1. How do we store your data?

Our company retains your data on our data processing infrastructure. Our company will keep your personal information as long as necessary for the purposes set out in this privacy policy. We will retain and use your data to the extent necessary to comply with our legal obligations, resolve disputes, and enforce our legal agreements. You have the right to revoke your once given consent to us at any time. As a result, we are no longer allowed to continue the data processing based on this consent for the future.

1. Disclosure of your data

We will not share your personal information with any third party, and we undertake to take all reasonable steps to prevent your data from being seen by third parties. Exception in the following situations:

- You have given your express consent to this.
- Affiliated companies within the Tiberius Group AG.
- Service providers.
- Business transactions: If the company is involved in a merger, acquisition, your data may be transferred. Before your data is transferred, we will provide notice.
- Law enforcement: if required to disclose your data by law or regulatory purposes.
- Other legal requirements: to comply with a legal obligation, protect and defend the rights or property of the company, protect against legal liability and there is no reason to assume that you have an interest not to disclose your data.

1. What are your data protection rights?

Our Company would like to make sure you are fully aware of all your data protection rights. Every user is entitled to the following: **The right to he informed** - You should be told about what, why and what is the way your personal data are processed. **The right to access**-You have the right to request Our Company for copies of your personal data. We may charge you a small fee for this service. **The right to rectification** - You have the right to request that Our Company correct any information you believe is inaccurate. You also have the right to request Our Company to complete the information you believe is incomplete. **The right to erasure** - You have the right to request that Our Company erase your personal data, under certain conditions. **The right to restrict processing** - You have the right to request that Our Company restrict the

processing of your personal data, under certain conditions. **The right to object to processing** - You have the right to object to Our Company's processing of your personal data, under certain conditions. **The right to data portability** - You have the right to request that Our Company transfer the data that we have collected to another organization, or directly to you, under certain conditions. **The right to automated decision-making** - You must be protected against targeted marketing and decisions making.

1. **Changes to this Privacy Policy**

We may update our Privacy Policy. If it is the case, we will notify you of any changes by posting the new Privacy Policy on this page. We might notify you by email, prior to the change.

Contact us

If you make a request or have any question about this Privacy Policy, you can contact us:.

- By email: info@tiberiusgroup.com
- By mail: Bahnhofstrasse 32 CH-5300 Zug

This policy was updated on 02 December 2024,

I. Responsibility

- Code of Conduct:

At Tiberius, we are unwavering in our commitment to maintaining the highest standards of integrity and ethical behaviour in all our operations. Our Code of Conduct encapsulates our core values and the commitments we uphold, including:

- Integrity: We emphasize honesty and transparency in every transaction and interaction. Our commitment to ethical conduct serves as a foundation for the trust our stakeholders place in us.
- Respect: We foster an inclusive workplace that values diversity and treats every individual with dignity. Discrimination, harassment, and any form of unethical behaviour are prohibited and addressed with zero tolerance.
- Accountability: Every employee is expected to take personal responsibility for their actions, understanding the importance of adherence to our ethical standards. Clear consequences for violations reinforce our commitment to accountability.
- Training: Regular training sessions on the principles of our Code of Conduct are mandatory for all employees. This training not only educates our staff about our ethical standards but also fosters a culture of compliance and integrity within the organization.
- Monitoring and Enforcement: We implement monitoring mechanisms to ensure adherence to the Code, including periodic reviews and audits. These measures help identify potential risks and areas for improvement, ensuring ongoing compliance.
- Link to Document: [Download Code of Conduct PDF]

- Statement Human Trafficking and Modern Slavery (UK):

Tiberius Group is fully committed to combating human trafficking and modern slavery in all its forms. We recognize the importance of ethical conduct in our operations and supply chains and take this responsibility seriously.

Our approach includes:

- **Zero Tolerance**: We do not tolerate any form of human trafficking or modern slavery in our business activities or supply chains.
- **Risk Awareness**: We actively identify and mitigate potential risks of modern slavery through regular assessments of our operations and partnerships.
- **Training and Awareness**: Our employees and key stakeholders are informed about the risks of modern slavery and encouraged to identify and report concerns.
- **Reporting Concerns**: We provide clear channels for reporting any suspected violations related to modern slavery, ensuring confidentiality and prompt action.
- **Commitment to Ethical Practices**: Tiberius Group strives to uphold the highest standards of human rights and ethical practices across all our activities.

- Poland tax strategy (attached disclosure document in Polish)

- GTCs Buy/Sell (attached word GTCs)

II. Careers

If you are interested in working for Tiberius Group, please contact us by sending your CV and contact details. We are happily reviewing any application, whether graduates or experienced professionals, we are opportunistically hiring at all times. Please use the following email: **jobs@tiberiusgroup.com**

I. Contact

Tiberius Group AG

Bahnhofstrasse 32

CH-6300 Zug

info@tiberiusgroup.com

+41 41 5525272

- Contact for concerns about Tiberius business conduct:

If you have any concerns about our business or any other aspects about our stakeholders, we encourage you to contact the Board of Tiberius Group AG directly via **concerns@tiberiusgroup.com**