

ADVANCED BIOCATALYTICS

CORPORATE CODE OF ETHICS

Integrity, Safety, and Innovation in Every Molecule We Develop.

At **Advanced Biocatalytics**, our mission is to deliver innovative biochemical solutions to the oil and gas, agriculture, and industrial markets worldwide. As a privately held company headquartered in California with a growing international footprint, we recognize that our reputation is our most valuable asset. This Code of Ethics serves as our foundational guide for conducting business with uncompromising integrity, adhering to the highest ethical standards, and complying with all applicable laws.

1. Compliance with Laws and Regulations

We operate in a highly regulated global environment. All employees, officers, and directors must comply with the letter and spirit of all applicable federal, state, and local laws in the United States, particularly those of California, as well as the laws of the international jurisdictions in which we operate. This includes strict adherence to trade compliance, export controls, and customs regulations.

2. Health, Safety, and Environmental Stewardship

Given the nature of our biochemical products, environmental and workplace safety is paramount. We are committed to:

- Developing products that promote sustainability in agriculture and safe operations in industrial and oil & gas sectors.
- Handling, storing, and transporting all chemical and biological materials safely and in strict accordance with regulatory standards.
- Maintaining a safe, healthy, and incident-free workplace for all employees.

3. Anti-Corruption and Anti-Bribery

We have a zero-tolerance policy for bribery and corruption. Advanced Biocatalytics strictly prohibits offering, giving, soliciting, or receiving any form of bribe, kickback, or improper payment. Because we operate internationally, all employees and third-party representatives must strictly comply with the U.S. Foreign Corrupt Practices Act (FCPA) and all applicable anti-bribery laws in the countries where we do business.

4. Conflicts of Interest

Employees must act in the best interests of Advanced Biocatalytics. A conflict of interest occurs when an individual's personal interests interfere—or appear to interfere—with their professional duties. Employees must disclose any potential conflicts, including financial interests in competitors, suppliers, or customers, to management immediately.

5. Confidentiality and Intellectual Property

Our proprietary biochemical formulations, research data, and business strategies are our lifeblood. Employees must protect Advanced Biocatalytics' intellectual property and confidential information. Furthermore, we respect the intellectual property rights of others and will not engage in the unauthorized use of competitors' or partners' proprietary information.

6. Respect in the Workplace

We are dedicated to fostering a diverse, inclusive, and respectful work environment. We strictly prohibit discrimination, harassment, or retaliation of any kind based on race, color, religion, gender, sexual orientation, age, national origin, disability, or any other protected characteristic under California and federal law.

7. Fair Dealing

We compete vigorously but fairly. We will not engage in deceptive marketing, price-fixing, or unfair trade practices. We deal honestly and fairly with our customers, suppliers, competitors, and employees.

8. Reporting Violations and Non-Retaliation

Ethical conduct is a shared responsibility. Any employee who suspects a violation of this Code, company policy, or the law is expected to report it promptly to their manager, Human Resources, or legal counsel. Advanced Biocatalytics strictly prohibits retaliation against any individual who, in good faith, reports a suspected violation or participates in an investigation.

Advanced Biocatalytics • Corporate Headquarters: California, USA

This document is the proprietary property of Advanced Biocatalytics and outlines the mandatory ethical expectations for all personnel.