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Corporate Responsibility Policy

Created: CR-Manager, CR Steering Committee

Reviewed: V-QM

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OUR CORPORATE SUCCESS

is closely linked to the contribution we make to the sustainable development of economy, society and environment.

Responsibility and sustainability (united under the term Corporate Responsibility) are the basis of our corporate actions. They are key value drivers for us, opening up the way to new business models and services, enabling us to increase our value contribution to society and the environment towards a more sustainable world.

At the same time, Corporate Responsibility secures the future of our company by recognising and specifically managing the economic, ecological and social effects of our decisions and actions. In this way, we ensure the long-term success of our company and create added value for the environment, society and the economy.

We are positioning TÜV NORD GROUP as a Sustainability & Purpose Leader by working together with our employees to occupy sustainable growth areas and align our product and service portfolio with the Sustainable Development Goals, by committing ourselves to climate protection and by credibly communicating our responsible attitude both internally and externally.

We define our attitude to Corporate Responsibility at all times with a clear reference to our corporate values.

OUR CORPORATE RESPONSIBILITY

is defined with a clear reference to our corporate values.

The focus is on our customers

We regard it as our responsibility to contribute to the success of our customers – today and tomorrow. We support them on their way into the future by providing services of the highest quality and efficiency as part of a sustainable service portfolio as well as with new ideas.

Our employees are the key to success

As an employer, we are responsible for creating an attractive working environment in which our employees are highly valued. We provide our employees with opportunities to work independently, focus on teamwork, promote the reconciliation of work and family life and offer individual opportunities for further development. Employees, in turn, bear a responsibility to contribute to the success of the company.

Our integrity is the basis of all we do

We see it as our responsibility towards our stakeholder groups, the environment and the society to act transparently, in compliance with the law and sustainably at all times. Therefore, we also explicitly relate integrity to the effects of our actions on the environment and social surroundings.

Our sustainability opens up new paths to a shared future

We pay particular attention to the economic, environmental and social impacts of our decisions and actions. Sustainability is an integral part of our brand core – in the range of services we provide and in all areas of innovation as well. We work to improve our environmental footprint at all times.

Our diversity opens up new opportunities

We see it as our responsibility towards all employees to respect the individuality of each and every person and promote equality of opportunity. By relying on mixed teams and interdisciplinary work in and between all divisions of the company, we create an important prerequisite for offering our customers tailor-made solutions in all markets.

Our culture of innovation

We see it as our responsibility for the future viability of our company to constantly develop our products and processes, develop sustainable business models and services in line with the times and, in this respect, follow the Sustainable Development Goals of the United Nations. We encourage our employees to be creative and provide an environment that encourages this type of innovation.

OUR ATTITUDE TOWARDS CORPORATE RESPONSIBILITY

is defined through the goals and core statements of the CR Strategy 2025 in the following three areas of action.

COMPANY

TÜV NORD GROUP is strategically positioning itself as a leading company in the TIC sector with regard to the ecologically, economically and socially sustainable design of its product and service portfolio, especially by identifying and occupying sustainable growth areas and applying sustainability criteria to innovations and services.

Our products and services promote safety, security and quality of life in society. They therefore protect people, the environment and resources. By making this contribution to society, we are also ensuring the future viability of our company. Sustainability and value orientation are important aspects in the provision of our services. Both aspects are emphasised even more strongly in the TÜV NORD GROUP brand core. The brand core "safety and security" and the associated protection mission also extend to the digital world and also address the topics of sustainability and value orientation.

We strive for technological excellence and count on state-of-the-art digital value creation tools, methods and business models in line with our corporate vision ("technical, digital, networked"). To this end, we are focusing specifically on the promotion of digital business models and on the meaningful digitalisation of processes in the TÜV NORD GROUP procedural landscape.

We stand for responsible, sustainable action along our value chain. Our responsibility extends from the purchasing of products and services, through our own processes, the provision and acceptance of our services and the disposal of products, to the social impact of our actions. Responsibility along the value chain also includes appropriate protection of personal data and careful handling of information requiring special protection.

Integrity and compliance are important basic aspects of our corporate responsibility and indispensable prerequisites for gaining, maintaining and strengthening the trust of our customers and all other stakeholder groups in ourselves and our services.

We are driving forward the Group-wide implementation of the CR strategy through the ever-growing integration of TÜV NORD GROUP companies in Germany and abroad into non-financial reporting.

PEOPLE

TÜV NORD GROUP positions itself strategically as a leading company in the TIC sector with regard to

- **the authentic communication of the meaningfulness and positive influence of its own business activities on people and their livelihoods,**
- **acting responsibly at all times towards internal and external stakeholders, and**
- **establishing itself as a value-oriented company with a positive influence as a societal player.**

We consider the ethical conduct of our executives to be decisive. Through value-oriented personnel management, we attract over the long term the people who fit in with our corporate culture. We promote a culture of values, act responsibly at all times and take into account the economic, ecological and social effects of our actions.

We promote and expedite an environment that enables creative and innovative work, offers the prerequisites for effective and efficient communication and collaboration and provides positive impulses for increasing value creation. Issues of health and safety at work are promoted beyond the legal requirements in order to be attractive on the labour market and to allow employees the greatest possible participation and freedom to shape their workplaces.

We are convinced that knowledge and skills form the basis of the success of TÜV NORD GROUP. That is why we promote and demand the professional and interdisciplinary development of our employees and the exchange of knowledge. Further qualifications are geared to changing requirements.

We promote diversity as a significant part of our corporate culture and values. TÜV NORD GROUP recognises in the diversity of its employees a resource for all business models as well as for the management of the company and promotes it.

We respect and promote the human rights in all our business activities.

We take responsibility for the impacts of our decisions and activities on society while taking into account the requirements of transparent and ethical behaviour. We see safety and security as essential prerequisites for sustainable development and the well-being of society, economy and environment. We see ourselves as a partner for the safety and security of our customers and the society, and assume societal responsibility in line with our vision and mission as well as our corporate values.

From our vision and mission, we derive direct and indirect values that must be made visible to third parties. We specifically promote such social commitment, which is in line with our fields of activity within the sphere of value creation. Moreover, we support communities and initiatives at our locations and the volunteer work of our employees.

ENVIRONMENT

TÜV NORD GROUP is explicitly committed to the 1.5-degree target, committing to decarbonisation by 2030 and strategically positioning itself as a leader in the TIC industry in terms of environmental and climate protection.

We are aware that a large proportion of our environmental impact is caused by our employees' travel activities. We currently still provide many of our services on site, i.e. on our customers' premises. This is another reason why we strive to continually reduce the proportion of our travel activities through digitalisation, to adapt our travel behaviour accordingly and make it environmentally and climate-friendly in a pro-active manner.

We pay attention to the economical and efficient use of resources at all times in order to reduce our ecological footprint, and we close the value creation cycles. In this way, we strengthen awareness of the optimal use of resources along the value chain by leveraging the ecological impact of digitalisation and operating at the highest technological level.

We systematically increase the energy efficiency in the buildings in order to preserve the resources of our planet and protect the environment and climate.