



Add value.
Inspire trust.

FORWARD



MOVING

Sustainability Report 2023

About this Sustainability Report

GRI 2-2
GRI 2-3

Open and transparent communication is the bedrock of sustainable action. In this publication, we therefore report on the ecological, economic, and social impact of our business operations.

This Sustainability Report focuses on the main fields of TÜV SÜD's work. It shows how we live up to our corporate responsibility and proactively integrate relevant topics in our business processes. The Sustainability Report complements the Annual Report.

The report was produced in accordance with the GRI Standards, issued by the Global Reporting Initiative (GRI). The GRI Content Index in the Annex provides an overview of the GRI standards and/or their relevant content areas covered in this report.

The reporting period covers financial year 2023 (January 1, 2023 to December 31, 2023). Financial year 2022 serves as the comparative period.

The scope of consolidation presented in the Sustainability Report corresponds to that in TÜV SÜD's consolidated financial statements pursuant to International Financial Reporting Standards (IFRSs). Disclosures made refer to all fully consolidated subsidiaries included in financial reporting; any exceptions are identified in the relevant section. Adjustments have not been made for non-controlling interests in the reporting. Acquisitions and disposals are taken into account in the sustainability reporting in the same way as in the financial reporting.

Due to rounding, it is possible that some figures in this report do not add up to exactly the given total, and that percentages presented do not reflect exactly the absolute values to which they refer.

We endeavor to use inclusive and fair language. All references made in this report are to be understood as gender-neutral.

Where we make projections for the future in this Sustainability Report, they are based on current expectations, plans, targets, forecasts and estimates by the Board of Management. These are based on assumptions and factors that are beyond the control of TÜV SÜD and are subject to numerous risks and factors of uncertainty. Given this, actual developments may differ from projections for the future made in this publication.



FORWARD ▷▷ MOVING

Add value. Inspire trust.

In 1866, our founders had a bold vision to enable progress by protecting people, the environment and assets from technology-related risks. Almost 160 years on, sustainability and safety continue to be the backbone of our mission and services.

We work progressively towards being the trusted partner of choice for safety, security and sustainability solutions, adding tangible value to our clients globally. As we look towards the future, we believe that sustainability and digitalisation will continue to shape the narrative of commerce and society.

United by the belief that technology should better people's lives, we work alongside our customers to anticipate and capitalise on technological developments. Going beyond regulatory compliance, we inspire trust in a physical and digital world to create a safer and more sustainable future.

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**JOHANNES
BUSSMANN**

Ladies and gentlemen,

GRI 2-22

Our view of the world continues to be shaped by crises, risks and geopolitical tensions. Prompt, pragmatic action seems to be the order of the day – and to a certain extent that is true. However, a closer look reveals that many of the current challenges are rooted in short-term decisions in the past.

Recognizing this is crucial now more than ever, because in a world full of complexity and tension, it is important to look ahead and drive forward long-term transformation processes – the effects of which may not be felt for years to come. This makes it all the more important to act in a responsible and farsighted manner, and to shape a future that is worth living in for generations to come.

A future worth living in for as many people as possible must be the guiding principle of our actions – and at TÜV SÜD we are unwavering in our pursuit of this aspiration. This may also be due to the fact that we, as a company, have experience with long-term transformation processes, having enabled progress for almost 160 years. We take a holistic approach and focus on protecting people and assets. In this way, many of our services contribute to making the world a safer and better place.

We have the expertise, competency and experience needed to evaluate the complex technologies, issues and processes required to make business and society more sustainable. And we put this expertise to use to shape the future together with our customers, service providers and society.

Whether this relates to the sustainable design of products, processes or facilities, the future of mobility or realizing the energy transition – TÜV SÜD's experts are always in demand. As trusted partners, they are helping to create future-proof and economically viable solutions when it comes to the framework for the use of artificial intelligence and are paving the way for the hydrogen economy. Our experts are on hand to support companies with knowledge, action and corresponding certifications, helping them to implement plans for greater sustainability and climate change mitigation and to credibly document their activities to customers and the public.

Our latest sustainability report shows just how diverse our range of sustainability-related services is. Most importantly, however, it makes transparent what we ourselves achieved in terms of sustainability in our company in 2023. Because one thing is clear: only if we as a company act in a responsible manner ourselves and are credible in terms of our commitment will we be our customers' partner of choice when it comes to sustainability, climate protection and corresponding services.

That is why we are relentless in promoting sustainability within TÜV SÜD. We are working on making our business operations climate-friendly and rigorously reducing greenhouse gas emissions. Our construction projects in Munich and Singapore, which meet the highest sustainability standards for buildings, are examples of these efforts. At the same time, a wide range of measures and projects are underway to reduce our carbon footprint as far as possible and from 2025 onwards to fully offset unavoidable greenhouse gas emissions from our own business operations with recognized carbon certificates. In the reporting year, we already offset just over 16,500 tonnes of CO₂ in this way.

We are also integrating our sustainability efforts throughout our value chain. As a responsible employer and corporate citizen, we must also respond to the social aspects of sustainability – at a global level and in all of the projects in which we are involved. In this way, in 2023 we issued a declaration of principle on compliance with human rights and environmental due diligence obligations. In this regard, we also involve our suppliers in our commitment and continuously adapt our requirements, for example with regard to reducing emissions, respecting human rights and the circular economy.

The entire company is behind these efforts and awards such as platinum status in the EcoVadis sustainability rating, which we once again achieved in 2023, the Sustainable Supply Award from the Bundesverband Materialwirtschaft, Einkauf und Logistik e. V. (BME) [German Association of Materials Management, Purchasing and Logistics] and reaching the finals of the German Sustainability Award 2023 in the “R&D and Testing Services” category show that the path we have taken is also recognized outside the company.

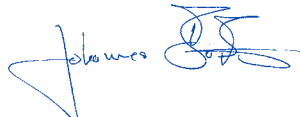
Of course, we have still some way to go before we reach our goal. This report therefore also focuses on the individual goals we are pursuing and the milestones we still want to achieve. In this regard, this year our reporting once again complies with the standard of the Global Reporting Initiative (GRI).

At the same time, TÜV SÜD’s financial and sustainability reporting are increasingly converging and this year share the same banner: FORWARD. Under this banner, we are actively addressing the changes we see around us through a whole range of projects within the company.

One of the most important initiatives in this regard is the establishment of our Corporate Sustainability Office (CSO). As part of our own sustainability goals, we will develop specific measures across the entire Group in order to make progress in all areas of environmental, social and corporate governance. In addition, the CSO will work with our divisions to drive forward the pooling and enhancement of sustainable services for our customers and bring these to market maturity.

This once again goes to show: Sustainable action is our way of shaping the future. I am delighted that you are joining us on this journey with your interest and hope you find the report informative!

Kind regards,



DR. JOHANNES BUSSMANN
Chairman of the Board of Management



TÜV SÜD AT A GLANCE

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Company profile

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GRI 201/3-3

“Add value. Inspire trust.” Since its foundation almost 160 years ago, TÜV SÜD has been guided by this objective: To enable progress by protecting people, the environment, and assets from technology-related risks. Almost 28,000 employees at over 1,000 locations in around 50 countries around the world work to provide safety, security, certainty and added value for our customers.

As a technical service provider we are active on the global TIC (Testing, Inspection, Certification) market, a growth market with a current estimated volume of approx. € 90 billion. Our range of services covers product certification and testing, inspection, auditing and system certification, technical advisory services and training. As dedicated and responsible specialists, we design tailored solutions for individual customers as well as for industry, trade and government. As experts, we optimize technology, systems and expertise, always keeping the entire the value chain in view.

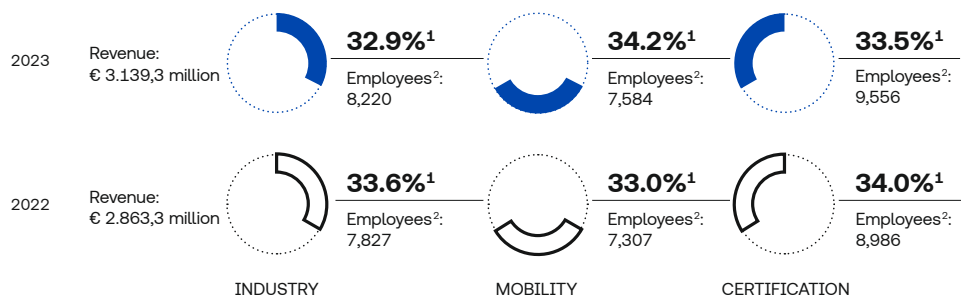
As a reliable and trustworthy partner for improved safety and sustainability, we help to shape changing framework conditions, develop new business models and thus unlock opportunities and areas of potential both for our customers and for our own company. By doing so, we live up to our corporate purpose, embrace our social responsibility and act in such a way that all future generations will be able to live as well as possible on this planet.

Our services are grouped into three segments, INDUSTRY, MOBILITY and CERTIFICATION. Our services in the INDUSTRY Segment range from support for the safe and reliable operation of industrial plants, buildings and infrastructure to inspections for rolling stock, signaling systems and rail infrastructure. TÜV SÜD’s experts in the MOBILITY Segment oversee vehicle inspections (roadworthiness tests and exhaust gas analyses), and also support vehicle manufacturers in the development and global approval of new models and components. In the CERTIFICATION Segment, employees around the world verify products’ marketability and market access, provide certification for management systems in all areas of business and industry and supply cyber security services. In addition, TÜV SÜD also supplies a broad range of training courses for employees in industry, trade and the public sector.

► TÜV SÜD,
Services
tuvsud.com

Revenue and employees by segment

|| 01



¹ Revenue as a %: Excluding OTHER and prior to consolidation.

² Employees (headcount); OTHER 2023: 2,545, 2022: 2,475.

► Annual Report 2023
annualreport.tuvsud.com

For more information about TÜV SÜD and the company’s economic and financial situation, please see the latest Annual Report.

Corporate structure

GRI 2-1

Our specific corporate structure guarantees independence and impartiality. In its capacity as management holding company, the parent company TÜV SÜD AG with registered offices in Munich, manages its subsidiaries around the world.

The beneficial owners of TÜV SÜD shares are TÜV SÜD e.V., Munich, and the TÜV SÜD Foundation, Munich. Both have transferred their shareholder rights to the independent TÜV SÜD Gesellschafterausschuss GbR, a shareholder committee with registered offices in Munich. The purpose of this civil law association is to hold and manage these shareholdings under stock corporation law.

The governing bodies of TÜV SÜD e.V., the TÜV SÜD Foundation and TÜV SÜD Gesellschafterausschuss GbR, are largely independent of the supervisory bodies of TÜV SÜD AG.

Legal structure

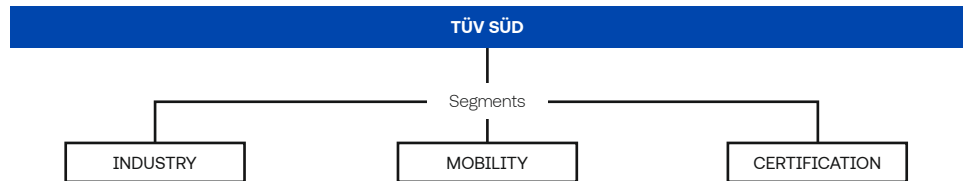
|| 02

74.9%

25.1%



Gesellschafterausschuss GbR



Subsidiaries in the regions:



1 Germany, Western Europe, Central & Eastern Europe.

2 North Asia, ASMEA (South & South East Asia, Middle East & Africa).

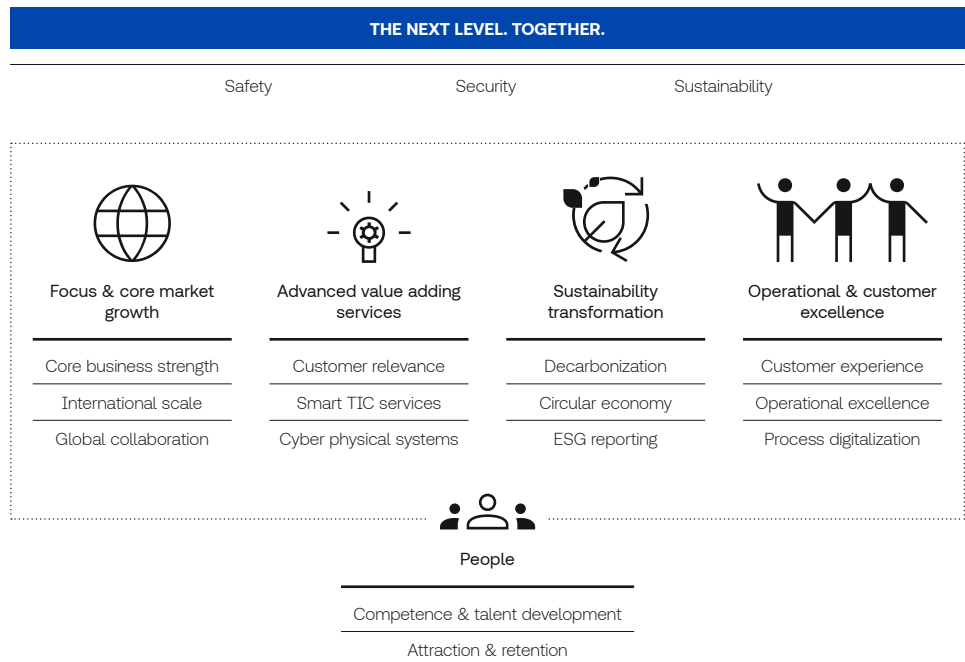
Our strategy

GRI 2-6
GRI 2-22

With our strategy “The Next Level. Together.”, we want to take advantage of the opportunities presented by new trends and developments, both for us and for our customers. Since 2021, we have increasingly focused on digital transformation and sustainability in this strategy. In the reporting year, we combined our strategic activities into five clearly defined strategic pillars.

Pillars of our Group strategy

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▶ Annual Report 2023
Combined management report
Strategy
see pages
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▶ Employees
see pages
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With their performance and commitment, our **people** around the world enable the success of our company. We want to be an attractive employer and offer them a modern working environment with a wide range of opportunities for individual development. This applies equally to the existing workforce and to people who are new to TÜV SÜD.

We also want to grow in **focus and core markets** in the future: Our core products are and will remain the basis of our success. On this basis, our goal is to be among the market leaders in our focus countries.

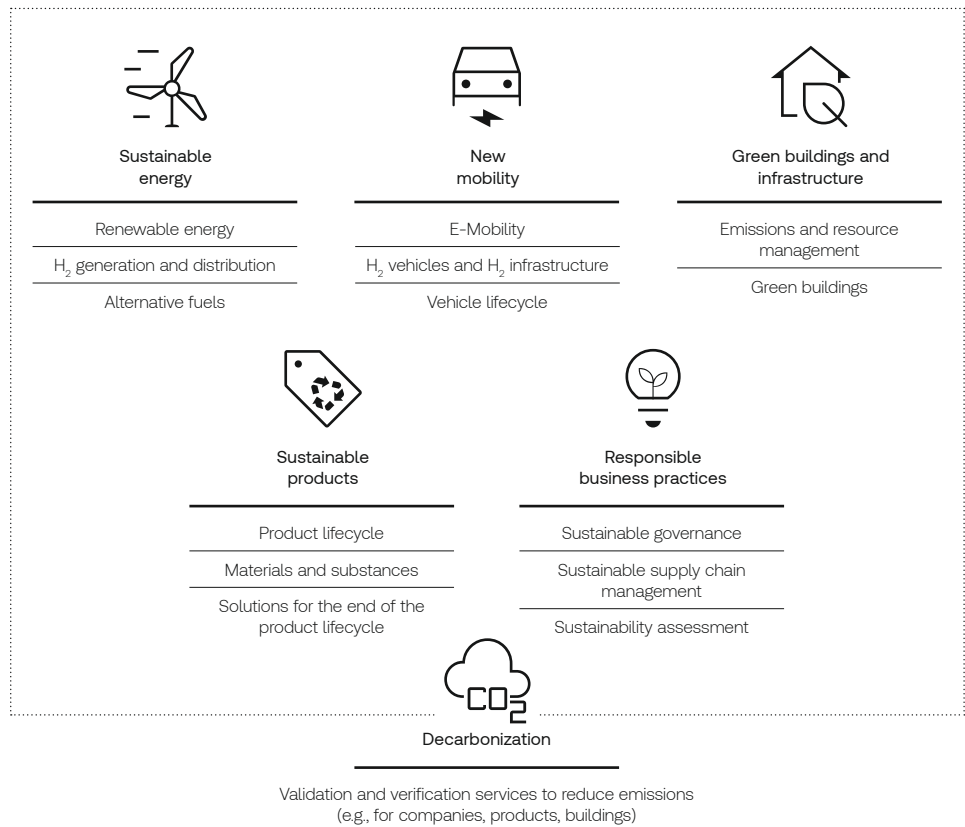
Based on our expertise in our core business, we want to **create advanced value adding services**. Our expertise in almost every industry, combined with knowledge of the possibilities of digitalization, enables us to develop smart digital testing services as well as standards and services for new technologies.

A key pillar of our **sustainability transformation** is the enhancement and expansion of our range of sustainability-related services. Work is being carried out on across all divisions and companies. We focus our strategic activities on six clearly defined areas.

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Our sustainability-related services

|| 04



► Services for sustainability
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GRI 2-13

At the same time, our goal is to continuously increase our own sustainability as a company and convince our stakeholders through our actions. Our objective is and remains: TÜV SÜD wants to be the number one independent expert in all matters relating to sustainability. With the newly established Corporate Sustainability Office, we have once again underlined this ambition. In the future, it will drive forward the development of our sustainable service portfolio across the Group and coordinate internal activities.

With **operational and customer excellence**, we want to be the relevant partner for our customers in the TIC market. We are constantly looking for ways to provide our services faster and more efficiently in the interest of our customers. To this end, we use the opportunities offered by digitalization and implement innovative processes, systems and solutions.

We are driving forward the implementation of our strategy with a broad portfolio of strategic initiatives across all divisions, countries and companies. In order to support this process, we launched the FORWARD transformation program, which we expect to produce the first concrete results in the course of 2024.

In this way, we will continue to be a partner for our customers in the future with respect to safety and sustainability, in both the physical and the digital world. With further growth, we want to sustainably improve the revenue and profitability of our business in the future. But above all, we want to live up to the claim that we have been pursuing for nearly 160 years: To protect people, assets and the environment against technical risks and thus to facilitate technological progress.

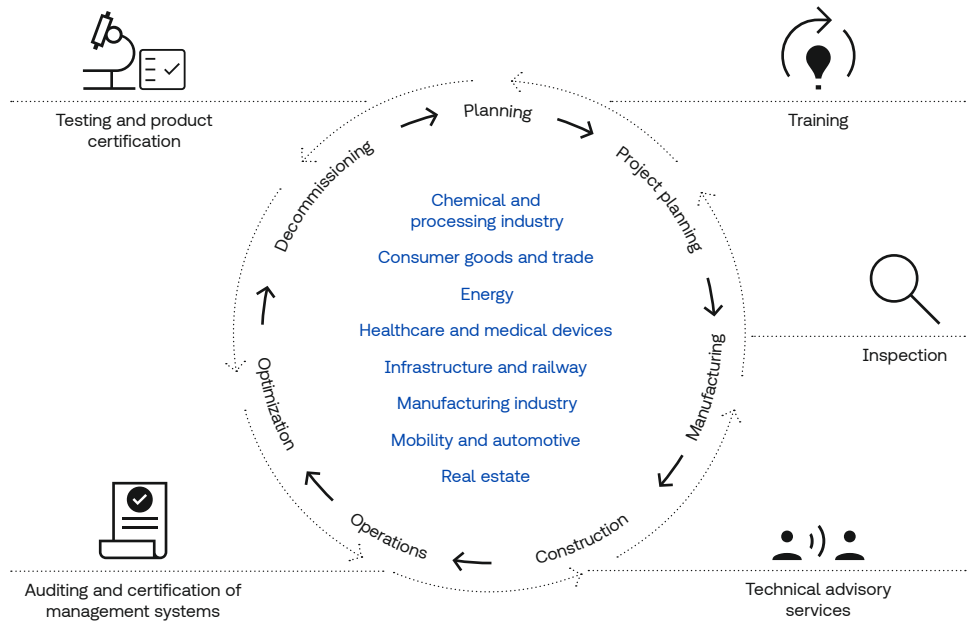
Our business model

GRI 2-6

TÜV SÜD is the partner of choice for customers all around the world when it comes to solutions for quality, safety, security and sustainability. We add value – with a comprehensive portfolio of services in testing, inspection and certification (TIC), auditing and technical advisory services. All our services are governed by our technical compliance regulations, which apply across the company.

Add value across the entire business cycle

|| 05



► [Annual Report 2023](#)
[Business model](#)
see page
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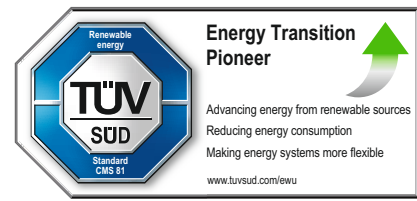
► [TÜV SÜD, Services](#)
[tuvsud.com](https://www.tuvsud.com)

For more information about our business model and our services please see the latest Annual Report and online.

Our certification marks and certificates

GRI 2-6

Our certification marks and certificates inspire trust in technologies and technological progress. They stand for third-party verification performed in accordance with defined criteria. Our certification mark – the blue octagon – is globally synonymous with quality, safety, sustainability and trust. Our objective is to supply customers, interested parties and consumers with comprehensive and transparent information about the certification marks, testing procedures and their contents. Certification marks are used in inspection, the certification of products, processes and services, the certification of management systems and the validation and verification of expert opinions and appraisals. In this regard, we have also introduced expanded certification marks with information tags or in the form of double octagons as these – even at first glance – offer more space for detailed information on the content and specifications of the test procedures.



- ▶ TÜV SÜD, Product certification marks tuvsud.com
- ▶ TÜV SÜD, Certificate explorer tuvsud.com
- ▶ TÜV SÜD, Certificate finder tuvsud.com

In addition, our Certificate Explorer provides information about the most common forms of the TÜV SÜD certification marks. A certification mark database provides further details about the content and specifications of test procedures. In addition, our Certificate Explorer also has information about all valid TÜV SÜD-issued certificates. All of this information is publicly accessible and available online.

- ▶ TÜV SÜD, Blacklist tuvsud.com

TÜV SÜD certification marks are registered as European certification marks at the European Union Intellectual Property Office (EUIPO) in Alicante, Spain. To safeguard our customers' trust and protect our brand, we take firm action against all misuse of our certification marks. We adopt a zero-tolerance strategy in this regard. If we detect discrepancies in the way our certification marks are treated, we request clarification from the certification mark user. If misuse is found, we take action against the user under civil, trademark and criminal law and place the user's product on our blacklist, which can be publicly accessed on our website.

In individual cases, we reserve the right to refuse certification applications that contravene our quality standards or the TÜV brand code.



SUSTAINABILITY MANAGEMENT AT TÜV SÜD

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Sustainability – our mission

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GRI 2-24

Companies bear responsibility for the sustainable design of business, the environment and society. This is particularly true for TÜV SÜD. Our company's purpose – to protect people, the environment and assets from technology-related risks – has reflected this philosophy since our company was founded almost 160 years ago. Since 1866 we have ensured that the risks associated with the latest technologies are minimized so that innovations in science and technology can be accepted by society and have the greatest possible positive impact for the benefit of people and the environment. By providing our services, we make a contribution to global sustainable development. At the same time, we also aim to prioritize sustainable solutions within our own company, with the goal of becoming the independent expert of choice for all sustainability-related issues for our customers.

MANAGEMENT APPROACH

Guided by our corporate strategy, "The Next Level. Together.", our company's purpose, and our vision and mission, we continue to work on achieving our ESG goals and making TÜV SÜD a sustainability-oriented organization.

In 2023, we therefore again rolled forward our materiality analysis. Our action areas, which had already been approved by the Board of Management in 2021, remained unchanged. In addition, we began to examine the requirements that the Corporate Sustainability Reporting Directive (CSRD) and the European Sustainability Reporting Standards (ESRS) place on the materiality analysis process for TÜV SÜD and to identify the topics that are material for us.

When setting our future corporate direction we always take into account our societal mission and the impact of our corporate actions on society and the environment. Sustainability is therefore firmly enshrined in our corporate actions. In view of this, we have defined a specific ambition for each of our action areas.

|| 06

Our extensive industry knowledge and experience in the area of sustainability form the foundation for realizing these ambitions, both internally and at our customers. In addition, our ambitions in the action areas are also reviewed regularly in order to be able to respond fast to changing framework conditions. In this way, we ensure that TÜV SÜD also positions itself sustainably in the future.

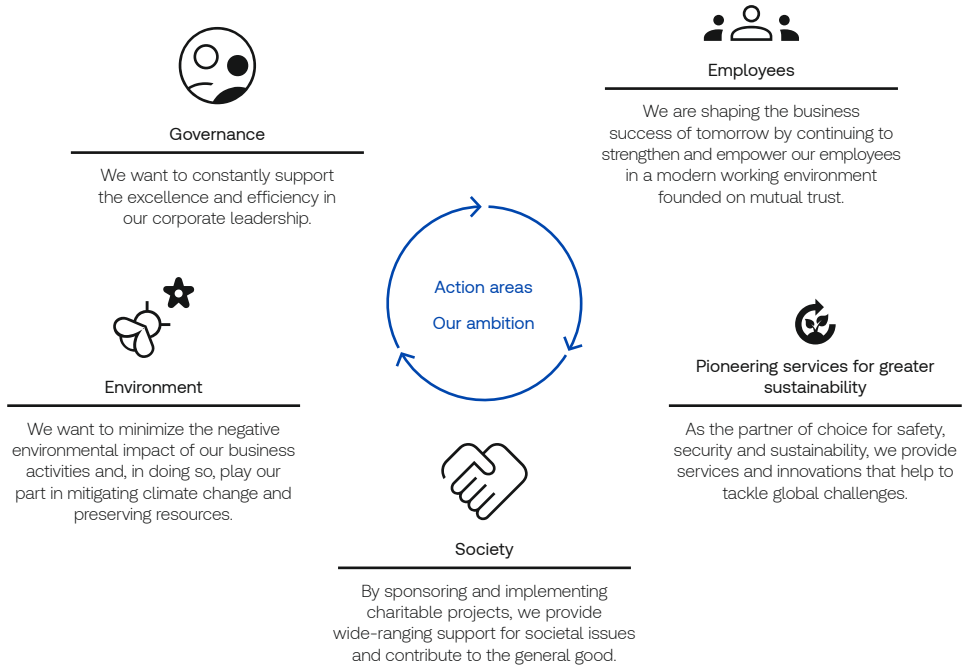
TÜV SÜD's corporate actions are based on the principles of integrity, transparency and responsibility. Compliance with laws and legal requirements is a matter of course for us. In some rare cases, our business activities, services and also our business relationships could harbor risks, such as corruption or environmental risks as well as risks along the supply chain. We mitigate these risks through internal processes, rules and monitoring, using a quality, risk and compliance management system. These systems cover all TÜV SÜD entities around the world.

Right from the order acceptance stage, we examine whether there are any risks associated with executing an order and, if so, what those risks are. Sustainability aspects play a role in this regard as do conflicts of interest or possible risks to the reputation of our company and its certification marks. After all, the blue octagon is synonymous globally with quality, safety and security, sustainability and trust and this is certainly something that we want to safeguard for the future.

Our ambitions in the respective action areas

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In addition, reports can be submitted from around the world using the whistleblowing system TÜV SÜD Trust Channel. TÜV SÜD collects all of the reports submitted via this system and follows them up until they have been clarified. This also applies for reports that reach us via other official channels such as the OECD, accreditation authorities or external auditors. In addition to resolving the matters, the compliance organization is also responsible for informing the Board of Management and the Supervisory Board.

► TÜV SÜD
Trust Channel

Systematic sustainability controlling

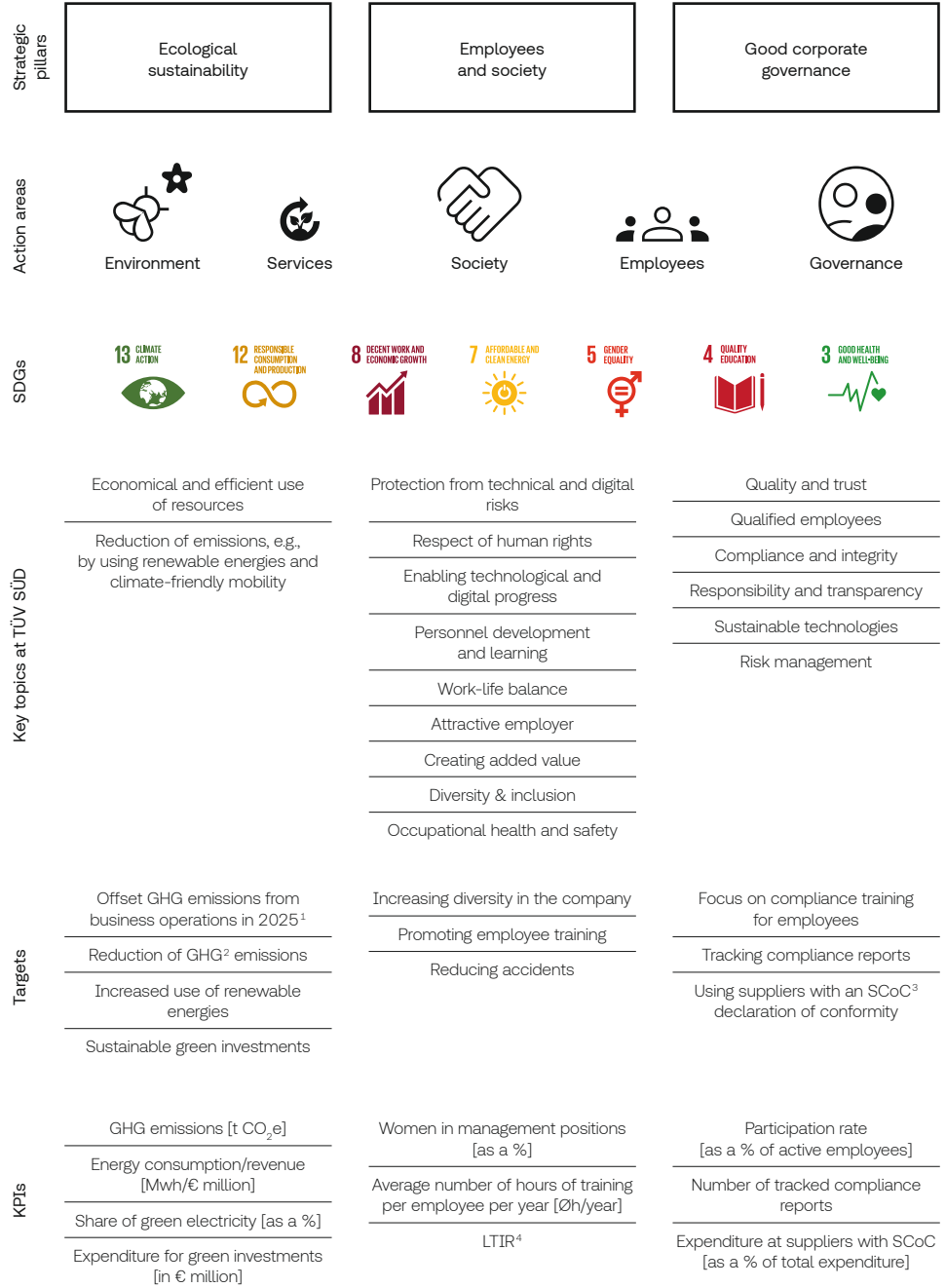
The ambitions and targets for each action area, along with the achievement of targets, are reviewed annually, as are the planned measures to achieve the targets, and adapted with corresponding comments where necessary. The management of this process is based on specific non-financial key performance indicators (KPIs); sustainability controlling comprises the top 10 ESG performance indicators. The reporting is supplemented by other non-financial key performance indicators. || 07

The corporate functions support the implementation of the required actions and develop individual activities to achieve the targets.

The regional and local management structures in the national entities are responsible for managing and implementing these actions locally. They also supplement the group targets with their own local initiatives.

Sustainability management

|| 07



1 Scope 1, scope 2 and business travel.
 2 GHG: greenhouse gas.
 3 TÜV SÜD Supplier Code of Conduct (SCoC).
 4 LTIR: Lost time incident rate.

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GRI 2-23

► TÜV-Verband
Sustainability

Our ESG management guideline provides a system for classifying all TÜV SÜD activities in those areas and establishes a globally binding framework for action, including the definition of roles and responsibilities in all phases of the management cycle for ESG activities. In addition, the guideline affirms TÜV SÜD's commitment to the precautionary principle. In this way, we both express our responsibility for the generations to come and set out our own fundamental position with regard to risks of all kinds.

As a member of the TÜV-Verband, TÜV SÜD has also undertaken to adhere to the guidelines on responsible action, which are explained in detail in the TÜV-Verband's sustainability statement. These guidelines are coordinated regularly with stakeholders and refined. They include the commitment to guiding principles such as the fundamental principles and rights at work of the International Labor Organization (ILO) and the UN Global Compact, the endeavor to achieve climate neutrality, compliance with corporate due diligence requirements and the creation of corresponding points of contact for whistleblowing reports and complaints. Systematic and strategic sustainability management, corresponding measures to provide the workforce with qualifications and training, the sharing of experiences among members and transparency and dialog in respect of matters relating to sustainability are also key elements of the guidelines. The aim is also to ensure the sustainability of TÜV organizations for the future.

Our sustainability organization

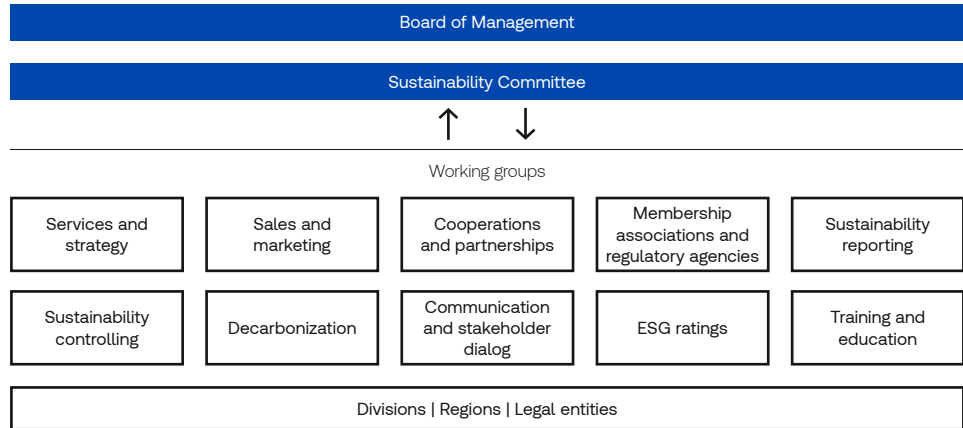
Sustainability is a core element of our purpose and therefore shapes our company and our actions. Each and every one of us is called upon to make a contribution in their respective area of responsibility toward achieving the targets.

The Sustainability Committee initiates, supports, coordinates and monitors all sustainability activities within the Group. It is composed of the heads of the corporate functions and representatives from the regions and divisions. The results of the Sustainability Committee's work are regularly reported to the Board of Management.

The newly established Corporate Sustainability Office (CSO) will coordinate internal sustainability activities in the future and drive forward the development of our sustainable service portfolio across the Group. The CSO reports directly to the Chairman of the Board of Management and is part of the Sustainability Committee.

Sustainability organization

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GRI 2-14

The Sustainability Committee met twice in 2023 and focused in particular on the following topics:

▶ **Expansion of our sustainability-related services**

Presentation of the modular and web-based product CSRD-Manager from TÜV SÜD Akademie GmbH and the Sustainability Navigator.

▶ **Expansion of the sales and marketing approach**

Introduction of the new podcast series “Sustainability unraveled”, in which TÜV SÜD experts take a closer look at the business challenges posed by sustainability and possible solutions for a more sustainable future.

▶ **Climate change mitigation measures**

Preparation for the definition of science-based climate targets according to the approach of the Science Based Target initiative (SBTi).

▶ **Implementation of the CSRD at TÜV SÜD**

Presentation of the requirements for future reporting and an action plan for implementation derived from this. In addition, the principle of double materiality was discussed against the backdrop of the new European Sustainability Reporting Standards (ESRS).

▶ **Training**

Revision of the Sustainability Awareness Training, which is mandatory for the workforce.

The Board of Management examined the results of the work of the Sustainability Committee and the degree to which the targets in respect of the top 10 ESG performance indicators have been reached. In addition, it also received regular reports on the status of the other non-financial ESG KPIs. In 2023, the Board of Management passed resolutions on the establishment of a Corporate Sustainability Office, the publication of the declaration of principle in accordance with Sec. 6 (2) LkSG [“Lieferkettensorgfaltspflichtengesetz”: German Act on Corporate Due Diligence in Supply Chains] and TÜV SÜD’s participation in the Munich Business Climate Pact, among other things. The sustainability strategy, the top 10 ESG performance indicators and the 2022 Sustainability Report were also discussed with the Supervisory Board.








Our management approach and our organizational structure for sustainability enable us to take effective action. By establishing the CSO, we are underlining the importance of sustainability for the further development of our business activities.

In addition, we ensure our activities in our defined action areas are designed to achieve the highest impact. The defined performance indicators serve as quantifiable parameters that enable TÜV SÜD’s sustainability performance to be assessed. They are also incorporated into our external reporting.

SUSTAINABILITY AT TÜV SÜD – INTERNATIONALLY RECOGNIZED

The transnational collaboration platform “EuroCham Singapore” has honored leading companies in the field of sustainability in the “European Excellence in Sustainability” program. Our subsidiary TÜV SÜD PSB Pte. Ltd. in Singapore took third place in the “Sustainable Business Innovation” category. The main assessment criteria were the sustainability strategy and its implementation, technology and innovation, sustainability along the value chain and the consideration of social, environmental and financial sustainability criteria and aspects in the company.

Our sustainability activities also support the Sustainable Development Goals (SDGs) adopted by the United Nations in 2015. The following SDGs are particularly relevant for our company:

-  Good health and well-being
-  Quality education
-  Gender equality
-  Affordable and clean energy
-  Decent work and economic growth
-  Responsible consumption and production
-  Climate action

We actively support these SDGs both globally and locally. The five action areas of our sustainability strategy count towards these seven SDGs. The following sections of this report explain how we are striving to meet the individual SDGs and what specific contribution we are making to achieve this.

OUR MATERIALITY ANALYSIS

We use the materiality analysis to identify the sustainability topics that are currently relevant for TÜV SÜD from the perspective of stakeholders and the company. The topics we defined impact the strategic direction we will pursue in our sustainability management activities and our individual action areas, and are ultimately document in our sustainability reporting.

GRI 3-1
GRI 3-2

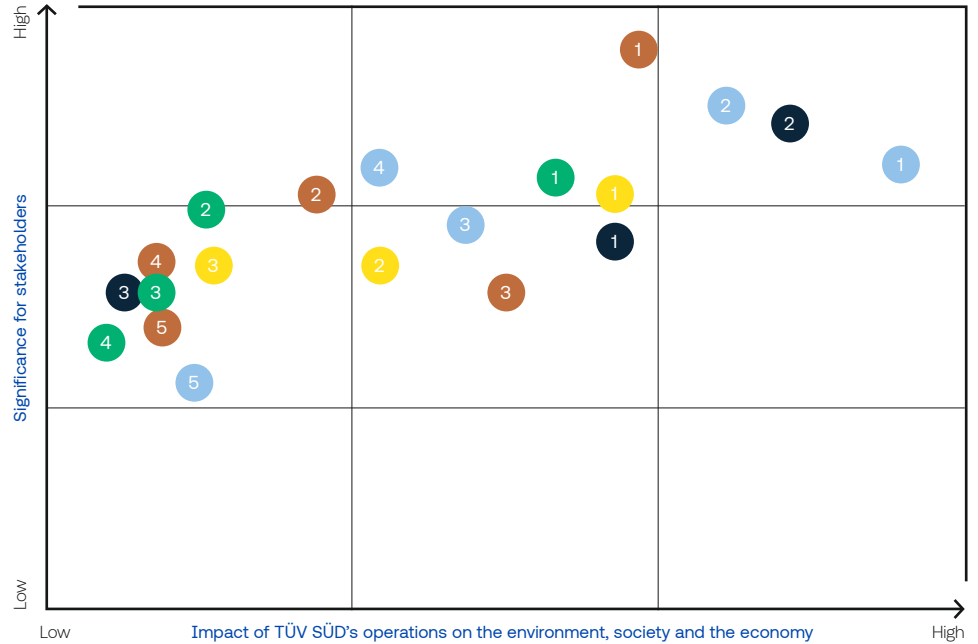
Our materiality analysis and the resulting definition of our action areas were based on an extensive stakeholder survey, conducted in the first six months of 2021, which provides a broad picture of the opinions of our employees and executives, customers and selected experts from the worlds of academia, auditing and professional and industry associations. We validated the materiality analysis in 2022. Alongside the results of the global employee survey, which had a response rate of around 70%, data from stakeholder surveys carried out at individual subsidiaries in Germany and abroad were also used. These were supplemented by an evaluation of the action areas by top management. Additionally, the potential impact of TÜV SÜD's business activities on the key topics in the action areas of environment, society and governance were taken into account, and potential human rights and environmental risks were analyzed in our own operation and across TÜV SÜD' supply chain.

In preparation for the implementation of the CSRD, we began incorporating the requirements of the ESRS into our materiality analysis in the reporting year 2023. The initial results demonstrate the importance of our employees as an action area for our company. The importance of the action area governance was confirmed. Within the other action areas, there were shifts in the weighting of individual topics. For example, the topic of protection against technical and digital risks – part of the action area society – increased in importance. The implementation of the ESRS requirements in our materiality analysis (principle of double materiality) is ongoing.

Materiality matrix

|| 09

GRI 3-2



● Services

1. Quality and trust
2. Qualified employees
3. Sustainable technologies
4. Enabling technological and digital progress
5. Creating added value

● Governance

1. Compliance and integrity
2. Responsibility and transparency
3. Risk management

● Society

1. Protection against technical and digital risks
2. Respect of human rights
3. Social and societal engagement

● Employees

1. Personnel development and learning
2. Work-life balance
3. Attractive employer
4. Occupational health and safety
5. Diversity and inclusion

● Environment

1. Economical and efficient use of resources
2. Renewable energy
3. Climate-friendly mobility
4. Reducing emissions

Our stakeholders

IDENTIFYING OUR STAKEHOLDERS

GRI 2-29

At least every three years, an internal working group with representatives from the various corporate functions determines and reviews the composition and relevance of TÜV SÜD’s internal and external stakeholders, that is to say all internal and external individuals or groups, which influence or are influenced by TÜV SÜD’s decisions or activities.

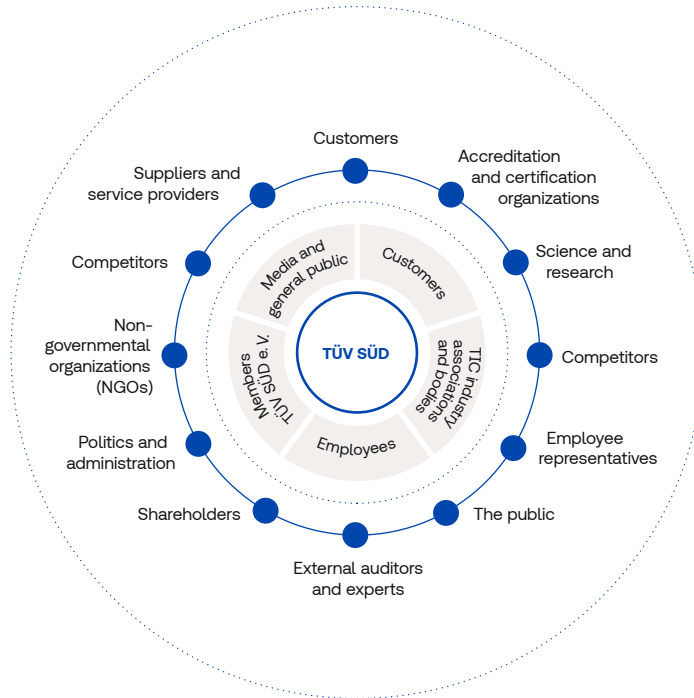
The identified stakeholders are classified based on the significance of their roles for the fulfillment of our societal mission, their contribution to the company’s success and the nature of the impact they have on the company. At the same time, the extent to which the company’s business activities influence its stakeholders is also assessed.

We have currently identified five stakeholder groups that play the most significant role in our company’s success and in fulfilling our mission for society. We assume that the composition of these groups will remain relatively stable in the long term due to their relevance. Individual stakeholders or stakeholder groups, on the other hand, change more frequently.

The most recent review revealed that the external auditors and experts, a subgroup of suppliers and service providers, have gained in importance for some areas of TÜV SÜD. This group will therefore be managed as a separate stakeholder group from reporting year 2023 onwards.

Stakeholders at a glance

|| 10



■ Particularly relevant stakeholder groups

STAKEHOLDER DIALOG

Systematic stakeholder dialog helps us to familiarize ourselves with the needs, expectations or ideas of our stakeholders. This regular exchange of ideas further assists us in determining the direction of our sustainability strategy, regularly reviewing this strategy and confirming the main sustainability-related topics.

Our stakeholder dialog thus primarily focuses on the five stakeholder groups that play the most significant role in our company's success and in fulfilling our societal mission. We use various communication formats for targeted exchanges with particularly important stakeholder groups.

Dialog with our employees

Internal communication plays a particularly important role in dialog with our employees. The goal is to ensure that industry- and country-specific features of the individual legal entities are clearly visible as is the company as a whole.

► Information and dialog platform:

The key pillars of dialog with employees are the global intranet, on which daily news reports about the TÜV SÜD Group are published, and the cross-media publication TÜV SÜD IN. The platform also serves as a hub for key topics such as corporate strategy, sustainability or health, and provides employees with a central point of contact for their questions on those topics. Employees can submit feedback via a dedicated email address and by using the comment function on the internet page.

THE MOBILITY DIVISION'S SUSTAINABILITY DAYS

The first sustainability days were held in the Mobility Division in September 2023. During the sustainability days, employees were invited to attend keynote speeches or watch video contributions or were encouraged to become active themselves in order to bring the topic of sustainability to life in the company. As part of the sustainability days, a joint platform was established for the Mobility Division's employees to research best practices in the area of sustainability or to make relevant suggestions.

► Employee survey:

Regular target-group specific surveys provide another channel through which employees can provide feedback anonymously and engage in follow-up dialogs with their line managers to initiate sustainable change. All surveys are bundled under the "People's Voice" survey approach.

GRI 2-26
GRI 2-29

► Employee dialog
see page
66

GRI 2-26




► **Direct dialog offerings:**

Central information events entitled “Let’s Talk About TÜV SÜD” are held annually at three locations in Germany. During the event, the Board of Management provides an overview of important developments in the company. The majority of the time is reserved for questions from employees. The largest of these events, including all questions and answers, was streamed live, simultaneously translated into English for employees outside Germany and recorded to be made available subsequently on the intranet. In our regions and operational units, employees are offered information and events that are organized by local management.

The following issues and questions, among others, were of interest for employees at the “Let’s Talk About TÜV SÜD” event in 2023:

Dialog topics 2023

≡ 01

Topic	Questions	Measures/responses to this in the report	Page
 Employees	How is TÜV SÜD further developing the topic of education in terms of content and technology?	Personnel development and learning	76 – 78
	How does TÜV SÜD deal with society’s desire for a good work-life balance?	Management approach for diversity and inclusion Work-life balance	72 – 73 79 – 80
 Sustainability	We want to be carbon neutral by 2025 – what still needs to be done?	Decarbonization path	88 – 90
	Are there plans to make all TÜV SÜD locations ready for e-mobility and renewable energies?	Employee mobility	95 – 96
 Services	At TÜV SÜD, we talk a lot about cybersecurity. What about artificial intelligence, where is it planned to use this?	Annual Report 2023, Shaping the digital transformation – within and outside the company	29 – 30

Dialog with our members

TÜV SÜD e.V. is the majority shareholder of TÜV SÜD AG. The annual member meeting provides them with the opportunity to find out about the activities of TÜV SÜD e.V. and the TÜV SÜD Group in the last financial year, to pass any resolutions required and to discuss TÜV SÜD or issues of socio-political relevance with the Board of Management and the other members present. In the reporting year, there was a particular discussion of the independence and neutrality of TÜV SÜD e.V. in fulfilling its societal mission and the association’s new compliance guidelines, which are intended to ensure both good internal governance and external transparency for members and the interested public.

GRI 2-28

Dialog with our customers

We prioritize a targeted customer approach. Given this, our local companies are primary points of contact for the majority of our customers. We are making increasing use of digital marketing and e-commerce in this area. Large-scale international customers are handled by our Strategic & Key Account Management department.

An array of events and activities helps ensure our customers are always up to date concerning our service offerings as well as the latest technology trends or any upcoming regulatory or legal requirements to be imposed.

Our customers, in particular our strategic and key customers, expect TÜV SÜD to have undergone an ESG assessment, for example by EcoVadis or as part of the NQC. We meet this requirement, among other things, by preparing and publishing an annual sustainability report, which is also submitted to various ESG assessors.



TOP RATING FROM ECOVADIS

Since 2020, we have also regularly been subject to a rating by EcoVadis. We once again reached platinum status in the 2023 rating. TÜV SÜD is thus once again among the top 1 percent of companies rated in its category. EcoVadis evaluates the sustainability performance of companies in the four areas of environment, labor and human rights, ethics and procurement.

Dialog within the TIC industry

To represent and strengthen the interests of TÜV SÜD and of the testing, inspection and certification (TIC) industry as a whole and drive the development of high-quality standards and innovation in the sector, we engage in ongoing exchanges of expert opinions with other industry players.

We are members of numerous national, European, and international boards and committees, contributing our knowledge, experience and technology. TÜV SÜD also participates in various exchanges of experience and ideas, including the European Exchange of Experience of Notified Bodies in the Field of Medical Devices and the exchange of experience forum for Authorized Inspection Agencies (AIAs).

The individual TÜV SÜD entities are also represented in various initiatives, associations and working groups and work together with other stakeholders on the advancement of ecological, economic and technological issues.

Selected memberships of associations and committees for standard setting

TÜV SÜD is represented in the Verband der TÜV e. V. (TÜV-Verband). The TÜV-Verband organizes the technical and sharing experience and represents the political and professional interests of its members in the political, governmental, business and public spheres at national level. It has the aim of preserving the high level of technical safety in society and developing safe and reliable framework conditions for technological transformation.

► TÜV-Verband
tuev-verband.de

► TIC Council
tic-council.org

GRI 2-28
GRI 415/3-3

As a member of the TIC Council, TÜV SÜD plays a major role in shaping the development across the entire TIC industry. The Council is an association of around 90 global leading companies and organizations providing international testing, inspection and certification services.

TÜV SÜD also plays an active role in national, regional and international standard setting, e.g., in the International Organization for Standardization (ISO).

Promotion of transparency and information-sharing

As a member of the TÜV-Verband, TÜV SÜD supports the TÜV-Verband's political recommendations.

Digital technologies – especially data centers, end devices and artificial intelligence – have a negative impact on the climate and environment due to their energy requirements and resource consumption. At the same time, they offer opportunities and solutions to promote sustainable business practices. Data centers therefore need to be designed in an efficient and sustainable manner. In addition, sustainability requirements should apply to electronic devices, for example with target values for the amount of recyclable content and product lifespan, and AI systems should also be designed to operate as efficiently as possible. Compliance with the requirements should be ensured through independent testing and the awarding of certification marks.

The regulation of sustainability reporting in the EU is being overhauled by the CSRD in the EU: In the future, companies will have to publish detailed sustainability information and have it audited. The EU Directive permits the approval of independent assurance providers to audit sustainability reports.

TÜV SÜD is particularly in favor of publishing sustainability information as a separate part of the management report in order to facilitate the verification of the financial and sustainability report by independent auditing organizations. If verification is awarded separately, companies can retain their auditor that they previously used and additionally award the engagement for the sustainability audit to an accredited audit organization, an Independent Assurance Service Provider (IASP), with long-standing experience in various – in particular technical – areas of sustainability. This allows for an ever greater degree of transparency and reliability of sustainability information. In addition, the accreditation of the IASP creates further capacity in the audit market for the provision of assurance services on sustainability information and avoids a further concentration on the large audit firms. In this way, smaller audit firms that do not want to or cannot qualify have the ability to outsource certain assurance services. The significantly expanded user group of those subject to mandatory reporting in the future will thus also have a greater choice and can intensify cooperation with technical experts in the field of sustainability.

In its function as an independent technical testing organization, TÜV SÜD regularly produces expert reports and forward-looking whitepapers that can be used by policymakers to inform and make decisions, and provide recommendation for action to industry, for example when it comes to minimum requirements for the development and application of new technologies.



RESPONSIBLE CORPORATE GOVERNANCE

- 30 >> Corporate governance
- 31 >> Compliance
- 41 >> Taxes
- 43 >> Risk management
- 43 >> Operational excellence
- 45 >> Quality management
- 46 >> Sustainability along the supply chain

OUR AMBITION

We want to constantly support the excellence and efficiency in our corporate leadership.

GRI 2-23
GRI 2-24

Our targets

11

Targets	Measures	Current status
Focus on compliance training for employees	Regular training of all active employees	Participation rate of 99.5%
Tracking compliance reports	Continued in-depth follow-up of all compliance reports	All reports were investigated in 2023
By 2026, we will cover our needs exclusively via suppliers with a SCoC declaration of compliance	Establishment of the SCoC in agreements with new suppliers	77% of expenditure with suppliers ¹ with SCoC declaration of compliance

1 Suppliers with an addressable spend volume of more than € 4k.

Corporate governance

As a globally operating TIC company, we consider good corporate governance to mean transparent and responsible management. This is defined in clear policies and rules that apply throughout the company. We regularly review these principles and align them with new developments, changed legal requirements and national and international standards. This is how we succeed in our efforts to achieve excellence and efficiency and earn the trust placed in us and our services by our customers and other stakeholders. Profoundly aware of the value of this trust, we make every effort to continuously develop the transparency and integrity of our corporate governance.

The Board of Management and Supervisory Board of TÜV SÜD AG are guided by the requirements of the German Corporate Governance Code for capital market-oriented companies, thus laying the foundations for a common understanding of responsible, transparent and value-oriented corporate leadership at all levels of the TÜV SÜD Group.

Further information on the corporate governance of TÜV SÜD and the Board of Management and Supervisory Board can be found in the 2023 Annual Report.

Compliance

GRI 2-23
GRI 2-24
GRI 205/3-3
GRI 206/3-3
GRI 407/3-3
GRI 408/3-3
GRI 409/3-3
GRI 411/3-3

► TÜV SÜD, Code of Conduct
tuvsud.com

► TÜV SÜD, Supplier Code of Conduct
tuvsud.com

Compliance with all applicable laws and international regulations and dealing fairly with our business partners and competitors are priorities in our company's philosophy. Independence, integrity and compliance with the law are integral components of our corporate culture.

They are set forth in the TÜV SÜD Code of Conduct, which is binding for all our employees. It is supplemented by our compliance guidelines and information sheets on compliance topics. Furthermore, all TÜV SÜD contractual documents refer to the company's Code of Conduct or Supplier Code of Conduct. In the latter, we have formulated a clear expectation for our contractual partners to take and maintain suitable and appropriate measures within their sphere of influence to prevent breaches of compliance.

PRINCIPLE OF PREVENTION

Our customers rely on the integrity of TÜV SÜD. To ensure the services they receive offer the maximum safety, security and objectivity, TÜV SÜD takes a preventive approach to compliance and endeavors to achieve a corporate culture that proactively avoids potential breaches of rules and risks before they occur by raising employee awareness, educating the workforce and establishing appropriate processes. All employees undertake to comply with laws and regulations in their conduct and to report breaches of the rules immediately.

TÜV SÜD COMPLIANCE MANAGEMENT SYSTEM

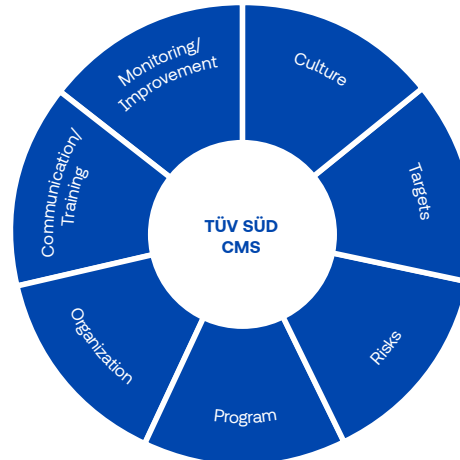
TÜV SÜD's compliance management system (TÜV SÜD CMS) provides the organizational basis for compliance with applicable laws. It forms the organizational framework for all compliance measures, structures and processes. The CMS follows the guiding principle of independence, integrity and legality of our actions and encompasses all hierarchical levels. It takes into account the principles of the IDW AsS 980 assurance standard and is constantly monitored and further developed by the Global Compliance Office.

In 2023, Deloitte GmbH Wirtschaftsprüfungsgesellschaft conducted an audit of the description, appropriateness and implementation of TÜV SÜD AG's Compliance Management System for the areas of corruption, antitrust law and export control (sanctions) as of July 1, 2023, taking into account the IDW Assurance Standard: Principles for the Proper Performance of Reasonable Assurance Engagements Relating to Compliance Management Systems (IDW AsS 980 (Revised) (09.2022)) and reported to TÜV SÜD AG on the results of the audit they conducted. The summarized audit opinion in its entirety did not lead to any qualification.

The TÜV SÜD Compliance Management System

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GRI 2-23
GRI 2-24
GRI 205/3-3
GRI 206/3-3
GRI 407/3-3
GRI 408/3-3
GRI 409/3-3
GRI 411/3-3



The TÜV SÜD CMS consists of the following elements:

1. Compliance culture

The compliance culture forms the basis of our TÜV SÜD CMS. Its shaping principles are “tone from the top” and our brand message of “Add value. Inspire trust.” We are deeply aware that our success hinges to a very high degree on our customers’ trust in our independence, integrity and compliance with the law. All of our executives are required to ensure that the employees who report to them strictly comply with the TÜV SÜD Code of Conduct. In addition, they are also called upon to lead by example by actively embodying and communicating the principles of our Code of Conduct.

2. Compliance goals

The objective our CMS is to make compliant conduct universal among the employees of TÜV SÜD and third parties commissioned by us to perform our services. The focus of the compliance organization is thus in particular on avoiding corruption and antitrust violations, ensuring compliance with export control laws as well as human rights and human rights-related environmental protection obligations (compliance focus topics).

3. Compliance risks

A regular and multi-level group-wide risk analysis is used to determine TÜV SÜD’s compliance risks. The content of the risk analysis focuses on the compliance focus topics; however, at the same time, any compliance risks outside the focus topics are also identified. The analysis gives TÜV SÜD an overview of high-risk activities, thus enabling it to manage them. In addition, compliance measures can be improved and implemented in a more targeted manner. In a globally operating group such as TÜV SÜD, all functional areas need to be closely connected. Consequently, compliance risks are also incorporated in the risk assessment of the Group’s risk management and – if necessary – updated quarterly.

GRI 2-15
GRI 2-23
GRI 2-24
GRI 205/3-3
GRI 206/3-3
GRI 407/3-3
GRI 408/3-3
GRI 409/3-3
GRI 411/3-3

4. Compliance program

TÜV SÜD's compliance program contains principles and measures to avoid compliance breaches and therefore reduce any compliance risks that have been identified. From a preventive perspective, it includes compliance focus topics and reactive measures to be instigated in the event of a compliance breach as well as a whistleblowing system.

Code of Conduct

Alongside the technical excellence of our services, TÜV SÜD's reputation is based on the independence, integrity and compliance with the law of our day-to-day work. These are also the guiding principles of the Code of Conduct, which is the core of the TÜV SÜD compliance program. This provides orientation to the values to be demonstrated by all persons working for or act on behalf of TÜV SÜD.

The content of the Code of Conduct was most recently aligned with the rapidly changing corporate environment in 2022. The aim was to appropriately reflect the core of TÜV SÜD's business activities, that is the protection of people, the environment and assets from technology-related risks, and to underscore our responsibility for people and the environment and for compliance with the law.

Compliance guidelines and information sheets on compliance topics

In addition to the Code of Conduct, there are further compliance-related guidelines. They support legally compliant, fair, responsible, transparent and value-oriented conduct within and outside the company. These guidelines are reviewed regularly and adapted in line with new findings, changed legal provisions and national and international standards. The TÜV SÜD compliance guidelines are supplemented by checklists and information sheets on compliance topics and handouts, for example on questions relating to sanctions and export control law, dealing with gifts and invitations and how to behave at events in compliance with antitrust law.

Amendments to compliance guidelines are communicated in a timely manner throughout the Group and taught in appropriate training courses. In the reporting year 2023, there were the following compliance guidelines:



► TÜV SÜD, Code of Conduct
tuvsud.com

Compliance guidelines

13

TÜV SÜD compliance management system – description	Compliance organization
Avoiding conflicts of interest and corruption	Donations, membership fees and sponsorship
Compliance with competition and antitrust law	Compliance training program
Export control compliance	Compliance communication
Compliance reports, investigations and sanctions	Business relationships with TÜV SÜD business partners
Compliance risk analysis and monitoring	

GRI 2-24
GRI 2-26
GRI 205/3-3
GRI 206/3-3
GRI 407/3-3
GRI 408/3-3
GRI 409/3-3
GRI 411/3-3

► TÜV SÜD
Trust Channel

Implemented risk assessment processes

In addition, the TÜV SÜD compliance program includes further risk-based assessment processes that have been implemented such as business partner due diligence. The additional requirements apply in particular for intermediaries and consultants in respect of the amount of their commission, administrative requirements and the templates to be used. In addition, TÜV SÜD has implemented legal provisions on trade restrictions and combating terrorist financing using automated checks (legal tech) against internationally applicable sanctions lists of TÜV SÜD employees as well as creditors and debtors.

Whistleblowing system – TÜV SÜD Trust Channel

The whistleblowing system is a key component of the TÜV SÜD compliance program. Employees and external third parties can submit complaints (hereinafter “reports”) relating to breaches or suspicious cases from around the world via an internet-based whistleblowing portal, the TÜV SÜD Trust Channel. This portal is available in 19 languages to all TÜV SÜD employees as well as to customers, suppliers and other third parties. Here, whistleblowers have the opportunity to communicate anonymously and securely with TÜV SÜD’s Global Compliance Team. Reports submitted via the portal cannot be traced using technological means, protecting the whistleblowers’ anonymity at all times unless the whistleblower’s identity is clear from the description of the factors and the nature of the report. In addition, employees have the option of reporting concerns to their supervisor or Local Compliance Officer or to the Global Compliance Office directly at any time.

After plausible reports are received, the local or global compliance organization carries out an investigation, if required with the involvement of the Internal Audit function or external auditors. All reports are treated with strict confidentiality. Following the need-to-know principle, they are only shared with individuals who require the information for their investigations or subsequent implementation of actions. Protection of the whistleblower and the individual(s) affected is paramount in all such investigations. If a report is confirmed to be true, appropriate disciplinary measures are imposed and criminal or civil action may additionally be taken where necessary. TÜV SÜD operates a zero-tolerance policy in this regard. In confirmed cases, the standard procedure is to examine process adjustments, communication measures and training courses and implement any changes as required in individual cases. These actions are designed as preventive measures to counter such breaches in the future.

5. Compliance organization

The TÜV SÜD compliance organization is based on the principle of separation of responsibility and executive activities. The Board of Management has the overarching responsibility for the TÜV SÜD CMS and the setup of the compliance organization.

Overall responsibility is held by the Chief Compliance Officer (CCO), who reports directly to the Chairman of the Board of Management and acts independently of instructions in this function. The tasks of the CCO include the continuous improvement of the TÜV SÜD CMS, decision-making concerning high-risk transactions or events and reporting to the Board of Management and further stakeholders concerning the status of the TÜV SÜD CMS and other compliance-related issues.

The Head of Corporate Compliance (HoC) is responsible for the strategic management of the compliance organization and the operational management is carried out in consultation with the CCO. The duties of the HoC include the definition, implementation and continuous improvement of TÜV SÜD’s compliance strategy.

GRI 2-12
GRI 2-23
GRI 2-24
GRI 2-26
GRI 205/3-3
GRI 205-2
GRI 206/3-3
GRI 407/3-3
GRI 408/3-3
GRI 409/3-3
GRI 411/3-3

The Global Compliance Office performs the function of central management and control body for compliance. Alongside the CCO and HoC, it comprises the full-time Corporate Compliance Officers and the Global Human Rights Officer (GHRO). The GHRO monitors risk in respect of human rights and environment-related due diligence obligations within the meaning of the German LkSG and provides specialist support for issues and projects arising from these due diligence obligations.

There is a Regional Compliance Officer for each region outside Germany, and a Local Compliance Officer for each operational company in which TÜV SÜD has a majority interest of more than 50%. The heads of the corporate functions of TÜV SÜD AG are also simultaneously the Compliance Officers of the respective corporate functions. The Global Compliance Office and Compliance Officers are available at any time to answer questions from employees on compliance-related issues. In this way, we can ensure compliance globally and across all legal entities.

The Compliance Committee is another key component of the TÜV SÜD compliance organization. This body meets regularly and is composed of the Chief Compliance Officer and other executives from the Group. Compliance developments within the Group are discussed at these meetings and potential new risks are evaluated. In addition, there is also the Trust Channel Committee, which is responsible for the investigation of serious compliance violations.

6. Compliance communication

The appropriate communication of compliance topics is another key component of the TÜV SÜD CMS. Guidelines, training sessions and other communication measures used for this purpose are set down in a compliance communication plan. Compliance communication is primarily geared towards the compliance focus topics, however, this also covers broader issues such as integrity and correct conduct.

The aims of compliance communication are to provide information to employees on relevant compliance issues and to deepen the understanding of compliance and increase the level of acceptance of compliance among employees.

In line with the compliance culture, compliance communication at TÜV SÜD is also set by the “tone from the top”: The Board of Management impresses the topic of compliance on employees from the earliest opportunity, at the Welcome Days for new employees. Here, there is a particular focus on the Code of Conduct, the compliance guidelines that are based on this and the TÜV SÜD compliance program. Heads of corporate functions and the general managers of the subsidiaries are likewise instructed to address the subject regularly within their spheres of responsibility and to act as role models. In this regard, the Global Compliance Office holds a presentation on a compliance focus topic at least twice a year for TÜV SÜD executives. They in turn present the compliance focus topics in team or department meetings.

GRI 2-16
GRI 2-24
GRI 205/3-3
GRI 205-2
GRI 206/3-3
GRI 407/3-3
GRI 408/3-3
GRI 409/3-3
GRI 411/3-3

► Data Book
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7. Compliance training

By regularly holding compliance training, we promote compliant behavior among all TÜV SÜD employees. The extensive compliance training courses take place both as live training courses (classroom training or webinars) as well as via an e-learning program that has been tailored to the company's needs. Learning focuses on the compliance focus topics as well as the practical application of compliance requirements in the company in order to prevent possible compliance violations. All TÜV SÜD employees around the world are required to complete this compliance e-learning course on an annual basis.

In 2023, all TÜV SÜD employees worldwide were also invited to take part in the compliance e-learning course. This also includes content on the key topic of human rights and the environmental protection obligations associated with human rights.

The Local Compliance Officers also conduct virtual compliance training and classroom training sessions.

8. Monitoring compliance within the company

The appropriateness and effectiveness of the TÜV SÜD CMS is monitored and regularly checked using various measures.

At the end of the calendar year, the Chief Compliance Officer requests the annual reports from all Local and Regional Compliance Officers. Their feedback must provide details including the nature and number of violations of locally applicable laws or the TÜV SÜD Code of Conduct for each area of responsibility, the corrective actions initiated and any compliance measures that have been planned or already carried out.

In 2023, the management bodies of the legal entities and heads of the corporate functions again issued personal declarations of compliance with the TÜV SÜD Code of Conduct. Their declarations provided confirmation of their compliance and the compliance of the employees under their supervision, with the TÜV SÜD Code of Conduct and the compliance policies.

All compliance reports are initially assessed for plausibility. Should these be deemed to be plausible, the local or global compliance organization must carry out an investigation, if required with the involvement of the Internal Audit function or an external auditor.

► [Data Book](#)
[see page](#)
[122](#)

[GRI 2-26](#)
[GRI 205/3-3](#)
[GRI 205-3](#)
[GRI 206/3-3](#)
[GRI 407/3-3](#)
[GRI 408/3-3](#)
[GRI 409/3-3](#)
[GRI 411/3-3](#)

Reports on potential compliance violations were also raised or sent to the GCO via various channels in the reporting year 2023. In total, around 100 whistleblowing reports were submitted via the Trust Channel in the reporting year. In all substantiated and confirmed cases, appropriate disciplinary measures or other appropriate measures were imposed, including appropriate preventive measures, which included training, warnings and further measures under labor law.

The monitoring and follow-up of compliance cases is defined as a specific target for TÜV SÜD. As in the past, we will continue to seamlessly investigate and deal with all compliance cases. In addition, the Internal Audit function also carries out special compliance audits based on the TÜV SÜD CMS. These are set down in consultation with the Global Compliance Office. The compliance organization and reporting, the TÜV SÜD Code of Conduct, compliance training, agreements with third parties as well as gifts, invitations and sponsorship are subject to regular review. Should the Internal Audit function identify any irregularities during its regular audits, the Global Compliance Office is involved in the reporting. Individual compliance issues are also examined in the other general audits by the Internal Audit function. Specific suspicious cases are always investigated and confirmed compliance violations are sanctioned accordingly.

CONTINUOUS IMPROVEMENT OF THE TÜV SÜD CMS

The following actions are planned for 2024 as part of continuous improvement and adaptation of our CMS:

- Continued audit of the TÜV SÜD CMS for the areas of corruption, antitrust law and export control (sanctions) in accordance with IDW Standard AsS 980
- Group-wide compliance risk analysis for the areas of corruption, antitrust law and export control
- Annual risk analyses pursuant to the requirements of the LkSG.

GRI 2-12
GRI 2-13
GRI 2-23
GRI 2-24
GRI 2-26
GRI 406/3-3
GRI 406-1
GRI 407/3-3
GRI 408/3-3
GRI 409/3-3
GRI 411/3-3
GRI 414-2

► TÜV SÜD, Declaration of principle
[tuvsud.com](https://www.tuvsud.com)

RESPECT FOR HUMAN RIGHTS

TÜV SÜD respects human rights worldwide, both within its immediate area of responsibility as a company and in the corresponding supply chains. This applies particularly to the prohibition of forced labor and child labor, taking a consistent stance against all forms of discrimination, respect for the freedom of association and the right to collective bargaining to ensuring the observance of fair employment standards, the provision of a safe and healthy working environment and payment of market-based wages providing a secure livelihood.

Overall responsibility for compliance with human rights rests with the Board of Management of TÜV SÜD AG. In addition, the TÜV SÜD Board of Management also issues an annual declaration based on the British Modern Slavery Act of 2015. Compliance with the duty of care to avoid human rights and environmental-related risks is anchored in TÜV SÜD's group-wide CMS as a compliance focus topic. The Global Compliance Office defines TÜV SÜD's compliance strategy in terms of human rights and environmental protection obligations related to human rights within the meaning of the LkSG. This also drives continuous improvement and ensures its implementation by the responsible corporate functions.

DECLARATION OF PRINCIPLE PUBLISHED

In February 2023, TÜV SÜD published its strategy for compliance with human rights and environmental due diligence obligations that is applicable across the Group (declaration of principle). It applies to our own business operations and the supply chain.

In this regard, the unwavering respect for human rights is firmly anchored in all the relevant corporate guidelines: From the Code of Conduct and the corresponding HR policies to the procurement guidelines. While employment-related human rights topics and risks are a focus for the HR function, the Procurement corporate function is responsible for matters relating to human rights in the supply chain. The environmental risks related to human rights within the meaning of the LkSG are safeguarded by the Quality Management and Real Estate functions.

In 2023, appropriate assessments were carried out with regard to any human rights and environmental risks within TÜV SÜD's own operations and in the supply chain; this was done, among other things, by monitoring and evaluating internet reports using AI. The results of these assessments are used as a basis to implement appropriate action for the continuous improvement of the human rights situation

The TÜV SÜD Trust Channel is also available around the world for complaints or reports regarding potential human rights violations or breaches of environmental protection obligations. Pursuant to the LkSG, TÜV SÜD deems a potential breach of the prohibition on discrimination as a potential violation of human rights. In the reporting year 2023, the GCO received two plausible reports of possible discrimination, which led to investigations by the Global Compliance Office in cooperation with the responsible HR department. In both cases, the allegations were ultimately not substantiated. In addition, there were two further reports of potential violations of human rights due diligence obligations – one at TÜV SÜD and one in TÜV SÜD's supply chain, neither of were substantiated by the ensuing investigations.

GRI 2-23
GRI 2-24
GRI 2-25
GRI 411-1
GRI 418/3-3

MEDIATION PROCEDURE ENDED BY MUTUAL AGREEMENT

In summer 2023, the mediation procedure with the Society for Threatened Peoples (Gesellschaft für bedrohte Völker; GfbV) at the National Contact Point for the OECD Guidelines (NCP) was ended by mutual agreement. Based on a constructive exchange of information and intensive discussions on the key issues, the parties jointly developed a catalog of measures. The focus was on the goal of strengthening the rights of indigenous peoples in corporate contexts in general, at TÜV SÜD itself and at the company's suppliers and customers. The NCP will conduct a follow-up in summer 2024 to monitor, together with the mediation parties, the implementation of the agreed measures and declarations of intent.

DATA PROTECTION AND INFORMATION SECURITY

Data protection and information security are of the utmost importance for TÜV SÜD and are therefore firmly embedded in our organization.

Data protection

The global data protection organization ensures that personal data is adequately protected and processed in accordance with applicable data protection laws and regulations. In 2023, the existing policy, which applies throughout the Group, was updated to reflect the importance of data protection, particularly in the digital transformation. At the same time, we also want to meet the expectations of employees, customers and business partners in respect of the trustworthy handling of their data. In order to meet the diverse and dynamic requirements of global data protection, the Global Data Protection Office was also established as a department within the Group in the reporting year. This unit coordinates our global efforts to comply with data protection laws and regulations. It acts as a central point of contact for all questions relating to data protection, defines data protection strategies and guidelines and also further develops the central data protection management system.

► TÜV SÜD, Data protection
[tuvsud.com](https://www.tuvsud.com)

Compliance with the relevant data protection regulations and internal data privacy policies is confirmed on an annual basis by the management bodies of the TÜV SÜD legal entities and the heads of corporate functions.

For all active TÜV SÜD employees who fall under the scope of application of the European General Data Protection Regulation (GDPR), online training is scheduled every two years and was most recently conducted in 2022.

Information security

TÜV SÜD's global IT security organization is led by the Chief Information Security Officer (CISO). Our internal IT security policies are based on national and international standards. We monitor the regulations and compliance on an ongoing basis in order to guarantee the target level of security.

GRI 2-12
GRI 2-24
GRI 418/3-3

The central IT systems of TÜV SÜD are monitored and regularly tested in such a way as to enable a swift response to any disruption. Our corporate data are protected by adequate measures according to the level of protection required for the respective data. The risk review and assessment, which is carried out for all TÜV SÜD entities, is also reviewed in on-site audits by the Internal Audit function. The results are reported to the Board of Management.

To protect our IT system against viruses and other malware, we maintain security mechanisms which we keep up to date at all times. Applications that are accessible on the internet are subject to regular penetration tests. Our Cyber Security Incident Framework defines the global framework for the management of cybersecurity incidents in the TÜV SÜD Group. Security breaches are identified, contained as quickly as possible and resolved in a planned and coordinated incident response process. These processes are regularly tested and improved.

This awareness is raised among employees in compulsory annual awareness training on information security with changing focus areas. The aim is to raise the security awareness of TÜV SÜD employees so that they can independently identify information security risks and vulnerabilities in order to then report these to the competent body and in doing so help to proactively avert greater damage by demonstrating appropriate behavior. In this way, we are raising awareness among the workforce that there has to be a policy of “zero trust and constant threat” in respect of IT security.

We also pay particular attention to information and data security when cooperating with our suppliers, customers and other partners. Therefore, all applicable security aspects are fully taken into account for both new projects and products as well as when designing operational systems.

Depending on the item being supplied, due diligence for IT suppliers includes data protection and IT security obligations, confidentiality obligations and technical and organizational safeguards, for example in the form of checklists.

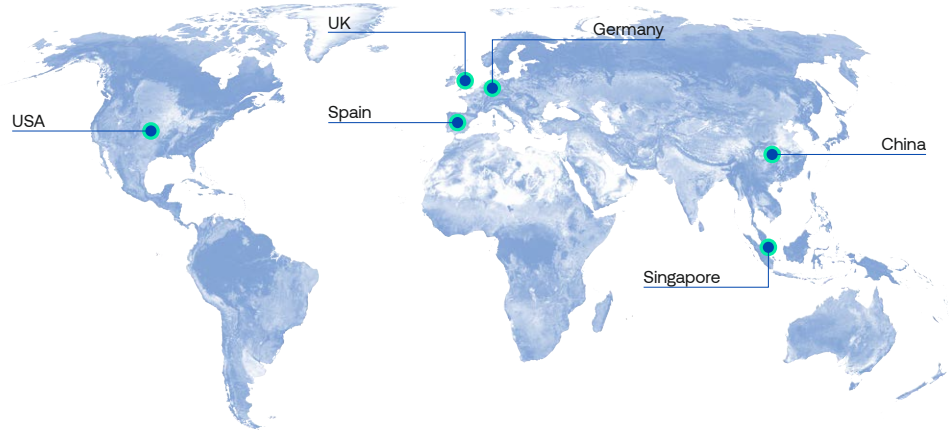
Ability to act ensured at all times

The information security management system (ISMS) has also been certified in various legal entities in the Group according to ISO/IEC 27001, TISAX and other national requirements. In addition, our data centers in Germany, the UK, Spain, the US, Singapore and China have also been certified according to ISO/IEC 27001.

ISO/IEC 27001 certifications at TÜV SÜD¹

11 14

GRI 207/3-3
GRI 418/3-3



1 In data centers.

Extensive contingency measures are in place to ensure that we continue to remain operative in the event of extensive damage to our IT infrastructure – for example, through fire, environmental influences or by force majeure. Comprehensive and regular backups of the central systems also ensure that we can resume operations within an acceptable time frame for the respective applications.

Taxes

The cornerstones of our business operations are independence, integrity and compliance with the law. We also want to live up to these in our tax obligations, thus fulfilling the expectations of our customers, employees, business partners and the general public.

TÜV SÜD AG is a legal entity with its registered office and effective management in Germany. As such, its entire global income is subject to unlimited tax liability. The subsidiaries of TÜV SÜD AG are subject to unlimited tax liability in the countries where their registered offices and effective management are located. In addition, cross-border business transactions may incur limited tax liabilities for TÜV SÜD or its affiliated companies.

Compliance with tax regulations requires internal processes which are complex and continually changing, making them subject to risks. To identify and minimize these risks, TÜV SÜD AG has established a compliance management system for company related taxes.

GRI 2-23
GRI 2-24
GRI 2-28
GRI 207/3-3
GRI 207-1
GRI 207-2
GRI 207-3

APPROACH TO TAX

TÜV SÜD undertakes to comply with applicable national and international laws in all its business decisions and actions. Furthermore, TÜV SÜD does not pursue an aggressive tax policy. Tax structuring measures are only permissible where there are also non-tax-related reasons and where no risk is posed to TÜV SÜD's reputation. These goals are in accordance with TÜV SÜD's Code of Conduct.

The main objective of TÜV SÜD's tax compliance management system is thus to gear the internal process and its organization towards the fulfillment of statutory requirements to guarantee a complete, correct and timely fulfillment of tax obligations.

TAX GOVERNANCE, CONTROL AND RISK MANAGEMENT

The tax compliance management system established by TÜV SÜD for specific tax types is based on the requirements of the IDW AsS 980 assurance standard.

The internal tax compliance framework is set out in the Corporate Tax Guideline. It is supplemented by further corporate guidelines in the Corporate Management Manual and by specific instructions pertaining to individual tax issues.

The tax compliance management system is based on continuous assessment with respect to its appropriateness and effectiveness to ensure the prompt identification and implementation of any necessary improvements. To this end, a project was recently carried out to update the documentation of core tax processes and controls. This also served as preparation for the test of operating effectiveness, which will be carried out separately.

Compliance with tax obligations is initially the responsibility of the executive directors of the respective subsidiaries. If a company has more than one executive director, responsibility generally lies with the competent Chief Financial Officer. Responsibilities differ in cases where TÜV SÜD AG is not the direct or indirect sole shareholder of an affiliated company.

In Germany, responsibility for organizing company-related taxes is delegated to the Corporate Taxation function, which also oversees compliance with local tax obligations abroad.

Alongside this, the Corporate Taxation function is involved in tax committees at a range of institutions, including Institut für Digitalisierung im Steuerrecht e.V. (IDSt) and Vereinigung der Bayerischen Wirtschaft e.V. (vbw).

TÜV SÜD AG provides detailed reports of its tax positions in its consolidated financial statements, in which the requirements of the International Financial Reporting Standards (IFRSs) are implemented and audited by the group auditor.

► [Annual Report 2023](#)
[Notes to the consolidated financial statements](#)
[Income taxes](#)
[see pages 116 – 119](#)

Risk management

Careful handling of potential risks for our company is a high priority in our day-to-day work. Our risk management system is designed to identify risks, assess existing risks and mitigate risks taken. The process is conducted by dedicated Risk Committees made up of representatives from the divisions and corporate functions.

We enhance our opportunities and risk management on an ongoing basis and adjust this in line with changing underlying conditions. We used the year 2023 in order to further drive forward the regular exchange of experience between those responsible for risk management in our legal entities, regions and divisions. There was also a focus on the enhancement of risk management in the tendering process. The existing training courses were also digitized and are now available to all employees on demand.

DAM COLLAPSE IN BRAZIL

The tragic accident in January 2019 where a tailings dam burst at an iron ore mine in Brumadinho, Brazil, continued to occupy TÜV SÜD in 2023. Our thoughts are with the victims and their families. We are nevertheless convinced that TÜV SÜD does not bear any legal responsibility for the dam collapse.

► [Annual Report 2023](#)
[Combined management report](#)
[Opportunity and risk report](#)
see pages
76–85

See the Annual Report for further information on risk management in the TÜV SÜD Group and on the risks and opportunities identified for TÜV SÜD.

Operational excellence

Our customers' trust is the cornerstone of our success. We aim to earn it anew every day by upholding the highest quality standards and by placing reliability, safety and certainty at the center of our service offerings.

We have introduced an integrated management system for managing and monitoring our processes, which focuses on added value for our customers and applies the zero defects principle. It reflects our most important business processes and services and defines how they are to be efficiently implemented and improved, for example using process audits.

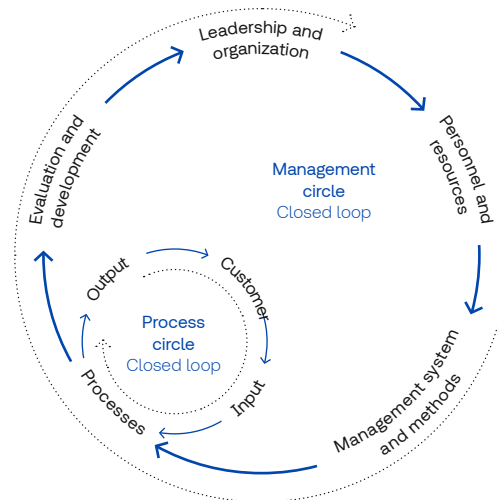
The Global Quality Platform is a key constituent of this management system. It is a platform for all management system representatives at TÜV SÜD to share information and engage in dialog, as well as serving as a reporting hub for all main topics of relevance to risks, opportunities and prevention. Results are centrally processed, consolidated and discussed with the Board of Management twice a year.

The individual regulations and instructions are described in detail in the TÜV SÜD Corporate Management Manual. The senior management of the TÜV SÜD Group’s divisions, regions and subsidiaries implement the Corporate Management Manual in their spheres of responsibility. This safeguards interoperability in the TÜV SÜD Group and ensures that clear, compatible framework conditions apply throughout the entire group and that the applicable rules and processes are effectively implemented.

The Board of Management oversees implementation of the integrated management system and its ongoing development, assessment and surveillance based on the PDCA (Plan-Do-Check-Act) process defining a cycle of continuous improvement, development and enhancement. By doing so, TÜV SÜD follows the process-focused approach of the ISO 9001 standard and establishes the customer as a direct partner at the center of entrepreneurial actions.

Beyond that, the implementation, suitability and effectiveness of the integrated management system are assessed by external audits conducted by accreditation bodies and regulatory authorities, by internal audits, and by the Group’s Internal Audit function as part of ongoing management reviews. These processes form the foundation of a continual improvement process, which is further supported by regular consultation with relevant working groups at both local and international level.

Process model of the integrated management system



Quality management

GRI 404-2

Quality management is a core constituent of TÜV SÜD's integrated management system and is the mandatory prerequisite for all of TÜV SÜD's national, European and international authorizations and qualifications that are essential for the company's recognition as a testing, inspection and certification (TIC) organization. It is based on regulations including the ISO/IEC 17000 family of international standards. TÜV SÜD currently holds around 800 accreditations and further qualifications worldwide. These accreditations are evidence of the expertise underlying our services in areas including product testing and certification, management system certification, laboratory testing, validation and verification, and the inspection and monitoring of technical systems, assets and vehicles. The quality management organization is responsible for managing and monitoring the recognitions at Group level and in the subsidiaries. It ensures compliance with the technical guidelines and methods that have been defined within the company and are in line with the requirements of the regulatory, accreditation and standard-setting authorities. The organization is also regularly monitored externally.

Our integrated management system further includes occupational health and safety, sustainability and environmental management, safety and security management, data protection and data security and the physical safeguarding of assets.

The company-wide interaction of these management systems under our overarching integrated management system is a factor in our ability to provide our services at a consistently high level of quality and ensures long-term continuous improvement of our quality standards.

Since 2021, we have provided a global digital training program to further raise awareness of the vital relevance of the quality management system among all employees at TÜV SÜD. This comprises a mandatory module for all employees, an additional compulsory module for all executives and 13 elective modules. Currently available in 17 languages, the mandatory employee module has been placed online in the TÜV SÜD Learning Campus to be completed by all employees every two years. New employees likewise receive access to all modules as part of their onboarding process. The elective modules, which are being constantly being expanded, are available to all employees online, enabling them to develop and enhance their skills on an ongoing basis.

Sustainability along the supply chain

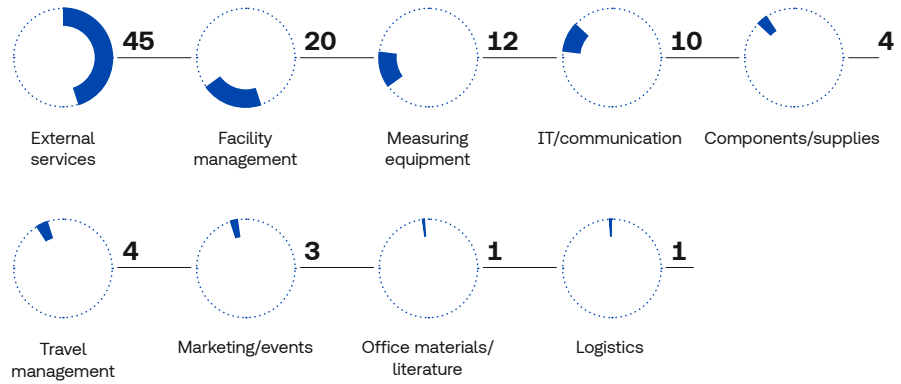
GRI 2-6
GRI 204/3-3
GRI 308/3-3
GRI 414/3-3

TÜV SÜD is a globally active company and accordingly has international supply chains. Our Procurement function orders goods and services from over 11,000 suppliers¹ in more than 80 countries. TÜV SÜD's global purchasing volume reached approx. € 700 million in 2023 (prior year: approx. € 600 million), or around 22% of total consolidated revenue.

Breakdown of expenditure by product group

|| 16

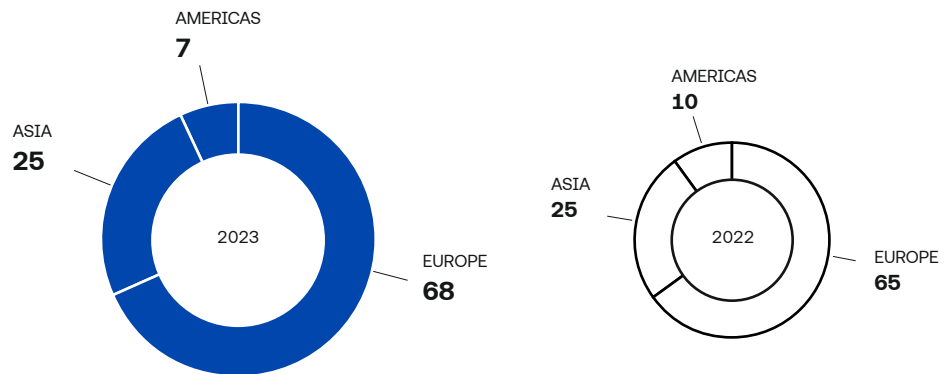
in %



TÜV SÜD procurement volume by region

|| 17

in %



1. Suppliers with an addressable spend volume of more than € 4k.

The actions we take to boost sustainability in our procurement operations are aimed at contributing toward the achievement of the United Nations' Sustainable Development Goals (SDGs). Our primary focus is on these three SDGs:

GRI 2-6
GRI 2-24
GRI 204/3-3
GRI 204-1
GRI 308/3-3
GRI 414/3-3



Decent work and economic growth



Responsible consumption and production



Climate action

Our global procurement strategy for goods and services also includes environmental, social and ethical aspects. Generally applicable and product group-specific criteria are used for decision-making and carrying out a sustainability assessment in the tendering processes. Products and services should meet recognized and certified sustainability standards. We pay particular attention to aspects such as energy efficiency, longevity, ease of repair, ecological packaging, optimized transport routes and a low carbon footprint. In addition, company-specific aspects such as the regular holding of training sessions, diversity and inclusion programs in the supply chain and the suppliers' commitment to the environment are also included in the evaluation.

Our global network of suppliers is developed and managed by our Global Procurement corporate function with 15 shared service organizations. This ensures that we procure goods and services on time, in the right quantities, that are of high quality and at competitive conditions from suppliers who – like us – are committed to corporate responsibility and at the same time meet our sustainability requirements.

In view of this, the implementation of product-group-specific sustainability criteria when selecting and assessing companies is therefore a further important milestone in the sustainability concept of the TÜV SÜD procurement organization.

We also focus on diversity and inclusion in our supply chain as we view diversity as a strength. That is why we value having a diverse supplier base with various cultures, people and companies.

At the same time, we seek to maximize the benefits of local sourcing wherever possible. To achieve this, we use regional or local suppliers for more than 90% of our procurement needs. This enables us to respond rapidly and flexibly to changes in framework conditions, while the short transport routes contribute to climate protection and reducing our carbon footprint. Moreover, our use of local suppliers supports local employment markets and local infrastructures. In doing so, we also increase the stability and reliability of our supply chain. Last but not least, we support this approach with a wide range of sustainability-related development opportunities, such as training courses on sustainability, environmental, occupational health and safety and energy management, which we share with our partners in the supply chain.

TARGETS FOR GREATER SUSTAINABILITY IN THE SUPPLY CHAIN

We want to consistently enhance the level of sustainability and diversity of our supply chain and have set the following targets across the company, which we want to achieve in 2024. By then

- ▶ All TÜV SÜD buyers should have completed the regular training on procurement and 4% of suppliers should have received training on the topic of sustainability from TÜV SÜD,
- ▶ All suppliers should be subject to a regular risk analysis regarding environmental or social practices,
- ▶ At least 90% of the procurement volume should continue to be purchased from local suppliers,
- ▶ 90% of the targeted suppliers should have agreed to abide by the TÜV SÜD Supplier Code of Conduct,
- ▶ 80% of contracts with targeted suppliers should contain clauses on environmental, labor law and human rights requirements,
- ▶ 30% of targeted suppliers should have completed an annual sustainability evaluation and 1% of these targeted suppliers should have undergone an ESG audit on site.

SUPPLIER CODE OF CONDUCT PROVIDES THE FRAMEWORK

In order to live up to our social, ecological and ethical responsibility in procurement, we have set out our requirements for suppliers in the TÜV SÜD Supplier Code of Conduct (SCoC), which has been published in 17 languages.

The Supplier Code of Conduct reflects our sustainability- and compliance-based procurement philosophy. It shapes the expectations and requirements we make of our suppliers and implements consistent standards among all partners we work with at TÜV SÜD. The sustainability-related aspects were incorporated into our procurement guideline and procurement manual and the associated processes. In addition, all model contracts were expanded to include clauses on social and ecological matters from the Supplier Code of Conduct in order to ensure that they are legally binding.

Various communication channels and processes have been established in recent years to further develop our supply chain requirements. This includes the annual training of the global procurement organization as well as supplier training on the Supplier Code of Conduct.

The regular review of the implementation of our requirements from the Supplier Code of Conduct supports the integrity of our supply chain and mitigates risks. More than 13% of the targeted suppliers underwent detailed ESG assessments by means of in-depth questionnaires. In addition, more than 2% of these suppliers were subject to in-depth on-site audits.

GRI 2-23
GRI 2-24
GRI 204/3-3
GRI 308/3-3
GRI 407/3-3
GRI 408/3-3
GRI 409/3-3
GRI 414/3-3

▶ [Training video](#)
[TÜV SÜD Supplier Code of Conduct](#)

GRI 2-24
GRI 204/3-3
GRI 308/3-3
GRI 308-1
GRI 308-2
GRI 407/3-3
GRI 408/3-3
GRI 409/3-3
GRI 414/3-3
GRI 414-1

In preparation for the LkSG, a process has been in place since 2022 that ensures compliance with human rights and environmental standards along the supply chain. In this regard, the risk management process in procurement was further developed and integrated into the supplier lifecycle process.

In order to efficiently monitor compliance with our Supplier Code of Conduct, we rely on appropriately optimized and partially automated processes. For example, we use digitized self-assessment questionnaires and automated data extraction as well as real-time data from suppliers. We also use risk-based approaches to identify potentially high-risk suppliers. In 2023, the training program for our suppliers was further expanded to promote the stability and sustainability of their own supply chain.

SUPPLIER AUDITING AND EVALUATION

To ensure compliance with sustainability requirements in TÜV SÜD's supply chain, suppliers undergo various audits and evaluations throughout the supplier lifecycle. Before being contracted to provide goods or services, aspects pertaining to sustainability are audited and evaluated. The selection criteria include acceptance of the TÜV SÜD Supplier Code of Conduct, risk and due diligence reviews and the completion of sustainability questionnaires.

We use real-time data to audit supplier performance during the year, including ESG criteria, and communicate the results to suppliers in order to identify potential areas for improvement. The holistic approach also includes the annual evaluation of strategic suppliers as part of our global supplier evaluation program. By continuously optimizing our supplier requirements, we aim to support and promote ESG practices in the supply chain. To ensure that our high standards can be met, we offer our suppliers web-based online training courses to build up their expertise and further improve their own sustainability services.

The results of the supplier evaluations and the annual risk assessment serve as the basis for the further development of our supply chain. In this way, focus areas can be identified in order to deepen ecological, social and ethical criteria in a targeted manner and review them using questionnaires and on-site audits.

CLEAR REQUIREMENTS – CONSISTENT ACTION

The establishment of the SCoC back in 2021 marked an important milestone in our work on improving our sustainability performance along the entire supply chain, side by side with our suppliers. In 2023, 100% (prior year: 88%) of key procurement processes (i.e., those with a volume over € 0.5 million) were carried out in accordance with the requirements set forth in the SCoC.

In order to continuously develop the management of sustainability aspects in the supply chain, relevant ESG performance indicators have been defined globally in recent years and integrated into a KPI dashboard. The visualization supports strategic decisions to improve supplier sustainability. With this in mind, ESG targets were also integrated in the annual performance evaluation in the procurement departments.

GRI 2-24
GRI 204/3-3
GRI 308/3-3
GRI 308-2
GRI 414/3-3

In 2023, 65 additional sustainability activities were initiated by the global procurement organization and the majority of these have already been implemented. This includes, for example, the increased use of circular-economy products and services. In close cooperation with suppliers, we want to promote environmentally friendly product designs and material choices, support product longevity and recyclability and also increase energy efficiency, for example by returning IT equipment such as cell phones, laptops and desktops.

In order to complete the quantification of Scope 3 emissions, various decarbonization projects were launched with strategic suppliers in 2023. These included, in particular, targeted training, the calculation of product-specific carbon footprints and the development of initial ideas to reduce greenhouse gas emissions in the supply chain.

The enhancement of sustainability in our supply chain continues to be a top priority for us as we consider this to be an important lever for living up to our social, ecological and ethical responsibilities as a company.

AWARD FOR THE PROCUREMENT CORPORATE FUNCTION

In the reporting year 2023, TÜV SÜD AG's Procurement corporate function received the Sustainable Supply Award from the Bundesverband Materialwirtschaft, Einkauf und Logistik e.V. (BME) [German Association of Materials Management, Purchasing and Logistics]. The award was presented for the innovative and comprehensive concept and the implementation of a sustainable redesign of the procurement organization and processes. The project was initiated globally by the procurement organization and implemented primarily using internal resources and the company's own personnel. Based on the corporate strategy and the Group's sustainability goals, measurable sustainability KPIs were derived with annually increasing targets for procurement. A new organizational structure was also implemented for global procurement in order to drive forward the topic of sustainability in a harmonized manner.

KNOWLEDGE TRANSFORMATION IN PROCUREMENT AND THE SUPPLY CHAIN

The global procurement organization is driving forward the development and implementation of its own procurement academy. This is intended to intensify the internal and external development of expertise in the area of ESG. The training program is also supplemented by TÜV SÜD Akademie. In the future, the procurement academy will also provide suppliers with training content for targeted further development.



SERVICES FOR SUSTAINABILITY

- 53 ▶▶ Our contribution to the UN Sustainable Development Goals
- 54 ▶▶ Our sustainability-related services

OUR AMBITION

As the partner of choice for safety, security and sustainability, we provide services and innovations that help to tackle global challenges.

GRI 2-6

We fulfill our social responsibility and protect people, the environment and assets from technology-related risks – thus building trust in technology, processes and products. To ensure we fulfill to this obligation time and time again, we must continuously adapt our services to the state-of-the-art technology and knowledge. In this context, various aspects of sustainability are playing an ever more important role. Guided by our strategy “The Next Level. Together.”, we will take advantage of the opportunities our company is presented with, while providing our customers, the environment and society with measurable added value.

Our sustainability-related services

18



► [Responsible corporate governance](#)
see pages 30–50

On this basis, we plan to significantly increase our sustainability services in the coming years and generate above-average growth. We take care to ensure that our services are consistent with ecological, economic and social aspects, that they fulfill the rigorous quality standards and are performed reliably, safely and securely. Our goal is and remains: TÜV SÜD wants to be the number one independent expert in all matters relating to sustainability – and we are working toward this with all our innovative strength and our commitment to continuous learning and improvement. To achieve this, we have grouped our sustainability-related services into strategic focus topics. || 18

Our contribution to the UN Sustainable Development Goals

As a globally operating company, we are committed to the United Nations' Sustainable Development Goals (SDGs) and contribute to sustainable development at an economic, social and ecological level. The following four goals are particularly important in terms of our products:

Affordable and clean energy



- Certification of green hydrogen
- Certification of the H₂-readiness of power plants and components, infrastructure and other components
- Testing of photovoltaic, geothermal and wind power systems

Circular economy and sustainable production



- Certification of biodegradability and recyclability of packaging
- Verification of recycling content of plastics and testing of reparability, e. g., of electronic devices

Climate action



- Certification of sustainable buildings according to international standards
- Testing of electric vehicles and charging infrastructure
- Measurement of emission levels
- Validation and verification of sustainable production processes
- Verification of greenhouse gas levels (carbon footprints)
- Certification of climate neutrality according to PAS 2060

Quality education



- Seminars on environmental and sustainability management
- Training on the correct handling of waste
- Professional courses, e. g., on water protection

Our sustainability-related services

DECARBONIZATION

GRI 2-6

TÜV SÜD supports its customers in systematically quantifying their carbon footprint for current and future reporting obligations pursuant to the Corporate Sustainability Reporting Directive (CSRD) and other national regulations and frameworks. This footprint can be prepared and verified at corporate level as a Corporate Carbon Footprint (CCF) covering all greenhouse gas emissions along the value chain or as a Product Carbon Footprint (PCF) for the lifecycle of a specific product or service. In both cases, the aim is to create transparency, identify emission drivers and encourage innovation with a view to reducing consumption of energy and raw materials. ISO standards 14064 for the CCF and 14067 for the PCF define a systematic approach to the objective measurement of carbon footprints.

► TÜV SÜD,
Decarbonization
tuvsud.com

Decarbonization of the steel and chemical industry

TÜV SÜD has developed the VERIx process based on ISO/IEC 17029 and other international standards. This enables product-specific carbon emissions to be verified and, by creating a baseline, provides a robust foundation for further targeted decarbonization. As VERIsteel, the process was first employed by a European steel manufacturer in 2021.

In 2023, we validated the algorithm developed by one of the world's largest producer-independent steel and metal distributors to determine the PCF of around 200,000 of its products. This takes account of all of the process steps from raw material extraction to delivery of the products to the customer's factory gate. TÜV SÜD regularly checks the calculation method and logic using samples and also validates updates to the tool.

SUSTAINABLE ENERGY

Energy from renewable sources such as wind, sunlight, biomass, hydropower and geothermal energy is playing an increasingly important role. With a broad range of services, we are creating the conditions for the consistent expansion of renewable energy and its efficient integration into the energy mix. Wherever energy is generated using renewable sources, our experts support customers in all questions relating to technical advisory services, testing and inspection, safety and security, certification and quality assurance – thereby laying the foundation for a more sustainable energy supply. Together with Deutsche Energie-Agentur GmbH and a German energy technology group, we also launched the Clean Energy Certificate (CEC) system, which provides a blockchain-based solution for sustainability certificates and thus for the fully automated verification of renewable energy use along the entire supply chain.

► TÜV SÜD,
Sustainable energy
tuvsud.com

GRI 2-6

Photovoltaics

With our services relating to the generation, storage and distribution of solar energy, we support our customers in the efficient and economical use of their photovoltaic systems. This includes testing the electrical safety and electromagnetic compatibility (EMC), solutions for cyber security and the connection of PV systems to power grids as well as communication between electric vehicles and charging stations.

TÜV SÜD's Technical Due Diligence (TDD) provides investors in photovoltaic parks with a reliable basis for decision making. Services for buyers and sellers include technical feasibility studies and comprehensive analyses of the technical basis and requirements.

The certification of PV systems includes testing and certification procedures to ensure the quality, safety and performance of the system and its components. These certifications begin with a visual inspection to determine whether the system has been built in accordance with the documentation, followed by an inspection of the quality of the PV components and an analysis of the performance output in the commissioning or operating phase.

Using wind energy globally

TÜV SÜD has extensive experience in the onshore and offshore certification of wind farms, wind turbines and components. Our experts support customers in planning, construction and operation as well as in making the associated investment decisions with risk analyses, occupational health and safety policies and quality control during construction as well as recurring tests of wind turbines. With their analyses, they not only lay the foundation for the construction of new wind farms, but also create a basis with their assessments and tests that can be used to determine whether systems will be dismantled, refurbished or remain in operation following their expected useful lives.

Hydrogen is the future

We are focusing in particular on hydrogen as an energy carrier. As a central component of the energy transition and as a storage medium, hydrogen is essential to eliminate dependence on raw material and electricity imports and, at the same time, places high demands on the safety of tanks, facilities, components and parts.

As green hydrogen and its derivatives will not be available in sufficient quantities for some time, low-carbon hydrogen and its derivatives will have to be used to bridge the gap. To support and promote the development of a low-carbon economy, in 2023 TÜV SÜD developed the TÜV SÜD CMS 77 standard for the certification of low-carbon hydrogen or blue hydrogen and its derivatives (currently ammonia). It sets a maximum threshold value for the greenhouse gas reduction potential that must not be exceeded in the production of hydrogen and its derivatives in order to be considered "low-carbon products." The TÜV SÜD standard CMS 77 is applicable worldwide for all companies that want to prove that they meet the criteria set out in the regulations of various countries and regions and are committed to a sustainable, future-proof energy supply. We offer the CMS 70 "Green Hydrogen" certification standard for the production of green hydrogen.

GRI 2-6

TÜV SÜD supports the use of hydrogen on the basis of a strategy drafted back in 2020. In addition, a state-of-the-art hydrogen testing facility was opened in Garching in 2022 to reliably and economically assess the suitability and safety of components and systems for hydrogen. With our expertise, we are able to accompany customers along the entire value chain – from generation and storage to distribution and hydrogen application in a wide variety of areas.

In the transport sector, where hydrogen can be used in fuel cells, in combustion engines or for the production of climate-friendly synthetic fuels, TÜV SÜD has extensive experience in testing and approving the corresponding systems, vehicles and infrastructure.

To test and certify the H₂ readiness of power plants, TÜV SÜD already drew up a guideline in 2021 on the basis of which an Austrian energy technology group received the world's first "H₂ readiness" certificate from TÜV SÜD for its engine power plant concept in 2023. The certification, which covers a complete engine power plant with all relevant subsystems, offers municipalities and companies a high level of investment security. At the same time, technologies such as Power-to-X need to be further developed and made scalable in order to drive forward the establishment of a hydrogen economy. Power-to-X can be described as all processes that convert green electricity in chemical energy carriers for electricity storage, into electrofuels or raw materials for the chemical industry.

NEW MOBILITY

► TÜV SÜD,
New mobility
tuvsud.com

Expanding electromobility is a decisive lever in protecting the climate. Over ten years ago, we opened one of the first testing laboratories for traction batteries used in electric vehicles, which was still a niche market at the time. Today we operate battery testing facilities in all major markets.

In the field of electromobility, we offer services for batteries, fuel cells and hybrid vehicles and the infrastructure for these around the world. Our experts work with suppliers of batteries and fuel cells, vehicle manufacturers and infrastructure developers, thus ensuring compliance with the prevailing international standards and ensuring the interoperability of products. By doing so, we establish greater safety and security, thus establishing a basis for customers' acceptance and trust when it comes to alternative drive technologies. TÜV SÜD is also supporting the development of synthetic fuels, known as eFuels, in numerous projects.

GREEN BUILDINGS AND INFRASTRUCTURE

GRI 2-6

► TÜV SÜD,
Green buildings
and infrastructure
[tuvsud.com](https://www.tuvsud.com)

Construction and infrastructure offer great potential opportunities for reducing greenhouse gas emissions and making a meaningful contribution to climate protection. With technical monitoring, sustainability assessment systems and energy audits for buildings, we help in identifying and leveraging these areas of potential. Our spectrum ranges from optimized building planning based on Building Information Modeling (BIM) and sustainable property construction and operation services to optimized planning and connection of technical building equipment to energy audits and building certification.

Sustainability certification of buildings is of the utmost importance in the assessment. The process guarantees compliance with appropriate standards and provides impartial and visible proof of quality for tenants and investors, thus improving property values. At the same time, certification requirements can be used as an action plan towards continual improvement of the buildings and the associated management and operating processes with respect to sustainability. We provide certification to established standards including DGNB, BNB, BREEAM®, LEED® and HCH to enhance sustainability in new builds or existing properties. We also provide inspection and advisory services for customers in the field of green due diligence regarding sustainability aspects in their existing properties.

As part of the decarbonization of buildings according to the CRREM pathway (Carbon Risk Real Estate Monitor), TÜV SÜD offers a free Green Building Calculator that does not require registration and provides a first impression of a property's status. Our experts can then assist in the development of suitable measures to reduce the carbon footprint and, for example, support the development of energy concepts or climate action roadmaps.

In Germany, TÜV SÜD supports data center operators in implementing the new requirements of the voluntary "Blue Angel" eco-label after these were fundamentally revised and the existing certificates expired at the end of 2023. The new Blue Angel label can be awarded to data centers whose technical building equipment (TBE) is particularly energy-efficient and climate- and resource-friendly, whose operators pursue a long-term strategy to further improve energy and resource efficiency and report transparently on their activities. Specific requirements include, for example, an energy management system in accordance with DIN EN 50600-3-1, DIN EN ISO 50001 or EMAS III, the use of waste heat in a company's own and external buildings or facilities, a re-use management system for the subsequent use of servers and storage devices and the regular publication of key energy efficiency figures.

GRI 2-6

► TÜV SÜD,
Sustainable products
[tuvsud.com](https://www.tuvsud.com)

SUSTAINABLE PRODUCTS

When it comes to the sustainability of products, we help our customers reliably comply with international standards and practices and optimize their processes in order to minimize resource consumption and reduce sustainability-related risks. The spectrum of our services in this area extends from preparing lifecycle assessments (LCAs) to the validation and verification of biodegradability, recycling capability or the water footprint to corporate social responsibility audits. In this way, we support our customers in determining the environmental impact of their products using sound methods, or offer independent testing.

Promotion of the circular economy

Waste is a valuable secondary raw material, the use of which can effectively conserve primary resources. Waste avoidance therefore also means using raw materials efficiently in order to reduce environmental impact.

Here, TÜV SÜD's spectrum of services encompasses preparations for reuse and recycling and other forms of product and waste recovery as well as testing, inspection and confirmation of compliance with waste avoidance, documentation, collection, recycling or recovery rates.

Recycling also plays an important role in the clothing and textile industry. In 2023, TÜV SÜD received accreditation from the non-profit organization Textile Exchange to test and certify recycled textiles. In this regard, the Global Recycled Standard (GRS) and the Recycled Claim Standard (RCS) will be applied in future. With certification, retailers and manufacturers can prove that the amount of recycled materials used in their textiles is at least 50% and that the origin of the recycled fibers can be traced at any time.

Renewable raw materials

The REDcert² standard developed by TÜV SÜD allows companies in the chemical industry to prove the use of renewable raw materials (e.g., bioethanol, biomethane or vegetable oil) as part of the mass balance and to market their products accordingly on this basis. The standard visibly demonstrates to customers that companies have replaced fossil fuels with calculated and adequate volumes of sustainable biomass, thus contributing to the reduction of harmful greenhouse gas emissions.

ISCC PLUS certification, a voluntary extension of the ISCC certification scheme for areas including chemical applications, food and feed, provides seamless end-to-end proof of product sustainability along the entire supply chain. Companies aiming to gain this certification can select specific modules to complement the minimum requirements, e.g., for prohibited chemicals, operating supplies and environmental management.

GRI 2-6

Water conservation – using water responsibly

Water scarcity poses one of the most serious global challenges. Hence, the responsible use of water as a resource is becoming an increasingly important focus of sustainable corporate governance. Here too, our experts support and enable our customers in the implementation of efficient water management systems. For example, a product water footprint quantifies the potential impacts of a product or service on the environment, human health and resources in connection with water. This takes all phases of the lifecycle into account – from the sourcing of water to the processing of wastewater.

RESPONSIBLE BUSINESS PRACTICES

Audits and certification of management systems

Companies are responsible for the world of tomorrow through their sustainable business practices and careful use of resources and energy. At the same time, they increase their efficiency, reduce costs, lower risks and ensure their own long-term success. To achieve this, sustainability needs to be managed in a systematic and professional manner.

► TÜV SÜD,
Responsible business
practices
[tuvsud.com](https://www.tuvsud.com)

TÜV SÜD actively supports companies in establishing and implementing sustainability-focused operations, e.g., by auditing and certifying the relevant management systems in accordance with recognized standards. Relevant standards include, for example, ISO 14001 or EMAS for environmental management systems, ISO 50001 for energy management systems and ISO 45001 for occupational health and safety management systems and ISO 37301 for compliance management systems. We also conduct energy audits in accordance with DIN EN 16247-1 and offer comprehensive services in the field of energy efficiency.

Corporate sustainability reporting obligations are also increasingly coming to the fore. With a digital platform that supports companies in implementing the EU Taxonomy and ensures the plausibility and completeness of the information, TÜV SÜD and the software company WAVES have offered a comprehensive solution to this challenge since 2023. This makes the complexity of the EU Taxonomy Regulation manageable and companies can be sure that they actually comply with the reporting requirements.

TOGETHER FOR AI QUALITY

TÜV SÜD and the Institute of Electrical and Electronics Engineers Standards Association (IEEE SA) have pooled their knowledge and capacities to design responsible and safe artificial intelligence (AI) applications. The strategic partnership involves cooperation in the development of standards, training and certification programs addressing all aspects of AI. TÜV SÜD services have already integrated the world's first AI ethics standard published by IEEE SA, which provide businesses with targeted support with their development of high-quality AI applications. At the end of 2023, TÜV SÜD's AI experts were recognized as the first lead assessors for AI ethics under the IEEE's CertifAIEd™ program.

GRI 2-6

Transparent supply chains

Transparency and modern supplier management are vital cornerstones for a crisis-proof and sustainable supply chain. With supplier audits and a wide range of certifications, we help our customers to develop supplier relationships based on mutual trust and responsible action. In this context, companies can document the performance of their supply chain with an ISO 28000 certification or, for example, establish their commitment to decent working conditions by completing an audit in accordance with the Business Social Compliance Initiative (BSCI) code of conduct.

Sustainability training

TÜV SÜD offers a wide range of sustainability-related training. Continuing training and awareness-raising programs provide support in preparing sustainability reports or developing and implementing processes that reflect the principles and values of the circular economy. A modular certificate course provides the knowledge needed to understand the CSRD and ESRS. In addition, TÜV SÜD offers training courses that help to address current challenges – for example with “Smart City” on the efficient planning and implementation of digital and sustainable urban models that focus on new technologies, sustainable energy generation or energy efficiency programs.



EMPLOYEES

- 65 >> TÜV SÜD as an attractive employer
- 68 >> Compensation and benefits
- 71 >> Diversity and inclusion
- 76 >> Personnel development and learning
- 79 >> Work-life balance
- 80 >> Occupational health and safety

OUR AMBITION

We are shaping the business success of tomorrow by continuing to strengthen and empower our employees in a modern working environment founded on mutual trust.

GRI 401/3-3
GRI 402/3-3

Our targets

19

Targets	Measures	Current status
Increase the share of women in management positions to 30% by 2026	<ul style="list-style-type: none"> Pay particular attention to women in succession planning Transparency for all open management positions Set up various interview panels to ensure a holistic approach is taken to the assessment 	25.9%
We want to achieve an average of 35 training (learning) hours per employee	<ul style="list-style-type: none"> Broaden the learning portfolio to include digital formats and portals Promote self-directed learning 	38 hours
Reduce the accident rate (LTIR) close to zero	<ul style="list-style-type: none"> Hold annual safety training Provide personal protective equipment Carry out hazard assessments for all work areas 	LTIR = 0.6

TÜV SÜD employs almost 28,000 people worldwide, almost half of which are outside Germany. We want to be a responsible and therefore attractive employer for them. This is because we know that their motivation and skills are crucial to TÜV SÜD's successful business development and sustainable corporate growth.

We intend to increase our workforce by up to 5% a year over the coming years. This goal, combined with natural attrition, means that a large number of people will be joining TÜV SÜD for the first time. The tasks attracting them to TÜV SÜD, integrating them with their skills into our company and furthering their development present key challenges for our HR function.

Our HR strategy is designed to support the development of the company and foster a collaborative culture at TÜV SÜD, thus generating tangible added value. Our primary focus is on these four SDGs:

GRI 2-7
GRI 2-23
GRI 2-24
GRI 401/3-3
GRI 402/3-3



Good health and well-being



Quality education



Gender equality



Decent work and economic growth

Development of employees

|| 20

Head count

	Total	women	men	other/ not specified ¹
2023	27,905	9,105	18,791	9
2022	26,595	8,606	17,969	20
2021	25,538	8,181	17,273	84

¹ In 2021, one TÜV SÜD company was included that did not provide any information on the gender of its employees.

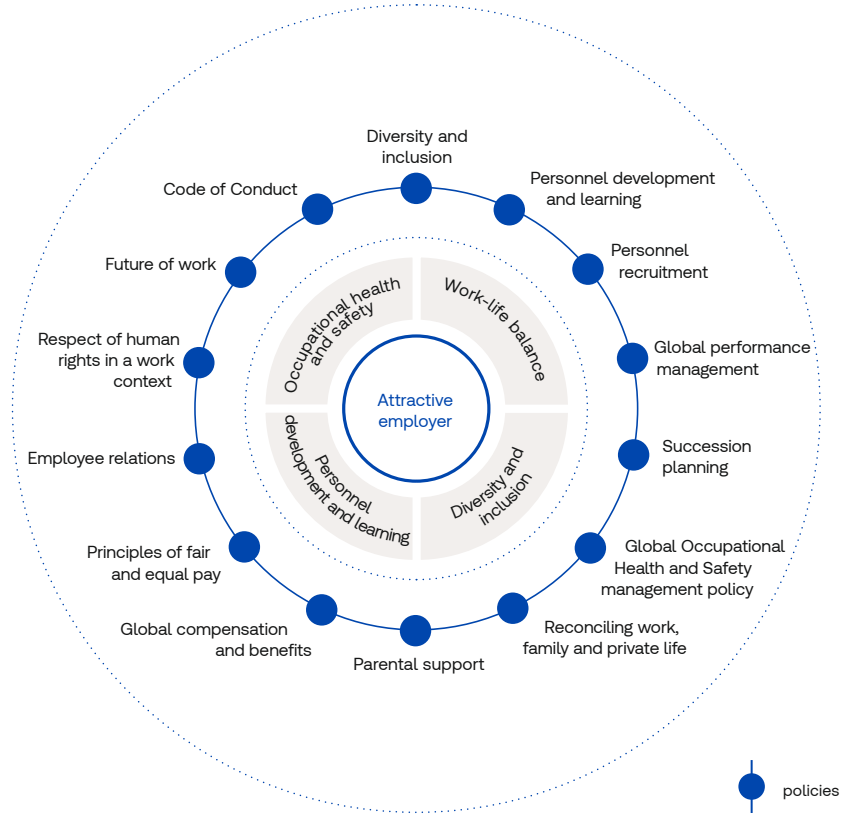
Involving our employees on the basis of equality, encouraging their personal and professional development and supporting their physical and mental health are high priorities for us. Our engagement in these areas contributes toward creating a more sustainable society while also ensuring our company's success over the long term. In addition, companies' corporate social responsibility is an increasing focus of public awareness and is taken as a benchmark in evaluating their attractiveness as employers.

Against this background, in 2023 we set targets and management approaches in the action area employees with further concrete steps up to 2026. This is how we ensure that we meet both the regulatory requirements and the specifications for the respective certifications. We therefore have a company-wide framework for our social responsibility as an employer, which all executives are obliged to implement.

|| 21

Management approaches and HR policies

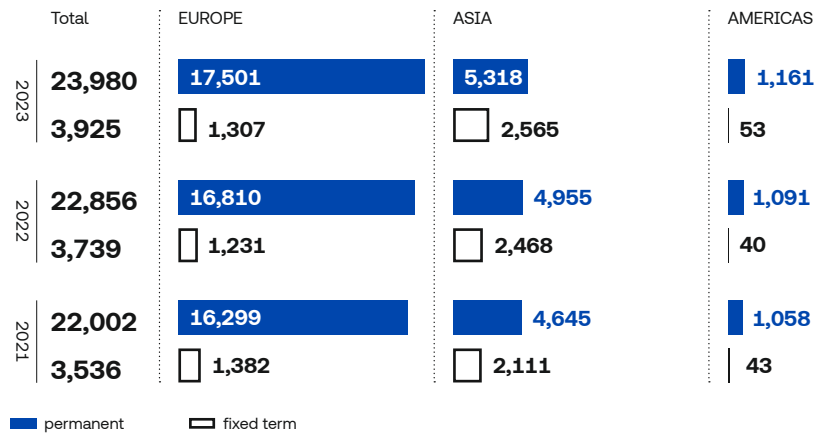
GRI 2-7
GRI 401/3-3
GRI 402/3-3



● policies

Employees by type of employment

Head count



TÜV SÜD as an attractive employer

GRI 401/3-3
GRI 402/3-3
GRI 402-1

“Attractive employer” is an overarching management approach which incorporates the central elements of the specific management approaches “diversity and inclusion,” “personnel development and learning,” “occupational health and safety” and “work-life balance.” Elements from the “compensation and benefits” approach are also included at relevant points of these management approaches.

ORGANIZATION AND MANAGEMENT

Topic-specific centers of excellence are responsible for implementing the individual management approaches. The implementation and the milestones achieved are regularly reviewed and any need for change is evaluated. Key findings from this process are incorporated into the HR strategy and implemented into the company-wide process to apply the corporate strategy.

The majority of HR administration operations at TÜV SÜD are bundled at shared service centers. Senior management executives have a dashboard available to them to view the main HR parameters and have access to information on successor and HR planning and the group-wide talent pool. The highly transparent nature of the data means that potential challenges can be identified at an early stage and avoided if timely action is taken.

With the Integrated People Planning (IPP) introduced in 2019, we are pursuing a structured, long-term approach to strategic personal planning. The program has so far been introduced in seven business areas, spread across three divisions. IPP is aimed in particular at attracting, developing, retaining and loaning out talent for central key positions. IPP has also proven to be an effective driver of development, training and retraining opportunities and therefore helps to retain talent.

COLLABORATION WITH EMPLOYEE REPRESENTATIVES

TÜV SÜD values the equal involvement of employees. Close collaboration with employee representatives has always been a key pillar of our corporate culture. Including our employees in codetermination processes and establishing employee representatives at site, legal entity and group level takes place in accordance with national laws.

The question of how to develop joint responses to the transformation of working environments is addressed in various workshop formats in partnership between the company and the group works council. The aim is to view the transformation as an opportunity to make working conditions more flexible and transparent. Works agreements at various TÜV SÜD entities in Germany already enable over 5,000 employees to adopt flexible working methods that are largely independent of location.

GRI 2-29
GRI 401/3-3
GRI 402/3-3
GRI 402-1

In order to jointly discuss the use of artificial intelligence (AI) at TÜV SÜD using current examples, but also to discuss areas where this may be applied in the future and strategies for this, a new committee was established in 2023, which includes representatives from the IT and HR corporate functions, the divisions and the works council.

In Germany, a representative body for severely disabled employees looks after the special interests of severely disabled employees and employees with equivalent disabilities. In addition, in 2023, various measures were implemented by business partners together with the Group representative body for severely disabled employees in a framework agreement, such as the management guidelines on inclusion, in order to promote TÜV SÜD's role as an inclusive employer.

EMPLOYEE DIALOG

With our "People's Voice" survey approach, we set a new standard in 2023 for obtaining feedback from our employees. The approach encompasses all activities in which we gather feedback from applicants as well as current and former employees. We conducted two surveys in the reporting year. One of them recorded the experiences of new employees after the induction phase. The second survey was aimed at employees who were leaving the company. In addition, "People's Voice" enables employees to provide feedback on specific aspects of their day-to-day work through the Employee Experience Pulse Check. Based on this feedback, areas for improvement were identified, idea workshops were held to develop specific measures and measures were derived in the areas of "receiving appreciation" and "finding information".

RECRUITMENT

To reach our growth objectives, we need to attract qualified talents to TÜV SÜD across the world. This is why we defined clear targets in our HR strategy. Optimized recruitment processes based on integrated HR planning and supported by digital technologies will contribute to achieving these targets. The global recruitment policy makes the corresponding processes transparent within the company; potential external candidates can access this on the global and local careers websites. Over 20 countries have now introduced a central application platform offering a wide range of positions. As early as 2018, we began to counter the impending shortage of specialist skills by setting up focused recruiting teams to support executives at cross-regional and cross-division level in their search for new talent.

Our global careers website offers applicants information from various areas of the company. This is supplemented by local platforms, for example in the US, India and Spain. A dedicated website on sustainability also shows all of TÜV SÜD's activities and job advertisements relating to sustainability at a glance.

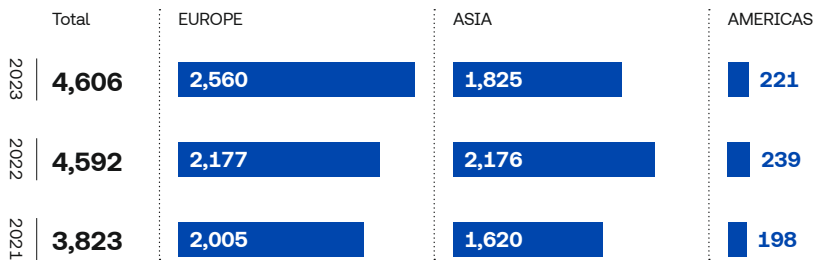
GRI 2-7
GRI 2-29
GRI 401-1

Our “Future in Your Hands” employer brand, which we developed in 2019, is crucial to making our company attractive to qualified staff. The brand aims to support our global attractiveness as an employer and is communicated through campaigns at local, regional and international levels. As part of a company-wide project, we refreshed the look of our employer brand in 2023 and developed new information material, such as video formats for social media channels, to further highlight our attractiveness as an employer.

New hires by region

|| 23

Head count



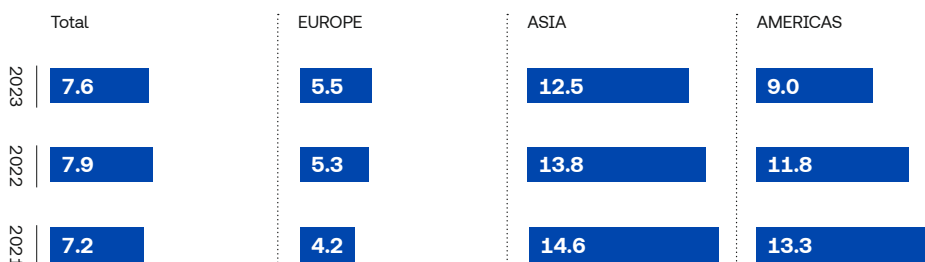
In Germany, TÜV SÜD has been one of the top-ranked employers for many years. The company is held in particularly high esteem by qualified engineers, technical experts and graduates of technical subjects, as shown by our consistently good results in relevant surveys and rankings. In 2023, TÜV SÜD won the “automotive TopCareer AWARD” for the “Service provider” category for the fifth time. This award is presented annually as part of the event organizer’s career fair of the same name. Our efforts were also recognized outside of Germany: Our Corporate Ambassador Program in China, for example, won the “Best Employer Brand Practice” award from the Employer Branding Institute.

In order to review and further optimize our employer image and our recruiting processes, we survey all applicants about their experiences and impressions. For the question of how satisfied candidates are with TÜV SÜD’s application process, we achieved an average score of 8.4 out of 10 in 2023 (prior year: 8.6).

Voluntary employee turnover by region

|| 24

in %



Compensation and benefits

GRI 2-30
GRI 405/3-3

TÜV SÜD is committed to adequate, market-orientated pay for its employees that always secures their livelihood. The foundation is laid by our global compensation policy and our principles of fair pay regardless of gender. These reflect our conviction, according to which all salary decisions are made based on facts and independent of gender, origin, nationality or other subjective factors, bearing local differences in mind. In this way, we promote the objective equal treatment of all employees, accommodate economic circumstances at our locations and ensure that all local statutory and collectively bargained requirements are met.

We reward individual performance and encourage employees' potential and development within a secure and attractive corporate environment. TÜV SÜD offers all employees an appropriate compensation package that reflects their position and the applicable market conditions.

Worldwide compliance with minimum wage levels is a matter of course and is emphasized and safeguarded by collective bargaining agreements and by our globally applicable compensation guidelines in areas where those agreements do not apply. Salaries are reviewed in line with a globally uniform process, so that pay decisions are based on standardized guidelines without reference to subjective criteria. Salaries are determined within standard market ranges and always exceed the relevant minimum wage levels, while objectively verifiable salary development is guaranteed by the performance-based principles.

The majority of our workforce receives significantly higher pay than the applicable legal minimum wage levels. This reflects their training and job profile as well as the high qualification standards we apply to our employees. In Germany and many other countries, salary bands for the majority of employees are set in collective bargaining agreements.

In areas covered by collective bargaining, last year pay and bonuses were agreed with the collective bargaining and social partners as part of the regular cycle at several locations worldwide. Around 62% of our employees worldwide fall under collective bargaining agreements. In Germany, these employees account for approximately 77% of the workforce; outside Germany, this figure is around 27%.

GRI 405/3-3
GRI 405-2

POSITIVE DEVELOPMENT IN EQUAL PAY CONTINUES

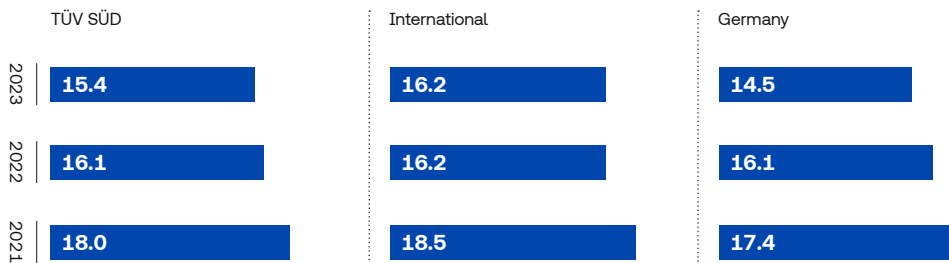
TÜV SÜD supports the principle of equal opportunity for all its employees. We strive for an objective pay system that is free of discriminatory factors of any kind. A crucial benchmark for treating all employees equally is a comparison of the remuneration of men and women (unadjusted gender pay gap). At the same time, we also look at the role pay gap (adjusted gender pay gap), which reflects the difference in salaries between equal positions or tasks classified as equivalent. The basis for this is a globally uniform job architecture that maps all positions in our company and also forms the basis for target-oriented personnel development and career planning.

The introduction of our global compensation policy and our principles of equal pay regardless of gender is showing the first signs of success: The gender pay gap diminished notably in 2021 and 2022 and remained below the comparable figures in Germany and Europe in the reporting year 2023.

Development of gender pay gap by region

in %

|| 25



With a reduction in the gender pay gap to 15.4% at Group level, we were able to continue the positive trend from prior years. In Germany, we even improved the figure by 1.6 percentage points to 14.5%, the best figure since this indicator was first recorded.

Outside Germany, we also have an adjusted gender pay gap of less than 20% in almost half of the countries in which we are represented. Particularly noteworthy are our testing facilities in Italy, which, with a figure of 2.3%, come particularly close to the equal pay principle. By way of comparison, as was also the case in previous years, the Federal Statistical Office quoted a gender pay gap of 18% for Germany in 2023 (prior year: 18%) and the gender pay gap in Europe also remained unchanged at 13%.

GRI 2-18
GRI 2-19
GRI 404-2
GRI 404-3
GRI 405/3-3

In 2023, the global bonus plan for top management was aligned. The variable remuneration components now include selected ESG components as is also the case for the remuneration of the Board of Management. These include reducing greenhouse gas emissions, reducing recruitment time and the number of early departures¹ as well as other factors that encourage our executives to act in a particularly sustainable and environmentally conscious manner.

HOLISTIC PERFORMANCE REVIEW

We aim to assess the performance of our employees with the maximum possible objectivity in accordance with uniform group-wide standards. To achieve this, we have established a global structured process for target agreements, feedback and reviews, also supported in some countries by a standardized IT-based procedure. This process is described in the Global performance management policy.

At TÜV SÜD, performance evaluation is part of an ongoing communication process between executives and employees and goes far beyond agreeing and evaluating targets. Our employees worldwide always have the chance to discuss their performance status and development opportunities with their executives. These discussions may include development within the current position or a different position of equal or higher rank, but also measures such as job rotation and international secondment. Such measures can enable employees to expand their personal knowledge and skills and gather international experience within the company.

Many countries in which TÜV SÜD operates engage in performance reviews that are based on benchmarks, which allow for a holistic review of performance, rather than only looking at whether specific goals have been met. Factors such as employees' development and application of competencies, along with their ability to embody the TÜV SÜD values in their daily work play an important role in the review. Regular communication between employees and executives strengthens and supports our strategic objective of continuously promoting further development and qualification and, in so doing, preparing employees for the constantly changing tasks and challenges that they face. Based on this conviction, we expanded the existing performance evaluation system in 2023 to include the evaluation of individual development.

1 Employees who leave TÜV SÜD within one year.

Diversity and inclusion

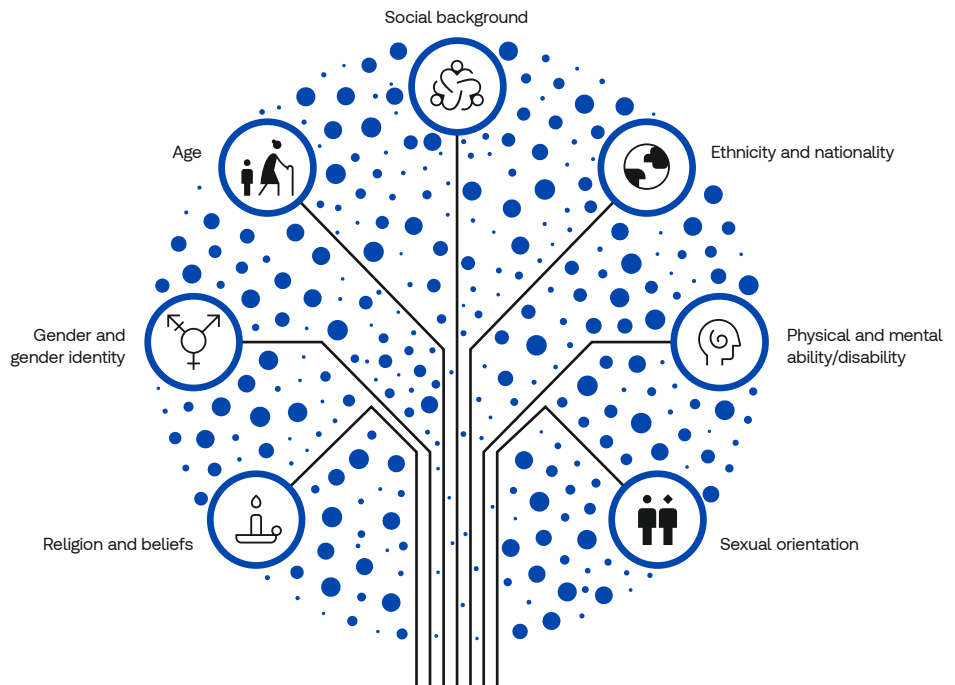
GRI 405/3-3
GRI 405-1
GRI 406/3-3

TÜV SÜD stands for diversity and inclusion. Our almost 28,000 employees are from over 100 different countries with differing cultures, are in varying age groups, lead different lifestyles and contribute an enormous range of skills, views and interests. All this makes us stronger as a company and provides additional impetus when developing our services. By fostering a culture of openness and inclusion that embraces these diverse perspectives, we are better able to make decisions and use our existing specialist expertise to the full. In addition to professional and personal suitability, the principle of diversity is also included when evaluating and selecting candidates for management positions.

Our ambition is to drive the progress of diversity and inclusion, without reducing equal opportunity and inclusiveness to a gender issue. We signed the German Diversity Charter in 2017 and pledged to uphold its principles of creating a working environment that is free from prejudice. All employees at TÜV SÜD deserve to be appreciated – regardless of their gender, nationality, ethnicity, religion or beliefs, physical and mental ability, age, sexual orientation and identity. This conviction is also reflected in how international our workforce is: As an international company, we believe openmindedness and diversity are essential to our economic success. More than 120 different nationalities work at TÜV SÜD; roughly 2,000 of whom work outside their native country, accounting for 7% of the workforce. Of our some 3,000 executives, around 6% are based in a location other than their native country.

Diversity and inclusion

|| 26



GRI 405/3-3
GRI 406/3-3

MANAGEMENT APPROACH FOR DIVERSITY AND INCLUSION

TÜV SÜD promotes an inclusive corporate culture with zero tolerance of any form of harassment or discrimination. We recognize the individual differences between our employees, partners and customers. We strengthen the competencies that enable us to embrace diversity and to think and act inclusively. In this way, we want to create a working environment where individuals feel they belong and that motivates everyone to get involved, be creative and assume responsibility. We promote a leadership culture that ensures participation and facilitates the best-possible utilization of the diverse backgrounds/origins and experiences of our employees – and in doing so to grow our success. Last but not least, we aim to identify, address and eliminate obstacles and thus foster diversity and inclusion across our processes, guidelines and practices. We have documented all of these ambitions in the diversity and inclusion guideline.

As a company, we encourage employees to work together and have defined this in the policy on employee relation at work. We want to nurture a corporate culture that embodies a positive working environment within the company. All regions are called on to help shape a working world that is free from discrimination, harassment and bullying. The guideline also sets out the principles of our culture of communication and feedback. In addition, those responsible in the regions are called upon to ensure that transparent and effective complaints processes are in place beyond the TÜV SÜD Trust Channel for all employees.

The Future of Work guideline defines principles to promote flexibility and digitalization in the modern working world. Many organizational units have already established flexible working models and remote working as standard.

CURRENT MEASURES

We want to anchor the topic of diversity even more strongly in the company by means of a wide range of measures. Specific targets and KPIs were defined at global and regional level in the cross-division Diversity Boost project, in combination with the target of attracting and maintaining diverse talents and offering them suitable career and development opportunities. It also set the corresponding reporting lines for monitoring target achievement. A dashboard with the key indicators on diversity was also introduced, raising awareness among executives and the entire workforce and informing about progress.

Mandatory compliance training for all employees worldwide covers the topic of diversity and inclusion, so as to sharpen awareness for prejudices and promote fairness and transparency throughout the organization. Diversity, inclusion and anti-discrimination are integral parts of various programs on leadership development, in order to promote inclusive and respectful leadership behavior in an open culture that is free of prejudice.

GRI 2-23
GRI 2-24
GRI 2-26

The succession planning process was already reviewed in 2022 in terms of fairness and equal opportunities, as sustainable and diverse succession planning is crucial for the future viability of our company. In the reporting year 2023, initial steps were taken to diversify the talent pool, promote equal opportunities and increase transparency, for example by introducing panel interviews to fill management positions and additionally posting all job advertisements in English. Succession planning pays particular attention to women, who are called upon to apply for the next step of their careers. “Leading with integrity and respect” is defined as one of the core management qualities at TÜV SÜD.

Further measures were implemented in the reporting year 2023:

- ▶ Development of a global diversity strategy aimed at creating an inclusive working environment for all employees. The strategy is based on two core elements: mobilizing the majority of the workforce and listening to the voices of minorities.
- ▶ Implementation of internal and external awareness campaigns on selected commemorative days dedicated to the issues of diversity throughout the year.
- ▶ Group-wide communication of the recommendation to use inclusive and fair language to facilitate an appropriate communication with all employees and candidates. Since 2022, a diversity statement has also been included in all TÜV SÜD job advertisements.

As part of our efforts to be perceived as an attractive and inclusive employer, we want to clearly communicate and make visible the importance of inclusion in all dimensions of diversity. In the future we therefore plan to emphasize our diversity initiatives more strongly in our internal and external communications.

COMPLAINTS CAN BE MADE AT ANY TIME, ANONYMOUSLY IF DESIRED

TÜV SÜD opposes all forms of discrimination. Everyone in our company should have equal opportunities for personal and professional development. Our goal is to nurture a corporate culture of appreciation, in which our individual employees can fully develop their personal talents and thus contribute jointly to the success of our company.

To ensure this while complying with the requirements of the AGG [“Allgemeine Gleichbehandlungsgesetz”: German General Act on Equal Treatment], complaints mechanisms have been set up for employees of TÜV SÜD entities in Germany who feel they are experiencing discrimination on the grounds of one of the protected characteristics. Those affected can also contact their supervisor or works council directly and they have access globally to the TÜV SÜD Trust Channel as a platform at any time.

In addition, TÜV SÜD offers its employees and executives the opportunity to obtain advice from experienced psychologists on topics such as discrimination or conflicts within a team. The awareness of all employees and executives is raised in mandatory compliance training on anti-discrimination.

▶ TÜV SÜD
Trust Channel

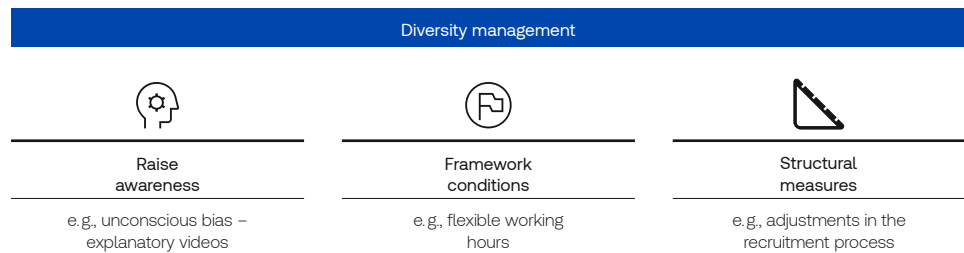
EMPLOYEE ENGAGEMENT AS PART OF OUR CORPORATE CULTURE

GRI 2-29

For many years now we have been actively supporting diversity and inclusion networks founded within the company on the personal initiative of our employees. These networks provide the employees who belong to them with a common voice; they can serve as a source of empowerment and of appreciation.

Action areas for greater diversity within the company

|| 27



In this context, TÜV SÜD expressly welcomes and supports the foundation of additional employee networks in order to anchor diversity even more strongly into the corporate culture. As an essential component of the newly developed diversity strategy, various steps will therefore be taken in 2024 to further strengthen the networks at TÜV SÜD. To this end, a handbook was developed in 2023 to provide employee networks with a framework for developing their goals and activities in a manner that is in line with the organization and to provide clarity about support options that are available from the company.

ADVANCEMENT OF WOMEN IN THE COMPANY

We take a holistic perspective on diversity and aim for more transparency across all diversity dimensions. Accordingly, we regularly set ourselves new goals, including areas of regional focus.

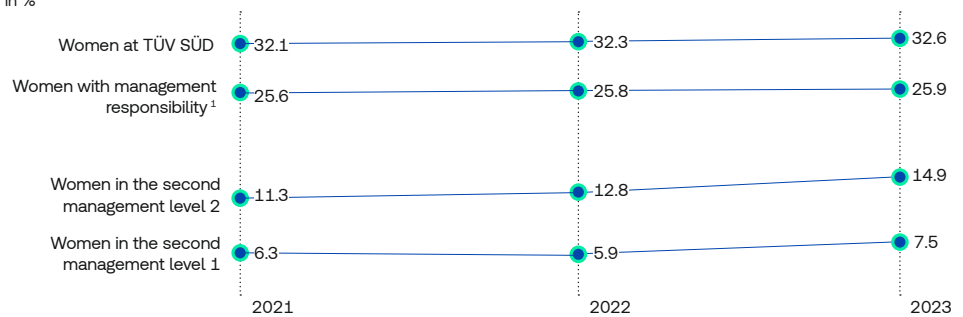
GRI 405-1

One of the diversity dimensions is gender balance, which is why we want to considerably increase the share of women in managerial positions – from the current 25.9% to 30% in 2026. The share of women at various management levels is a core component of regular HR reporting, in order to raise transparency and awareness around this issue. As part of the measures to promote women, female employees worldwide were invited to workshops in 2023 in which they were informed about specific opportunities for advancement and development. Transparency, mentoring programs and exchanges will continue to be promoted in order to offer as many women as possible opportunities for advancement.

Development of the quota of women

in %

|| 28



1. Based on those with personnel responsibility.

Personnel development and learning

GRI 404/3-3
GRI 404-1
GRI 404-2

In a dynamic environment, our tasks as a service provider are constantly evolving. In the face of technological progress, sustainability requirements, digital transformation and an increasingly connected and complex global economy, the requirements we make of our employees are changing in equal measure. With our extensive qualification and education offerings, we want to make sure they are capable of mastering these new challenges. On the one hand, we want to give them the skills they need to do today's work and, on the other, to develop competencies to secure TÜV SÜD's sustainable growth and allow necessary adjustments to be made to align with the changing framework conditions. More and more learning content is available online, making access to knowledge available independently of individual locations. We encourage continuous learning among our employees and seek to identify talents with the potential to take on more challenging duties at an early stage.

To ensure all of our employees are provided with the best possible development opportunities based on their responsibilities, position, qualifications and knowledge, we are establishing flexible and individual possibilities for their specialist and multidisciplinary training and education.

Here, we have set ourselves the target of increasing the number of training (learning) hours per capita to 35 hours per year by 2026. This figure was once again exceeded in 2023. We aim to maintain this level in subsequent years. In 2023, our employees completed around 131,000 days (prior year: around 128,800 days) of education and training per year, corresponding to an average of 38 hours of training per capita per year (prior year: 39 hours of training). We spent a total of € 21.6 million on external training (prior year: € 18.7 million).

HOLISTIC LEARNING LANDSCAPE ESTABLISHED WORLDWIDE

The learning landscape, which was expanded in 2022 and has now been established worldwide with clear focus areas and responsibilities, was further expanded in the reporting year 2023. **11 29**

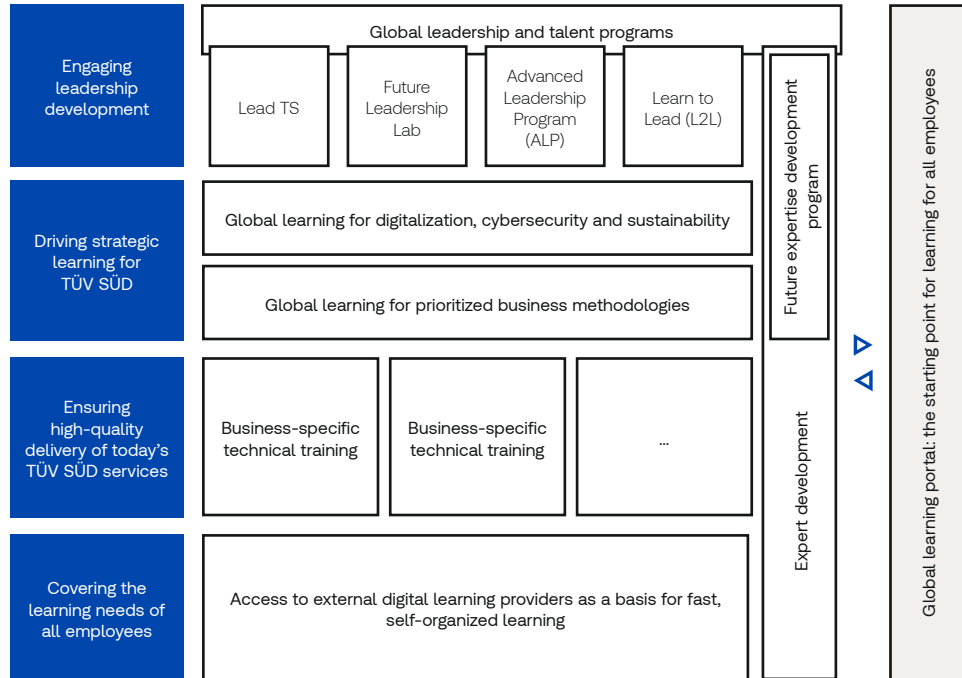
Developing strategic future competencies is one of the areas of focus of the Board of Management, division heads and the head of the strategy and innovation department. The legal entities and regions are responsible for ensuring the technical education and training of the experts providing TÜV SÜD's services with direct contact to customers on a daily basis.

By actively managing education and training, the regions and legal entities of TÜV SÜD guarantee that their experts have the necessary know-how at all times to maintain their accreditation and to be able to competently assess and evaluate new technologies and trends. Much of the knowledge required comes from within the divisions themselves, as these are continually making adjustments to align with technical progress and new standards. External providers also give valuable impetus and the TÜV SÜD Academy also has a broad learning portfolio.

Global Learning Landscape for TÜV SÜD

|| 29

GRI 404/3-3
GRI 404-2



LEADERSHIP AND EXPERT DEVELOPMENT

In order to provide the right mix of learning and development opportunities to meet the diverse needs of our employees, we have developed the “Grow Perform Succeed” (GPS) platform, which offers employees access to various development programs and further information. This enables employees to develop individually, improve their performance and realize their full potential.

A central element for the individual learning and development of our employees are the development conversations with managers. In the reporting year 2023, we therefore invited more than 300 managers to a webinar to provide them with the skills and knowledge to conduct effective and inspiring development conversations. To support this, a global feedback tool was created in 2023, which enables employees worldwide to receive feedback in a quick and uncomplicated manner at any time.

We also rely on the exchange of knowledge within the workforce in order to promote learning from one another within the company. A global mentoring program allows employees to network worldwide and pass on their knowledge within the company. Currently, more than 80 employees are part of in the TÜV SÜD mentoring pool.

GRI 404/3-3
GRI 404-2

In addition to a wide range of learning opportunities open to all employees, we also want to specifically promote the development of our executives, high-potential employees, specialists and experts. We use dedicated measures and programs at local and international level to support these employees in their professional and personal development and strengthen their loyalty to our company, thus preparing them for cross-division and cross-regional leadership roles. In 2023, based on the input of many executives, we created and published corresponding leadership commitments. These define the cornerstones of a global leadership model that aligns expectations of executives' values and behaviors with the company's strategic goals and promotes a unified approach to achieving these.

In this context, activities in the reporting year 2023 focused on the development and launch of LeadTS, the global program for the 300 top executives at TÜV SÜD. The program is aimed in particular at strengthening leadership skills and improving cross-divisional cooperation.

The tried-and-tested programs for specialists and executives were also continued in the reporting year 2023. For instance, Learn to Lead supports all new executives in all facets of their role, while the Advanced Leadership program is aimed at experienced executives. Middle and top management levels can take part in the global Future Leadership Lab program. The Global Expert Development program is specifically targeted at the senior technical experts in our company, in order to prepare them for the new challenges with key core competencies. The digital Leading Awesome format, which mainly focuses on learning from and with each other, was added to the learning portfolio in 2022.

A new global development program for specialists and experts was designed in the reporting year 2023 in order to prepare this target group even better for future topics in the areas of digitalization and sustainability. The pilot of the three-stage Future Expertise Development Program is planned for 2024.

GLOBAL LEARNING PORTAL

The Global Learning Community newly founded in 2022 shares success stories from education and training. One focus is on the Global Learning Portal, in which selected learning elements from internal sources within TÜV SÜD and external providers are bundled, giving them a central starting point where they can gather information about the competencies required and the corresponding learning offerings. In 2023, the Global Learning Portal was accessed 80,000 times, and the first regional pages were also added to the portal.

EDUCATION – FOR A SAFE FUTURE

Vocational training of young people is traditionally a cornerstone of TÜV SÜD, serving to meet the company's future requirements for skilled employees. TÜV SÜD's constant aim is to offer permanent positions to as many of its successful apprentices and trainees as possible and to continue their training as testing engineers or officially recognized experts. An average of 254 apprentices were employed at TÜV SÜD in 2023 (prior year: 208). In addition, work/study programs, primarily in the areas of mechanical, electrical and vehicle engineering, were offered again this year in collaboration with prestigious universities.

Work-life balance

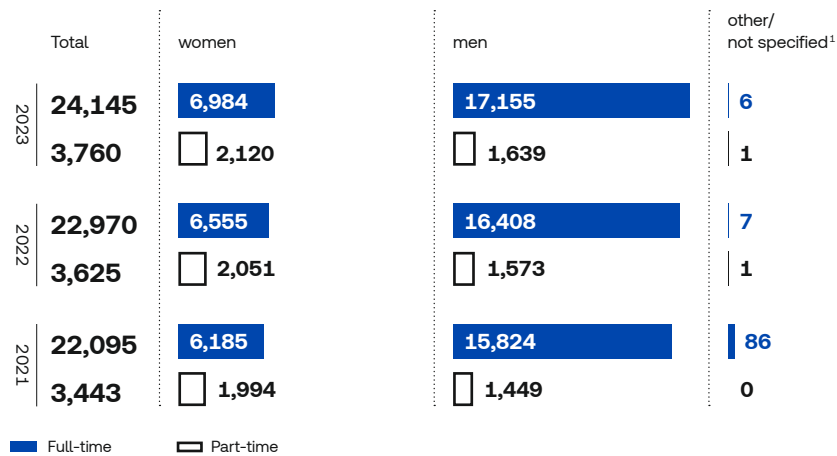
GRI 2-7
GRI 401/3-3

Work-life balance is a core element of our corporate culture and an important aspect of our corporate social responsibility. We seek to establish optimum conditions for this by providing a wide range of working hours models and opportunities for remote working. To this end, we are driving cultural change in the company to support family-oriented work and create a well-balanced working environment for all of our employees.

Employees by type of employment

|| 30

Head count



1. In 2021, one TÜV SÜD company was included that did not provide any information on the gender of its employees.

In 2022, we drew up our Work-life balance management approach to expand the systematic framework of our activities and intend to add concrete goals - for example on equal opportunities in career development, part-time models and sabbaticals - which we also want to introduce worldwide from 2026 onwards. We are therefore working systematically on implementing guidelines for combining career, family and private life and in particular career and parenthood. In the reporting year 2023, the focus was on the areas of communication and culture as well as support services for childcare and family care. In 2024, an analysis of the status of implementation of the TÜV SÜD minimum standards for the combining work and parenthood is to be carried out worldwide. The guiding principles are based on the catalog of measures from the "berufundfamilie" audit, which we have regularly taken part in since 2009.

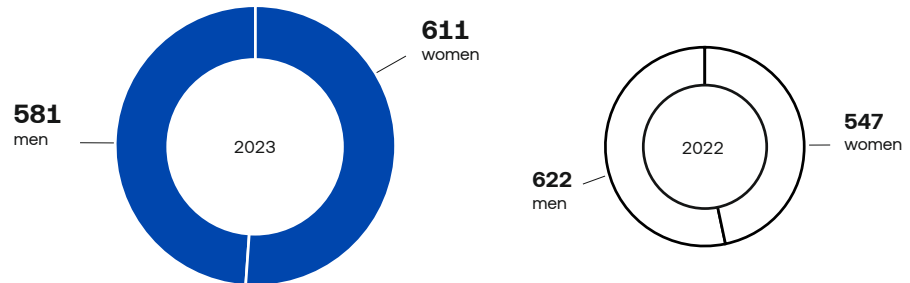
We also want to make greater use of the opportunities for remote working, not only to create better potential for a work-life balance, but also to attract new employees to the company, regardless of where they live. Last but not least, depending on country-specific needs, we also want to further expand childcare support programs.

|| 31

Utilization of parental leave by gender

|| 31

Head count

GRI 401/3-3
GRI 401-3
GRI 403/3-3
GRI 403-2
GRI 403-3

The Group's Horizonte youth exchange program continues to be a success. Every year, up to 40 young people and their families take part and make new contacts and experience the diversity of cultures in the countries where TÜV SÜD operates.

Occupational health and safety

As a responsible employer, we ensure that our employees worldwide can work in a safe and healthy environment without jeopardizing their health in the course of their work. To achieve this, we focus on all areas of responsibility, from office work to physically challenging activities and work with complex equipment and devices or hazardous materials.

In the area of health protection, we rely above all on our employees to take personal responsibility. We help to raise their awareness for health-conscious behavior in their working and private life with a wide range of measures. Specific prevention-based offerings enhance our employees' motivation and performance and thus help to counteract illness-related downtime and the consequences of demographic change. The measures we provide often exceed legal requirements.

MANAGEMENT APPROACH TO OCCUPATIONAL HEALTH AND SAFETY

The occupational health and safety approach sets specific targets: in general, we want to achieve zero accidents at work and work-related illnesses. Avoiding fatal and serious accidents at work is the top priority, as is highlighted by our ambition to reduce the accident rate (LTIR) to a figure close to zero. To meet this target, we need a universal culture of prevention.

We are working on a globally standardized process to record, remedy and analyze accidents. Our aim is to evaluate and improve the effectiveness of our safeguards to prevent accidents by analyzing serious accidents globally.

GRI 2-23
GRI 2-24
GRI 403/3-3
GRI 403-1
GRI 403-2
GRI 403-3
GRI 403-4

Given the widely differing conditions at our locations all over the world, the group-wide capture of performance indicators is still a challenge. We are therefore working on expanding reporting on occupational health and safety to provide a holistic view from an international perspective. To this end, we set up an information database for occupational health and safety topics in the reporting year 2023, which implements the requirements of ISO 45001 and can be used to collect further TÜV SÜD-specific safety data in the future. This will make it easier to analyze and control occupational health and safety processes within the company in the future.

We base our approach to travel safety on ISO 31030 and are developing additional offerings for our employees as part of our duty of care as employer. All TÜV SÜD employees traveling on business can rely on a global network of assistance centers with 200 international emergency safety and security experts providing fast and professional help for medical emergencies, to aid with prevention or security-relevant issues. They operate around the clock and are currently available in more than 70 countries and 99 languages.

GLOBAL POLICY DEFINES FRAMEWORK FOR OCCUPATIONAL HEALTH AND SAFETY

Our action is based on our Global Occupational Health & Safety Management Policy, which defines the health protection set up for all TÜV SÜD entities worldwide and company-wide minimum standards and indicators.

Due to the internationalization of our company Global Health & Safety also follows an international approach. This combines the concepts of statutory healthcare (including occupational safety) with voluntary health promotion.

TÜV SÜD is committed to the following international agreements on occupational health and safety promotion:

- Seoul Declaration on Safety and Health at Work of the International Labor Organization (ILO)
- Principles of the Luxembourg Declaration on Workplace Health Promotion in the European Union
- Singapore Declaration of the International SOS Foundation

The implementation of the corresponding provisions, in combination with company-specific topics such as mental health, TÜV SÜD lives up to its responsibility for safe and healthy working conditions.

GRI 403/3-3
GRI 403-3
GRI 403-4
GRI 403-8

Local TÜV SÜD entities are responsible for implementing occupational health and safety measures in compliance with the legal framework in place in their respective country. Under central coordination and management, over 50 regional health and safety managers are in charge of occupational health and safety and implement the health management principles locally.

Our Global Health & Safety activities always include the local employee representatives.

Action areas and measures

|| 32

of TÜV SÜD's global health & safety management



Occupational safety

Workplace inspections

Risk assessments

Safety training

Skin protection and personal protective equipment

First aid and emergency management



Occupational medicine/psychology

Preventive check-ups

Workplace ergonomics

Occupational mental health counseling and emergency mental health service

Travel medical advice and support (incl. vaccinations)



Preventive healthcare and health promotion

Screening for risk factors

Health check for executives

Sports activities, e.g., company runs

Dietary advice

Addiction prevention and stress management

Webinars on work-life balance

Europe mental health initiative

In order to counter mental strain, such as that caused by stress or conflicts at work, we offer our employees occupational mental health counseling. Since 2013 our employees have also been able to reach out to an emergency mental health service, whose hotline is available 24/7.

All of our employees have access to occupational medical care, which is ensured by external service providers at the individual locations. An occupational medical outpatient clinic is also available to staff at our Munich location.

OCCUPATIONAL SAFETY

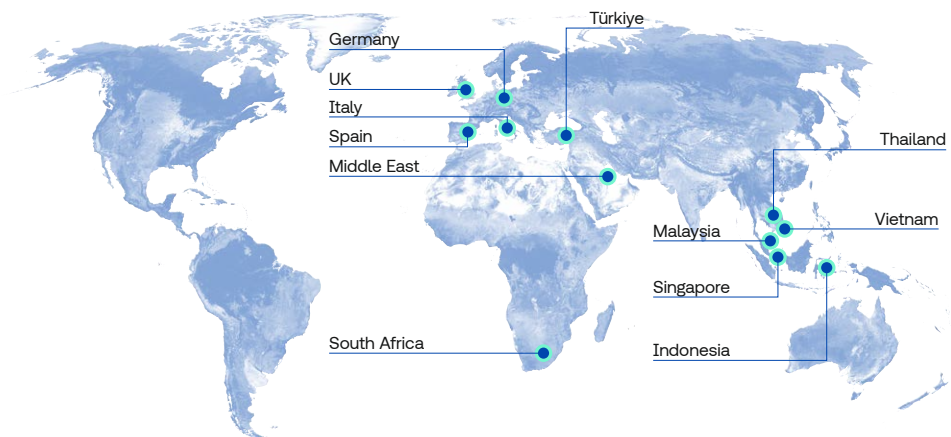
GRI 403-1
GRI 403-2
GRI 403-5
GRI 403-6

In the reporting year 2023, we defined further health and safety KPIs that serve to improve our health and safety performance and compliance with legal regulations. Where possible, we analyze absenteeism by the number of days lost due to sickness and accident. This enables a more precise assessment of the causes of absenteeism. We also classify accidents at work by accident types in order to identify trends and take targeted preventive measures in the future. To the extent permitted by law and this can be assessed under data protection law, we analyze types of illness in order to better understand health risks and to be able to introduce appropriate safeguards in advance. We also record health-based indicators for non-salaried employees, such as general work-related injuries and those with serious consequences and fatalities. We also record the participation rate for basic occupational health and safety training worldwide to ensure that all employees have received the training,

Creating a safe working environment based on the respective regulatory and official requirements is the objective when setting up our integrated occupational safety management system. At the request of our customers or if required by law or due to requirements from accreditations, the corresponding areas are certified according to ISO 45001 or SCC (Safety Certificate Contractors).

ISO 45001 certifications and Safety Certificate Contractors at TÜV SÜD¹

|| 33



¹ 22 certifications at individual TÜV SÜD entities and TÜV SÜD locations.

HEALTH PROTECTION

We promote personal preventive healthcare with group-wide health campaigns. Well-established offers of flu vaccinations, colorectal cancer screenings and health programs in individual countries have had high employee take-up rates for many years and have also been recognized outside the company time and again.

With its Europe-wide mental health initiative in 2023, TÜV SÜD made an important contribution to raising awareness of this sensitive topic. Under this initiative, employees had the opportunity to seek coaching or psychological assistance at any time.

GRI 403-5
GRI 403-6
GRI 403-8

Other occupational health and safety indicators in Germany

≡ 02

	2023	2022	2021
Number of employees ¹	12,194	11,757	11,252
Average days of absence per incident ²	24.7	28.0	11.1
Percentage of trained first aiders	8.1%	8.8%	7.9%

1 In FTEs.

2 In 2022, the measurement basis was amended to serious incidents with more than three days of absence; 2021 figures were not adjusted.

Participation rates for selected health programs in Germany

≡ 03

	2023	2022	2021
Flu vaccinations	8.4%	10.0%	11.0%
Colorectal cancer screening	44.3%	47.0%	41.0%

The virtual health days have become a core component of TÜV SÜD's annual preventative healthcare measures in Germany, Austria and Switzerland. Here, over a three-day period, employees can access keynote presentations and interactive seminars to explore a wide range of health topics. The health program is rounded off by daily relaxation sessions in lunch breaks and work out sessions held directly in the workplace during breaks which were used by more than 1,150 employees in 2023.

TÜV SÜD also subsidizes individual preventative healthcare measures such as participation in certified healthcare offers throughout Germany.

Last but not least, our commitment to health protection has also been recognized outside the company. In this regard, in China, TÜV SÜD received the Outstanding Health Practice Award, which was part of the Mercer China Healthiest Workplace Awards Ceremony 2022–2023. Every two years, the award is presented to companies that offer their employees a particularly safe working environment and where this is also reflected in their corporate culture.



ENVIRONMENT




- 88 >> Decarbonization path
- 90 >> Responsible use of resources

OUR AMBITION

We want to minimize the negative environmental impact of our business activities and, in doing so, play our part in protecting the climate and preserving resources.

Our targets

|| 34

		
Targets	Measures	Current status
<p>From 2025, we will offset the remaining GHG emissions from our business operations (Scope 1, 2 and 3: business travel)</p>	<p>Consistently improve the data quality of our GHG inventory and energy monitoring system</p> <p>Design and implement steps to reduce emissions</p>	<p>Extension of our GHG inventory's organizational boundary to include all fully consolidated entities for the first time for the reporting periods 2022 and 2023 achieved</p>
<p>By 2050, we aim to achieve net zero emissions along the entire value chain by reducing our GHG emissions by 90% compared to the base year (Scope 1, 2 and 3)</p>	<p>Join the Science Based Targets initiative (SBTi) and commitment to adhere to the 1.5°C emissions pathway</p> <p>Develop science-based climate targets and mitigation measures in accordance with SBTi criteria</p> <p>Expand the reporting boundary to the entire value chain</p>	<p>Identification of emission sources along the entire value chain achieved</p> <p>Start of the expansion of our global supplier engagement</p>
<p>We will steadily increase the share of electricity from renewable resources in proportion to total electricity consumption</p>	<p>Continuous expansion of photovoltaic plants in Germany and abroad. In Germany alone we want to install panels with a total annual yield of 1,330 MWh</p>	<p>Installation of 800 PV modules in Spain</p> <p>Application of our sustainability criteria to new buildings in 2023</p>

► TÜV SÜD's sustainability solutions
tuvsud.com

Our services allow us to help our customers drive environmental and climate protection – as stated in our company's purpose. At the same time, we strive to make our own business activities as environmentally friendly as possible.

As a technical service provider, our ecological footprint is considerably smaller than that of companies in other industries. Nevertheless, we take our responsibility for the impact of our business activities on the environment and climate seriously. With this in mind, we continuously refine our targets and actions and measure our progress. Our primary focus is still on the following SDGs:



Affordable and clean energy



Responsible consumption and production



Climate action

OUR IMPACT ON THE ENVIRONMENT

We aim to be the most sustainable company in our industry. Protecting the climate and environment is of enormous significance here.

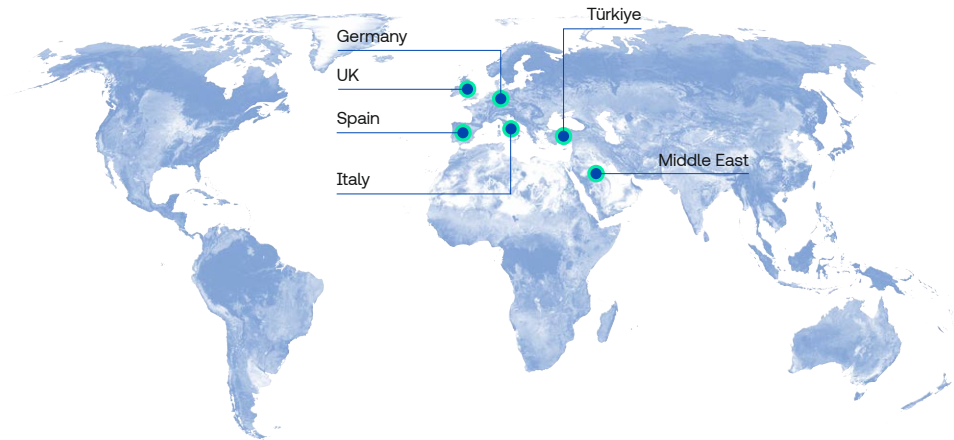
GRI 2-13

The TÜV SÜD Group's environmental and climate targets defined by the Board of Management are managed by our Real Estate corporate function for all TÜV SÜD entities. Our environmental policy defines the focus of our corporate environmental management and the corresponding responsibilities. The achievement of targets is systematically measured, monitored and managed within the focus areas of decarbonization of our business operations, conservation of resources and ecosystems and environmental awareness. Our environmental indicators are regularly reported to the Board of Management. Specific measures are drawn up in interdisciplinary teams ranging from the sustainable design of the IT infrastructure through to the environmentally-friendly disposal of waste at our locations worldwide. Our Procurement function also actively engages our supply chain.

By introducing corporate environmental management systems, we are creating the conditions for making our business operations as environmentally friendly as possible. In 2023, a total of 15 TÜV SÜD entities or individual locations were awarded environmental management certifications in accordance with ISO 14001 or EMAS. We would like to build on this success and obtain additional certifications in the future.

Environmental management certifications at TÜV SÜD¹

|| 35



1. 15 certifications in accordance with ISO 14001 and EMAS at individual TÜV SÜD entities and TÜV SÜD locations.

Decarbonization path

GRI 2-23
GRI 2-24
GRI 305/3-3
GRI 305-5

TÜV SÜD is committed to the Paris Climate Agreement and to curbing global warming. Our services play a role in this around the world. However, climate protection is also a top priority within our company, as the greenhouse gas emissions (GHG emissions) caused by our business operations are the biggest factor influencing our company's impact on the environment. This is therefore the focus of our environmental management system.

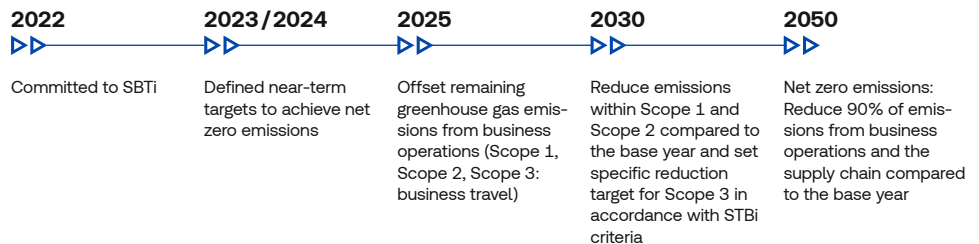
With this in mind, in 2023 we embarked on a decarbonization path aimed at resource conservation, energy efficiency in buildings and climate-friendly mobility for our employees.

We further refined our climate strategy and adjusted our climate targets accordingly. We want to make our business operations as climate friendly as possible. The main aim here is to reduce the use of resources and avoid GHG emissions. We continue to pursue the milestones we have set ourselves:

- ▶ By joining the Science Based Targets initiative (SBTi) in 2022, we committed to operate within the target of 1.5°C and to continuously lower GHG emissions. We are currently developing suitable targets and measures. We aim to have our science-based targets validated by the SBTi in 2024.
- ▶ In order to make an additional positive contribution to climate protection, from 2025 onwards we want to voluntarily offset all remaining GHG emissions over which we have significant influence (Scope 1, Scope 2, Scope 3: business travel) by making use of carbon certificates in accordance with recognized standards. We already voluntarily offset around 16,500 t CO₂e in 2023 using Gold Standard carbon certificates.
- ▶ By 2050, we aim to achieve net zero emissions from our business activities by reducing all key GHG emissions along our value chain (Scope 1, 2 and 3) by 90% compared to the base year¹. The residual, unavoidable GHG emissions will then be offset by means of climate protection projects to permanently absorb and remove the carbon from the atmosphere (removal projects).

Our path to net zero

|| 36



¹ We will redefine the base year with the definition of our near-term science-based targets.

GRI 2-4
GRI 305-1
GRI 305-2
GRI 305-3
GRI 305-4

GREENHOUSE GAS INVENTORY IS THE FOUNDATION

Our greenhouse gas inventory (GHG inventory) provides an overview of how we are using resources and the impact of our business operations on the climate. We constantly update this to make our measures more effective. The total GHG emissions from our activities over an entire year give us our Corporate Carbon Footprint. Our GHG inventory is aligned to the Greenhouse Gas Protocol (GHG Protocol) and the international DIN EN ISO 14064-1 standard, albeit without striving for full compliance.

TÜV SÜD's greenhouse gas inventory

The data collected comprise the direct GHG emissions from combustion processes and fugitive refrigerants (Scope 1) and the indirect GHG emissions from the procurement of energy (Scope 2). We also consider the GHG emissions from upstream and downstream processes (Scope 3), resulting from our employees' business travel and water and paper consumption. When calculating GHG emissions, we take grid-specific aspects in Germany and abroad into account and use the market-based method according to the GHG Protocol.

This year, new methods and findings have once again improved the quality of the data base and the emissions calculation. Nevertheless, we continue to rely on extrapolations in some cases. For the first time, we prepared our GHG inventory for the full scope of consolidation pursuant to IFRS in the same way as in the financial reporting. We have therefore revised and restated the data for both this year and the prior year. This may lead to deviations in the current values compared to the prior year.

Greenhouse gas emissions

≡ 04

in t CO ₂ e	2023	2022
Scope 1	31,106	29,700
Scope 2	27,933	26,442
Scope 3 ¹	43,578	25,092
Total	102,618	81,234
GHG emissions intensity		
per employee (capita)	3.7	3.1
per employee (FTEs)	4.1	3.4

1 Business travel, water and paper consumption as well as wastewater treatment.

In 2023, our activities emitted around 102,618 t CO₂e, which corresponds to 3.7 t CO₂e per employee and 32.7 t CO₂e per € million of revenue. Of this, the fully consolidated entities domiciled in Germany were responsible for 44,255 t CO₂e (prior year: 33,971 t CO₂e), i.e., 3.1 t CO₂e per employee and 23.8 t CO₂e per € million of revenue. This means that 43.1% (prior year: 41.8%) of the Corporate Carbon Footprint disclosed here is attributable to the business activities of TÜV SÜD in Germany. The increase in GHG emissions is largely due to increased employee travel.

GRI 2-28
GRI 302/3-3

In 2023, we entered into systematic dialog with our suppliers in order to take all GHG emission sources in our value chain into account in our inventory. We intend to intensify this dialog in the future. By comprehensively recording all Scope 3 emission sources, we want to achieve our ambition of constantly improving our GHG inventory. In view of this, we are also aiming to verify our Corporate Carbon Footprint in accordance with DIN EN ISO 14064-3.

JOINING FORCES FOR MORE CLIMATE CHANGE MITIGATION

Together with 15 other major companies and three cooperation partners that are participating in the third phase of the Munich Business Climate Pact, TÜV SÜD is actively involved in climate change mitigation in Bavaria's capital. Measures are jointly developed and implemented to reduce GHG emissions within Munich's city limits. Over the three-year term of the Climate Pact, the participating companies aim to save 48,000 t of greenhouse gases and actively contribute to the city of Munich's goal of achieving climate-neutrality by 2035. The areas of focus include energy efficiency, climate-friendly power supply, heating and cooling, sustainable mobility, circular economy, biodiversity and greening of spaces, sustainable lifestyles and digitalization.

Responsible use of resources

As a service company, the main way we can contribute to climate protection is by using resources efficiently. Here, the focus is on two areas: the operation of our buildings and our employees' business travel.

MANAGING THE USE OF ENERGY IN BUILDINGS

We categorize our stationary points of consumption based on use into

- ▶ office locations,
- ▶ technical service centers, and
- ▶ testing facilities with a range of testing equipment.

In addition to recording our environmental data at the level of the individual locations, we regularly perform energy audits to further optimize the collection of data. The type and scope of data collected are based on the DIN EN ISO 50001 and DIN EN ISO 14064-1 standards. In order to sustainably reduce our energy consumption in buildings and our GHG emissions, we monitor our performance against a series of performance indicators, including

- ▶ the share of electricity from renewable energies in total electricity consumption in percent, and
- ▶ the use of energy in MWh in proportion to annual revenue.

GRI 302/3-3
GRI 302-1
GRI 302-3
GRI 302-4
GRI 302-5
GRI 305-5

In 2023, TÜV SÜD consumed a total of 126,168.1 MWh energy in buildings¹ (prior year: 126,781.8 MWh). Of the total consumption, around 67% was attributable to electricity and 33% to heating. This results in energy consumption in buildings¹ of 40.2 MWh/€ million of revenue for the reporting year (prior year: 45.0 MWh/€ million of revenue). More efficient use of our buildings increased their energy efficiency and thus reduced their energy consumption by around 12% per € million of revenue. This effect was amplified by the mild winter of 2023. In terms of our workforce, we reduced energy consumption by around 6% per employee.

USING RESOURCES EFFICIENTLY

In order to ensure that our buildings are run more efficiently, we have formulated clear requirements for our locations: We want to purchase renewable energies wherever possible and increase the energy efficiency of our buildings and technology. As part of our technical monitoring, we constantly measure energy consumption in order to operate the technical installations of our facilities efficiently.

We use energy management software to capture and analyze the energy consumption of our locations in more than 40 countries. In 2023, this helped us identify additional potential to improve building operations. In 2024, numerous other measures will be implemented for the energy-efficient renovation of facades and for the withdrawal from fossil fuels in order to continue our journey towards business operations that are compatible with the 1.5°C target. The guiding principles for these measures are science-based decarbonization pathways for buildings that are aligned with the Paris climate targets.

PROMOTING THE ENERGY TRANSITION

Our aim is to cover our electricity requirements to the greatest extent possible with renewable energies (also referred to here as green electricity).

At 84.0%, the share of TÜV SÜD's green electricity in proportion to total electricity consumption in Germany is virtually on a par with the prior year (85.6%). Electricity generated from origins that were not clearly verifiable was included in our GHG inventory as gray electricity. We intend to increase the share of green electricity in total consumption in a targeted manner, especially abroad. In some of our rented buildings, we have no influence on the choice of energy sources, which slows down our expansion of purchased green electricity. This is where we want to take targeted action to actively promote the green electricity we purchase. To this end, we are exploring possibilities of procuring energy from renewable sources with guarantees of origin. || 37

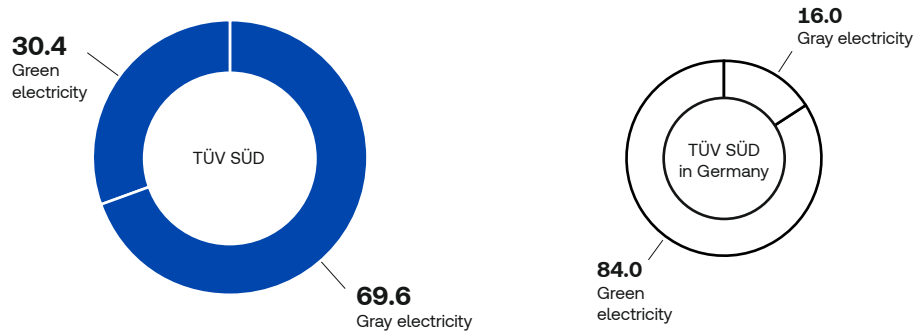
1 This includes electricity for electric vehicles charged at our locations.

Electricity sources

in %

|| 37

GRI 302/3-3
GRI 302-1



In addition to the purchase of green electricity, the expansion of photovoltaic systems (PV systems) plays a major role on our decarbonization path. Since the end of 2022, more than 800 PV modules have been installed on the roofs of our technical service centers in Spain alone with the aim of saving around 700 MWh per year in the future. In 2024, we want to install PV modules with a total annual yield of more than 850 MWh at our offices in Germany. We want to generate a further annual yield of 480 MWh from PV systems attached to our technical service centers for road-worthiness tests.

As we continue on our decarbonization path we will fit all new buildings, whether owned or rented, with PV plants. We therefore make a conscious effort to only move into buildings that can be used with renewable energies. One example of this is our new office building in Munich, which is currently under construction and has already received platinum pre-certification from the DGNB [“Deutsche Gesellschaft für nachhaltiges Bauen”: German Sustainable Building Council] before it is even finished. The award underpins our holistic commitment to sustainability, as the DGNB criteria cover both environmental requirements as well as socially relevant aspects such as accessibility. Our decarbonization path also defines the criteria for sustainable construction in the international arena: For example, the testing facility and training center in Bangalore, India, which opened at the end of 2023, will be low emission thanks to renewable energy sources.

EMC¹ TESTING FACILITY TO USE SOLAR ENERGY IN THE FUTURE

The rooftop of our facility in New Brighton, Minnesota (USA), has been used for sustainable energy generation since the end of 2023. Producing an average of around 500 MWh electricity per year, the new system will cover around 80% of the electricity requirements of our EMC testing facility and thus avoid more than 220 t CO₂e per year.

1 EMC: Electromagnetic compatibility.

EFFICIENT IT INFRASTRUCTURE

A resource-saving, efficient IT infrastructure is another key cornerstone of our climate change mitigation strategy. Here, too, the decarbonization path defines the framework conditions.

GRI 301/3-3
GRI 301-1
GRI 302/3-3
GRI 306/3-3

In order to reduce emissions along the value chain and our own electricity consumption, we launched an extensive program to modernize our IT infrastructure in 2023. Among other things, around 1,000 older network devices and Wi-Fi access points will be replaced with modern, low-consumption devices.

We also started to install new, energy-efficient servers at our technical service centers in the reporting year. Furthermore, we plan to replace all laptops currently in use at TÜV SÜD with new, more efficient devices by 2026. These measures represent our efforts to reduce the upstream emissions of our business by over 1,000 t CO₂e compared to 2022.

REDUCING THE USE OF MATERIALS, STRENGTHENING THE CIRCULAR ECONOMY

Focus on paper consumption

We estimate that roughly 300 t of paper were used at the TÜV SÜD locations in 2023 and in the prior year. The German locations are estimated to account for around 40% of TÜV SÜD's global paper consumption. It is particularly important to us that we only buy FSC-certified copy paper sourced from sustainably managed forests. With a view to reducing total paper consumption further, we are stepping up efforts to digitalize our processes.

► Sustainability along the supply chain see page 50

Our waste, our responsibility

We are working on ways to systematically record and monitor waste volumes. How we handle hazardous waste is also a focus here, alongside waste volumes and waste routes. A list of requirements for systems with refrigerants is currently being drawn up.

GRI 303/3-3
GRI 303-5
GRI 306/3-3
GRI 306-2
GRI 306-3
GRI 306-4
GRI 306-5

In order to promote the circular economy, we are reviewing specific waste concepts and options for separating and processing waste at our locations. At the same time, we try to reuse consumables that are no longer needed and thus ensure a closed-loop circular economy. To make this possible, a database was set up in 2023 where discarded items can be registered and passed on to those who can use them. We also involve our supply chain in our circular economy activities: In the reporting year, we discussed options of how to reduce the amount of paper and plastic used in purchased goods with selected suppliers.

Our environmental policy specifies the corporate guiding principles for avoiding waste, particularly with regard to our strategy for a circular economy.

For 2023, we estimated that we generated around 5,600 t of paper and cardboard waste at TÜV SÜD (Germany: 2,900 t) and recycled and reused 70% of this (Germany: 80%). The volume of mixed municipal solid waste (commonly referred to as residual waste) was extrapolated to 2,700 t worldwide in the reporting year; an estimated 1,500 t of this is attributable to our German locations. This waste is thermally treated wherever possible.

Using water sparingly

At TÜV SÜD, water is rarely used in testing processes and for the most part we consume service water at our offices. We therefore deduce our effluents from our water consumption and model the corresponding GHG emissions. At our testing facilities and technical service centers, where testing processes can contaminate water, oil separators and other waste water treatments are used. Once cleaned, the water passes into the sewers and is returned to the water cycle.

TÜV SÜD used a total of 249,094 m³ of fresh water in 2023 (prior year: 244,930 m³), equivalent to water consumption of 8.9 m³ per employee (prior year: 9.2 m³).

WATER TREATMENT IN INDIA

At our location in Mumbai, India, we were able to close the water cycles in our offices and our testing facility and effectively reduce our water consumption. The residual service water is collected, purified using reverse osmosis and then reused. We also use rainwater to supply the location with water. Initial estimates suggest that this could save around 200,000 l of water per month.

EMPLOYEE MOBILITY

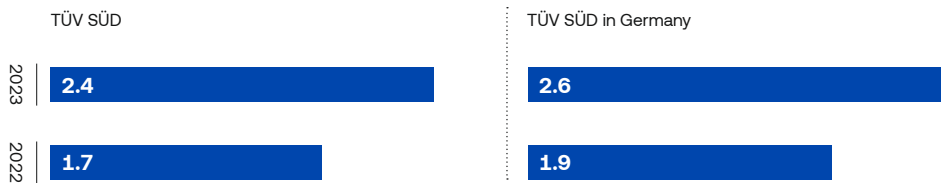
Our employees ensure technical safety worldwide and are on site at customers to perform testing of industrial plants and systems, buildings or other facilities.

GRI 305-3

Emissions from employee mobility¹

|| 38

in t CO₂e per capita



1 Business travel by TÜV SÜD employees using company cars, rental cars, private vehicles, public transport and aircraft.

On average, 2.4 t CO₂e was generated by each employee for business travel in 2023. Our corporate travel policy aims to keep business travel and the impact of business travel on the climate to a minimum. Clearly defined criteria have to be checked before every trip. We measure the impact of our business travel on the environment and climate with performance indicators such as

- ▶ the share of electric vehicles in our vehicle fleet, and
- ▶ total emissions from business travel.

Our 2023 GHG inventory took business travel by air, rail and hired, leased or private vehicles into consideration.

The increase in emissions per employee of around 29% compared to the prior year resulted from the general increase in travel activity. In addition, the lifting of restrictions in connection with the Covid-19 pandemic in Asia also caused travel activity to rise. GHG emissions from employee business travel accounted for 64.3% of our Corporate Carbon Footprint in 2023 (prior year: 55.1%). Within Germany, GHG emissions from business travel make up 81.6% of our country-specific Corporate Carbon Footprint. As the second-largest source of GHG emissions, our employees' travel activities play a key role in achieving our climate targets.

GRI 2-24
GRI 305-3
GRI 305-5

Spotlight on the vehicle fleet

In 2023, our vehicle fleet worldwide emitted 23,365 t CO₂e, 63.5% of which by our vehicles in Germany. This is why we are focusing on moving away from fossil fuels and are working on electrifying our fleet. Overall, we increased the share of fully electric vehicles in our fleet fivefold compared to the prior year.

Since October 2021, the fuel consumption and thus the GHG emissions of every leased vehicle at TÜV SÜD has also been directly linked to a measure to mitigate climate change, supporting international climate change mitigation projects that have been certified in accordance with the Gold Standard. In 2023, the volume of emissions offset in this way came to around 16,350 t CO₂e (prior year: 12,840 t CO₂e).

Promoting sustainable mobility

We want to continue to focus on using employee mobility as a major tool to lower our Corporate Carbon Footprint. For this reason, we are constantly expanding the charging infrastructure at our locations and also installed additional charging points at our offices and technical service centers in Germany in the reporting year. Compared to the prior year, we increased the number of charging points available to our employees by 20%. Our aim is to have all technical service centers in Germany equipped with charging points by the end of 2024.

To help our employees to keep emissions as low as possible when commuting, we have offered them a range of options for many years. Another was added in the reporting year: Since July 2023, TÜV SÜD employees have had the option to purchase the Deutschlandticket at a reduced price. In the reporting year, we surveyed our employees' commuting behavior. The results have laid the foundation for extending the range of options we offer and for more accurately measuring the resulting the emissions.

In 2023, our employees traveled roughly 4.2 million kilometers for business travel on trains that were powered with electricity from renewable energies. This saved more than 700 t CO₂e compared to the same journeys by car¹.

CREATING SHARED ENVIRONMENTAL AWARENESS

Initiatives to make TÜV SÜD itself more sustainable and more fit for the future are underway in all divisions and subsidiaries of TÜV SÜD. In order to raise the environmental awareness of our employees, mandatory online sustainability training is provided worldwide every two years, drawing attention to the Group's policies and guidelines.

Our internal communications regularly highlight opportunities for environmental awareness in our daily (working) life. We report on relevant individual measures and resolutions, corporate campaigns and specific actions through a range of internal channels with the aim of heightening our employees' level of awareness and motivating them to help us achieve our sustainability targets.

► Information and
dialog platform
see page
25

1. Assuming that the passenger kilometers are driven by an average single-occupant car similar to those in our fleet.



COMMITMENT TO SOCIETY

- 98 >> The TÜV SÜD Foundation –
inspiring passion for technology
- 99 >> TÜV SÜD's social engagement

OUR AMBITION

By promoting and implementing charitable projects, we provide wide-ranging support for societal issues and contribute to the general good.

As a company, we seek to play a proactive role in the sustainable development of our society, with many forms of commitment ranging from donations and collaborations to projects we initiate. In addition, we are involved in extensive activities supporting education in technology and natural sciences for young people, focusing on the opportunities and challenges of future competencies, educational equality and new teaching and learning concepts. These projects are borne by the TÜV SÜD Foundation and directly by group entities.

The TÜV SÜD Foundation – inspiring passion for technology

The TÜV SÜD Foundation is one of the two owners of TÜV SÜD AG. Its work funds a range of projects throughout Germany focusing on education for young people in STEM (science, technology, engineering, mathematics) subjects. All activities of the Foundation are directed toward the overarching goal of inspiring passion for technology among young people.

The TÜV SÜD Foundation funded more than 20 nationwide projects in 2023 and had earmarked over € 1 million for these. The majority of the Foundation's funding stems from dividends from TÜV SÜD AG and donations from legal entities in the TÜV SÜD Group.

Its projects provide young people with access to cutting-edge technologies, offer educational opportunities and drive technological change, offering funding in a wide range of areas. The scope of its project funding in 2023 spanned kindergarten, primary and secondary school projects, activities in technical and commercial training, support for new methods of academic education and research projects for climate protection and sustainability at German universities. Its main activities are new projects that establish innovative teaching and learning concepts at schools and universities.

The TÜV SÜD Foundation also coordinates the youth training and education activities funded by entities of the Group if they request it to do so, drawing on its dedicated experience in these sectors. More information about the projects, activities and allocation of funding of the TÜV SÜD Foundation can be found on the website and in the latest annual report of the TÜV SÜD Foundation.

TÜV SÜD's social engagement

GRI 2-23
GRI 2-24
GRI 415/3-3
GRI 415-1

In 2023, TÜV SÜD AG and its subsidiaries invested more than € 1.2 million¹ in its corporate social engagement. This amount includes donations and contributions for non-profit institutions as well as the dividend that enables the TÜV SÜD Foundation to realize its projects. In 2023, the financial investment made in this corporate social engagement was equivalent to virtually 1.0% of the TÜV SÜD Group's net income for the year.

All donations and societal funding from the TÜV SÜD Group are recorded in the system. This annual report provides the necessary transparency.

The Donations, Membership Fees and Sponsorship guideline ensures that the implementation of our social engagement activities is effectively coordinated and legally compliant. Among other things, it stipulates that donations by TÜV SÜD to politicians, political parties or organizations are not permitted. In 2023, no breaches of the terms of this guideline were registered at the company. Any information or complaints in this regard can be addressed by employees and external parties to the TÜV SÜD Trust Channel.

HELP FOR PEOPLE IN NEED

In the reporting year, TÜV SÜD once again helped people in need of urgent support through no fault of their own – be it because of natural disasters, sickness or other reasons. In 2023, TÜV SÜD supported numerous projects in the field of health and medicine: Donations were made to several institutions to enable them to provide comprehensive medical care to sick people or to offer children and their families opportunities to recover after serious illnesses. Non-profit initiatives to help the homeless and people in need also received support from TÜV SÜD.

TÜV SÜD also continued to provide emergency aid to those affected by natural disasters in the reporting year, donating over € 2 million to the victims of the severe earthquakes in Türkiye in February 2023. The funds were mainly raised and coordinated by our joint venture TÜVTÜRK in consultation with the local emergency services. Another advantage was our local presence in the region, where TÜV SÜD operates more than 200 technical service centers with our partners: Roughly 1,000 people who lost their homes in the earthquake were housed in tents on the sites of our technical service centers. In addition, mobile kitchens were set up there to prepare food and medicine and food were distributed. The TÜVTÜRK service center in Hatay also served as a situation center for the Turkish emergency workers in spring 2023.

¹ Excluding donations from our joint venture TÜVTÜRK.

INDIA – BETTER LIVING CONDITIONS IN RURAL AREAS

The legal entity in India once again supported regional projects in 2023 aimed at improving living conditions in economically underdeveloped rural areas of the country. An initiative supported by TÜV SÜD, which is active in the state of Maharashtra, now provides solar power to villages which had previously lacked access to reliable energy infrastructure. Another funded project in India aims to educate villagers in a large number of remote areas in sustainable agriculture and livestock farming.

OUTDOOR SCHOOL – LEARNING IN NATURE

TÜV SÜD is helping schoolchildren in Upper Bavaria experience a special kind of lesson: As part of the “outdoor school” project run by the German Center for Environment and Culture (ZUK) in Benediktbeuern, curriculum content is combined with outdoor activities. Children from around 20 classes at primary and special needs schools not only study German, mathematics or local and general studies, but can also perform scientific experiments, practice their craft skills and learn about creative thinking. Specifically, they gather knowledge about native animal and plant species, learn to recognize natural processes over the course of the year and apply mathematical methods and principles in the field. This helps the schoolchildren understand what it means to live in a sustainable way. The basic idea of the project is to integrate the goal of education for sustainable development, as stated in the Bavarian curriculum, in a practical and interdisciplinary way.

KINDERHELDEN – HELPING CHILDREN GET STARTED AT SCHOOL

TÜV SÜD employees act as mentors for the KinderHelden initiative. The aim is to help children from disadvantaged backgrounds to get started at school by providing them with a personal mentor. Participation in the program for equality of opportunity and education is free for the children and their families. The mentors give the children their time and attention: In tandem teams, they do homework, learn and play together. The initiative is active across Germany in the regions of Munich, Stuttgart, Rhine-Neckar, Rhine-Main, Hanover and Hamburg. In addition, TÜV SÜD also currently provides financial support to allow children to also visit places of learning outside of the school free of charge, for example, museums or workshops.

ROAD TRAFFIC EDUCATION – KEEPING CHILDREN SAFE ON THEIR WAY TO SCHOOL

In order to enable children to get to school safely, for some years now we have been supporting cycling proficiency training for the girls and boys in fourth grade at elementary schools in Bavaria together with the Landesverkehrswacht Bayern (Bavaria's road safety organization). The aim of this in-depth training is to protect children on their way to school and strengthen their personal responsibility as road users. The Landesverkehrswacht Bayern has also organized the annual sponsoring of the innovative road safety award with our help since 2012. The objective of the award is to support and increase awareness of outstanding road safety education projects by schools and to inspire as many as possible to take up the ideas. Since its inception, the award has been funded by TÜV SÜD or the TÜV SÜD Foundation.

JOBLINGE – OPPORTUNITIES FOR DISADVANTAGED YOUNG PEOPLE

GRI 2-28

Commitment to equal opportunities and participation: The non-profit initiative Joblinge supports young people who have had a difficult start in life, by providing them with genuine job opportunities and ensuring their permanent integration into the employment market and society as a whole. The support given by the initiative spans tailored qualifications, voluntary mentoring schemes, and assistance during training. The results achieved by Joblinge participants are therefore well above average for such schemes; over 70% of young people complete their training as a successful start to a career. TÜV SÜD provides a wide range of support to the Joblinge initiative: As a long-standing shareholder of the non-profit German stock company Joblinge Munich, TÜV SÜD provides funding, while TÜV SÜD employees all over Germany act as mentors for young people undergoing training. In addition, TÜV SÜD experts in Munich provide professional job application training for young people in order to improve their chances when searching for an apprenticeship.

DREHMOMENT – WORKSHOP PROJECT OPENS UP NEW PROSPECTS

Drehmoment is an educational workshop for young people and young adults in the Fürth region who have little chance in the first labor market. Participants are encouraged to develop their social skills to become mature enough to successfully complete vocational training. They are supported by a multi-professional team; individual coaching sessions and cooperations with trade businesses on the free market round off the concept. The project sponsor is the local child and youth welfare center. Thanks to TÜV SÜD's support, the initiative is to be expanded. In the future, the project will be open to more young people, and the participants' vocational qualifications and readiness for training can be further increased.

SOCIAL DAYS AT TÜV SÜD MANAGEMENT SERVICE GMBH

At TÜV SÜD Management Service GmbH's Social Days in 2023, more than 100 volunteers across Germany swapped their workplace for a day of social engagement close to home. They supported various social facilities, such as the food bank in Filderstadt, a charity for the disabled in Essen and helped with garden maintenance in a garden for deaf-blind people near Dresden. The idea for the Social Days was conceived by employees within the company during an inhouse workshop on corporate values.

GERMANY GRANTS – SUPPORTING TALENT

TÜV SÜD's grant scheme for Germany currently supports students at eleven universities and higher education institutions in southern Germany, allowing the talented young students to focus their attention on gaining their academic qualifications. The grants are awarded to students who achieve excellent results in their studies and demonstrate outstanding personal commitment in social issues. High marks are a given, but so is willingness to accept responsibility, or a track record of successfully overcoming personal and educational obstacles. The grant, which is non-means-tested, extends over a minimum of two semesters and finishes at the end of the standard period of study at the latest. All of these Germany grants are a joint partnership, with half the funding provided by the government and half by a socially engaged company.

STIFTERVERBAND – AN INITIATIVE FOSTERING EDUCATION, SCIENCE AND INNOVATION

GRI 2-28

TÜV SÜD has supported the wide-ranging activities of the Stifterverband association for many years, whose core themes and fields of action are education, science and innovation. The Stifterverband promotes equal-opportunity education, outstanding institutions of higher education and internationally competitive research centers. Its instruments range from extracurricular talent promotion and higher education structural programs to detailed analyses of scientific and innovation systems. TÜV SÜD is a member of the management board of the Stifterverband and is currently involved in the “Future Mission Education” initiative. In Germany, this has set itself the goal of providing reform impetus for an innovative education system that ensures that as many people as possible can be trained in the skills areas currently in demand in a short space of time.

We have also supported the German Future Prize, a technology and innovation award set up by the Stifterverband and presented by the President of the Federal Republic of Germany, for many years. The award recognizes outstanding technological innovations. In addition, TÜV SÜD has funded the Foundation Chair for Reliability and Safety of Technical Systems at Tongji University, Shanghai, in cooperation with the Stifterverband since 2013.

ACATECH – EXPERTISE FOR DECISION-MAKING PROCESSES

TÜV SÜD provides support for the work of acatech, the German National Academy of Science and Engineering. This national institution receives government and state funding and is the voice of the technological sciences in Germany and abroad. acatech provides advisory services on strategic engineering and technology policy issues to policymakers and the public – providing independent, evidence-based advice that is in the public interest. TÜV SÜD is represented on the Senate of acatech, a body that advises the academy on strategic issues and supports project-based collaborations with external experts from science and industry.



FURTHER INFORMATION

104 ▶▶ GRI Content Index

115 ▶▶ Data Book

124 ▶▶ Overview of membership associations

126 ▶▶ Imprint

GRI Content Index

TÜV SÜD AG has reported the information cited in this GRI Content Index for the period from January 1, 2023 to December 31, 2023 in accordance with the GRI Standards.

GRI 2-3

GRI Content Index

≡ 05

Disclosures	Comment	References	Page
GRI 2: General Disclosures 2021			
The organization and its reporting practices			
2-1	Organizational details	TÜV SÜD AG Westendstrasse 199, 80686 Munich, Germany	Company profile Corporate structure 8 9
2-2	Entities included in the organization's sustainability reporting		Annual Report 2023, Consolidated entities About this Sustainability Report 150 – 153 U1
2-3	Reporting period, frequency and contact point		About this Sustainability Report Imprint U1 126
2-4	Restatements of information	Changes are presented and highlighted if the restatement is classified as significant (> 10%).	TÜV SÜD's greenhouse gas inventory 89
2-5	External assurance	This Sustainability Report has not been audited externally.	
Activities and workers			
2-6	Activities, value chain and other business relationships	No significant changes to the supply chain are known.	Annual Report 2023, The market for technical services Annual Report 2023, Industry-specific environment TÜV SÜD at a glance Sustainability along the supply chain Our sustainability-related services 23 24 8, 10 – 14 46 – 47 52, 54 – 60
2-7	Employees		Annual Report 2023, Employee report Employees TÜV SÜD as an attractive employer Work-life balance Data Book 71 – 75 63 – 64 67 79 117 – 119
2-8	Workers who are not employees	TÜV SÜD's services are mainly provided by the company's own employees. In addition, TÜV SÜD engages almost 7,000 freelancers, for instance as speakers at the TÜV SÜD Academy, auditors and experts in the divisions and temporary workers. Ways of collecting data on workers who are not employees by gender are currently being explored.	Data Book 118

FURTHER INFORMATION

Disclosures	Comment	References	Page
Governance			
2-9	Governance structure and composition	Annual Report 2023, Corporate governance report Boards of TÜV SÜD AG	33 – 41 154
2-10	Nomination and selection of the highest governance body	Annual Report 2023, Corporate governance report	33 – 41
2-11	Chair of the highest governance body	The governance structure at TÜV SÜD AG comprises the Board of Management and Supervisory Board. In accordance with the dual management structure required by German stock corporation law, the Board of Management manages TÜV SÜD AG and the Supervisory Board monitors and advises the Board of Management.	Annual Report 2023, Corporate governance report 35
2-12	Role of the highest governance body in overseeing the management of impacts	The Supervisory Board monitors the work of the Board of Management and therefore also controls the implementation of the sustainability strategy. In order to fulfill its monitoring task, the Supervisory Board is regularly provided with both written and oral reports from the Board of Management on the situation of the company, planning and strategy. These reports also include sustainability topics from ESG (environmental, social, governance) areas.	Annual Report 2023, Supervisory Board report Annual Report 2023, Our management system Annual Report 2023, Corporate governance report Sustainability – our mission Our sustainability organization Compliance organization Respect for human rights Data protection and information security 13 – 16 30 33 – 41 16, 19 20 35 38 40
2-13	Delegation of responsibility for managing impacts	The Supervisory Board is informed about sustainability topics from environmental, social and governance areas at least once a year; this includes updates on the achievement of targets and measures implemented to achieve these targets.	Our strategy Sustainability – our mission Our sustainability organization Respect for human rights Our impact on the environment 12 17, 19 20 38 87
2-14	Role of the highest governance body in sustainability reporting	TÜV SÜD is working on expanded reporting until the reporting year 2024. This Sustainability Report was submitted to the Audit Committee for acknowledgment prior to publication.	Annual Report 2023, Supervisory Board report Annual Report 2023, Corporate governance report Our sustainability organization 13 – 16 33 – 41 20
2-15	Conflicts of interest	The guideline on conflicts of interest provides the framework and defines the procedure on a case-by-case basis.	Annual Report 2023, Corporate governance report Annual Report 2023, Related parties Compliance guidelines and information sheets on compliance topics 33 – 41 147 – 149 33
2-16	Communication of critical concerns	The Supervisory Board is provided with regular reports about the risks in the company, the internal risk management system and current compliance cases. If certain transactions could be significant for the company's profitability or liquidity, the Supervisory Board is informed on an ad hoc basis and given the opportunity to express its opinion. Furthermore, certain significant transactions require prior approval from the Supervisory Board. For reasons of confidentiality, TÜV SÜD does not make any disclosures on the number of critical concerns beyond those in the Annual Report and the Sustainability Report.	Sustainability – our mission Monitoring compliance within the company 17 36

FURTHER INFORMATION

Disclosures	Comment	References	Page
2-17	Collective knowledge of the highest governance body	TÜV SÜD is working on expanded reporting until the reporting year 2024. The members of the Supervisory Board independently further their education with the company's support.	Annual Report 2023, Corporate governance report 33 – 41
2-18	Evaluation of the performance of the highest governance body	TÜV SÜD does not make any disclosures on the evaluation of the performance of its highest governance bodies beyond those in the Sustainability Report and Annual Report.	Annual Report 2023, Corporate governance report Holistic performance review 33 – 41 70
2-19	Remuneration policies	TÜV SÜD does not make any disclosures on the remuneration of its highest governance bodies beyond those in the Sustainability Report and Annual Report.	Annual Report 2023, Corporate governance report 33 – 41 Annual Report 2023, Notes to the consolidated financial statements 149 Holistic performance review 70
2-20	Process to determine remuneration		Annual Report 2023, Corporate governance report Annual Report 2023, Notes to the consolidated financial statements 33 – 41 149
2-21	Annual total compensation ratio	Due to the current availability of data and for confidentiality reasons, no data are currently collected for this indicator.	
Strategy, guidelines and practices			
2-22	Statement on sustainable development strategy		Message from the Chairman of the Board of Management Our strategy 5 – 6 10 – 11
2-23	Policy commitments		Sustainability – our mission Our sustainability organization Corporate governance Compliance Respect for human rights Data protection and information security Taxes Supplier Code of Conduct provides the framework Employees Complaints can be made at any time, anonymously if desired Occupational health and safety management Decarbonization path TÜV SÜD's social engagement 16 – 17 19 30 31 – 33, 35 38 39 42 48 63 73 80 – 81 88 99
2-24	Embedding policy commitments		Sustainability – our mission Corporate governance Compliance Respect for human rights Data protection and information security Taxes Sustainability along the supply chain Employees Complaints can be made at any time, anonymously if desired Global policy defines framework for occupational health and safety Decarbonization path Creating shared environmental awareness TÜV SÜD's social engagement 16 – 17 30 31 – 36 38 39 – 40 42 47 – 50 63 73 81 – 82 88 96 99

FURTHER INFORMATION

Disclosures	Comment	References	Page
2-25	Processes to remediate negative impacts	Sustainability – our mission Respect for human rights	17 39
2-26	Mechanisms for seeking advice and raising concerns	Sustainability – our mission Stakeholder dialog Compliance Respect for human rights Complaints can be made at any time, anonymously if desired	17 25 – 26 34 – 35, 37 38 73
2-27	Compliance with laws and regulations	No significant fines or non-monetary sanctions are known to have been imposed on account of non-compliance with environmental laws or regulations in the reporting period 2023. No significant fines or non-monetary sanctions are known to have been imposed on account of non-compliance with laws and/or regulations in the social and economic area in the reporting period 2023.	
2-28	Membership associations	Dialog within the TIC industry Selected memberships of associations and committees for standard setting Taxes Joining forces for more climate change mitigation Joblinge – opportunities for disadvantaged young people acatech – expertise for decision-making processes Overview of membership associations	27 27 – 28 42 90 101 102 124 – 125
Stakeholder engagement			
2-29	Approach to stakeholder engagement	Identifying our stakeholders Stakeholder dialog Employee dialog Recruitment Employee engagement as part of our corporate culture	24 25 66 66 – 67 74
2-30	Collective bargaining agreements	Compensation and benefits	68

GRI 3: Material Topics 2021

Disclosures on material topics

3-1	Process to determine material topics	Our materiality analysis	22
3-2	List of material topics	No significant substantive changes to the list of material topics and their grouping compared to the reporting period 2022 were noted. Our materiality analysis Materiality matrix	22 23
3-3	Management of material topics	The management approach is explained in the respective relevant section.	

FURTHER INFORMATION

Disclosures	Comment	References	Page
GRI 200: Economic			
Topic: Economic performance			
201/3-3	Disclosures on management of the topic	Company profile	8
GRI 201: Economic Performance 2016			
201-1	Direct economic value generated and distributed	Annual Report 2023, Economic report Annual Report 2023, Notes to the consolidated financial statement	42 – 70 112 – 118
201-2	Financial implications and other risks and opportunities due to climate change	As a technical service provider, only affected indirectly and to a small extent by the financial implications of climate change. The topic and its potential effects are monitored in the risk management process.	
201-3	Defined benefit plan obligations and other retirement plans	Annual Report 2023, Notes to the consolidated financial statements	127 – 134
201-4	Financial assistance received from government	Annual Report 2023, Economic report	50
Topic: Procurement Practices			
204/3-3	Disclosures on management of the topic	Sustainability along the supply chain	46 – 50
GRI 204: Procurement Practices 2016			
204-1	Proportion of spending on local suppliers	More than 90% of the purchasing volume	Sustainability along the supply chain 47
Topic: Anti-corruption			
205/3-3	Disclosures on management of the topic	Compliance	31 – 37
GRI 205: Anti-corruption 2016			
205-1	Operations assessed for risks related to corruption	All TÜV SÜD operations undergo an internal compliance risk analysis at regular intervals, primarily covering the key compliance topics (i) anti-corruption, (ii) export control, (iii) antitrust law and (iv) human rights and human rights-related environmental protection obligations as defined by the LkSG.	
205-2	Communication and training about anti-corruption policies and procedures	The topic of anti-corruption is among those dealt with in the compliance e-learning module, which all employees must complete at regular intervals. Current topics and new and revised compliance guidelines are regularly communicated worldwide by executives (up to Board of Management level) and by the global compliance organization. A breakdown of completed compliance training courses by region is not currently possible.	Compliance communication 35 Compliance training 36 Monitoring compliance within the company 36 Data Book 121
205-3	Confirmed incidents of corruption and actions taken	There were two confirmed cases of corruption in 2023. There was no corruption-related termination of contracts with business partners.	Monitoring compliance within the company 37 Data Book 122
Topic: Anti-competitive Behavior			
206/3-3	Disclosures on management of the topic	Compliance	31 – 37

FURTHER INFORMATION

Disclosures	Comment	References	Page
GRI 206: Anti-competitive Behavior 2016			
206-1	Legal actions for anti-competitive behavior, anti-trust and monopoly practices	There were no cases of legal action on grounds of anti-competitive behavior or antitrust law violations involving TÜV SÜD.	
Topic: Tax			
207/3-3	Disclosures on management of the topic	Taxes	41 – 42
GRI 207: Tax 2019			
207-1	Approach to tax	Taxes	42
207-2	Tax governance, control and risk management	Taxes	42
207-3	Stakeholder engagement and management of concerns related to tax	Taxes	42
207-4	Country-by-country reporting	TÜV SÜD AG provides detailed reports of its tax positions in its consolidated financial statements, in full compliance with all requirements under the International Financial Reporting Standards (IFRSs). The annual country-by-country report is submitted to the German tax authorities. In addition, where relevant, the tax authorities in other jurisdictions are notified of the submission of the report in Germany. The German tax authorities share the country-by-country reports with tax authorities in numerous other jurisdictions with which information-sharing agreements are in place. TÜV SÜD therefore currently has no plans to publish these reports.	
GRI 300: Environmental			
Topic: Materials			
301/3-3	Disclosures on management of the topic	Reducing the use of materials, strengthening the circular economy	93
GRI 301: Materials 2016			
301-1	Materials used by weight or volume	Focus on paper consumption Data Book	93 116
Topic: Energy			
302/3-3	Disclosures on management of the topic	Managing the use of energy in buildings Using resources efficiently Promoting the energy transition Efficient IT infrastructure	90 – 91 91 91 – 92 93
GRI 302: Energy 2016			
302-1	Energy consumption within the organization	Managing the use of energy in buildings Promoting the energy transition Data Book	91 92 115
302-3	Energy intensity	Managing the use of energy in buildings	91
302-4	Reduction of energy consumption	Managing the use of energy in buildings	91

FURTHER INFORMATION

Disclosures	Comment	References	Page
302-5	Reductions in energy requirements of products and services	Managing the use of energy in buildings	91
Topic: Water and Effluents			
303/3-3	Disclosures on management of the topic	Using water sparingly	94
GRI 303: Water and Effluents 2018			
303-5	Water consumption	Using water sparingly Data Book	94 115
Topic: Emissions			
305/3-3	Disclosures on management of the topic	Decarbonization path	88
GRI 305: Emissions 2016			
305-1	Direct (Scope 1) GHG emissions	Greenhouse gas inventory is the foundation for preserving resources Data Book	89 115
305-2	Energy indirect (Scope 2) GHG emissions	Greenhouse gas inventory is the foundation for preserving resources Data Book	89 115
305-3	Other indirect (Scope 3) GHG emissions	Greenhouse gas inventory is the foundation for preserving resources Employee mobility Data Book	89 95 – 96 115 – 116
305-4	GHG emissions intensity	Greenhouse gas inventory is the foundation for preserving resources Data Book	89 115
305-5	Reduction of GHG emissions	Decarbonization path Promoting the energy transition Employee mobility	88 91 96
Topic: Waste			
306/3-3	Disclosures on management of the topic	Our waste, our responsibility	93 – 94
GRI 306: Waste 2020			
306-2	Management of significant waste-related impacts	Our waste, our responsibility	94
306-3	Waste generated	Our waste, our responsibility Data Book	94 116
306-4	Waste diverted from disposal	Our waste, our responsibility	94
306-5	Waste directed to disposal	Our waste, our responsibility	94
Topic: Supplier Environmental Assessment			
308/3-3	Disclosures on management of the topic	Sustainability along the supply chain	46 – 50
GRI 308: Supplier Environmental Assessment 2016			
308-1	New suppliers that were screened using environmental criteria	18% of the targeted suppliers were new suppliers in 2023. Supplier auditing and evaluation Data Book	49 123

FURTHER INFORMATION

Disclosures	Comment	References	Page	
308-2	Negative environmental impacts in the supply chain and actions taken	In 2023, corrective and improvement measures were carried out at 3% of the suppliers that were reviewed/evaluated. No business relationships were terminated on account of breaches of ESG requirements and/or corrective measures identified. Suppliers with a poor result for sustainability in the annual supplier assessment process have received training on the TÜV SÜD Group's minimum ESG requirements. In order to systematically anchor our ESG requirements in the TÜV SÜD supply chain, we also checked that suppliers in potentially risky industries and countries adhere to our SCoC values using a self-assessment questionnaire and also carried out on-site audits.	Clear requirements – consistent action Data Book	49 – 50 123

GRI 400: Social

Topic: Employment

401/3-3	Disclosures on management of the topic	Employees Work-life balance	62 – 66 79 – 80
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GRI 401: Employment 2016

401-1	New employee hires and employee turnover	Recruitment Data Book	67 119 – 120
401-3	Parental leave	Work-life balance Data Book	80 120

Topic: Labor/Management Relations

402/3-3	Disclosures on management of the topic	Employees	62 – 66
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GRI 402: Labor/Management Relations 2016

402-1	Minimum notice periods regarding operational changes	TÜV SÜD observes the participation, co-determination and notification periods set forth in local law.	Collaboration with employee representatives 65 – 66
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Topic: Occupational Health and Safety

403/3-3	Disclosures on management of the topic	Occupational health and safety	80 – 82
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GRI 403: Occupational Health and Safety 2018

403-1	Occupational health and safety management system	Global policy defines framework for occupational health and safety Occupational safety	81 – 82 83
403-2	Hazard identification, risk assessment and incident investigation	Management approach to occupational health and safety Occupational safety	80 – 81 83
403-3	Occupational health services	Occupational health and safety Global policy defines framework for occupational health and safety	80 81 – 82

FURTHER INFORMATION

Disclosures	Comment	References	Page	
403-4	Worker participation, consultation and communication on occupational health and safety	Information on occupational health and safety and mental health services is published on the intranet. Mailings and media, such as posters and postcards, are also used to provide information about current campaigns at each location.	Management approach to occupational health and safety Global policy defines framework for occupational health and safety	80 – 81 81 – 82
403-5	Worker training on occupational health and safety	The Global Learning Portal has courses on occupational safety, health protection and mental health in addition to the basic digital occupational health and safety training. The training courses address topics such as first aid, safety and well-being, ergonomics, avoiding hazards and TÜV SÜD's general national and international health offerings.	Occupational safety Health protection Data Book	83 84 121
403-6	Promotion of worker health		Occupational safety Health protection	83 84
403-8	Workers covered by an occupational health and safety management system	All TÜV SÜD employees are covered by a Global health and safety management policy, which includes the core components of a management system.	Global policy defines framework for occupational health and safety Health protection	82 84
403-9	Work-related injuries	The most frequent injuries were to hands, full bodies and spines, followed by injuries to feet and legs. These were mostly caused by falls and traffic accidents.	Data Book	120
Topic: Training and Education				
404/3-3	Disclosures on management of the topic		Personnel development and learning	76 – 78
GRI 404: Training and Education 2016				
404-1	Average hours of training per year per employee		Personnel development and learning Data Book	76 121
404-2	Programs for upgrading employee skills and transition assistance programs		Quality management Holistic performance review Global and holistic learning landscape established worldwide	45 70 76 – 78
404-3	Percentage of employees receiving regular performance and career development reviews		Holistic performance review Data Book	70 121
Topic: Diversity and Equal Opportunity				
405/3-3	Disclosures on management of the topic		Compensation and benefits Diversity and inclusion	68 – 70 71 – 72
GRI 405: Diversity and Equal Opportunity 2016				
405-1	Diversity of governance bodies and employees		Diversity and inclusion Advancement of women in the company Data Book	71 75 122
405-2	Ratio of basic salary and remuneration of women to men		Positive development in equal pay continues	69
Topic: Non-discrimination				
406/3-3	Disclosures on management of the topic		Respect for human rights Diversity and inclusion	38 71 – 72

FURTHER INFORMATION

Disclosures	Comment	References	Page
GRI 406: Non-discrimination 2016			
406-1	Incidents of discrimination ¹ and corrective actions taken	Two plausible reports, neither of which was confirmed after investigation. Corrective action was therefore not necessary.	Respect for human rights Data Book 38 122
Topic: Freedom of Association and Collective Bargaining			
407/3-3	Disclosures on management of the topic		Compliance Respect for human rights Supplier code of conduct provides the framework 31 – 37 38 48 – 49
GRI 407: Freedom of Association and Collective Bargaining 2016			
407-1	Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	Minimum standards are defined in the TÜV SÜD Code of Conduct and TÜV SÜD Supplier Code of Conduct. No incidents were recorded in 2023.	
Topic: Child Labor			
408/3-3	Disclosures on management of the topic		Compliance Respect for human rights Supplier code of conduct provides the framework 31 – 37 38 48 – 49
GRI 408: Child Labor 2016			
408-1	Operations and suppliers at significant risk for incidents of child labor	Minimum standards are defined in the TÜV SÜD Code of Conduct and TÜV SÜD Supplier Code of Conduct. No incidents were recorded in 2023.	
Topic: Forced or Compulsory Labor			
409/3-3	Disclosures on management of the topic		Compliance Respect for human rights Supplier code of conduct provides the framework 31 – 37 38 48 – 49
GRI 409: Forced or Compulsory Labor 2016			
409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labor	Minimum standards are defined in the TÜV SÜD Code of Conduct and TÜV SÜD Supplier Code of Conduct. No incidents were recorded in 2023.	
Topic: Rights of Indigenous Peoples			
411/3-3	Disclosures on management of the topic		Compliance Respect for human rights 31 – 37 38 – 39
GRI 411: Rights of Indigenous Peoples 2016			
411-1	Incidents of violations involving rights of indigenous peoples	Minimum standards are defined in the TÜV SÜD Code of Conduct and TÜV SÜD Supplier Code of Conduct. No incidents were recorded in 2023.	Respect for human rights 39
Topic: Supplier Social Assessment			
414/3-3	Disclosures on management of the topic		Sustainability along the supply chain 46 – 50

1 Incidents of discrimination as defined by the LkSG, i.e., excluding harassment and bullying.

FURTHER INFORMATION

Disclosures	Comment	References	Page
GRI 414: Supplier Social Assessment 2016			
414-1	New suppliers that were screened using social criteria	28% of the targeted suppliers were new suppliers in 2023.	Clear requirements – consistent action Data Book 49 123
414-2	Negative social impacts in the supply chain and actions taken	In 2023, corrective and improvement measures were carried out at 3% of the suppliers that were reviewed/evaluated. No business relationships were terminated on account of breaches of ESG requirements and/or corrective measures identified. Suppliers with a poor result for sustainability in the annual supplier assessment process have received training on the TÜV SÜD Group's minimum ESG requirements. In order to systematically anchor our ESG requirements in the TÜV SÜD supply chain, we also checked that suppliers in potentially risky industries and countries adhere to our SCoC values using a self-assessment questionnaire and also carried out on-site audits.	Respect for human rights Data Book 38 123
Topic: Public Policy			
415/3-3	Disclosures on management of the topic	TÜV SÜD is actively involved in a number of professional associations at German and European level, including the TÜV Association and the TIC Council. Further involvement on the part of the company is listed in the EU Transparency Register. There is no reporting beyond this content.	Promotion of transparency and information-sharing TÜV SÜD's social engagement Overview of membership associations 28 99 124 – 125
GRI 415: Public Policy 2016			
415-1	Political contributions		TÜV SÜD's social engagement 99
Topic: Customer Privacy			
418/3-3	Disclosures on management of the topic		Data protection and information security 39 – 41
GRI 418: Customer Privacy 2016			
418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	Substantiated complaints concerning breaches of personal data privacy received from external parties (24) and supervisory bodies (0) Determined cases of theft or loss of customers' personal data (5)	Data Book 123

Data Book

The following overview contains the relevant key figures for sustainability reporting. Unless otherwise indicated, all figures refer to the TÜV SÜD Group. The reporting covers the financial years 2021 to 2023.

Data Book

≡ 06

GRI

Unit

Environment

302-1	Heating energy and electricity consumption	2023	2022	2021 ¹	
	Total energy consumption	126,168.1	126,781.8	148,955.0	MWh
	of which from renewable energy sources	20.4	21.7	28.0	%
	Building-related electricity ²	84,224.0	83,318.2	93,400.0	MWh
	of which from renewable energy sources	30.4	32.9	42.0	%
	Heating energy ²	41,944.0	43,463.6	55,556.0	MWh

- 1 Data from all fully consolidated subsidiaries in Germany, Italy, Spain, the UK, the US, India, Singapore, China, Japan and South Korea.
2 Including imported steam and imported cooling, as well as electricity for electric mobility, charged at TÜV SÜD locations.

303-5	Water consumption	2023	2022	2021 ¹	
	Water consumption	249,094.1	244,930.3	270,000.0	m³
	Water consumption	8.9	9.2	12.0	m ³ per capita

- 1 Data from all fully consolidated subsidiaries in Germany, Italy, Spain, the UK, the US, India, Singapore, China, Japan and South Korea.

	Greenhouse gas emissions	2023 ¹	2022 ¹	2021 ²	
305-1	Scope 1	31,106	29,700	18,552	t CO₂e
	Vehicle fleet	23,193	20,693	13,291	t CO ₂ e
	Heating	5,336	5,686	5,261	t CO ₂ e
	Refrigerants	2,577	3,321	n.a.	t CO ₂ e
305-2	Scope 2	27,933	26,442	40,603	t CO₂e
	Electricity	25,129	23,725	35,131	t CO ₂ e
	Heating ³	2,804	2,717	5,472	t CO ₂ e
305-3	Scope 3	43,578	25,092	15,303	t CO₂e
	Business travel	42,571	24,035	14,819	t CO ₂ e
	Paper and water ⁴	1,007	1,057	484	t CO ₂ e
305	Total	102,618	81,234	74,458	t CO₂e
	Purchased CO ₂ certificates for voluntary offsetting ⁵	16,512	12,942	n.a.	t CO ₂ e
305-4	Intensity of greenhouse gas emissions				
	per employee	3.7	3.1	3.3	t CO ₂ e per capita
	per employee	4.1	3.4	3.7	t CO ₂ e per FTE

- 1 Market-based emissions calculation.
2 Germany: market-based emissions calculation; international entities (fully consolidated subsidiaries in Italy, Spain, the UK, the US, India, Singapore, China, Japan and South Korea): location-based emissions calculation.
3 Including emissions from imported steam and imported cooling.
4 Emissions from procured office paper, drinking water and wastewater treatment.
5 We are investing in offsetting programs following the Gold Standard.

FURTHER INFORMATION

GRI					Unit
305-3	Business travel¹	2023	2022	2021²	
	Total	192,016.8	156,184.5	128,463.3	MWh
	Business travel/employee	6.9	5.9	5.7	MWh per capita
	Leased vehicle fleet ¹	50.0	52.8	38.9	% share of total MWh from business travel
	Total	95,942.1	82,457.0	50,017.9	MWh
	Business travel in rented and private cars ³	22.3	27.6	25.6	% share of total MWh from business travel
	Total	42,850.5	43,058.6	32,883.6	MWh
	Rail and public transport ³	1.7	1.8	19.4	% share of total MWh from business travel
	Total	3,219.7	2,784.4	24,929.5	MWh
	Air (short, medium and long haul)	26.0	17.9	16.1	% share of total MWh from business travel
	Total	50,004.5	27,884.6	20,632.4	MWh

1 Including electricity charged for our vehicle fleet.

2 Modeled for all fully consolidated subsidiaries in Germany, Italy, Spain, the UK, the US, India, Singapore, China, Japan and South Korea.

3 Includes business travel by train, taxis, as well as public transportation.

	Refrigerants	2023	2022	2021	
	Total	909.0	873.8	n.a.	kg
	of which Germany	155.5	302.6	n.a.	kg
306-3	Waste	2023	2022	2021	
	Commercial waste similar to municipal waste total	8,300	7,900	n.a.	t
	thereof residual waste ¹	2,700	2,500	n.a.	t
	thereof paper and cardboard ¹	5,600	5,400	n.a.	t
	Hazardous waste ²	1,100	1,000	n.a.	t

1 Estimate for all TÜV SÜD locations.

2 Estimate for laboratory locations.

306-3/ 301-1	Paper consumption	2023	2022	2021¹	
	Paper consumption	275.7	293.7	345.0	t
	Paper consumption	9.9	11.0	15.4	kg per capita

1 Data from all fully consolidated subsidiaries in Germany, Italy, Spain, the UK, the US, India, Singapore, China, Japan and South Korea.

FURTHER INFORMATION

GRI Unit

Employees

2-7	Number of employees (as of the reporting date)	2023	2022	2021	Head count
	Total	27,905	26,595	25,538	
	thereof women	9,105	8,606	8,181	Number
		32.6	32.3	32.1	%
	thereof men	18,791	17,969	17,273	Number
		67.3	67.6	67.6	%
	thereof not disclosed/other	9	20	84	Number
		0.0	0.1	0.3	%
	thereof in the EUROPE Region	18,808	18,037	17,683	Number
		67.4	67.8	69.2	%
	thereof in the AMERICAS Region	1,213	1,135	1,100	Number
		4.3	4.3	4.3	%
	thereof in the ASIA Region	7,884	7,423	6,755	Number
		28.3	27.9	26.5	%
	thereof in the INDUSTRY Segment	8,220	7,827	7,576	Number
		29.5	29.4	29.7	%
	thereof in the MOBILITY Segment	7,584	7,307	7,206	Number
		27.2	27.5	28.2	%
	thereof in the CERTIFICATION Segment	9,556	8,986	8,367	Number
		34.2	33.8	32.8	%
	thereof in the OTHER Segment	2,545	2,475	2,389	Number
		9.1	9.3	9.3	%
	thereof < 30 years of ages	4,333	4,016	3,734	Number
		15.5	15.1	14.6	%
	thereof 30 – 45 years of ages	13,815	13,119	12,517	Number
		49.5	49.3	49.0	%
	thereof 46 – 60 years of ages	7,966	7,794	7,717	Number
		28.5	29.3	30.2	%
	thereof > 60 years of ages	1,792	1,666	1,570	Number
		6.4	6.3	6.1	%

2-7	Employees by type of employment contract (fixed-term/permanent)	2023	2022	2021	Head count
	Permanent	23,980	22,856	22,002	
	thereof women	7,523	7,009	6,665	Number
		31.4	30.7	30.3	%
	thereof men	16,451	15,840	15,255	Number
		68.6	69.3	69.3	%
	thereof not disclosed/other	6	7	82	Number
		0.0	0.0	0.4	%
	thereof in the EUROPE Region	17,501	16,810	16,299	Number
		73.0	73.6	74.1	%

FURTHER INFORMATION

GRI					Unit
	thereof in the ASIA Region	5,318	4,955	4,645	Number
		22.2	21.7	21.1	%
	thereof in the AMERICAS Region	1,161	1,091	1,058	Number
		4.8	4.8	4.8	%
	Fixed-term	3,925	3,739	3,536	Number
	thereof women	1,582	1,597	1,516	Number
		40.3	42.7	42.9	%
	thereof men	2,342	2,141	2,018	Number
		59.7	57.3	57.1	%
	thereof not disclosed/other	1	1	2	Number
		0.0	0.0	0.1	%
	thereof in the EUROPE Region	1,307	1,231	1,382	Number
		33.3	32.9	39.1	%
	thereof in the ASIA Region	2,565	2,468	2,111	Number
		65.4	66.0	59.7	%
	thereof in the AMERICAS Region	53	40	43	Number
		1.3	1.1	1.2	%
	Employees by type of employment (full-time/part-time)	2023	2022	2021	
2-7	Full-time	24,145	22,970	22,095	Number
	thereof women	6,984	6,555	6,185	Number
		28.9	28.6	28.0	%
	thereof men	17,155	16,408	15,824	Number
		71.0	71.4	71.6	%
	thereof not disclosed/other	6	7	86	Number
		0.0	0.0	0.4	%
	Part-time	3,760	3,625	3,443	Head count
	thereof women	2,120	2,051	1,994	Number
		56.4	56.6	57.9	%
	thereof men	1,639	1,573	1,449	Number
		43.6	43.4	42.1	%
	thereof not disclosed/other	1	1	0	Number
		0.0	0.0	0.0	%
2-8	Workers who are not employees	2023	2022	2021	
	Total	6,938	5,963		Head count
	thereof not disclosed/other	6,938	5,963	n.a.	Number
		100.0	100.0	n.a.	%

FURTHER INFORMATION

GRI					Unit
401-1/ 2-7	Number of employees	2023	2022	2021	
	Total	27,905	26,595	25,538	Head count
	Total (FTE)	25,023	23,957	23,220	FTE
	New employees during the reporting period, total	4,606	4,592	3,823	Number
		16.5	17.3	15.0	% of workforce
	thereof women	1,546	1,554	1,333	Number
		33.6	33.8	34.9	% of new hires
	thereof men	3,052	3,029	2,456	Number
		66.3	66.0	64.2	% of new hires
	thereof not disclosed/other	8	9	34	Number
		0.2	0.2	0.9	% of new hires
	thereof joined in the EUROPE Region	2,560	2,177	2,005	Number
		55.6	47.4	52.4	% of new hires
	thereof joined in the ASIA Region	1,825	2,176	1,620	Number
		39.6	47.4	42.4	% of new hires
	thereof joined in the AMERICAS Region	221	239	198	Number
		4.8	5.2	5.2	% of new hires
	thereof < 30 years of age	1,926	1,958	1,565	Number
		41.8	42.6	40.9	% of new hires
	thereof 30 – 45 years of age	2,076	2,054	1,712	Number
	45.1	44.7	44.8	% of new hires	
thereof 46 – 60 years of age	512	481	459	Number	
	11.1	10.5	12.0	% of new hires	
thereof > 60 years of age	92	99	87	Number	
	2.0	2.2	2.3	% of new hires	
401-1	Employee turnover during the reporting period, total	2023	2022	2021	
	Total	3,465	3,550	3,245	Number
		12.6	13.4	12.7	% of workforce
	thereof women	1,096	1,221	999	Number
		31.6	34.4	30.8	% of departures
	thereof men	2,367	2,320	2,239	Number
		68.3	65.4	69.0	% of departures
	thereof not disclosed/other	2	9	7	Number
		0.1	0.2	0.2	% of departures
	thereof in the EUROPE Region	1,986	1,892	1,820	Number
		57.3	53.3	56.1	% of departures
	thereof in the ASIA Region	1,289	1,408	1,227	Number
		37.2	39.7	37.8	% of departures
	thereof in the AMERICAS Region	190	250	198	Number
	5.5	7.0	6.1	% of departures	
thereof < 30 years of age	1,051	1,113	1,013	Number	
	30.3	31.4	31.2	% of departures	

FURTHER INFORMATION

GRI					Unit
	thereof 30 – 45 years of age	1,514	1,514	1,414	Number
		43.7	42.6	43.6	% of departures
	thereof 46 – 60 years of age	504	515	471	Number
		14.5	14.5	14.5	% of departures
	thereof > 60 years of age	388	408	347	Number
		11.2	11.5	10.7	% of departures
401-3	Parental leave	2023	2022	2021	
	Employees on parental leave	1,192	1,169	1,015	Head count
	thereof women	611	547	458	Number
	thereof men	581	622	557	Number
	Employees in part-time employment during parental leave	205	217	203	Head count
	thereof women	127	128	121	Number
	thereof men	78	89	82	Number
	Average duration of parental leave	3.3	4.2	3.8	Months
	thereof women	7.3	10.2	9.6	Months
	thereof men	1.4	1.5	1.3	Months
	Employees returning to work within the reporting period after parental leave	872	925	826	Head count
	thereof women	272	271	208	Number
	thereof men	600	654	618	Number
	Return to work rate	73.2	79.1	81.4	%
	Employees returning to work within the reporting period after parental leave and still employed twelve months after returning to work	810	873	701	Head count
	thereof women	249	244	154	Number
	thereof men	561	629	547	Number
	Rate of employees remaining in their positions	92.9	94.4	84.9	%
403-9	Work-related accidents	2023	2022	2021	
	Total	201	158	279	Number
		7.2	6.6	11.0	AFR ¹
		0.8	0.7	1.2	Rate ²
	Fatalities	0	0	0	Number
		0.0	0.0	0.0	AFR ¹
		0.0	0.0	0.0	Rate ²
	Serious work-related injuries	1	1	12	Number
		0.0	0.0	0.5	AFR ¹
		0.0	0.0	0.1	Rate ²
	Work-related reported injuries	142	116	155	Number
		5.1	4.8	6.1	AFR ¹
		0.6	0.5	0.6	Rate ²
	Number of hours worked	47,838,270	47,023,502	47,755,013	h

1 AFR = Accident Frequency Rate: relative frequency of accidents per thousand FTEs relating to all reportable accidents.

2 Number of injuries/Number of hours worked × 200,000.

FURTHER INFORMATION

GRI					Unit
404-1	Training and education	2023	2022	2021	
	Total training and education	131,000	128,800	84,250	Days
	Average training and education	38.0	39.0	26.4	Hours per capita
	thereof women	21.5	19.6	11.3	Hours per capita
	thereof men	31.5	32.7	20.3	Hours per capita
	thereof not disclosed/other	1.5	0.9	1.0	Hours per capita
	Training and education not categorized	260,483	326,122	231,209	Hours
	of which employee category Administration	14.1	14.0	10.9	Hours per capita
	of which employee category Production	33.0	32.0	20.2	Hours per capita
	of which employee category Production support	10.9	11.6	12.9	Hours per capita
	of which employee category Sales	11.0	8.0	12.8	Hours per capita
	Training and education not categorized	357,422	454,833	243,879	Hours
205-2	Training by category	2023	2022	2021	
	Compliance	99.5	98.0	95.0	Participation rate in %
	Quality management ¹	99.4	-	96.0	Participation rate in %
	Sustainability ¹	-	96.0	-	Participation rate in %
403-5	Occupational health and safety ²	100.0	100.0	100.0	Participation rate in %
	IT security and data protection	99.4	93.0	88.0	Participation rate in %
<p>1 Two-year training cycle. 2 In Germany</p>					
404-3	Percentage of employees receiving regular performance and career development reviews	2023	2022	2021	
	Review received	18,205	18,006	18,315	Head count
		65.2	67.7	71.7	%
	thereof women	6,207	5,961	5,890	Number
		34.1	33.1	32.2	%
	thereof men	11,997	12,044	11,688	Number
		65.9	66.9	63.8	%
	thereof not disclosed/other	1	1	0	Number
		0.0	0.0	0.0	%
	Review not categorized	0	0	737	Number
		0.0	0.0	4.0	%
	of which employee category Administration	3,554	3,303	3,647	Number
		19.5	18.3	19.9	%
	of which employee category Production	10,033	9,814	9,535	Number
		55.1	54.5	52.1	%
of which employee category Production support	2,736	2,717	2,493	Number	
	15.0	15.1	13.6	%	
of which employee category Sales	763	728	761	Number	
	4.2	4.0	4.2	%	
Review not categorized	1,119	1,444	1,879	Number	
	6.1	8.0	10.3	%	

FURTHER INFORMATION

GRI					Unit
405-1	Management executives	2023	2022	2021	
	Total	2,947	2,868	2,703	Management executives
	thereof women	764	741	692	Number
		25.9	25.8	25.6	%
	thereof men	2,183	2,126	2,009	Number
		74.1	74.2	74.3	%
	thereof not disclosed/other	0	1	2	Number
		0.0	0.0	0.1	%
	thereof < 30 years of age	48	48	39	Number
		1.6	1.7	1.4	%
	thereof 30 – 45 years of age	1,575	1,540	1,471	Number
		53.4	53.7	54.5	%
	thereof 46 – 60 years of age	1,195	1,143	1,074	Number
		40.5	39.9	39.7	%
	thereof > 60 years of age	129	137	119	Number
		4.4	4.8	4.4	%

Compliance

	Trust Channel notification	2023	2022	2021	
	Reports received	83	40	32	Reports
	Inquiries received	17	7	10	Inquiries
	Compliance-incidents	2023	2022	2021	
	Total	77	27	17	Number
	of which closed	22	14	14	Number
	of which under review	77	27	17	Number
	of which confirmed	23	11	9	Number
	of which leading to disciplinary action	23	4	0	Number
205-3	Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	2023	2022	2021	
	Confirmed incidents	2	0	0	Number
	Confirmed incidents which led to dismissal or disciplinary action against the employee	2	0	0	Number
	Confirmed incidents in which contracts with business partners have been terminated or not renewed/prolongated	0	0	0	Number
406-1	Incidents of discrimination¹	2023	2022	2021	
	Discrimination incidents reported	2	7	4	Number
	of which closed	2	2	4	Number
	of which under review	2	7	4	Number
	of which not closed	0	5	0	Number

1. Discrimination according to the definition of the Supply Chain Due Diligence Act (LkSG), i.e., excluding harassment and bullying.

FURTHER INFORMATION

GRI					Unit
418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	2023	2022	2021	
	received from external parties	24	24	47	Number
	received from supervisory bodies	0	9	6	Number
	Determined cases of theft or loss of customers' personal data	5	19	10	Number

Sustainability in the supply chain

	Sustainable procurement	2023	2022	2021	
308-1/ 414-1	New suppliers that were screened using environmental and social criteria	28.0	18.0	n.a.	%
	Targeted suppliers who have signed the Sustainable Procurement Charter/Code of Conduct for Suppliers.	83.6	69.1	35.0	%
	Targeted suppliers with contracts that include clauses on environmental, labour and human rights requirements	83.8	58.6	55.3	%
	Targeted suppliers who have undergone a CSR assessment (e.g. questionnaire).	13.2	12.6	8.1	%
	Targeted suppliers who have received training from TÜV SÜD on the topic of sustainability.	2.0	0.8	n.a.	%
308-1/ 414-2	Targeted suppliers who undergo a risk assessment with regard to human rights violations and compliance with environmental standards	100.0	100.0	n.a.	%
414-2	Audited/inspected suppliers implementing corrective actions or capacity building	3.3	7.0	n.a.	%

Overview of membership associations

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Selected memberships in associations and initiatives and bodies for standard setting ≡ 07

CATENA-X

Catena-X is an initiative to create a digital data platform for the automotive industry. The initiative was launched by German car manufacturers, suppliers and technology companies to improve cooperation along the automotive value chain and drive forward digitalization and sustainability in the industry. TÜV SÜD leads various working groups, including the Digital Product Passport as the basis for implementing the new EU Battery Directive.

CEN/CENELEC JTC 1

(European Committee for Standardization/European Committee for Electrotechnical Standardization)

CEN and CENELEC are two international non-governmental associations whose work is supported by a number of different stakeholders. The Joint Technical Committee (JTC 1) is the place where international standards that are applicable within the European regulatory framework and the domestic market are developed.

Charter of Trust

The Charter of Trust has set itself the goal of protecting democratic and economic values against cyber and hybrid threats. In this charter, the signing partners outline the key principles we consider essential for establishing a new charter of trust between society, politics, business partners and customers.

CIECA

(International Commission for Driver Testing)

CIECA is the International Commission for Driver Testing, for the further development of driving license testing systems. Today, CIECA has 65 members in 38 countries worldwide. Its aim is to improve driving standards, to contribute to road traffic education, to improve road safety, to protect the environment and to facilitate the mobility of road freight and passenger transport, both private and commercial.

CITA

(International Motor Vehicle Inspection Committee)

CITA is an international association of authorities and authorized companies active in the field of vehicle compliance, using independent testing to ensure that vehicles comply with safety and environmental regulations throughout their lifecycle.

DIN

(German Institute for Standardization)

DIN, the German Institute for Standardization, stands for standardization in Germany. As a partner for industry, research and society as a whole, DIN plays a major role in establishing new technologies, products and innovations on the market and in society.

TÜV SÜD brings its expert knowledge to various standard-setting bodies, in particular to the mirror committees, which assign the experts to the international standardization work.

ETICS (MCCB)

(European Testing, Inspection and Certification System)

The main activity of the European Testing, Inspection and Certification System is to facilitate access to the European market for products certified by independent third-party organizations, thus guaranteeing the safety and quality of products, processes and equipment for consumers.

EUROLAB Deutschland

EUROLAB is a non-profit organization representing more than 25 national associations within and outside of Europe, including more than 3,000 compliance assessment bodies and more than 9,000 accredited testing facilities.

IAMTS

(International Alliance for Mobility Testing and Standardization)

The international alliance aims to develop and harmonize globally standardized testing methods and uniform, recognized standards for automated driving. The aim is to establish an international portfolio of testbeds for smart mobility with the highest quality standards in order to effectively support the development and market launch of automated mobility.

TÜV SÜD is a co-founder of IAMTS. TÜV SÜD's Global Head of Automotive is the new Chairman of the Supervisory Board of IAMTS and the Managing Director is also appointed by TÜV SÜD.

FURTHER INFORMATION

<p>IECEE (IEC System for Conformity Assessment Schemes for Electrotechnical Equipment and Components)</p>	<p>The IEC System for Conformity Assessment Schemes for Electrotechnical Equipment and Components, is a multilateral certification system based on IEC International Standards. Its members use the principle of mutual recognition of test results to obtain certification or approval at national level around the world.</p>
<p>IEEE (Institute of Electrical and Electronics Engineers)</p>	<p>IEEE is a world-leading international organization dedicated to the promotion and standardization of technology and innovations. TÜV SÜD leads an initiative to create a standardized framework for the holistic assessment of sustainable mobility systems.</p>
<p>IEEE SA (Institute of Electrical and Electronics Engineers Standards Association)</p>	<p>Institute of Electrical and Electronics Engineers Standards Association (IEEE SA) is an operating unit within IEEE that develops global standards in a wide range of industries, including: Electricity and energy, artificial intelligence systems. IEEE SA offers a neutral platform on which technical experts from all over the world can collaborate in the development of IEEE standards for technological innovations. TÜV SÜD is a strategic partner and provides support with the development of standards, training and certification programs addressing all aspects of AI.</p>
<p>ISO (International Organization for Standardization)</p>	<p>The International Organization for Standardization is an independent, non-governmental international organization with a membership of 167 national standards bodies. The aim of ISO is to bring together experts to develop voluntary, consensus-based, market relevant international standards that support innovation and provide solutions to global challenges. TÜV SÜD is actively involved in committees on environmental management and circularity.</p>
<p>ISO/CASCO Committee (ISO committee for conformity assessment)</p>	<p>This committee develops CASCO guidelines and publishes standards related to conformity assessment. The application to topics like circularity or sustainability is addressed in several projects. As a committed member of the ISO/CASCO Committee, TÜV SÜD contributes to the development and setting of international standards by ISO.</p>
<p>Münchner Netzwerk Human Rights Compliance</p>	<p>Following the entry into force of the LkSG, the corporate function Legal, Compliance & Insurance of TÜV SÜD AG and its partners founded the "Münchner Netzwerk Human Rights Compliance." The aim is to make a contribution to implementing the LkSG and to create an exchange forum for CSR and human rights officers as well as compliance officers and legal councils from companies based in and around Munich.</p>
<p>TIC Council</p>	<p>TIC Council is an international non-profit association (AISBL) that brings together over 100 member companies and organizations from the testing, inspection and certification industry from around the world. It engages governments and key stakeholders to advocate for effective solutions that protect the public, facilitate trade and support innovation. TIC Council supports the development of international standards and regulations that protect consumers without stifling innovation or imposing unnecessary burdens on the industry. TÜV SÜD is actively involved in the association's committees and events, inter alia in the areas of ESG and industrial lifecycle as well as ethical and legal issues.</p>
<p>TÜV Markenverbund</p>	<p>The "TÜV" brand is one of the best-known brands in Germany. It stands for safety, reliability and neutrality. TÜV Markenverbund e.V. supports its members in exercising their rights to the "TÜV" brand.</p>
<p>TÜV-Verband (Association of TÜV e. V.)</p>	<p>TÜV-Verband is the network of TÜV organizations that oversees the technical and scientific exchange of experience in order to maintain safety by developing safe and reliable framework conditions for technical transformation. Moreover, it represents the political and professional interests of its members in the political, governmental, business and public spheres at national level. TÜV SÜD is involved in bodies on ecological or social standards as well as on the topic of sustainability reporting.</p>

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