

On track for 2030:

Sustainability at a glance



On track for 2030: Sustainability at a glance

Our foundation

Responsibility and sustainability are central elements of the TÜV NORD GROUP's (TNG) corporate strategy.

The Sustainability Strategy 2030 enhances the direction Sustainability from the corporate strategy **HORIZON2030** and implements it across the sustainability fields: Company, People and Environment. It provides a comprehensive view of TÜV NORD GROUP's sustainability direction. Interfaces to the HR strategy are integrated within the sustainability field People.

The connection to **HORIZON2030** is marked by  for the strategic direction of Sustainability and marked by  for the strategy direction People and Culture.

With our Sustainability Strategy 2030, we ensure that we meet a wide range of requirements, including:

- Legal and regulatory requirements
- Internal demands
- Customer and market demands
- International guidelines

International guidelines as basis of our commitment.

We align our sustainability activities, among other guidelines, with the United Nations' Sustainable Development Goals (SDGs) that we consider essential for our organization:



Our ambition:
Be a sustainable company.

The timeframe for implementing the targets set out in this document extends to the end of 2030.

On track for 2030 with our sustainability fields



Our Sustainability Strategy 2030 is structured in a triple bottom line comprising the sustainability fields of Company, People and Environment:

Sustainability fields


Company



Innovative and pioneering for international success

Positioning TNG as a sustainability role model  

Strategic expansion of social commitment ¹ 



Further internationalisation of sustainability activities 



Sustainability targets



People ²



Inspiring work culture: Attract, develop and retain talent through development, innovation and collaboration

Culture & Diversity:  Establishing a corporate and leadership culture focused on internationality, advancement and diversity 



Talent management:  Targeted development and expansion of talent to ensure succession in the generation change 

Employer attractiveness:  Increasing employer attractiveness for the long-term retention and recruitment of employees 

Environment



Climate protection as an enabler for sustainable success

Reduction of greenhouse gas (GHG) ³ emissions in scope 1 and 2 by 50 % in 2030 ⁴  

Further development of our climate and environmental management ⁵ 

¹ Implementation of the target falls to Corporate Communications.

² The goals in the sustainability field People are based entirely on the HR strategy (based on HORIZON2030) and are implemented by HR. Employees in the value chain, affected communities, consumers and end users were not considered here.

³ GHG emissions are used synonymously with CO₂e in this document; they include emissions identified as relevant by the [GHG Protocol](#).

⁴ Scope 3 targets are currently being developed in accordance with the Corporate Sustainability Reporting Directive (CSRD) reporting requirements.

⁵ Business Unit Certification is excluded.

Our sustainability targets and KPIs

	Positioning TNG as a sustainability role model	Strategic expansion of social commitment ²	Further internationalisation of sustainability activities
KPI	<ul style="list-style-type: none"> Percentage rank [%] for EcoVadis EcoVadis – Medal Direct business revenue from sports marketing [mEUR] ¹ Contacts from sponsorship/sports marketing - partner management network [#] ¹ 	<p>Number of applicants by MINT sponsorship (cumulative) [#]</p>	<ul style="list-style-type: none"> Number of LEs in the scope of the financial report to the number of LEs included in the sustainability report [Ratio] Number of sustainability-related communication formats for the international legal entities (LE) [#]
	Culture & Diversity: Establishing a corporate and leadership culture focused on internationality, advancement and diversity ³	Talent Management: Targeted development and expansion of talent to ensure succession in the generation change ³	Employer attractiveness: Increasing employer attractiveness for the long-term retention and recruitment of employees ³
KPI	<ul style="list-style-type: none"> Women in management positions (F0-F3) [%] Employee Engagement Index [%] Participation rate in mandatory legal training sessions [%] 	<ul style="list-style-type: none"> Unintentional fluctuation talents [%] Hiring rate [%] Number of Corporate Careers [Score] 	<p>Score from employee survey on working conditions as well as work and private life [%]</p>
	Reduction of GHG emissions in Scope 1 and 2 by 50 % in 2030 ⁴	Further development of our climate and environmental management ⁵	
KPI	<p>CO₂e savings in Scope 1 and 2 [%]</p>	<ul style="list-style-type: none"> Number of participating companies with ISO 14001 certification [#] Number of participating companies with ISO 50001 certification [#] 	

¹The TÜV NORD GROUP acts as a sustainability partner for various sports clubs. Sports clubs are increasingly required to present sustainability certificates up to a certain league.

²Implementation of the target falls to Corporate Communications.

³The goals in the sustainability field People are based entirely on the HR strategy (based on HORIZON2030) and are implemented by HR. Employees in the value chain, affected communities, consumers and end users were not considered here.

⁴Scope 3 targets are currently being developed in accordance with the CSRD reporting requirements.

⁵Business Unit Certification is excluded.



Initiatives in the sustainability field Company

Positioning TNG as a sustainability role model



- Percentage rank [%] for EcoVadis: Among the TOP 1 % of rated companies in our industry
- EcoVadis Medal: Platinum
Prefer platinum without significant investment, otherwise gold is sufficient
- Direct business revenue from sports marketing [mEUR]: 0.05 mEUR ¹
- Contacts from sponsorship/sports marketing - partner management network [#]: 100 ¹

- Annual evaluation by EcoVadis ✨
- Expansion of sports marketing/ sponsorship ^{1, 2}

Strategic expansion of social commitment ²



Number of applicants by MINT sponsorship (cumulative) [#]: 10

- Selection of suitable sponsorship lighthouse projects (national/ international) ²
- Activation of employees for voluntary work

Further internationalisation of sustainability activities



- Number of LEs in the scope of the financial report to the number of LEs included in the sustainability report [Ratio]: 1
- Number of sustainability-related communication formats for the international LEs [#]: 5

- Automation and expansion of international reporting scope in line with CSRD requirements
- Implement enhanced communication formats focused on sustainability to facilitate increased exchange for quality assurance among international LEs

¹The TÜV NORD GROUP acts as a sustainability partner for various sports clubs. Sports clubs are increasingly required to present sustainability certificates up to a certain league.

²Implementation of the target falls to Corporate Communications.



Initiatives in the sustainability field People ¹

The targets in the sustainability field People are based entirely on the strategic direction People & Culture of the corporate strategy **HORIZON2030**. Since social aspects are an essential component of sustainability, the sustainability field People is also presented here for the sake of completeness, even though the implementation of the initiatives lies with the Ressort Human Resources.

KPI: Target values 2030

Strategic initiatives

Culture & Diversity: Establishing a corporate and leadership culture focused on internationality, advancement and diversity



- Women in management positions (F0-F3) [%]: 30 %
- Employee Engagement Index [%]: 75 %
- Participation rate in mandatory legal training sessions [%]: 100 %

Talent Management: Targeted development and expansion of talent to ensure succession in the generation change



- Unintentional fluctuation talents [%]: < 2.0 %
- Hiring rate [%]: 80 %
- Number of Corporate Careers [Score]: 4

Employer attractiveness: Increasing employer attractiveness for the long-term retention and recruitment of employees



Score from employee survey on working conditions as well as work and private life [%]: 75 %

- Development of new management standards and group-wide roll-out
- Cultural analysis including definition of the should-be culture and development of cultural development fields
- Establishing a learning culture and developing a learning strategy

- Comprehensive group-wide talent pool
- Development of international mentoring program
- Further development of job architecture
- Tool selection for succession management
- Launch of top executive succession planning

- Successful continuation and completion of Grading-Projects
- Group-wide employee survey
- Further development of the employer branding strategy
- Development of a benefits strategy

Employees in the value chain, affected communities, consumers and end users were not considered here.



Initiatives in the sustainability field Environment

KPI: Target values 2030

Reduction of GHG emissions in scope 1 and 2 by 50 % in 2030



CO₂e savings in Scope 1 and 2 [%]: -50 % compared to the base year 2023

- Further development of the Car Policy that favours electromobility with the aim of electrifying the German vehicle fleet
- Growing share of green electricity ¹ in international LEs
→ in German companies: switch in progress

Initiatives following the definition of a Scope 3 target ²



- Regular revision of the Travel Policy that promotes virtual meetings and low-CO₂e business trips
- Cooperation with partner companies (franchise companies) to reduce GHG emissions
- Formulation of framework conditions for environmentally friendly purchasing behaviour, which also supports efficient use of materials, water, and energy
 - Germany: revision of group regulation K-RL 700 (purchasing)
 - International: environmentally friendly procurement behaviour
 - Germany: sustainable construction measures (construction projects, maintenance) take into account

Strategic initiatives

Further development of our climate and environmental management ³



- Number of LEs with ISO 14001 certification [#]: minimum 26
- Number of LEs with ISO 50001 certification [#]: minimum 1

- Extension of the ISO 14001 (environment) certificates 
- Extension of certification to ISO 50001 (energy) 
- Revision of group regulation K-RL 500 (environmental management)
- Integration of new environmental requirements

¹ Green electricity is energy from renewable sources. In exceptional cases, low-emission energy sources such as nuclear power may also be considered on a temporary basis.

² Scope 3 targets are currently being developed in accordance with the CSRD reporting requirements.

³ Business Unit Certification is excluded.

Sustainability management

Overview of sustainability management at TNG

Responsibility for the topic of sustainability lies with the Board of Management and is delegated to the Chief Operating Officer (COO) of the TÜV NORD GROUP. The O-SMS department is responsible for the topic of sustainability and reports directly to the COO, while the sustainability coordinators ensure the interface to the Business Units (BU), Group Divisions (GD) and Central Function (CF). The sustainability representative provide the interface to the Legal Entities (LE). Selected decisions are made by the Group Executive Committee (GEC).

Board of Management: COO

Responsible for strategic sustainability:

- Ringo Schmelzer, COO

CF: O-SMS

Functions responsible for sustainability:

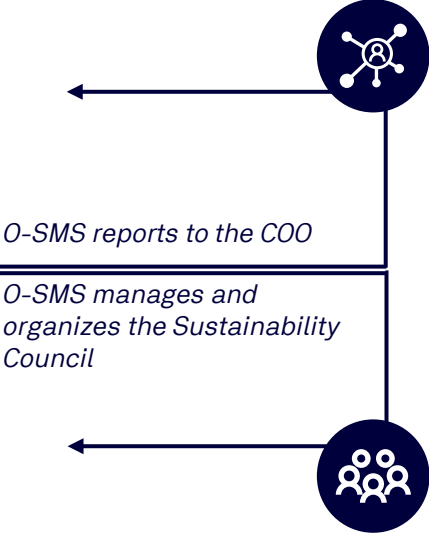
- Head of Sustainability & Integrated Management System
- Sustainability Manager
- Climate and Environmental Manager

BU/GD/CF: Sustainability coordinators ¹

- Appointment of sustainability coordination by the BU/GD Leads and the head of CF
- Representative BUs/GDs/CFs: BU Mobility, BU Industry, BU Energy & Resources, BU Certification, BU Digital & Semiconductors, BU People & Empowerment, GD International, GD Administration, Corporate Controlling, Corporate Communications, Corporate Strategy, HR, Compliance, Works Council
- Active participants in the Sustainability Council who steer sustainability issues, participate in decisions and votes, and represent their respective BU/GD/CF, thereby ensuring interfaces with each BU/GD/CF

LE: Sustainability representative

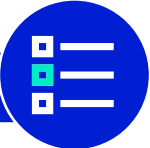
- Is commissioned by the Executive Management of the respective LE with the topic of sustainability



¹ More information on the representative BUs/GDs/CFs can be found here: [Overview Council Members](#)

Responsibilities and tasks (1/3)

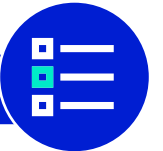
O-SMS



Level	Responsibility	Function/Focus tasks
<p style="text-align: center;">TÜV NORD AG</p>	<p><u>General responsibility</u> (<i>accountable</i>)</p> <ul style="list-style-type: none"> • Board of Management: COO <p><u>Content responsibility</u> (<i>responsible</i>)</p> <ul style="list-style-type: none"> • O-SMS 	<p>O-SMS</p> <p><u>Focus tasks consist of</u></p> <ul style="list-style-type: none"> • Development of the sustainability strategy and controlling of initiatives/measures, as well as participation in the strategic direction of sustainability in HORIZON2030 • Internal and external sustainability communication (e.g. initiating intranet notifications or external sustainability reporting) • Raising awareness and consciousness of sustainability in the TÜV NORD GROUP • Implementation of sustainability-related guidelines (e.g. CSRD, CSDDD) • Organize the interface with the sustainability coordination of the BUs/GDs/CFs <p><u>Interface functions for cooperation with the sustainability coordination</u></p> <ul style="list-style-type: none"> • Coordination of group-wide sustainability matters and activities, e.g. sustainability reporting; sustainability strategy controlling • Coordinating and ensuring compliance with group-wide requirements (e.g. legal requirements) • Management and organization of the Sustainability Council • Supporting the BUs/GDs/CFs in handling enquiries from customers and employees, as well as similar matters

Responsibilities and tasks (2/3)

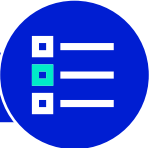
Sustainability coordinator of the BUs/GDs/CFs



Level	Responsibility	Function/Focus tasks
Business Unit	<p><u>General responsibility</u> (<i>accountable</i>)</p> <ul style="list-style-type: none"> Leads of the respective BU/GD/CF <p><u>Content responsibility</u> (<i>responsible</i>)</p> <ul style="list-style-type: none"> Sustainability coordinator of the BU/GD/CF ¹ 	<p>Sustainability coordinator</p> <p><u>Interface to the BU/GD/CF</u></p> <ul style="list-style-type: none"> Further development of the BU/GD sustainability strategy (or the strategic direction of sustainability from HORIZON2030), taking into account the specifications/requirements of the Group's sustainability strategy Coordination of the targets, requirements and initiatives resulting from the sustainability strategy with the management of the respective BU/GD/CF and the responsible departments in the BU/GD/CF (e.g. with the management representatives) Raising awareness and consciousness about sustainability in the BU/GD Appointment of a representative for the Sustainability Council, if not personally available. <p><u>Interface functions for cooperation with O-SMS</u></p> <ul style="list-style-type: none"> Providing the requested, company-specific sustainability information Collaboration in the further development/controlling of the sustainability strategy at group level Management of sustainability issues addressed by the Sustainability Council, including participation in votes and decisions, as well as active involvement in the Sustainability Council, including collaboration with/management of project groups
Group Division		
Central Function		

Responsibilities and tasks (3/3)

Sustainability representative of the respective LE



Level	Responsibility	Function/Focus tasks
<p>Legal Entity</p>	<p><u>General responsibility</u> (<i>accountable</i>)</p> <ul style="list-style-type: none"> Executive management of the LE <p><u>Content responsibility</u> (<i>responsible</i>)</p> <ul style="list-style-type: none"> Sustainability representative 	<p>Sustainability representative</p> <p><u>Interface to the LE</u></p> <ul style="list-style-type: none"> LE-oriented sensitization and awareness-raising on sustainability in the LE in coordination with the sustainability coordination of the BU/GD Coordination and tracking the implementation of the sustainability-related requirements of the BU/GD in the LE <p><u>Interface functions for cooperation with the sustainability coordination</u></p> <ul style="list-style-type: none"> Regular exchange with the sustainability coordinator of the overarching BU/GD on the current status of the sustainability strategy initiatives Coordination of activities and requirements with the sustainability coordinator of the overarching BU/GD Provision of the requested, company-specific sustainability information, in particular requested key figures and implementation status of measures and initiatives

The sustainability committee of the TÜV NORD GROUP: Sustainability Council

The Sustainability Council is a central committee of the TÜV NORD GROUP, consisting of representatives from the BUs, GDs and CFs (**Sustainability Coordination**) and **O-SMS**. The committee is organized and chaired by O-SMS and performs the following functions:

Processing and coordination of sustainability projects:

- The Sustainability Council is responsible for initiating and processing sustainability projects that are both strategy-dependent and strategy-independent. This includes implementing GEC mandates and preparing well-founded decisions and recommendations.
- In the context of sustainability, the Council steers project groups for the implementation of initiatives and measures and makes related decisions and agreements.

Exchange on sustainability issues and activities:

- The Sustainability Council serves as a platform for regular exchange on current sustainability issues and activities that influence the sustainability performance of the TÜV NORD GROUP.
- This includes discussing best practices, challenges and opportunities in the area of sustainability to ensure continuous improvement and adaptation of sustainability performance.

The Sustainability Council meets regularly every two months and monthly if necessary via online meetings.

The following BUs/GDs/CFs are represented in the Sustainability Council:

BU Mobility, BU Industry, BU Energy & Resources, BU Certification, BU Digital & Semiconductors, BU People & Empowerment, GD International, GD Administration, Corporate Controlling, Corporate Communications, Corporate Strategy, HR, Compliance, Works Council

If the Sustainability Coordinator is not available, it is also possible to send a deputy to the Sustainability Council to ensure continuous participation. An overview of the current Council members, their voting rights, and the respective representatives can be found here:

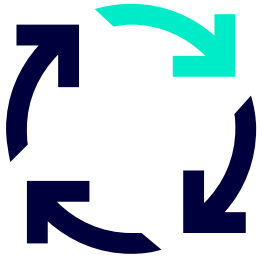
[Overview Council Members](#)

Each BU/GD/CF with voting rights has one vote in decisions made by the Sustainability Council.



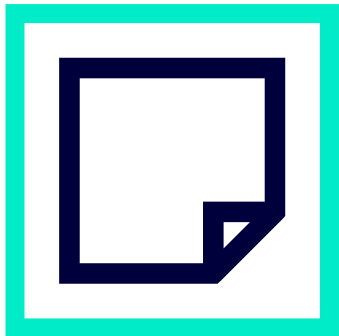
Strategy controlling

Strategiecontrolling



The implementation of the sustainability strategy is reviewed annually from February to around mid-March (analogous to sustainability reporting) of each year to ensure optimal preparation for the Strategy Days in May.

The strategy can be revised as needed or in response to changes in business conditions.



Format of the controlling: PowerPoint format – Based on controlling slides from Corporate Strategy

Appendix



Glossary KPIs

Sustainability field Company I/II

KPI	Explanation
Positioning TNG as a sustainability role model 	
Percentage rank [%] for EcoVadis	<ul style="list-style-type: none">• Rating compared to other companies: percentile rank and the corresponding medal achieved• EcoVadis assessment criteria are becoming more stringent every year – continuous improvements are necessary to maintain the medal and percentile rank
EcoVadis – Medal	
Direct revenue from sports marketing [mEUR]	<ul style="list-style-type: none">• Revenue generated directly with the recipient (customer) of sports marketing and their networks• Recipients of sports marketing (e.g. sports clubs) and the associated network are fixed
Number of contacts through sponsorship/sports marketing [#]	Measuring the reach of sponsorship/sports marketing activities
Strategic expansion of social commitment 	
Number of applicants by MINT-sponsorship (cumulative) [#]	Number of applications from universities/schools with sponsored events



Glossary KPIs

Sustainability field Company II/II

KPI	Explanation
Further internationalisation of sustainability activities	
Number of LEs in the scope of the financial report to the number of LEs included in the sustainability report [Ratio]	<ul style="list-style-type: none">• This indicator ensures that the scope of sustainability reporting always corresponds to the scope of consolidation of financial reporting• Maintaining the current level• Number of LEs included in the financial report divided by the number of LEs included in the sustainability report
Number of sustainability-related communication formats for the international TÜV NORD (TN) LEs [#]	<ul style="list-style-type: none">• Indicator that records the number of different formats used by TÜV NORD to communicate internationally on sustainability topics.• Internationally conducted communication formats to ensure better communication and integration of international LEs in group wide sustainability projects, such as the supply chain due diligence act or sustainability reporting <p>Criteria for a communication format:</p> <ul style="list-style-type: none">• Relation to a group-wide sustainability project• Target audience: international LEs• May be mandatory depending on the sustainability project• Possible format examples:<ul style="list-style-type: none">○ FAQ meeting series○ Information meetings○ Workshops○ Surveys



Glossary KPIs

Sustainability field People I/II

KPI	Explanation
Culture & Diversity: Establishing a corporate and leadership culture focused on internationality, advancement and diversity	
Women in management positions (F0-F3) [%]	<ul style="list-style-type: none"> • KPI measures the percentage of female employees at various hierarchical levels within the company. • This serves as an indicator of gender equality and diversity at levels F0-3 within TNG.
Employee engagement Index [%]	<ul style="list-style-type: none"> • The index is a metric that is collected as part of regular employee surveys and reflects the extent of emotional attachment and motivation within TNG.
Participation rate in mandatory legal training sessions [%]	<ul style="list-style-type: none"> • Percentage of employees who participated in mandatory training (occupational safety, data protection, and compliance) within a mandatory period (1 year). • To calculate the participation rate, the number of employees who participated in training is divided by the total number of employees in the company and the result is multiplied by 100.
Employer attractiveness: Increasing employer attractiveness for the long-term retention and recruitment of employees	
Score from employee survey on working conditions as well as work and private life [%]	<ul style="list-style-type: none"> • The score is an assessment carried out as part of the regular employee survey. • The survey measures employee satisfaction and well-being in relation to their working conditions and work-life balance.



Glossary KPIs


Sustainability field People II/II

KPI	Explanation
Talent management: Targeted development and expansion of talent to secure succession in the generation change	
Unintentional fluctuation talents [%]	<ul style="list-style-type: none">The rate defines the percentage of talent in the talent pool who voluntarily left the company within a certain period (resignations) in relation to the average total number of talent in the talent pool during the same period.The KPI serves to monitor the risk of talent loss and take proactive measures for talent development.
Number of Corporate Careers [Score]	<ul style="list-style-type: none">The KPI measures the number of talents who have undergone professional development or changed positions within the group across different locations and BUs.This key figure provides information on how successfully internal cross-BU/cross-country career opportunities are being utilized.
Hiring rate [%]	<ul style="list-style-type: none">The hiring rate is a key figure that indicates the percentage of successfully completed recruitments in relation to the total number of applications or vacancies within a specific period.



Glossary KPIs

Sustainability field Environment

KPI	Explanation
Reduction of GHG emissions in Scope 1 and 2 by 50 % in 2030 	
CO ₂ e savings in Scope 1 and 2 [%]	<p>GHG reduction compared to the base year 2023</p> <ul style="list-style-type: none">• CO₂e - reduction in % in Scope 1 and Scope 2 <p>The relative target of 50 % is not adjustable. However, the underlying absolute CO₂e (CO₂e-t) data can be adjusted as necessary in accordance with the GHG Protocol to reflect company developments.</p>
Further development of climate and environmental management	
Number of TN companies with ISO 14001 certification [#]	Measures the number of TÜV NORD companies that have successfully obtained ISO 14001 certification for environmental management systems
Number of TN companies with ISO 50001 certification [#]	Measures the number of TÜV NORD companies that have successfully obtained ISO 50001 certification for energy management systems