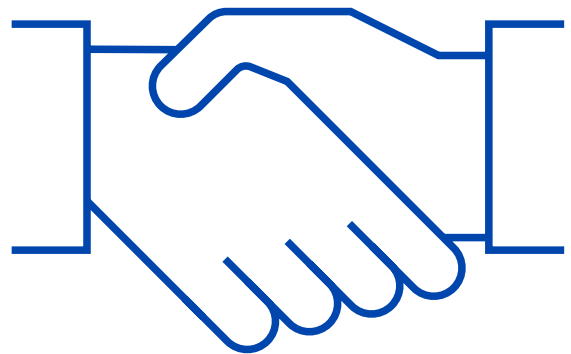
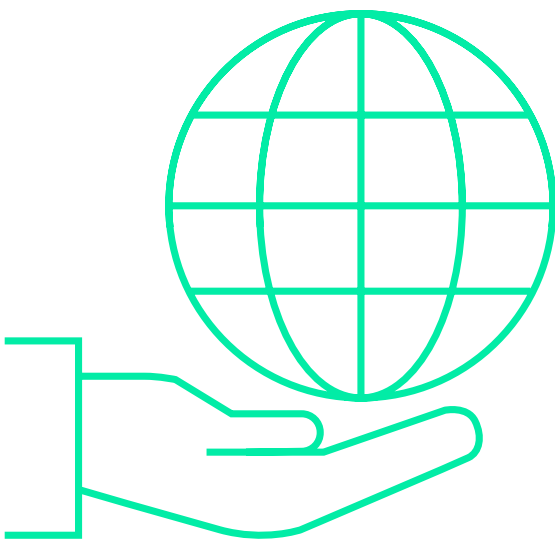


Supplier Code of Conduct



**Add Value.
Inspire trust.**

Welcome to TÜV SÜD Supplier Code of Conduct!

We welcome you as a valued partner in our supply chain to jointly promote a business environment characterised by integrity, social responsibility, environmental sustainability and responsible business practices.

The TÜV SÜD Supplier Code of Conduct sets out the expectations of TÜV SÜD¹ towards all partners in our supply chain. As the country- and commodity-specific risks² that apply to you as well as the size of your company increase, so does the degree of our expectations with regard to how you implement and comply with the regulations contained in the TÜV SÜD Supplier Code of Conduct or equivalent own standards in your company and appropriately address them in your own supply chain.

By meeting our expectations, together we can contribute to a global supply chain for the benefit and well-being of all people, the society and the environment.

Thank you for your commitment!
The Board of Management of TÜV SÜD AG

¹ In this document, "TÜV SÜD" refers to TÜV SÜD AG and TÜV SÜD group companies in which TÜV SÜD AG directly or indirectly owns a majority of shares or in which TÜV SÜD AG otherwise has a decisive influence.

² TÜV SÜD uses, in particular, the Prewave Score and Transparency International's Corruption Perception Index to determine country and commodity-specific risks.



1. We comply with the applicable laws of each relevant country in all our business decisions and actions and reject unfair business practices³.

We therefore expect the partners in our supply chain to comply with the laws, regulations and standards applicable to their respective business activities. Everyone in our supply chain should also endeavour to establish and apply an appropriate compliance management system (e. g. in accordance with ISO 37301).

³ The principles that apply to us are set out in the TÜV SÜD Code of Conduct (www.tuvsud.com/compliance).



2. We are committed to our social responsibility and respect internationally recognised human rights, labour and social standards⁴.

We therefore have the following human rights-related expectations of the partners in our supply chain:

2.1. Prohibition of Child Labour, special Protection of underage Employees

We expect that no child under the age at which compulsory education ends according to the law of the place of employment and in any case no child under the age of 15 is employed in our supply chain. Appropriate measures should be taken to ensure the health, safety and development of underage employees.

2.2. Prohibition of any form of Forced Labour or Modern Slavery

We expect everyone in our supply chain to strictly adhere to the prohibition of all forms of forced labour, slavery, servitude and human trafficking. Practices that result in employees not being able to freely decide whether to leave employment must be avoided in our supply chain; this applies in particular to the recruitment of migrant workers.

2.3. Health and Safety in the Workspace

We expect everyone in our supply chain to comply with at least the applicable local occupational health and safety standards. In addition, everyone in our supply chain should endeavour to establish and apply an appropriate management system for occupational health and safety (e. g. in accordance with ISO 45001).

⁴ Our strategy for complying with human rights and environment-related due diligence obligations can be found in our Human Rights Strategy (www.tuvsud.com/compliance).

2.4. No Harassment, No Violence

We expect that no employee in our supply chain is sexually or otherwise harassed at work or subjected to psychological or physical violence or corresponding threats.

2.5. Freedom of Association, Right to Collective Bargaining

We expect the right of all employees in our supply chain to freely associate, organize, appoint employee representatives and bargain collectively to be respected. Where local laws conflict with this, we expect that appropriate measures are taken in our supply chain to protect potentially disadvantaged groups, and in particular to enable dialog with independent employee groups without violating local laws.

2.6. No Discrimination

We expect no employee in our supply chain to be discriminated against, e. g. on the basis of gender, age, skin colour, national, ethnic or social origin, sexual orientation or identity, health status or disability, religion or belief, or political opinion.

2.7. Promoting Diversity, Equality and Inclusion

We expect everyone in our supply chain to promote diversity, equality and inclusion and to take appropriate measures to protect the rights of vulnerable individuals and groups, such as women, minors, people with disabilities, migrant workers, indigenous peoples and local communities.

2.8. Appropriate Remuneration, fair Working Conditions and Social Benefits

We expect the remuneration of employees in our supply chain to be appropriate and fair and in any case not to fall below the locally applicable minimum wage. Everyone in our supply chain should also comply with local standards on appropriate working hours, including overtime and breaks, as well as social benefits (such as sick pay, parental leave and vacation).

2.9. No unlawful Acquisition of Land, Forests, Waters or Resources

We expect everyone in our supply chain to respect local, national, international or traditional rights to land, forests, waters or resources and to avoid land grabbing, unlawful eviction or unlawful expropriation when acquiring, developing or otherwise using land, forests, waters or resources.

2.10. No violent Security Forces

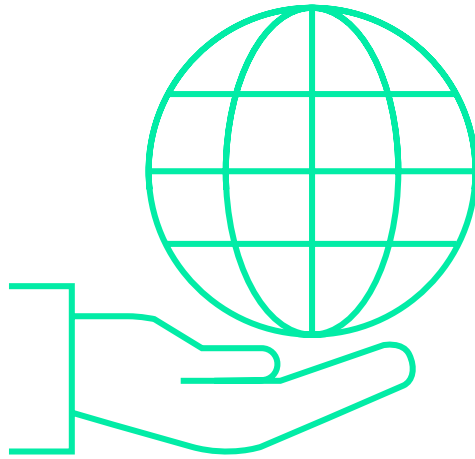
We expect that no private or public security forces are deployed in our supply chain to protect the company or business projects if they violate applicable laws or human rights. In our supply chain, special attention should be paid to the risks to particularly vulnerable persons or groups of persons, such as human rights or environmental activists, and their freedom of expression, assembly and association.

2.11. Rights of Indigenous Peoples and Local Communities

We expect everyone in our supply chain to respect the rights of indigenous peoples and local communities, in particular the right to self-determination and cultural rights as well as the right to free, prior and informed consent.

2.12. Due Diligence regarding Raw Materials from conflict-affected and high-risk Areas

We expect those in our supply chain whose goods contain raw materials from conflict-affected and high-risk areas (so-called CAHRAs) to source them only from responsible raw material sources that have established appropriate due diligence processes with regard to risks to people and the environment.



3. We are committed to ecological sustainability as well as to environmental and climate protection.

We therefore have the following environmental expectations of the partners in our supply chain:

3.1. Sustainable use of Natural Resources, Environmental and Climate Protection

We expect everyone in our supply chain to use natural resources cautiously and to conserve, reuse or recycle them wherever possible. In addition, everyone in our supply chain should endeavour to act in the most environmentally and climate-friendly way possible and to establish and apply an appropriate environmental management system (e. g. in accordance with ISO 14001).

3.2. Avoiding Waste, Wastewater and Emissions

We expect the generation of waste, wastewater and emissions to be avoided as far as possible in our supply chain. Environmentally sound management of wastewater and waste must be ensured in our supply chain, and any waste generated must be treated and disposed of in accordance with applicable laws and the state of the art.

3.3. No harmful Environmental Changes

We expect everyone in our supply chain to avoid causing any harmful soil change, water or air pollution, harmful noise emissions or excessive water consumption, especially if such an environmental change significantly impairs the natural basis for the preservation and production of food, denies a person access to safe drinking water, impedes or destroys access to sanitary facilities or damages a person's health.

3.4. Responsible handling of hazardous Substances

We expect those in our supply chain who deal with hazardous substances such as mercury, persistent organic pollutants or hazardous waste to comply with the bans based on the Minamata Convention, the Stockholm Convention and the Basel Convention.

3.5. Decarbonisation, Energy Efficiency and Renewable Energies

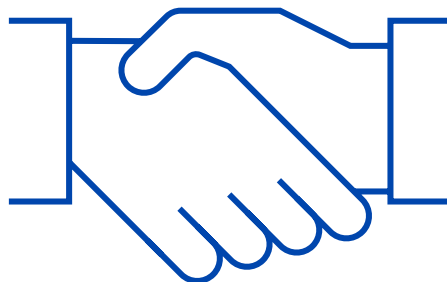
We expect appropriate measures to be taken in our supply chain to avoid and reduce direct and indirect greenhouse gas emissions and to increase energy efficiency and the use of renewable or alternative energy sources. Everyone in our supply chain should also endeavor to ensure transparency regarding greenhouse gas emissions in their own and upstream activities.

3.6. Protection of Natural Ecosystems and Biodiversity

We expect everyone in our supply chain to protect natural ecosystems and to use land, forests and water responsibly. Everyone in our supply chain should not contribute to the alteration, damage or destruction of natural ecosystems, i. e. in particular not to deforestation or land sealing and the associated reduction in biodiversity.

3.7. Animal Welfare

We expect those in our supply chain who process animal products to take appropriate measures to comply with animal welfare.



4. We always act responsibly and with integrity in our business environment.

We therefore have the following expectations of our partners in our supply chain with regard to responsible business conduct and integrity:

4.1. No Corruption

We expect that no corruptive acts of any kind are tolerated in our supply chain and that effective measures are taken against all forms of bribing and being bribed.

4.2. Avoidance of Conflicts of Interest

We expect decisions in relation to collaboration within our supply chain to be taken solely on the basis of objective considerations and not guided by personal interests. In our supply chain, every supplier should inform us proactively and immediately of any situation that could lead to a conflict of interest in order to give us the opportunity to take appropriate action.

4.3. Objectivity in Tests and Assessments

We expect those in our supply chain who provide testing or assessment services to do so objectively, transparently and with the necessary expertise and professionalism.

4.4. Fair and free Competition

We expect everyone in our supply chain to ensure fair and free competition and to comply with all relevant antitrust and competition regulations.

4.5. No Money Laundering, No Terrorist Financing

We expect everyone in our supply chain to take effective measures to ensure that assets of illegal origin are not introduced into the economic cycle and that the financing of terrorism is prevented.

4.6. Export Control and Economic Sanctions

We expect everyone in our supply chain to comply with the applicable restrictions based on export control and embargo regulations and relevant sanctions lists.

4.7. Data Protection

We expect everyone in our supply chain to collect and process personal data only in a lawful and transparent manner, only for specified, explicit and legitimate purposes and only to the extent necessary and proportionate. In our supply chain, personal data should be adequately protected and deleted once the underlying purposes no longer apply.

4.8. Information Security

We expect the security of information in our supply chain to be ensured by appropriate technical and organizational measures, in particular by protecting against unauthorised, unlawful and accidental processing, disclosure, alteration, damage, destruction or loss.

4.9. Responsible use of Artificial Intelligence

We expect appropriate measures to be taken in our supply chain with regard to the use of artificial intelligence in order to ensure that it is handled responsibly and, in particular, without discrimination.

4.10. Protection of Intellectual Property

We expect that intellectual property in our supply chain is protected, not infringed and not used in an unauthorised manner; this applies in particular to trade and business secrets of TÜV SÜD and third parties as well as to TÜV SÜD trademarks and test marks, which may only be used if a corresponding licence is granted. Counterfeiting, imitations and plagiarism are to be prevented in our supply chain.

4.11. Commercial Diligence, Financial Responsibility, proper Record keeping and transparent Communication

We expect that tax and customs obligations are fulfilled in our supply chain and that only accurate and transparent statements are made. In our supply chain, records should be kept completely and properly and form the basis for transparent and accurate financial and non-financial communication on business activities.

4.12. Whistleblower System and Whistleblower Protection

We expect that confidential channels are created in our supply chain through which any person can report complaints or reports of misconduct, anonymously if desired, and that effective protection of whistleblowers is guaranteed as well as the principle of the presumption of innocence. In our supply chain, complaints or reports of misconduct can also be submitted via the TÜV SÜD Trust Channel by any internal or external person worldwide.

Contact information

Please do not hesitate to contact your contact person from TÜV SÜD Procurement if you have any questions or have any problems understanding this Supplier Code of Conduct. We will be happy to help.

E-Mail: Einkauf@tuvsud.com

The current version of the Supplier Code of Conduct is available online:
www.tuvsud.com/en/tuev-sued-sourcing | TÜV SÜD (tuvsud.com)

Complaints and indications of misconduct can be submitted by email (trustchannel@tuvsud.com), telephone or letter to the Global Compliance Office of TÜV SÜD AG or via the TÜV SÜD Trust Channel (www.tuvsud.com/compliance).

Imprint

TÜV SÜD Supplier Code of Conduct
Version 2.0
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Supervisory Board:
Frank Hyldmar (Chairman)

Board of Management:
Patrick Vollmer (Chairman),
Ishan Palit,
Sabine Nitzsche

Phone: +49 89 5791-0
Fax: +49 89 5791-1551
www.tuvsud.com/de

TÜV SÜD AG
Westendstraße 199
D-80686 München

Registered office: Munich
Munich local court, HRB 109 326
VAT ID no. DE129484275

Information pursuant to Section 2 (1) DL-InfoV [“Verordnung über Informationspflichten für Dienstleistungserbringer”:
German Ordinance on Service Providers’ Duty to Inform] at www.tuvsud.com/imprint