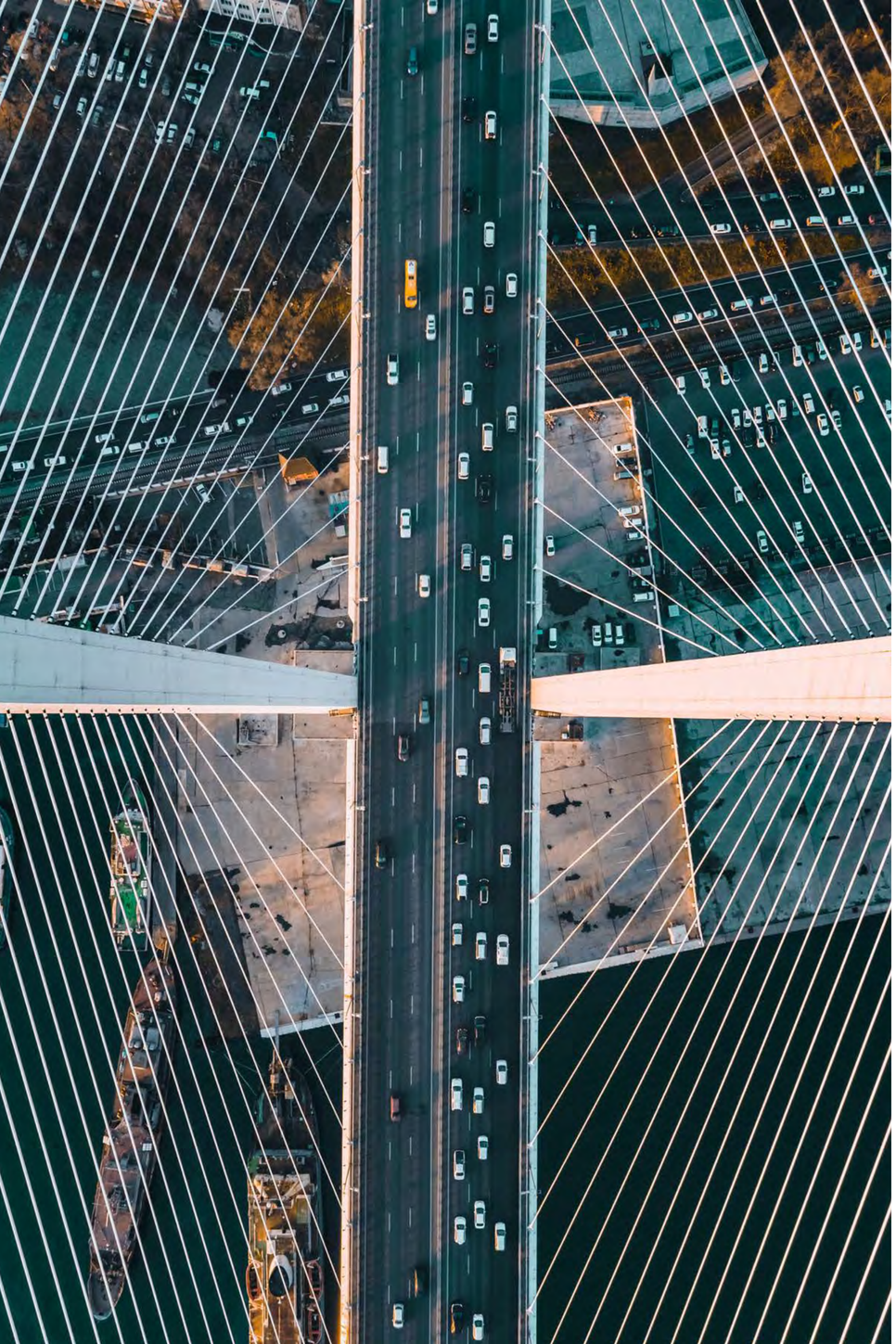
TÜVNORDGROUP

Code of Conduct

We create trust in technology –
below ground, on ground, in space.



Our Mission Statement – Our Responsibility

The TÜV NORD GROUP's mission statement summarises our vision, our mission and our values. The TÜV NORD Code of Conduct sets out our mission statement in concrete terms.

It provides guidance on the implementation of our strategic priorities. As such, it serves as the binding framework for the Executive Board, management teams, executives, employees and trainees worldwide in their day-to-day work within the company.

The Code of Conduct is an integral part of our Compliance Management System. All Group regulations, as well as internal company regulations and instructions, are based on our mission statement and our Code of Conduct.

As a member of the TIC Council, the international association for the TIC sector, the TÜV NORD GROUP adheres to its industry-wide recognised compliance principles. Our Code of Conduct applies these requirements to the TÜV NORD GROUP and, together with our Compliance Management System, forms the binding basis for our conduct worldwide.

Jürgen Himmelsbach
Chief Financial Officer

Dr. Dirk Stenkamp
Chairman of the Executive Board

Inga Dransfeld-Haase
Chief Human Resources Officer
CEO Business Unit
People & Empowerment

Ringo Schmelzer
Chief Operating Officer

Hartmut Abeln
CEO Business Unit
Mobility

Dr. Ralf Jung
CEO Business Unit
Industry

Dr. Maik Tiedemann
CEO Business Unit
Energy & Resources

Wolfgang Wielpütz
CEO Business Unit
Certification

Stephen Duffy
CEO Business Unit
Digital & Semiconductor

This revised version of the Code of Conduct was approved on 26.05.2026 and became effective as of 01.06.2026. Your Group Executive Committee.

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Our individual behaviour

The TÜV NORD GROUP sees itself as a global network in which we put our mission statement into practice through our professional conduct and act with fairness and mutual respect.

Integrity and responsibility

Our conduct in the workplace and at business-related events is guided by our corporate values, in particular integrity. We recognise the right to freedom of expression and to political and trade union activity, and we accept our employees' right to engage in charitable work in their private capacity. Nevertheless, when engaging in activities outside the workplace, we ensure that the company's interests are safeguarded.

Respect

At the TÜV NORD GROUP, we support and recognise international human rights, in particular the principles of the International Bill of Human Rights, the OECD Guidelines for Multinational Enterprises, and the labour and social standards of the International Labour Organisation (ILO). We treat employees and business partners equally and with respect in an environment free from discrimination, racism, sexism and ableism. Any form of harassment and/or discrimination on the grounds of gender, ethnic origin, age, nationality, disability, belief or sexual identity is incompatible with our mission statement and will not be tolerated.

We promote a working culture characterised by diversity, equal opportunities and mutual respect. This includes fair and transparent remuneration, a good work-life balance, and an inclusive environment in which all employees can realise their potential. Managers within the TÜV NORD GROUP bear a particular responsibility to exemplify these values and actively reinforce them.

Sustainability

The companies within the TÜV NORD GROUP are committed to the sustainable and efficient use of resources. All employees undertake to act responsibly at all times, taking into account the economic, environmental and social implications of their own actions.

Political independence

Any involvement of the TÜV NORD GROUP in political activities takes place exclusively in accordance with our mission statement and our Code of Conduct. Due to the complex legal and stakeholder landscape, the companies of the TÜV NORD GROUP do not engage in political activities without first obtaining the written consent of the Executive Board of TÜV NORD AG. Donations to political organisations or candidates in any form using funds from companies within the TÜV NORD GROUP are generally not permitted.

Breaches of this Code of Conduct will be dealt with appropriately. We expect all those involved to actively support and adhere to the principles of this Code.

Our dealings with business partners

Our business processes focus on the needs of our customers, quality and operational efficiency. Continuous learning helps us to constantly improve and increase value creation.

The TÜV NORD GROUP does not under any circumstances permit, support or condone corruption or bribery.

Acceptance of payments

All TÜV NORD GROUP employees are generally prohibited from directly or indirectly accepting, demanding, granting, promising, offering or authorising payments or non-cash benefits — in particular cash or cash equivalents (e.g. vouchers, prepaid cards) as well as benefits in kind, unless they serve the contractual provision of services or are made within the framework of an expressly approved, transparent standard business practice.

Dealings with public officials and government bodies

In almost all countries, dealings with public officials and government bodies are covered by specific laws and regulations. As a rule, the legal consequences of violations of these regulations are more severe than for dealings with other business partners. Consequently, the creation of transparency and compliance with any approval requirements within the framework of the business relationships are of the utmost importance in these cases.

Transparency regarding conflicts of interest

All conflicts of interest arising in connection with our work for TÜV NORD GROUP must be rendered transparent. This is done primarily through reporting to the line manager who decides on what further measures to take. In addition, further clarification routes exist for cases of doubt (see p. 12).

Invitations and gifts

The TÜV NORD GROUP assumes that it is generally permissible to exchange courtesy gestures in order to improve business relationships. This covers entertainment and gifts that are appropriate and related to our business activities. In this respect the applicable laws and relevant internal regulations must be observed.

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Our brands

The brands and company names of the TÜV NORD GROUP are key assets that set us apart from the competition. Our words and actions must uphold and strengthen the name, brand identity, brand positioning and image of the TÜV NORD GROUP.

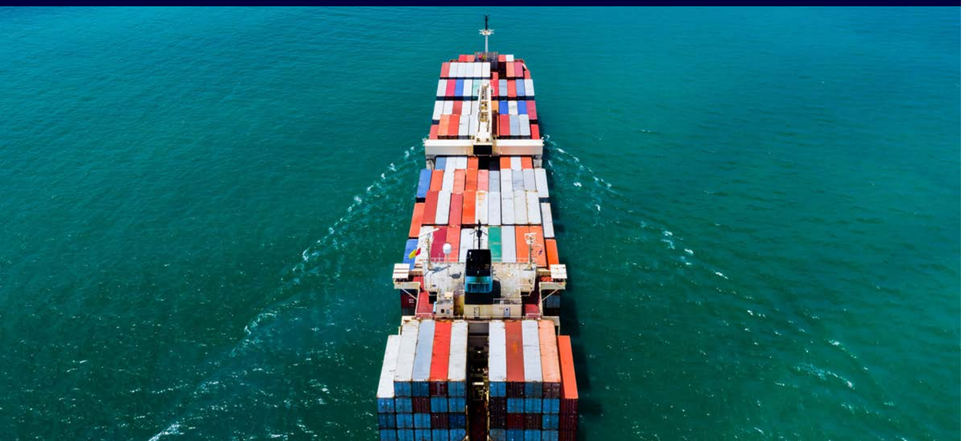
In doing so, the guidelines set out in the central brand strategy must be observed and implemented with the aim of achieving a brand-consistent, globally uniform image. Third parties may only use the brands in accordance with the applicable regulations.

Employees are not permitted to use the TÜV NORD GROUP’s trademarks for their own purposes or for the purposes of third parties.

Our markets and competitive environment

At the TÜV NORD GROUP, we operate worldwide to enhance the success of our customers. In doing so, we conduct our business activities fairly and with integrity, in accordance with all applicable laws and standards.

We convince our customers through a broad range of forward-looking services. These are available worldwide and ensure quality, safety and reliability.



Respectful marketing

At the TÜV NORD GROUP, we market our services and products responsibly. We take into account the cultural differences that exist worldwide among our customers and in the markets. Our marketing activities exclude any form of discrimination or denigration based on gender, ethnicity, religion, culture or minority status.

Conduct in competition

The TÜV NORD GROUP actively participates in the competitive market. Other market participants are treated fairly. In particular, we must ensure at all times that our personal conduct excludes any breaches of competition law.

Export controls and embargoes

At the TÜV NORD GROUP, we comply with the relevant laws and regulations governing the export of services and products. Everyone is responsible, within the scope of their work, for ensuring that relevant matters are made transparent. This is primarily done by notifying their line manager or the relevant export control officers. They will decide on the next steps. In cases of doubt, there are other ways to seek clarification (see p. 12).

Risk-based review and approval

We refuse to undertake activities where there are substantial grounds to believe that our services could contribute to serious human rights violations, breaches of international humanitarian law, or the development or use of weapons prohibited under international law. The same applies to contributions to the non-peaceful use of nuclear technologies. Engagements in this area are subject to a defined, risk-based approval process.

Sensitive fields of activity and special responsibilities

Our activities in crisis zones, security-related areas or the nuclear sector demand a particularly high degree of responsibility, diligence, prudence and ethical clarity from us. We make decisions that put people's well-being at the centre and help to reduce risks responsibly and with foresight.

Activities in the field of nuclear technology

Within the TÜV NORD GROUP, our nuclear engineering services are exclusively dedicated to peaceful applications. Activities in the field of nuclear engineering that appear not to serve peaceful purposes or that could indirectly contribute to the non-peaceful use of nuclear technology are prohibited. This also includes research and development carried out on behalf of third parties.

Operations in crisis zones

Given the TÜV NORD GROUP's global operations, our employees may find themselves in crisis areas in the course of their work. This refers to crises caused by war, terrorism, natural disasters, catastrophes or similar events. Where employees are present in such areas in the course of their work, the TÜV NORD GROUP takes appropriate measures to protect its employees.

Responsibility in the defence and security sector

The TÜV NORD GROUP operates in selected defence and security markets, provided that our services serve to ensure the safety of people, facilities and products, as well as compliance with national and international regulations. Adherence to ethical principles is of great importance to the TÜV NORD GROUP.

Information protection and confidentiality

We handle knowledge, data and technologies responsibly. We recognise that the protection of confidential information, intellectual property and personal data is crucial to the trust of our business partners and customers. At the same time, we use new technologies – including artificial intelligence – consciously, securely and in accordance with our ethical principles.

Intellectual property

Safety and success through knowledge is our vision. That is why we share our internal knowledge within the TÜV NORD GROUP using suitable tools.

All work results achieved by TÜV NORD GROUP employees in the course of their work are the exclusive property of the TÜV NORD GROUP. We take appropriate measures in the TÜV NORD GROUP to protect proprietary and/or confidential information of our customers, our companies or third parties. We do not use any copyrighted, licensed or confidential information of our customers, our companies or third parties for personal or other advantages without the consent of the authorised parties.

Artificial Intelligence (AI)

The TÜV NORD GROUP uses artificial intelligence responsibly, lawfully and in a supportive manner. AI applications must not compromise integrity, impartiality, data protection or confidentiality, and do not replace responsible human decision-making.

Inside information

The unauthorised use or disclosure of non-public, confidential information is prohibited. Employees of the TÜV NORD GROUP who obtain such information in the course of their work must not use it for their own or others' benefit, nor must they provide third parties with any related advice or recommendations.

Data protection

The TÜV NORD GROUP handles the personal data of its employees, customers and business partners with the utmost care. To maintain the security of personal data, ensure its lawful processing and protect the confidentiality of personal data, we comply with the requirements of the General Data Protection Regulation (GDPR) and relevant laws and regulations.

Integrity and confidentiality

We stand for decisions that are free from personal interests and financial dependencies. We are aware that our credibility depends on acting objectively, transparently and responsibly. That is why we consistently take care to avoid conflicts of interest and to uphold our financial integrity at all times.

Financial integrity

All companies within the TÜV NORD GROUP are obliged to comply with national and international legal regulations, recognised accounting principles and the relevant Group guidelines. The TÜV NORD GROUP has established an internal control system (ICS) including a risk management system in accordance with the applicable legal requirements. The ICS encompasses the organisation and all coordinated measures designed to safeguard assets, ensure the reliability of accounting data and prevent fraudulent behaviour.

Impartiality and independence

We provide audit, inspection and certification services in accordance with the highest professional, ethical and legal standards. Our findings and reports are complete, accurate and transparent; false or misleading statements are not permitted. Services are not provided if conflicts of interest or other influences could compromise our impartiality or independence.

Support in cases of doubt

Adherence to the Code of Conduct is part of our personal responsibility. If you have any questions, questions or doubts regarding the orientation or assessment of your personal conduct, various contact persons and channels for clarification are available.

In the event of ethical or legal concerns, or if you have information regarding potential breaches, various points of contact are available. Information can be provided confidentially and, when reported via the Ombudsman and the whistleblowing system, also anonymously:

- Direct line managers
- Board of Directors or Management
- Compliance Officer
- Legal Department
- Group Audit Department
- Human Resources
- Works Councils
- General Equal Treatment Officer
- Ombudsperson: report-tvh.com
- Whistlebloing system “Trust Line”
  The following link and QR code lead to the “Trust Line”:
  secure.ethicspoint.eu/domain/media/de/gui/111762/index.html

Integrity is the foundation of our corporate culture. All employees internalise the Code of Conduct, take part in the designated training sessions and raise any questions, concerns or potential breaches at an early stage.

The TÜV NORD GROUP does not tolerate any form of disadvantage or retaliation against individuals who, in good faith, seek advice, express concerns or report a potential breach. Any form of retaliation is incompatible with our mission statement and constitutes a compliance breach in itself, which may result in appropriate consequences under employment law. All reports received are carefully reviewed and, where necessary, followed up with appropriate measures.