



# TQ Sustainability Guidelines - "Shaping the future"



As a technological innovation leader, we at TQ develop and produce future-proof solutions for a sustainable society for and with our customers.

For us at TQ, sustainable action is the basis for successful and future-proof business activities.

As a globally active group of companies, we take our responsibility towards the environment and society seriously. Our aim is to make a positive contribution to a sustainable society with our products and services, thereby setting ourselves apart from the competition. In line with our guiding principle "Successful together", we want to shape our future hand in hand with our employees, customers and partners.

We are guided by the 17 Sustainable Development Goals (SDGs) of the United Nations. We have identified SDGs that are particularly relevant to us and to which we are already making a contribution today through our corporate culture and business activities as a technology service provider and electronics specialist. In order to bundle our commitment to this, we have developed strategies for implementation, which are then realised step by step in short-term action plans. The strategy and action plans take into account social, ecological and economic aspects in terms of sustainability.

SDGs	Our contribution	Strategies for implementation
	<p>We stand for technological market leadership and innovation. We specifically address the future markets of the 21st century against the backdrop of sustainable action.</p> <p>We think ahead, focus on new technologies and thus generate competitive advantages for ourselves and our customers.</p>	<ul style="list-style-type: none"> <li>• Products for sustainable mobility</li> <li>• Automation solutions for industry and the care sector</li> <li>• Products for efficient energy management</li> <li>• Modular kits for customer products</li> <li>• Successive reduction of hazardous product ingredients</li> <li>• Enabling product recycling at the same application level</li> <li>• Application test for recycled raw materials</li> <li>• Innovative repair concepts for new products</li> </ul>
	<p>By protecting the environment, conserving resources and promoting the circular economy, we are making an important contribution to securing a future worth living.</p> <p>In cooperation with our customers and partners, we take responsibility for the entire product life cycle and consciously utilise resources and avoid wasting them</p> <p>Thanks to a high degree of automation, we are able to enable sustainable and economical production on site for us and our customers.</p>	<ul style="list-style-type: none"> <li>• Promoting sustainability along the supply chain</li> <li>• Integration of sustainability requirements into existing processes</li> <li>• Enabling resource-saving transport solutions</li> <li>• Carrying out environmental and sustainability audits of relevant suppliers</li> <li>• Use of recycled products for consumables (or environmentally friendly consumables)</li> <li>• Reduction of waste</li> <li>• Reduction of water consumption</li> <li>• Examination and promotion of sustainable financial solutions</li> <li>• Promotion of innovative working models</li> <li>• Offering regional canteen food with a meat-free option</li> </ul>

	<p>Competent, responsible and committed employees are important success factors.</p> <p>At TQ, we invest in the development of our employees and support them in their professional careers with an extensive training programme at the TQ Academy. We promote awareness among our employees and want to empower them to act sustainably.</p> <p>We sensitise our customers and business partners to future issues by showing them more sustainable product options and more sustainable framework conditions in the procurement of supplier parts.</p>	<ul style="list-style-type: none"> <li>• Continuous training and further education for the further qualification of employees</li> <li>• Offering sustainability training for customers and suppliers</li> <li>• Awareness training on sustainability</li> <li>• Health training for employees</li> <li>• Special promotion of women for management positions</li> <li>• Enabling dual training</li> <li>• External TQ Academy programme</li> <li>• TQ-Kinderhaus with pedagogical 5-pillar model</li> </ul>																				
	<p>We have set ourselves a phased plan to achieve climate neutrality by 2045 as our goal:</p> <table border="1" data-bbox="335 795 885 952"> <thead> <tr> <th>Year</th> <th>Market based</th> <th>Location based</th> <th>Scope</th> </tr> </thead> <tbody> <tr> <td>2030</td> <td>-85%</td> <td>-80%</td> <td>1+2</td> </tr> <tr> <td>2035</td> <td>-95%</td> <td>-90%</td> <td>1+2</td> </tr> <tr> <td>2040</td> <td>-100%</td> <td>-95%</td> <td>1+2</td> </tr> <tr> <td>2045</td> <td>-100%</td> <td>-100%</td> <td>1+2+key aspects 3*</td> </tr> </tbody> </table> <p>We want to show that economic success and climate protection are not mutually exclusive, but can promote each other.</p> <p>We are constantly improving the environmental performance and energy efficiency of buildings and production facilities.</p> <p>With our products and services, we help people and companies to save energy and optimise the use of energy.</p>	Year	Market based	Location based	Scope	2030	-85%	-80%	1+2	2035	-95%	-90%	1+2	2040	-100%	-95%	1+2	2045	-100%	-100%	1+2+key aspects 3*	<ul style="list-style-type: none"> <li>• Increasing the on-site energy supply from renewable sources with a focus on self-supply</li> <li>• Energy procurement with guarantees of origin from sustainable sources</li> <li>• Determination of the energy status of the building structures and their energy optimisation</li> <li>• Realisation of more energy-efficient production processes</li> <li>• CO2 footprint reduction in production and administration</li> <li>• Use of more efficient lighting solutions</li> <li>• Improving sustainable mobility</li> <li>• Use of high-quality CO2 compensation solutions (where necessary)</li> </ul>
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Integrated quality, environmental and energy management system  
 ZVEI - Code of Conduct for the electrical industry  
 Declaration on sustainability and human rights  
 Legal requirements for sustainability management

\*Key aspects 3 = material procurement, employee mobility, business travel, nitrogen, goods transport at minimum procurement (where possible including sales), waste, water (expanded to include customer requirements)  
 Market based = using compensation certificates (e.g. green gas)  
 Location based = actual emissions generated at the site

As a leading solution provider for innovative technologies, innovation, future viability and sustainability are inseparable for us.

We have set out on our journey and want to anchor sustainability aspects even more firmly in our corporate strategy in future.

We will gradually develop the sustainability strategy and the derived action plans under the umbrella of the SDGs in order to fulfil our ambition.