



# Leveraging Quality, Driving Success.

Sustainability Report  
2025

“Our commitment: To support companies worldwide with high-quality, practice-oriented audits — always with the goal of creating economic, social, and environmental added value. This is made possible by our global network of more than 3,000 auditors.”

## Contents

|           |                                       |
|-----------|---------------------------------------|
| <b>3</b>  | Foreword                              |
| <b>4</b>  | Report Profile                        |
| <b>5</b>  | Who We Are                            |
| <b>8</b>  | Corporate Governance                  |
| <b>10</b> | Sustainability at DQS                 |
| <b>15</b> | Our Core Business: Sustainable Impact |
| <b>18</b> | Governance                            |
| <b>20</b> | Society                               |
| <b>25</b> | Environment                           |
| <b>28</b> | GRI Index                             |

# Foreword

## Dear Readers,

Credibility cannot be claimed — it must be earned, demonstrated, and renewed. As a global certification body, this is the standard we hold ourselves to. It is also the standard that has shaped our actions throughout the reporting year 2025.



**Ingo M. Rübenach**

CEO  
DQS Holding GmbH



**Markus Ritzauer**

CFO  
DQS Holding GmbH

The expectations placed on companies in matters of sustainability continue to rise. Regulatory frameworks tighten, and stakeholder demands evolve. Sustainability has long moved beyond a voluntary commitment — it has become a decisive factor for business success. At DQS, we see this development not as a burden but as an opportunity — and a responsibility we are determined to meet with substance.

In 2025, we took decisive steps to align our organization with this ambition. We sharpened our structure, strengthened our global focus, and consolidated our international Sustainability expertise under unified leadership. With this move, we have positioned sustainability not only as a service we provide, but as one of the most dynamic growth areas of our business — and as a central pillar of our strategy for the years ahead.

We are also determined to do more than apply the standards of our industry — we help to shape them. As a member of the DIN Standards Committee on Environmental Protection (NAGUS), DQS actively contributed to the revision of ISO 14001 — the world's most influential environmental management standard — which has recently been published following key milestones achieved in 2025.

This same ambition guides how we hold ourselves accountable. In 2025, we extensively revised our Code of Conduct, articulating with clarity what we expect of ourselves and of those who work with us. Within our own operations, our photovoltaic system at the Frankfurt headquarters delivered its first full year of operation, generating more than 80,000 kWh and covering approximately 31% of local electricity demand — a tangible contribution to reducing our footprint and a visible expression of the standards we set for ourselves and our industry.

This report updates our 2024 publication, reflecting the developments and progress of the past year. We thank you for your interest and invite you to engage with us in shaping a more sustainable, fair, and future-oriented economy.

Best regards,

Ingo M. Rübenach

Markus Ritzauer



## Report Profile

The present report is based on a group-wide survey conducted within the DQS Group to systematically and transparently represent our ecological and social impact. The 2025 report covers all subsidiaries in which DQS Holding GmbH holds a majority interest. These include: DQS GmbH, DQS CFS GmbH, DQS Medizinprodukte GmbH, DQS Inc. (USA), DQS Brasil, DQS Mexico, DQS MSS Argentina s.r.l., DQS (PTY) Ltd. (South Africa), DQS Türkiye, DQS France SAS, DQS UK, DQS Polska Sp. z o.o., DQS Management Systems Solutions (HK) Ltd. (Hong Kong), DQS Korea LLC, DQS India, DQS South Africa MSS, DQS Chile, DQS Taiwan, DQS AP Ltd. (China), and DQS Japan Inc.

All branches of the Group regularly undergo internal on-site audits. Since 2021, DQS has also been independently evaluated by various sustainability platforms, including EcoVadis, IntegrityNext, and Supplier Assurance. With the publication of this report, we reaffirm our goal of providing our business partners and other stakeholders with continuous and transparent insight into our sustainability activities.

This report has been prepared in accordance with the Global Reporting Initiative (GRI) Universal Standard 2021. External verification of the contents is not planned. Through ongoing monitoring of legal developments and reporting obligations, we ensure that our sustainability management and reporting will continue to comply with all relevant guidelines and requirements in the future.

## Who We Are

DQS is among the world's leading providers of audits and certifications for management systems. With our services, we support organizations across the globe in building trust among customers and stakeholders, driving sustainable development, and accessing new markets.

Founded in 1985 by the German Institute for Standardization (DIN) and the German Society for Quality (DGQ), DQS was the first independent certification body in Germany, headquartered in Frankfurt am Main.

In 2008, our U.S. partner Underwriters Laboratories (UL) integrated its global certification activities into the DQS Group — a key milestone in the internationalization of our business and the expansion of our global presence.

Today, DQS operates in more than 60 countries. Our mission: to accompany organizations worldwide with high-quality, practice-oriented audits — always with a focus on creating economic, social, and environmental value. This is made possible by our global network of more than 3,000 auditors who perform over 130,000 audit days each year — around 87 % of which are carried out by DQS subsidiaries and the remainder by licensed partners — bringing expertise across more than 200 internationally recognized standards. Our specialization in management systems enables sustainable solutions that are structured, efficient, and measurable in their impact.

### Shaping change — with foresight and responsibility

Our aim is to set benchmarks in the assessment and certification of management systems — as a foundation for trust, quality, and long-term business success. In an increasingly interconnected and digitalized world, DQS facilitates collaboration between business, government, and society through transparent, credible, and internationally recognized certifications.

We see ourselves not merely as an auditing company but as a co-creator of change. We are committed to the further development of a forward-looking audit culture and to driving the transformation of our industry toward greater relevance, sustainability, and effectiveness. Our actions are aligned with the key Sustainable Development Goals (SDGs) of the United Nations, to which we aim to make tangible contributions.

### Global presence, local expertise

As a globally positioned group, DQS provides tailored certification solutions that address international requirements while respecting local contexts. Our international presence ensures consistent service quality for our clients worldwide — regardless of location.

In Germany, our structure comprises four entities: DQS GmbH focuses on quality, environment, occupational health and safety, and information security. DQS Medizinprodukte GmbH specializes in regulated healthcare markets. DQS CFS GmbH is responsible for audits and assessments in sustainability and food sectors. DQS Holding GmbH, based in Frankfurt, manages central steering, administration, and coordination for the entire corporate group.

The DQS Group includes companies in Argentina, Brazil, China, Chile, France, Hong Kong, India, Japan, Mexico, Poland, South Africa, South Korea, Taiwan, Türkiye, the United Kingdom, and the United States, along with numerous licensed partners in Europe, Africa, Asia, Oceania, and South America. This broad presence allows us to operate flexibly, close to our markets, and deliver consistent client support worldwide.

### **Broad service portfolio and recognized sector expertise**

With a portfolio of more than 200 standards, DQS covers key management systems in the areas of quality, environment, energy, occupational health and safety, information security, medical devices, food safety, and sustainability. Our certifications address organizations of all sizes and industries — from automotive and mechanical engineering to chemicals, healthcare, IT, retail, and agriculture. In addition to established standards such as ISO 9001 (quality), ISO 14001 (environment), and ISO 45001 (occupational health and safety), our portfolio includes industry-specific standards for the automotive sector (e.g. IATF 16949, TISAX®), for sustainability and food safety (e.g. FSSC 22000, BRCGS), and for healthcare (e.g. MDR (EU) 2017/745, MDSAP).

As a first mover, we identify market trends at an early stage and integrate new frameworks consistently and effectively — most recently ISO 42001, the world's first management system standard for artificial intelligence, and the ENX VCS scheme for evaluating cybersecurity management systems in the automotive industry. The excellent expertise of our auditors, the global recognition of our certificates, and our accreditations from leading bodies such as DAkkS, ANAB, and CNAS ensure top quality and international validity. In addition, DQS acts as a Notified Body under EU regulations — an essential function for the approval and marketing of medical devices in Europe.

### **Our audit philosophy: impartiality and drivers of positive change**

DQS stands for the highest integrity and neutrality in auditing and certification. Our auditors assess independently and objectively, providing a reliable foundation for informed decisions and continuous improvement. We regard audits as opportunities for critical reflection, new perspectives, and genuine development — with the aim of continuously enhancing the effectiveness and efficiency of management systems.

Our commitment to objectivity, transparency, and relevance ensures that every certificate is not only formally valid but also substantively sound, creating real value in practice.

### **Shaping the certification landscape of tomorrow**

Innovation and digital transformation are integral parts of our strategic direction. Under the leadership of CEO Ingo M. Rübenach, we focus on data-driven methods to make audits more efficient, precise, and transparent. Process automation, digital platforms, and modern analytical tools are at the heart of our ongoing development. At the same time, we aim to position certification more strongly as a strategic management instrument: audits should help organizations understand complex interrelations, set priorities, and actively shape their progress.

### **Sustainability and digital leadership as guiding principles**

As an enabler of sustainable development, we support organizations worldwide in achieving their ESG objectives — through reliable assessments, transparent certifications, and practical, actionable insights.

Our audits enable organizations to manage sustainability strategically, identify risks, and implement improvements effectively. Especially in an increasingly regulated environment, we provide orientation and reliability, helping organizations turn sustainability into a competitive advantage.

We also lead by example: with the commissioning of a photovoltaic system at our Frankfurt headquarters in December 2024, we have made our energy supply more independent and climate-friendly. In 2025, 80,207 kWh were generated by the company's own PV system; this corresponds to a self-sufficiency rate of approximately 31%. This amount equates to an annual reduction of over 35 tCO<sub>2</sub> at the site.

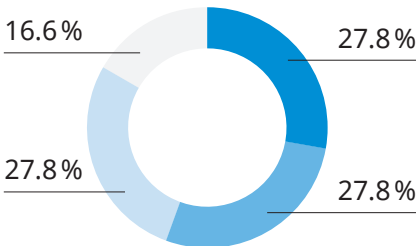
Alongside these efforts to reduce our own footprint, we also strengthened sustainability as a strategic business area in 2025. With the appointment of a Global Head of Sustainability, we consolidated our international capabilities under unified leadership. This move reinforces sustainability as a central growth driver for the DQS Group and strengthens our ability to meet

the rising global demand for credible certification and assessment services.

With expertise, innovative strength, and international presence, we are shaping the certification landscape of tomorrow — for greater trust, more sustainability, and a better future.

## The DQS in facts and figures

### Shareholders (as of December 31, 2025)

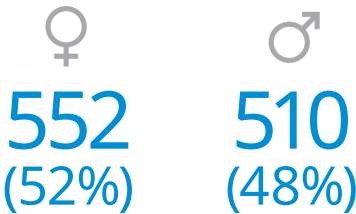


- DGQ
- DIN
- Underwriters Laboratories
- VDMA, Spectaris, Main Federation of the German Construction Industry (Hauptverband der Deutschen Bauindustrie e.V.), ZVEI e.V., DQS Holding GmbH

1,062

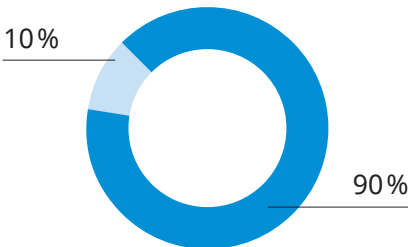
### Employees

(as of December 31, 2025)



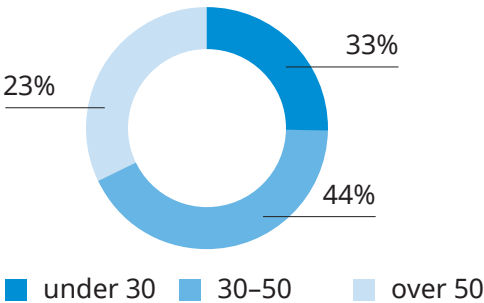
### Employment Contracts:

All employees have guaranteed working hours



- permanent
- fixed-term

### Age Structure



- under 30
- 30-50
- over 50



## Corporate Governance

The DQS Group consists of DQS Holding GmbH and its affiliated subsidiaries. As the strategic corporate headquarters based in Frankfurt am Main, DQS Holding GmbH is responsible for the international business development of the entire corporate group. The management acts in accordance with legal requirements and the company's articles of association and is authorized to represent the company both in and out of court (§ 35 para. 1 GmbHG). Management is carried out on the basis of the instructions and resolutions of the shareholders' meeting.

The highest governing body of DQS Holding GmbH is the shareholders' meeting, in which all shareholders are represented. This body usually meets twice a year and decides on all matters within its statutory and contractual remit.

In addition, a permanent shareholders' committee has been established, consisting of up to four members. This committee advises the management and performs ongoing supervisory functions in day-to-day business. Its responsibilities and areas of authority are formally defined in a dedicated set of rules of procedure.

To ensure the independence and impartiality required by international accreditation bodies for certification activities, DQS has also established an independent impartiality committee. This body, which represents various stakeholder groups, usually meets twice a year and monitors compliance with impartiality principles in DQS decision-making processes.

### Leadership structure of the DQS Group

Responsibility for the operational business of the individual subsidiaries lies with the respective local management teams. All subsidiaries report directly to DQS Holding GmbH as the central coordinating entity.

As part of its strategic evolution in 2025, DQS reorganized its operational and governance structure to enable faster decision-making,

stronger global alignment, and clearer accountability across all key areas of the business. The former Centers of Excellence (CoEs) were consolidated and evolved into three Global Business Divisions — Medical, Sustainability, and Information & Data Security — each driving global strategy, innovation, and functional excellence within their respective fields. At the same time, our country organizations were grouped into four regional clusters (EMEA, APAC, Greater China, and the Americas) to strengthen knowledge-sharing and coordination while preserving full local accountability for market execution and customer relationships.

To anchor this structure at the leadership level, DQS established the Global Executive Committee (GEC) as the central body for cross-regional and cross-divisional coordination. The GEC brings together the heads of the four regional clusters, the leaders of the three Global Business Divisions, the Global Champion for Mobility Business, and the heads of key global functions including HR, Marketing, and Digitalization, alongside the CEO and CFO. Together, this structure enables DQS to operate as one global organization while preserving local agility and customer focus.

Unified regulations governing collaboration, responsibilities, and decision-making processes within the DQS Group are laid down in the binding internal framework known as the "Rules of Collaboration."

## Organizational Profile

|                                                              |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                         |
|--------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <b>Company Name</b>                                          | DQS Holding GmbH                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                        |
| <b>Headquarters</b>                                          | Frankfurt am Main                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                       |
| <b>Commercial Register</b>                                   | Registered under HRB 54018 at the Local Court of Frankfurt am Main                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                      |
| <b>Articles of Association</b>                               | Original version dated February 1, 1985, amended April 8, 2021                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                          |
| <b>Purpose of the Company</b>                                | <p>a. The purpose of the company is to promote economic development. DQS sees itself as a service partner to organizations, businesses, and institutions, focusing its activities on value creation through effective management systems and processes for its clients.</p> <p>b. The company manages and coordinates subsidiaries, partnerships, and cooperations in order to provide assessment and certification services both nationally and internationally.</p> <p>c. The company strives for worldwide recognition of its certificates and those of its affiliated entities.</p> |
| <b>Shareholders</b>                                          | <p>DIN – German Institute for Standardization e.V., Berlin</p> <p>DGQ – German Society for Quality e.V., Frankfurt am Main</p> <p>UL International – Singapore Private Ltd.</p> <p>ZVEI e.V. – German Electrical and Digital Manufacturers’ Association</p> <p>VDMA – German Engineering Federation, Frankfurt am Main</p> <p>Spectaris – German Industry Association for Optics, Photonics, Analytical and Medical Technology e.V., Berlin</p> <p>Main Federation of the German Construction Industry e.V., Berlin</p>                                                                 |
| <b>Shareholders’ Committee<br/>(as of December 31, 2025)</b> | <p>Mr. Mirko Bautz, Chair, Managing Director, UL International Germany GmbH</p> <p>Mr. Daniel Schmidt, Member of the Board, DIN – German Institute for Standardization e.V.</p> <p>Prof. Dr.-Ing. Robert Schmitt, President, DGQ – German Society for Quality e.V.</p> <p>Dr. Sandra Drechsler, Head of Technical Policy and Standardization, VDMA; Managing Director, DIN Standards Committee Mechanical Engineering (NAM)</p>                                                                                                                                                         |
| <b>Management</b>                                            | <p>Mr. Ingo Mathias Rübenach, Frankfurt am Main</p> <p>Mr. Markus Ritzauer, Köln (effective July 1, 2025)</p>                                                                                                                                                                                                                                                                                                                                                                                                                                                                           |

# Sustainability at DQS

## Our Understanding of Sustainability

Sustainability is a core element of our corporate identity. We empower organizations worldwide to integrate environmental and social responsibility permanently into their structures and processes — both as an independent auditing body and as a driver of effective, future-oriented business practices.

### Lived responsibility

The comprehensive expertise we demonstrate daily in the field of sustainability through our work with clients is consistently applied to our own organization. The same high standards that we expect from others also apply to ourselves. By addressing challenges openly and transparently, we create the basis for continuous learning, further development, and ongoing improvement of our own sustainability performance.

### A better world for all

The 17 Sustainable Development Goals (SDGs), established by the United Nations as part of the 2030 Agenda, define key areas of action for a sustainable global society. These goals also form the foundation of DQS's own sustainability strategy. Through our auditing and certification services, we help organizations implement national and international sustainability requirements in a practical way and make accountability along the value chain transparent.



**Sustainable Development Goals**  
were established by the United  
Nations for the 2030 Agenda.

We view the transformation toward a more sustainable economy as a shared responsibility of society as a whole. To this end, we work closely with a wide range of partners to exchange knowledge, develop joint approaches, and make tangible contributions to achieving the SDGs. Furthermore, we contribute our technical expertise to various standardization committees of the German Institute for Standardization (DIN) to actively shape the further development of global standards and certification systems.

## Material Topics

As part of the development of our sustainability strategy, DQS conducted a comprehensive materiality analysis across the entire Group, largely following the requirements of the Corporate Sustainability Reporting Directive (CSRD). The analysis was based on the potential impacts of corporate activities on the environment and society, as defined by the Global Reporting Initiative (GRI). In close coordination with our stakeholders, these topics were systematically evaluated in terms of their relevance to DQS.

The assessment was carried out using a three-tier scale that considered both the likelihood of occurrence and the potential extent of impact on affected stakeholder groups. All topics rated as highly significant and within our sphere of influence form the basis of this report.

From a total of 30 sustainability topics analyzed, 10 were identified as material for the DQS Group. These were grouped into five key areas of action:

### Governance

- Economic performance
- Market presence
- Indirect economic impacts
- Procurement practices
- Anti-corruption
- Anti-competitive behavior
- Tax

### Environment

- Materials
- Energy
- Water and wastewater
- Biodiversity
- Emissions
- Waste
- Supplier environmental assessment

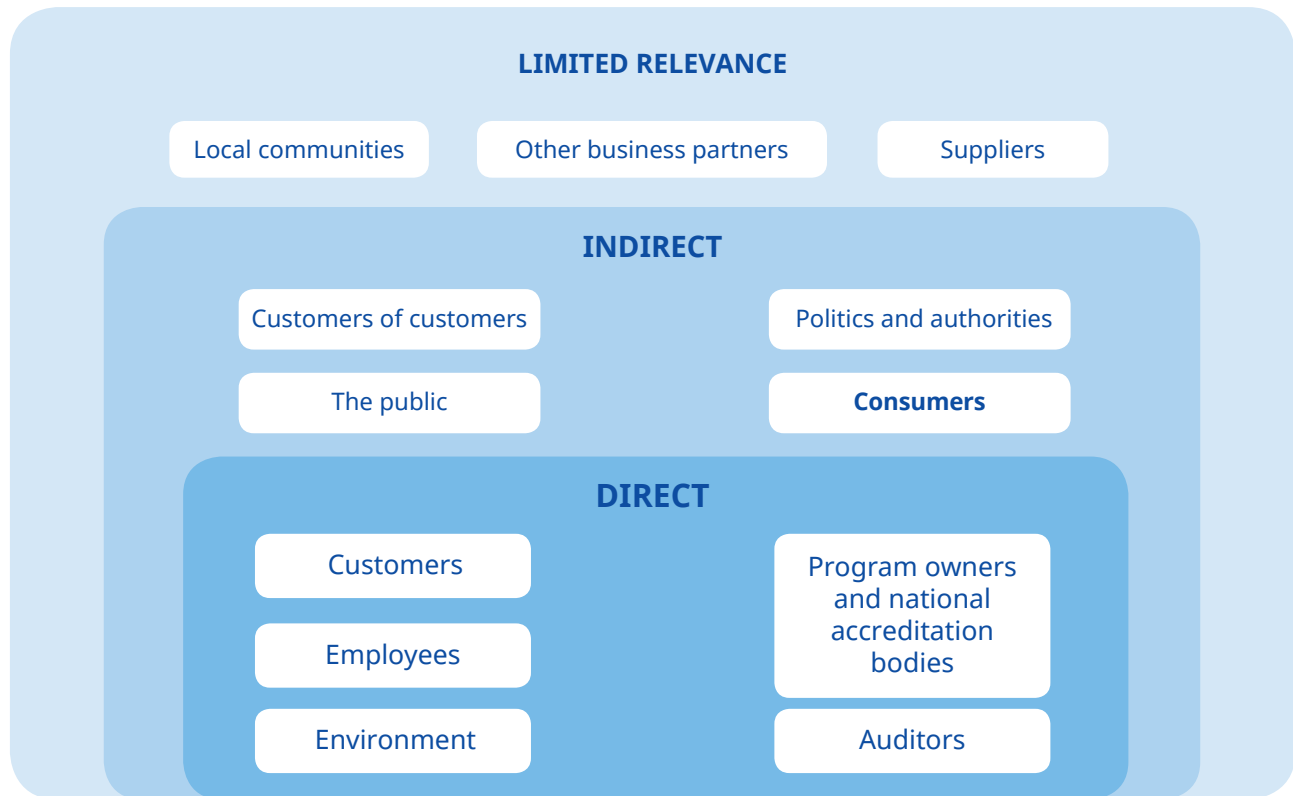
### Society

- Employment
- Occupational health and safety
- Training and education
- Diversity and equal opportunity
- Non-discrimination
- Freedom of association and collective bargaining
- Child labor
- Forced or compulsory labor
- Security practices
- Rights of indigenous peoples
- Local communities
- Social assessment of suppliers
- Political involvement
- Customer health and safety
- Marketing and labeling
- Customer data protection

### These were consolidated under the following five action areas:

- Integrity and impartiality
- Labor and human rights
- Occupational health and safety
- Competence management
- Energy and emissions

## Our Stakeholders



Ongoing and structured dialogue with our stakeholders is of central importance to DQS. We therefore rely on a variety of communication formats to systematically capture their concerns, needs, and expectations — and to incorporate these into our materiality analysis.

Our most important stakeholder group is our customers, with whom our account managers are in close daily contact. In addition to individual client support and the coordination of audit schedules, this dialogue also includes annual planning discussions and invitations to customer events. DQS also regularly provides white papers and expert articles to share insights on current developments and relevant industry topics.

Around 80% of our audits are conducted by external auditors who work with DQS on a freelance basis. These professionals are closely supported by a dedicated internal department. Alongside individual coaching, structured feedback meetings and joint evaluations are held annually. Additional communication channels such as newsletters provide further opportunities for information exchange and engagement.

For our employees, we have established a range of feedback and participation mechanisms, including annual performance reviews, internal surveys, and a dedicated whistleblower channel that enables confidential and anonymous reporting. Employee representation is ensured, among others, through the works council of DQS GmbH. Compensation is based on local conditions and designed to ensure transparency and fairness across all roles.

## Sustainability Strategy

Our contribution to achieving the Sustainable Development Goals (SDGs) adopted by the United Nations in 2015 is a key element of our sustainability strategy. The scope of our impact particularly relates to the following goals:

- ✓ Goal 5: Gender equality
- ✓ Goal 6: Clean water and sanitation
- ✓ Goal 7: Affordable and clean energy
- ✓ Goal 8: Decent work and economic growth
- ✓ Goal 12: Responsible consumption and production
- ✓ Goal 13: Climate action

The sustainability strategy is centrally managed by DQS Holding and implemented across the entire Group. Since 2019, a dedicated sustainability team has coordinated these efforts in close collaboration with all international offices.



### Direct impact through the internal sustainability management system

DQS's sustainability management is based on a three-pillar framework designed to integrate ecological and social responsibility consistently into our internal corporate governance.

#### Compliance and commitment

To fulfill our due diligence obligations and to express our commitment to the SDGs, DQS has established a comprehensive Code of Conduct (revised in 2025) aligned with the ILO Core Labor Standards, the OECD Guidelines for Multinational Enterprises, the UN Human Rights Principles, and international climate goals. All suppliers are required to acknowledge and sign this Code of Conduct. In addition, DQS is regularly evaluated by independent sustainability rating agencies such as EcoVadis, Supplier Assurance, and IntegrityNext.

#### Accountability and disclosure

To ensure transparency in our sustainability engagement and to communicate responsibly with all stakeholders, DQS will publish regular sustainability reports. These reports document our progress and provide verifiable key figures — particularly regarding emissions. This disclosure builds trust and fosters dialogue with our stakeholders.

#### Improving our footprint

To continuously enhance our environmental and social performance, DQS has implemented binding internal guidelines covering climate, environment, human rights, labor standards, and ethical business conduct. The objective is to achieve concrete progress in all business areas and to make a measurable contribution to sustainable development.



### Indirect impact through our business partners

#### Our impact as an enabler of sustainability

Our core business is to certify and verify organizations against applicable norms and standards. Through these services, we empower companies to improve their sustainability performance, fulfill due diligence obligations, and assume comprehensive social and environmental respon-

sibility. By providing independent audits and certifications, DQS enables organizations to create transparency along global value chains and to promote responsible practices beyond their own operations. Our goal is to act as a transformation partner — helping to shape a better future for all.

## Our Sustainability Goals



Equal share of women and men in the total workforce

**KPI**

Percentage of women and men

**Status 2025**

52% women  
48% men



Reduce CO<sub>2</sub> emissions by 30% (compared with 2023)

**KPI**

CO<sub>2</sub>e emissions (Scopes 1–3)

**Status 2025**

Average 224.4 kg CO<sub>2</sub>e per audit (location-based) according to the 2025 emissions accounting



Mandatory Code of Conduct training for all employees

**KPI**

% rollout of the mandatory training

**Status 2025**

Updated version rolled out to 100%



No violations of the Code of Conduct

**KPI**

Number of violations

**Status 2025**

No significant incidents in 2025



No cases of discrimination

**KPI**

Number of reported cases

**Status 2025**

No significant incidents in 2025



Zero Lost Time Incidents (LTI)

**KPI**

LTI

**Status 2025**

LTI: < 0,1

For 2030 we have defined a set of overarching goals to make DQS more sustainable. Additional corporate goals are shown in the materiality analysis.

## Our Core Business: Sustainable Impact

At the heart of the DQS Group's activities are auditing and certification — always grounded in collaboration on equal footing. Our expertise spans numerous fields, including quality management, environmental and energy management, occupational health and safety, information security, medical devices, food standards, and sustainability. Our certifications aim to make a meaningful contribution to promoting a global understanding of quality and sustainability, strengthening cooperation among business, public authorities, and civil society.

We do not regard our work as a purely technical service but as an active contribution to achieving the global Sustainable Development Goals (SDGs) — and thus to shaping a responsible and future-oriented society.

### Gender Equality



Gender equality is a central element of a fair and inclusive society. In many international social standards audited by DQS worldwide, this topic forms an integral part of the assessment criteria. Promoting gender equality is not merely a compliance issue — it is a key lever for social participation, diversity, and sustainable corporate governance.

### Clean Water and Sanitation



Access to clean water and adequate sanitation is essential for health and quality of life — and a fundamental prerequisite for sustainable development. This topic is addressed in numerous international management systems such as ISO 45001 (occupational health and safety) and ISO 14001 (environmental management), both firmly anchored in our audit portfolio.

In addition, DQS supports organizations through ISO 46001, which provides a structured approach for efficient water use and conservation. This internationally recognized standard helps organizations manage water resources effectively, contributing directly to the achievement of SDG 6.

### Affordable and Clean Energy



Energy efficiency and sustainable energy supply play a crucial role in global climate protection. Organizations that implement an energy management system according to ISO 50001 and have it certified by DQS make measurable progress in reducing their energy consumption and continuously improving energy performance.

This commitment directly contributes to SDG 7.3, which calls for a doubling of the global rate of energy efficiency improvement. At the same time, a well-implemented ISO 50001 system contributes significantly to reducing greenhouse gas emissions and thus also supports SDG 13 — climate action.

The recent amendments to the ISO High-Level Structure integrate climate change as a mandatory contextual factor across all management systems. As a result, the substitution of fossil energy sources with renewables has become even more relevant. An ISO 50001 certification therefore provides not only economic benefits but also clear strategic orientation for customers and business partners on the path toward responsible energy policies and sustainable supply chains.

## Decent Work and Economic Growth



Ensuring decent working conditions is a fundamental element of corporate responsibility. Companies are obliged to respect and protect core labor and human rights throughout their value chains. A key instrument for promoting occupational health and safety is the international standard ISO 45001, which DQS certifies on a regular basis.

This standard covers essential aspects of SDG 8.8 — particularly the protection of workers' rights and the creation of safe and health-promoting workplaces. ISO 45001 also plays a vital role in meeting regulatory and legal requirements in occupational health and safety.

In addition to management system certifications, DQS conducts audits of social management standards such as IQNet SR 10 and FSSC 24000. These help organizations go beyond compliance to actively strengthen employee rights and social standards within their operations.

Furthermore, DQS verifies numerous other internationally recognized social and sustainability standards such as SEDEX SMETA, Together for Sustainability (TfS), RSCI, and RBA. These schemes provide credible proof of compliance with human rights and labor norms across complex supply chains — a topic of growing importance in light of due diligence legislation.

## Responsible Consumption and Production



Consumers increasingly expect transparency and reliability when it comes to sustainable products and services. DQS meets this expectation through independent certification that provides a sound basis for informed purchasing decisions.

Our audits and certifications enable companies to provide credible evidence of sustainability — whether in product design, supply chains, or production processes. In doing so, we help ensure that sustainable solutions gain market traction while meeting both regulatory and societal expectations.

## Climate Action



DQS provides a broad range of environmental and climate-related services designed to guide companies toward improved environmental performance. Verified results open up market opportunities for sustainable products and offer customers the assurance they expect.

To support clients on their journey toward sustainable production, DQS offers a wide array of industry-related certifications. At the corporate level, these include greenhouse gas inventories in accordance with ISO 14064-1 and the Greenhouse Gas Protocol. At the product level, the verification of the Product Carbon Footprint in accordance with ISO 14067 is part of the portfolio. In addition, the portfolio comprises sector-specific certification programs that strengthen corporate credibility and actively promote sustainable consumption and production patterns — including ISCC PLUS (sustainable biomass and circular economy), ASI (responsible aluminum production), GLOBALG.A.P. (good agricultural practice) and Responsible Steel (sustainable steel production).



## Sustainability Heroes – The Conference for Inspiration on Sustainability and Transformation

To live up to our ambition of contributing to a sustainable economy beyond our core business, DQS offers the Sustainability Heroes Conference — a dedicated platform for dialogue and inspiration. In line with our holistic strategy, the conference provides practical insights into sustainable action and fosters discussion on current developments and regulatory frameworks.

### A conference with tradition and new perspectives

Originally launched in 2014 as the DQS Nachhaltigkeitstag (“Sustainability Day”), the event began as an in-person conference in Frankfurt am Main, attracting numerous decision-makers, sustainability experts, and professionals in environmental and energy management. Since 2020, the conference has been held entirely online to allow broader participation while improving its CO<sub>2</sub> balance. Jointly organized by DQS and DGQ, the event has since become a cornerstone of the sustainability landscape in the DACH region. Expansion into additional markets where DQS operates is already being planned.

### Highlights and inspiring contributions: A look back at 2025

Held in November 2025, the latest edition of the conference once again brought together leading voices from major corporations for forward-thinking keynotes, panel discussions, and interactive sessions on sustainable transformation. Among the many highlights, Deutsche Telekom shared a candid practitioner’s perspective on translating ESRS requirements into corporate reality and the path to CSRD readiness. The BMW Group illustrated how industry initiatives serve as a key lever for managing human rights due diligence across complex global supply chains. And BASF provided a deep dive into measuring and reducing Scope 3 emissions in the chemical industry — often the largest share of a company’s carbon footprint.

### The Sustainability Heroes Awards: Incentives for change

Since 2015, DQS has presented the annual **Sustainability Heroes Awards**, recognizing organizations for outstanding sustainability projects. Initially launched as the German Awards for Excellence, these awards motivate companies to showcase their sustainability initiatives to a wider audience. Many renowned companies have actively submitted their projects and received awards — among them Epson Germany, awarded for its innovative PaperLab technology, which enables closed-loop paper recycling and significant water savings, and ALDI in cooperation with Naturland, recognized for a funding program that supports organic farms in creating new habitats for insects, birds, and other species across more than 900 hectares of farmland.

### A strong network and exchange for sustainable transformation

Sustainability Heroes has developed into a vibrant platform that brings together hundreds of participants each year — including sustainability managers, environmental and energy experts, and compliance professionals. The conference fosters an atmosphere of exchange where networking plays a central role alongside best practices and presentations. Together with our partner DGQ and other industry leaders, we aim to use this event to promote sustainable practices and inspire companies to drive positive change.

The next Sustainability Heroes Conference will take place on November 24, 2026. Further information is available at

[www.sustainability-heroes.com](https://www.sustainability-heroes.com)

## Governance

Compliance with applicable national laws and internationally binding regulations is a fundamental pillar of our sustainability strategy. DQS is committed to conducting its business according to the highest ethical standards — both internally and in interactions with external stakeholders. These requirements are anchored in a series of binding internal policies.

At the core stands our Ethics Policy, which defines our fundamental principles and expectations for interactions with employees, business partners, and third parties. Among other things, it includes clear guidelines for preventing corruption and maintaining information security. Supplementary policies address occupational health and safety, human rights, and environmental protection.

Our Code of Conduct (updated in 2025) also extends to our suppliers, requiring them to observe the principles of corporate due diligence. To ensure compliance with legal requirements within the company, they are made available through the internal intranet, handed out to new employees upon hiring, and communicated through regular training sessions.

All employees and auditors are obliged, in accordance with the Ethics Policy, to report violations or suspected violations of rules to their supervisors or to management. A whistleblower channel explicitly protects informants from reprisals. Non-compliance with the Ethics Policy may have employment, disciplinary, or — in severe cases — legal consequences.

## Integrity and Impartiality

As an independent certification body, integrity, impartiality, and credibility are the guiding principles of our work. They form the foundation for trust in our services and for the recognition of our certificates worldwide. To ensure this trust on a lasting basis, DQS regularly undergoes both internal and external reviews. Subsidiaries of the Group are subject to stringent internal control mechanisms: while larger entities are audited annually, smaller offices are reviewed at least every three years. This system ensures that our processes remain transparent, compliant, and consistently aligned with the highest quality standards.

### Anti-corruption

The integrity of DQS is not only essential for our own economic stability, but also for the trust that customers, partners, and consumers place in our audits and certifications. For this reason, DQS devotes particular attention to preventing corruption — both organizationally and individually. As part of regular risk assessments, DQS specifically analyzes potential corruption risks. These assessments are supplemented by structured Anti-Bribery Risk Assessments and additional risk

analyses. Already during the hiring process, DQS places special emphasis on integrity: managers are screened, and all executives are required to confirm their impartiality and independence. Our Ethics Policy contains a dedicated chapter on anti-corruption. It clearly stipulates that DQS strictly prohibits any form of bribery and the acceptance of advantages. All employees and auditors are obliged to observe the anti-corruption laws applicable in the countries in which they operate.

In addition to the provisions of the Ethics Policy, all employees and auditors must comply with the anti-bribery and anti-corruption laws of their respective countries. These rules cover gifts, sales and promotional activities, government-related work, and the use of company assets. The complaint management process is also described in the policy. Various channels are available for submitting reports:

- ✓ Online-System
- ✓ Mailbox
- ✓ Postal mail
- ✓ Telephone hotline
- ✓ Callback system
- ✓ Personal meetings

The confidentiality of whistleblowers is guaranteed in all cases at DQS. Every report received is carefully reviewed, documented, and — where appropriate — followed by corrective action. The anti-corruption provisions of the Ethics Policy are introduced to all employees upon joining the company and reinforced through regular training sessions.

Our business partners and suppliers are also informed about applicable anti-corruption regulations. The revised version of the Code of Conduct and the Ethics Policy has formed a mandatory part of our collaboration — their acknowledgment and compliance confirmed through signature.

During the reporting period, no significant corruption-related risks or incidents were identified. In line with DQS's sustainability goal of ensuring that all employees are trained on compliance-relevant topics by 2030, the focus remains on expanding and strengthening our internal training offerings.

### Anti-competitive Behavior

Anti-competitive behavior undermines confidence in fair markets and has a negative impact on sustainable development — the kind of development DQS actively seeks to promote. DQS expressly commits itself to the principles of free and fair competition. Any form of cartel formation, price-fixing, or monopolistic conduct is strictly rejected.

We are committed to strict compliance with antitrust laws and fair-competition regulations in all countries where we operate. Throughout the reporting period, there were no legal proceedings against DQS concerning anti-competitive behavior. Our clear position on this topic is also enshrined in the Ethics Policy, which obliges all employees and business partners to observe these principles.

### Our Principles

DQS is fully committed to lawful, transparent, and fair market behavior. Our business relationships with customers, suppliers, and partners are based on objectivity, integrity, and fairness.

- ✓ We reject any agreements — whether direct or through third parties — that involve price fixing, market sharing among customers, regions, or services.
- ✓ We coordinate no strategies with competitors regarding pricing, costs, product ranges, market entry, or marketing activities.
- ✓ We strictly avoid business practices that are dishonest or would be deemed anti-competitive.
- ✓ We refrain from any actions that might give the impression of attempting to exclude or disadvantage competitors.

These principles are binding for all employees and organizational units within the DQS Group and form an integral part of our ethics and compliance culture.

# Society

## Labor and Human Rights

DQS supports companies around the globe in achieving the highest standards in labor and human rights. Equally important to us is living up to these principles within our own organization and acting as a positive example. As an international company operating under a variety of national labor laws and standards, we consider it a central duty as an employer to assume responsibility toward our employees.

### Employment

As an employer, DQS takes responsibility for creating jobs with fair pay and high-quality working conditions. The Group-wide Labor and Human Rights Policy obliges all locations to comply with the applicable statutory minimum wages or industry-specific standards. Unlawful wage deductions are explicitly prohibited.

In Germany, remuneration is based on a function-related pay matrix, which is defined by a corresponding works agreement. Salaries are consistently well above the statutory minimum wage. For new hires, DQS attaches great importance to local recruitment — both for employees and managers — to strengthen regional expertise.

The policy also includes binding provisions on working hours and conditions. These include compliance with statutory holidays, adherence to maximum working hours under national law, and consideration of common industry standards. To enable better work-life balance, DQS promotes flexible work arrangements. These include options for mobile work, part-time models, and flexible hours — each regulated through local works agreements.

Depending on location, employees also have access to additional benefits, such as subsidized occupational pension schemes. As a rule, all baseline benefits offered to full-time employees also apply to part-time and fixed-term staff. To continuously improve our work culture, DQS conducts regular employee surveys across all locations. The insights gained are used to implement targeted measures aimed at enhancing satisfaction, engagement, and development.

In 2025, DQS recorded 160 new hires and 126 departures. This corresponds to a global hiring rate of 15.1% compared with a turnover rate of 11.8%. The share of new hires was notably higher among women (62.5%) than among men (37.5%).

# 160

**new employees**  
at the DQS Group in 2025

### Total number and rate of new employees

|              | Global | female | male   |
|--------------|--------|--------|--------|
| <b>Total</b> | 160    | 100    | 60     |
| <b>Rate</b>  | 15.1 % | 62.5 % | 37.5 % |

### Total number and rate of employee turnover

|              | Global |
|--------------|--------|
| <b>Total</b> | 126    |
| <b>Rate</b>  | 11.8 % |

The parental leave policy is based on the respective legal requirements of each country and site. Group-wide, all employees are entitled to parental leave in accordance with applicable national regulations. There are no exclusions based on gender. Differences result solely from the distribution of the total workforce by gender.

During the reporting period, parental leave was taken predominantly by women: 23 women and 3 men used this option. Fifteen employees returned to work after parental leave, corresponding to a return rate of 57.6%.

### Diversity, Equal Opportunity, and Non-Discrimination

DQS views the promotion of diversity not only as a social responsibility but also as a strategic success factor. Our clear commitment to equal opportunity, inclusion, and non-discrimination is firmly anchored in the Labor and Human Rights Policy. We commit to treating all employees and applicants objectively and fairly, regardless of personal characteristics.

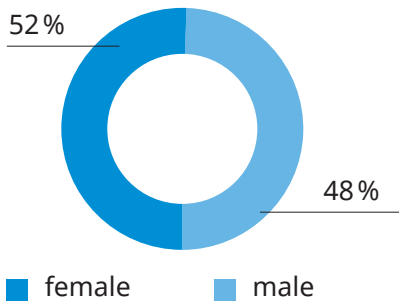
We promote diversity through initiatives such as better work-life balance, inclusion of people with disabilities, and an inclusive work environment. This approach shapes our corporate culture and is actively practiced.

DQS rejects all forms of discrimination — throughout all stages of employment, from recruitment and pay to training, promotion, contract termination, or retirement. Discrimination is defined as any unjustified disadvantage based on gender, age, religion, origin, disability, sexual orientation, social or family background, political belief, trade union membership, or other personal traits. This list is intentionally open-ended. A whistleblowing system accessible via the DQS website is available to report discrimination. All reports are reviewed and, if necessary, addressed by the central Compliance Officer. In 2025, no cases of discrimination were reported.

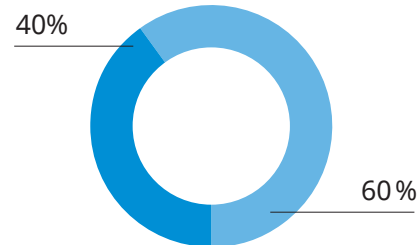
As part of our strategic sustainability goals, we are committed to maintaining a discrimination-free workplace in the future as well.

### Percentage of employees in the DQS Group by category and gender

#### Employees



#### First Line Management



The share of female employees remained stable at 52%, compared with 48% male employees. This indicates a balanced gender ratio within the DQS Group overall. In first-line management, the share of male managers is somewhat higher, at 60% compared to 40% women (previous year: 63% and 37%, respectively) — a noticeable shift compared with the previous year, reflecting our continued efforts to strengthen gender balance in leadership positions. Other diversity dimensions — such as age structure, control body composition, or affiliation with other minority groups — will be available Group-wide from 2026 onwards through dedicated software, following an adjusted rollout timeline.

Average pay across all companies shows a gender pay gap of about 14%. To address this, DQS uses a transparent pay matrix in which remuneration depends solely on job function and responsibility, independent of gender.

#### Freedom of Association and Collective Bargaining

The right to freedom of association and collective bargaining is an essential part of fair and decent working conditions. DQS fully recognizes this right and has embedded it both in its Labor and Human Rights Policy and in the Code of Conduct, which was updated in 2025.

All employees have the unrestricted right to freely form and join unions, or to collectively negotiate with the company — in a lawful and peaceful manner. These rights apply to all DQS locations worldwide.

If employees suspect that these rights are being restricted, they can contact DQS at any time via established grievance mechanisms. No violations of the right to freedom of association or collective bargaining were identified during the reporting period.

## Occupational Health and Safety

Our employees form the backbone of our business activities. As a responsible employer, DQS places the highest importance on the well-being and safety of its staff. Preventing work-related illnesses and accidents is therefore a top priority. To fulfill this responsibility, all measures relating to occupational health and safety are comprehensively and bindingly defined in a dedicated guideline.

### **This guideline covers the following topics:**

- ✓ Compliance with legal regulations
- ✓ Instructions on workplace conditions and environment
- ✓ Health promotion
- ✓ Incident and disruption management
- ✓ Emergency preparedness
- ✓ Fire protection
- ✓ Personal protective equipment

Employees are expressly encouraged to report violations of the occupational health and safety guideline. It is ensured that such reports can also be submitted anonymously and confidentially.

The protection of health and safety in the workplace is a central concern of DQS. Responsibility for implementing the relevant measures lies with management and leadership, with national legal requirements at the respective locations serving as the minimum standard.

A key instrument for risk prevention is the hazard assessment, which is implemented for each site in accordance with national regulations. To sustainably eliminate potential hazards, various methods are used, including the established Fine-Kinney analyses and the RCAT™ method.

Our employees are not only recipients of these measures but are actively involved — for example, through feedback formats, occupational safety committees, and — in Germany — through the ASA committee. This includes representatives of the works council, management, occupational safety specialists, and the company physician.

Health services differ from location to location and are adapted to the needs of a service company with primarily office-based workplaces. Depending on the site, these include, among other things:

- ✓ Vaccination offers
- ✓ Private supplementary insurance
- ✓ Company bicycle schemes
- ✓ Sports and exercise programs to promote health

Training on occupational health and safety is already a fixed component of onboarding for new employees. In addition, site-specific, topic-focused training sessions are conducted, for example:

- ✓ Heat stroke and risks from UV radiation
- ✓ First-aid courses
- ✓ Mosquito-prevention courses
- ✓ Fire drills and fire alarm exercises

As part of occupational health and safety management, absences due to work-related illnesses or accidents are regularly recorded and evaluated. For the reporting year, DQS can report that neither days lost nor serious health incidents or fatalities occurred.

Binding safety requirements also apply to external auditors working on behalf of DQS. They are subject both to the respective national legal provisions and to sector-specific and company-specific regulations. A briefing by the audited organizations is mandatory, as is the provision and use of prescribed personal protective equipment (PPE) to ensure a safe working environment.

## Competence Management

Expert knowledge and professional competence are central pillars of our success — both in ensuring excellent service for our customers and in supporting the individual development opportunities of our employees. To meet this ambition, internal regulations on training, professional development, and career pathways are firmly anchored in the DQS Labor and Human Rights Policy.

Our auditors play a particularly important role: they are not only highly qualified experts in their fields, but also key representatives of DQS in direct customer interactions. To ensure the maintenance and enhancement of their expertise, DQS offers a comprehensive training and development program consisting of regular training sessions, advanced qualification modules, and structured experience exchanges. These measures ensure that auditors stay current with standards, methods, and market developments.

### Training and Professional Development

The training and development programs for DQS employees are primarily based on their function and area of responsibility. Accordingly, both the content and the duration of the programs vary. On average, employees participated in 10 to 14 days of training during the reporting year — equivalent to about 80 to 112 hours of continuing education.

DQS awards training opportunities according to a role-based and needs-oriented approach, independent of gender or other personal characteristics. Qualification measures are exclusively aligned with professional requirements and individual development needs.

Examples of training programs conducted during the reporting period include:

- ✓ Mandatory compliance trainings
- ✓ On-the-job training
- ✓ Intensive onboarding support during the probationary period
- ✓ Special qualifications for auditors
- ✓ Sales and communication training
- ✓ English courses
- ✓ Digital training sessions
- ✓ Financial support for external continuing education

As supportive measures to maintain employability and assist in career transitions — such as entering retirement or moving to new professional roles — DQS provided various programs during the reporting period, including:

- ✓ Retirement planning
- ✓ Reintegration management
- ✓ Support in adapting to remote work
- ✓ A “World Café” as a platform for adapting to organizational changes
- ✓ Active support for internal change processes and preparation for new responsibilities
- ✓ Opportunities for continued employment after reaching retirement age

All managers within DQS are required to conduct regular annual reviews with their employees. These meetings serve to systematically evaluate individual performance, discuss feedback, and jointly plan professional development goals. Compliance with this requirement is monitored through internal audits.

During the reporting period, over 80% of employees took part in annual review meetings — a key element of DQS's personnel development and feedback culture.



Photovoltaic system on the roof of DQS GmbH in Frankfurt am Main

# Environment

## Energy and Emissions

Protecting our natural life-support systems is a shared responsibility of governments, society, and business. DQS takes this responsibility very seriously and is actively committed to contributing to the achievement of global climate goals while minimizing the negative ecological impacts of its business activities. For this reason, the topics of energy and emissions are firmly anchored in the company-wide sustainability strategy.

To ensure environmentally responsible business practices, a dedicated environmental guideline was developed. In it, DQS commits, among other things, to the sustainable use of natural resources — particularly energy, air, and water — as well as to the reduction of climate-damaging emissions.

Particularly relevant are the areas of travel by our auditors, electricity supply, and operational energy efficiency, as these have been identified as the key influencing factors in our environmen-

tal balance. Concrete instructions for employees on waste prevention are also part of the guideline.

In addition, the environmental guideline defines the company-wide goal of climate neutrality and specifies the responsibilities of management for implementing and developing appropriate measures. Through the Code of Conduct (updated in 2025), suppliers are also obliged to adhere to climate- and environmentally friendly business practices.

## Energy

Energy consumption during DQS's business activities focuses mainly on electricity usage in office buildings and on fuel consumption resulting from travel to on-site audits. As a service company, overall environmental impacts are low. In the reporting year, total electricity consumption within the DQS Group amounted to 626,147 kWh.

Because audits must, in accordance with applicable requirements, predominantly take place on-site, a certain level of travel by our auditors is unavoidable. Consequently, savings potential in mobility is limited. Nonetheless, since 2019, concrete measures to reduce emissions have been identified and implemented based on our emissions assessment.

For example, the German companies of DQS have entered an additional agreement with a local energy supplier under which only renewable electricity is purchased. Furthermore, in 2024, a photovoltaic system with around 174 modules was installed at our Frankfurt headquarters on an area of about 350 square meters. In its first full year of operation in 2025, the system generated 80,207 kWh of electricity, covering approximately 31% of local energy demand. Based on the average emission factor of the German electricity mix, this corresponds to estimated annual savings of over 35 tons of CO<sub>2</sub> emissions — a clear increase in our degree of energy autonomy.

Additional savings were achieved through the widespread use of an intelligent LED lighting system and through the gradual integration of electric vehicles into the vehicle fleet. The expanded implementation of the "Mobile Working" policy has contributed to a reduction in commuting and the associated energy consumption.

An additional positive effect results from the ongoing digitalization of internal processes. This has not only led to higher efficiency but also to a noticeable reduction in the consumption of paper, packaging materials, and plastics. DQS consistently pursues the goal of an almost entirely paperless and mail-free office environment.

## Emissions

The results of CO<sub>2</sub> accounting by our largest subsidiary, which have been available since 2019, form the basis for preparing the Group's greenhouse gas balances for 2023, 2024, and 2025. In accordance with the Greenhouse Gas Protocol (GHG Protocol), emissions were comprehensively recorded across all three scopes. Only those subcategories that represent significant emission sources in the context of our core business were included.

To derive concrete reduction targets, emission sources were identified that are both significantly influenceable and emission-intensive — that is, each accounting for at least 5% of total emissions. The calculations were based on a combination of primary and secondary data, as well as substantiated assumptions and modeling.

The majority of emissions — more than 80% — result from the travel activities of our auditors, which, given our service profile and the necessity of physical on-site audits, is unsurprising. Most of these audits are conducted using non-company means of transport, and thus the related emissions are assigned to Scope 3. For the calculations, invoice data from our auditors were used, containing information on the modes of transport, travel routes, car rentals, taxi use, and hotel stays.

Based on the audits in 2025, an average emission value (location-based) of 224.4 kg CO<sub>2</sub>e per audit and 76.0 kg CO<sub>2</sub>e per audit day was determined across all three scopes.

The emission calculations were carried out with reference to the 6th Assessment Report (AR6) of the Intergovernmental Panel on Climate Change (IPCC). The underlying Global Warming Potentials

(GWP) also stem from this source. For emission factors, the specifications of the UK Department for Environment, Food and Rural Affairs (DEFRA) and the German Federal Office for Economic Affairs and Export Control (BAFA) were used.

The calculations include all greenhouse gases listed by the IPCC — including the six gases regulated under the Kyoto Protocol.

## Greenhouse Gas Emissions of the DQS Group in the Reporting Year 2025

| Carbon Emissions in 2025                  | Gross Volume in t CO <sub>2</sub> e | % of Total Emissions | Gross Volume in t CO <sub>2</sub> e, location-based) | % of Total Emissions |
|-------------------------------------------|-------------------------------------|----------------------|------------------------------------------------------|----------------------|
|                                           | Scope 2 market-based                |                      | Scope 2 location-based                               |                      |
| <b>Scope 1 (Direct emissions)</b>         | <b>467.6</b>                        | <b>5.5</b>           | <b>467.6</b>                                         | <b>5.4</b>           |
| 1.1 Stationary installations              | 113.8                               | 1.3                  | 113.8                                                | 1.3                  |
| 1.2 Mobile installations                  | 332.0                               | 3.9                  | 332.0                                                | 3.9                  |
| 1.3 Refrigeration systems                 | 21.8                                | 0.3                  | 21.8                                                 | 0.3                  |
| <b>Scope 2 (Indirect emissions)</b>       | <b>178.7</b>                        | <b>2.1</b>           | <b>270.2</b>                                         | <b>3.1</b>           |
| 2.1 Electricity                           | 178.7                               | 2.1                  | 270.2                                                | 3.1                  |
| <b>Scope 3 (Other Indirect Emissions)</b> | <b>7,870.5</b>                      | <b>92.4</b>          | <b>7,870.5</b>                                       | <b>91.5</b>          |
| 3.6 Business travel                       | 6,926.0                             | 81.3                 | 6,926.0                                              | 80.5                 |
| 3.7 Employee commuting                    | 944.5                               | 11.1                 | 944.5                                                | 11.0                 |
| <b>Total</b>                              | <b>8,516.8</b>                      | <b>100</b>           | <b>8,608.3</b>                                       | <b>100</b>           |
| <b>Per audit</b>                          | <b>222.0 kgCO<sub>2</sub>e</b>      |                      | <b>224.4 kgCO<sub>2</sub>e</b>                       |                      |
| <b>Per audit day</b>                      | <b>75.2 kgCO<sub>2</sub>e</b>       |                      | <b>76.0 kgCO<sub>2</sub>e</b>                        |                      |

Differences in totals are due to rounding

In our sustainability strategy, we have committed to achieving Net Zero in the long term across all three scopes. As a medium-term goal, we aim to reduce CO<sub>2</sub> emissions by 30% by 2030 compared with the reference year 2023. To reach this goal,

a reduction in emissions of around 5% per year is required. Additionally, the average 2023 baseline per audit and per audit day serves as the future reduction benchmark.

# GRI-Index

## Statement of Application

DQS Holding GmbH has reported the information specified in this GRI Index for the period from January 1, 2025 to December 31, 2025, with reference to the GRI Standards

## Used GRI 1

GRI 1: Foundations 2021

| Disclosure                                                                       | Report Page |
|----------------------------------------------------------------------------------|-------------|
| <b>GRI 2: General Disclosures</b>                                                |             |
| 2-1 Organizational profile                                                       | 4–9         |
| 2-2 Entities included in the organization's sustainability reporting             | 4           |
| 2-3 Reporting period, frequency and contact point                                | 4, 31       |
| 2-4 Restatements of information                                                  | n/a         |
| 2-5 External assurance                                                           | 4           |
| 2-6 Activities, value chain and other business relationships                     | 5–6         |
| 2-7 Employees                                                                    | 6–7         |
| 2-8 Workers who are not employees                                                | 5           |
| 2-9 Governance structure and composition                                         | 8–9         |
| 2-10 Nomination and selection of the highest governance body                     | –           |
| 2-11 Chair of the highest governance body                                        | 9           |
| 2-12 Role of the highest governance body in overseeing the management of impacts | –           |
| 2-13 Delegation of responsibility for managing impacts                           | 13          |
| 2-14 Role of the highest governance body in sustainability reporting             | –           |
| 2-15 Conflicts of interest                                                       | –           |
| 2-16 Communication of critical concerns                                          | –           |
| 2-17 Collective knowledge of the highest governance body                         | –           |
| 2-18 Evaluation of the performance of the highest governance body                | –           |
| 2-19 Remuneration policies                                                       | –           |
| 2-20 Process to determine remuneration                                           | –           |
| 2-21 Annual total compensation ratio                                             | –           |
| 2-22 Statement on sustainable development strategy                               | 3           |
| 2-23 Policy commitments                                                          | 18          |
| 2-24 Embedding policy commitments                                                | 18–19       |

| Disclosure                                                                                               | Report Page |
|----------------------------------------------------------------------------------------------------------|-------------|
| 2-25 Processes to remediate negative impacts                                                             | 18–19, 22   |
| 2-26 Mechanisms for seeking advice and raising concerns                                                  | –           |
| 2-27 Compliance with laws and regulations                                                                | n/a         |
| 2-28 Membership in associations and interest groups                                                      | 12          |
| 2-29 Approach to stakeholder engagement                                                                  | 12          |
| 2-30 Collective bargaining agreements                                                                    | 12          |
| <b>GRI 3: Material Topics</b>                                                                            |             |
| 3-1 Process to determine material topics                                                                 | 11–12       |
| 3-2 List of material topics                                                                              | 11          |
| 3-3 Management of material topics                                                                        | 18–27       |
| <b>GRI 205: Anti-Corruption</b>                                                                          |             |
| 205-1 Operations assessed for risks related to corruption                                                | 18–19       |
| 205-2 Communication and training about anti-corruption policies and procedures                           | 18–19       |
| 205-3 Confirmed incidents of corruption and corrective actions taken                                     | 19          |
| <b>GRI 206: Anti-Competitive Behavior</b>                                                                |             |
| 206-1 Legal actions for anti-competitive behavior, anti-trust, and monopoly practices                    | 19          |
| <b>GRI 302: Energy</b>                                                                                   |             |
| 302-1 Energy consumption within the organization                                                         | 25–26       |
| 302-2 Energy consumption outside of the organization                                                     | –           |
| 302-3 Energy intensity                                                                                   | –           |
| 302-4 Reduction of energy consumption                                                                    | 26          |
| 302-5 Reductions in energy requirements of products and services                                         | –           |
| <b>GRI 305: Emissions</b>                                                                                |             |
| 305-1 Direct (Scope 1) GHG emissions                                                                     | 26–27       |
| 305-2 Energy indirect (Scope 2) GHG emissions                                                            | 26–27       |
| 305-3 Other indirect (Scope 3) GHG emissions                                                             | 26–27       |
| 305-4 GHG emissions intensity                                                                            | 27          |
| 305-5 Reduction of GHG emissions                                                                         | 27          |
| 305-6 Emissions of ozone-depleting substances (ODS)                                                      | n/a         |
| 305-7 Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions                    | n/a         |
| <b>GRI 401: Employment</b>                                                                               |             |
| 401-1 New employee hires and employee turnover                                                           | 20–21       |
| 401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees | 20          |
| 401-3 Parental leave                                                                                     | 21          |

| Disclosure                                                                                                           | Report Page |
|----------------------------------------------------------------------------------------------------------------------|-------------|
| <b>GRI 403: Occupational Health and Safety</b>                                                                       |             |
| 403-1 Occupational health and safety management system                                                               | 23          |
| 403-2 Hazard identification, risk assessment, and incident investigation                                             | 23          |
| 403-3 Occupational health services                                                                                   | 23          |
| 403-4 Worker participation, consultation, and communication on occupational health and safety                        | 23          |
| 403-5 Worker training on occupational health and safety                                                              | 23          |
| 403-6 Promotion of worker health                                                                                     | 23          |
| 403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships  | 23          |
| 403-8 Workers covered by an occupational health and safety management system                                         | 23          |
| 403-9 Work-related injuries                                                                                          | 23          |
| 403-10 Work-related ill health                                                                                       | 23          |
| <b>GRI 404: Training and Education</b>                                                                               |             |
| 404-1 Average hours of training per year per employee                                                                | 24          |
| 404-2 Programs for upgrading employee skills and transition assistance programs                                      | 24          |
| 404-3 Percentage of employees receiving regular performance and career development reviews                           | 24          |
| <b>GRI 405: Diversity and Equal Opportunity</b>                                                                      |             |
| 405-1 Diversity of governance bodies and employees                                                                   | 21-22       |
| 405-2 Ratio of basic salary and remuneration of women to men                                                         | 22          |
| <b>GRI 406: Non-Discrimination</b>                                                                                   |             |
| 406-1 Incidents of discrimination and corrective actions taken                                                       | 21          |
| <b>GRI 407: Freedom of Association and Collective Bargaining</b>                                                     |             |
| 407-1 Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk | 22          |



## IMPRINT

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DQS Holding GmbH for the DQS Group  
Building on the DQS Sustainability Report  
2024

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# Leveraging Quality, Driving Success.

Sustainability  
Report  
2025



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