

Consistency Counts

IAV Sustainability Report 2024



Contents

- Preface 3
- 1 | Sustainability management 4
- 2 | Responsibility for the environment 7
- 3 | Responsibility for our employees 10
- 4 | Responsibility for our business 13
- 5 | Responsibility for society 16
- 6 | Sustainability indicators 19
- Appendix 27
- Auditor’s note..... 28



Preface

Dear readers, dear colleagues,

The title of our sustainability report this year is “Sustainability: Consistency Counts,” underscoring the significance of continuous and consistent activities in the area of sustainability. In a market environment full of uncertainties and change, sustainability is achieved by taking steadfast steps and demonstrating regular commitment. In these times, we are resolutely pursuing our goal of changing the world for the better with technology and engineering.

For the German automotive industry, 2024 was a year of major developments and challenges which made it necessary for both us, as a tech solution provider, and our customers to realign our position. The mobility industry is facing competitive and cost pressure due to changed markets and technological transformation. The change from conventional to alternative drives, the digitalization of vehicle development, and the growth of the automotive service world are in full swing. With massive effects on our business.

The performance program >>fastforward has allowed us to set the strategic course and develop fundamental elements of our strategic positioning to make our organization future-proof and optimize our capabilities long term.

One fundamental change resulting from the program is the transition to a market-oriented matrix project organization. It is our vision to be a leader in technology development in the area of Software-Defined Vehicles (SDV) as well as in the drive engineering of low-emission, high-efficiency engines.

Sustainability is an essential prerequisite for our future viability: To be able to achieve considerable progress by the end of 2025 and satisfy customer demands, such as driving climate neutrality forward, IAV set itself some ambitious sustainability goals in 2023. These include the re-

duction of CO2 emissions, the promotion of diversity and equal opportunities as well as the consolidation of sustainability management. This report shows how we take responsibility for our business, our employees, the environment, and society to attain our sustainability goals.

Sustainability at IAV is also driven by committed employees: Read here how we assume responsibility as part of our outreach and voluntary program, about the advantages of using the mobility budget, what role IAV plays in the wind energy market and how we, as a company, demonstrated social commitment at the Special Olympics.



Jörg Astalosch
CEO



Martin Mahlke
CFO



Jens Pfitzinger
CHRO and
Labor Director

Contents

Preface

- 1 | Sustainability management
- 2 | Responsibility for the environment
- 3 | Responsibility for our employees
- 4 | Responsibility for our business
- 5 | Responsibility for society
- 6 | Sustainability indicators

Appendix

Auditor's note





1 | Sustainability management

Ambitious goals for sustainable resilience

Consistency counts

IAV sees sustainability as a fundamental component of its high-tech DNA. In addition to joining the UN Global Compact, the tech solution provider also set itself sustainability targets for the first time in 2023. And they were binding and ambitious. "Because we don't want to just work continuously on our sustainability performance," says Sebastian Galindo, Manager Sustainability Strategy & Affairs at IAV. "We want to get better with each year that comes." A claim based on conviction.

If you want to change the world for the better, you have to get started. Relentlessly. In addition to technology and innovation, it also takes courage and passion. This is why IAV defined sustainability goals in 2023: These were the reduction of CO₂ emissions, the promotion of diversity and equal opportunities as well as the consolidation of sustainability and sustainability management.

In the case of greenhouse gas emissions, for example, IAV has set itself a reduction target of 13 % by the end of 2025 – both in terms of direct emissions (Scope 1) and indirect emissions from purchased energy (Scope 2). One of the drivers of the "energy saving program" is the new-work strategy from IAV, which Facility Management has been working on for around two years.

Less area – less energy

IAV's aim is to reduce area requirements by up to 40 % through smarter use concepts. Because less area means less heating, cooling, and maintenance. Furthermore, the combined heat and power plant (CHP) at the Berlin site, which IAV can operate with the diesel fuel HVO100 with a CO₂ reduction of up to 90 %, is scheduled to start in 2025 – this is forecast to replace 1 gigawatt of fossil energy per year.

This not only takes the pressure off natural gas heating. The CHP also provides heat as and when it is needed – "which is certainly an advantage in the summer," says the

sustainability manager. In addition, an inefficient oil heating system in the existing building is to be replaced by connecting the heating network to the central gas heating system with a hybrid burner. This measure will save around 30 % CO₂.

The company is committed to the future, explains Sebastian Galindo: "That is why we stick to our goals, even in challenging times!" This also applies to the promotion of diversity and equal opportunities, which IAV is addressing, among other things, by increasing the proportion of women in new hires to 25 % by the end of 2025.

IAV Sustainability Goals



Contents

Preface

1 | Sustainability management

2 | Responsibility for the environment

3 | Responsibility for our employees

4 | Responsibility for our business

5 | Responsibility for society

6 | Sustainability indicators

Appendix

Auditor's note



Ambitious goals for sustainable resilience



Sebastian Galindo, Sustainability Officer at IAV

What are referred to as pre-screenings have proven to be an effective way of opening doors. Because experience has shown that the qualitative pre-selection of IAV recruiters improves the chances of the responsible managers filling the position.

The consequence: The percentage of women in new hires increased, only falling slightly at the end of 2024 due to the tense market and economic situation. "But that doesn't change our focus," says the sustainability manager.

Greater pressure – greater impression

On the contrary: To promote sustainability management in the technical and central areas, IAV has appointed specific GRC (Governance, Risk, Compliance) coordinators, who, as direct points of contact, give the topic a "face" – "which significantly enhances the work."

And draws attention to it – similar to the expansion of sustainability reporting, which will cover all subsidiaries in the future. "In 2024, we created the necessary structures to fulfill the EU Corporate Sustainability Reporting Directive (CSRD)," says the sustainability manager.

This is why IAV scored so highly with EcoVadis, the sustainability rating for suppliers in global supply chains. After achieving Silver status in 2023, "we attained Gold status in 2024 – and are now among the highest-rated companies in the areas of environment, labor and human rights, ethics, and sustainable procurement."

And that is exactly what strengthens IAV's resilience. Sebastian Galindo: "Sustainability is not an end in itself. Sustainability is the basis of our technology expertise which our customers expect from us as a matter of course – and in fact make a condition of collaboration."

To give just one example, customers in the automotive industry – especially engineering partners like IAV – are demanding the use of 100 % green electricity. Not as an ecological vision: "That is an economic imperative."

Our Contribution

IAV makes investments in order to reduce its direct and indirect emissions by 13 % by the end of 2025.

IAV is working on ensuring a target of 25 % share of women in new hires up to the end of 2025.

IAV strengthens sustainability management across the board, among other things with specific GRC coordinators who give the topic a "face".

IAV is among the best-rated companies in 2024, achieving Gold status in the EcoVadis sustainability rating.

- Contents
- Preface
- 1 | Sustainability management**
- 2 | Responsibility for the environment
- 3 | Responsibility for our employees
- 4 | Responsibility for our business
- 5 | Responsibility for society
- 6 | Sustainability indicators
- Appendix
- Auditor's note





2 | Responsibility for the environment

Go-ahead for individual mobility

Introduction of the mobility budget

Benefiting several times over with ease: The introduction of the mobility budget not only strengthens the long-term goal of a climate-neutral IAV. "First and foremost, we are promoting an alternative to company cars," says Tina Hoeckberg, Team Leader Travel Expenses at IAV. "And in doing so, we offer employees entitled to a company car the opportunity to use mobility individually, flexibly and, with sustainable solutions, partially tax-free." A first step towards phasing out emissions.

Maximum flexibility: Whether LPT using the bus, train or tram, e-scooter or bicycle – the mobility budget gives a go-ahead for everything that makes you mobile. And that is exactly what drives us, Tina Hoeckberg explains. Because in fact: "Not everyone who is entitled to a company car sees the company car as added value." This often has something to do with their personal circumstances.

XXL flexibility

Those who choose not to use a company car receive fair financial compensation in the form of the mobility budget, which is available as an XXL mobility offer. A real benefit – also for IAV's fleet management, which promotes climate-friendly mobility solutions to gradually minimize emissions in the fleet.

Solutions such as MOBIKO: The intelligent mobility platform, with which IAV has been working since June 2024, provides the respective employees with the corresponding mobility budget. The beneficiaries – including persons living in the same household, such as spouses or life partners and children – are free to decide how they put the money on the road or rail.

Buy tickets, upload them accordingly on MOBIKO – and you're done! Costs will be reimbursed with your next payroll. Sustainable mobility pays off twice over, of course: Because if you travel with the Deutschlandticket (a German rail season ticket), for example, on suburban and underground trains, trams, buses, or local trains, you not only reduce emissions, you also save on taxes.

Priority to sustainability

Along with car sharing, taxis and rental cars, greater expenses such as a new bicycle can be financed using the mobility budget.

MOBIKO offers the option of saving up the monthly allowance and transferring it to subsequent months. A plan that works ... and convinces those entitled to a company car at IAV. "We are just at the beginning," says the Team Leader Travel Expenses, "but we know that the desire for flexibility is growing and that with MOBIKO we are offering a sustainable alternative that meets the demands of individual mobility."

13 CLIMATE ACTION



SDG 13 – Climate action

Among other things, SDG 13 contains measures to combat climate change and its effects – for example through education and awareness-raising as well as by improving staff capacities in the area of climate change mitigation and climate impact reduction.

Contents

Preface

1 | Sustainability management

2 | Responsibility for the environment

3 | Responsibility for our employees

4 | Responsibility for our business

5 | Responsibility for society

6 | Sustainability indicators

Appendix

Auditor's note



Go-ahead for individual mobility



Three questions for Dr. Olivier Pion, Senior Project Manager

Why do you use the mobility budget?

I don't find the idea of a company car all that attractive particularly because of the tax burden and the limited possibilities – what I mean by that: family and taking vacations abroad.

How do you use the mobility budget?

We use the mobility budget primarily to cover the costs of our private cars, so for fuel and for service and any repairs, but also for our bikes of course and our children's bikes as well as for public transport and train journeys. My wife and I have the MOBIKO app on our private cell phones. If we have any expenses that are linked to mobility, we enter them directly in the app – for example our membership in ADAC as well as taxes and insurances. It's no trouble at all.

What in your opinion is the attraction of the mobility budget?

We choose the form of transportation that makes the most sense for us, flexibly and according to our needs. That's Mobility 2.0!

Our Contribution

IAV offers an intelligent alternative to a company car with the mobility budget.

IAV makes individual mobility flexible with the mobility budget.

IAV promotes sustainable mobility behavior with the mobility budget.

IAV is successively minimizing the CO₂ emissions of its fleet with the mobility budget.

- Contents
- Preface
- 1 | Sustainability management
- 2 | Responsibility for the environment**
- 3 | Responsibility for our employees
- 4 | Responsibility for our business
- 5 | Responsibility for society
- 6 | Sustainability indicators
- Appendix
- Auditor's note

Dr. Olivier Pion (left), Senior Project Manager at IAV;
Tina Hoeckberg (right), Team Leader Travel Expenses at IAV





3 | Responsibility for our employees

A program for the future

Outreach and voluntary program

The structural change in the automotive industry is intensifying the pressure on the sector to transform. Worldwide. That has consequences – also for IAV. “We therefore opted for a flexible outreach and voluntary program to adjust our headcount accordingly,” says Michaela Link, Executive Vice President HR at IAV. A decision for the future.

The German automotive industry is currently facing enormous challenges. Declining sales figures, high competitive pressure and an immense need for investment in future technologies and sustainable mobility offers have led to financial challenges. Challenges that IAV, too, has to overcome. The tech solution provider is planning on cutting around 1,500 jobs throughout Germany by 2026.

Open, transparent, voluntary

Michaela Link explains: “If there are to be job cuts, they should be open, transparent and voluntary – that is our premise.” After all, the same principle applies in good times and bad: IAV treats its employees as equals and accompanies difficult decisions respectfully and with appreciation.

That was also the reason why management and the works council agreed on a temporary outreach and voluntary program that was launched in September 2024. The goal: by the end of November 2024 to cut around 500 jobs in the most acceptable social way and in line with the demographic curve – by means of individually negotiated termination agreements and early retirement models. The basis of this was what is called “dual voluntary nature”, which is certainly not something that will be found

everywhere in the market environment. Explaining the principle, the HR specialist says, “Employer and employee together agree on a termination of the employment relationship.”

Voluntary and transparent: Because, in principle, the multistage program was open to everyone – not just those close to retirement age who had reached at least 58 and at most 65 by December 24, 2024. As an option, IAV offered them the choice between leaving with severance pay or moving to a transfer company, ensuring a smooth transition to retirement particularly for those employees approaching retirement age.

An experienced outplacement partner ensured that the process was carried out in a professional manner, providing employees with reliable and, above all, confidential advice. “Genuine added value for all of us,” says Michaela Link looking back.

Another benefit: The external HR experts also operate the transfer company, which keeps former IAV employees in paid employment for a period of up to 12 months and facilitates the transition to their next job with individual training measures and specific placement activities.



Michaela Link, Executive Vice President HR at IAV

Contents

Preface

1 | Sustainability management

2 | Responsibility for the environment

3 | Responsibility for our employees

4 | Responsibility for our business

5 | Responsibility for society

6 | Sustainability indicators

Appendix

Auditor's note



A program for the future

In addition, IAV initiated online application training sessions as well as virtual job cafés with interested partner companies. “Together, we really went out of our way to actively support the transition by finding new jobs.”

Clear, compact, concrete

But that in itself did not make for success. For Michaela Link, the solid framework conditions in particular shaped the course of the program – “the clear communication, the short duration and the specific training of our managers who conducted interviews with the potential exit candidates to discuss possible options”.

The number of contracts was more than 20 % over the target, underlining the attractiveness of the program. But what she found even more important was the positive response to the outreach and voluntary program. Michaela Link: “We met the initial skepticism with great understanding and consistently focused on the opportunities.” This changed the mood and paved the way for a sustainable new beginning. For each and every individual. Also for IAV.

Our Contribution

IAV invests in an elaborate outreach and volunteer program to make the necessary staff reductions as socially acceptable as possible.

IAV consistently pursues the principle of a “dual voluntary nature” in which employer and employee together decide on the termination of the employment relationship.

IAV develops flexible exit scenarios for those taking part in the program – from immediate termination agreements through working in a transfer company to combined early retirement models.

IAV actively supports new job placements – for example with online application training sessions and job cafés with interested partner companies.

8 DECENT WORK AND ECONOMIC GROWTH



SDG 8 – Decent work and economic growth

SDG 8 aims to promote sustainable economic growth and decent work for all people – for example by protecting labor rights and creating safe working environments for all employees.

- Contents
- Preface
- 1 | Sustainability management
- 2 | Responsibility for the environment
- 3 | Responsibility for our employees**
- 4 | Responsibility for our business
- 5 | Responsibility for society
- 6 | Sustainability indicators
- Appendix
- Auditor’s note





4 | Responsibility for our business

Unique technology for future industries

Real-time operations management for wind turbines

A boost for wind energy: IAV attracted attention with a pilot scheme for the real-time operations management for wind turbines (Wind EBF) on a commercial turbine in Inner Mongolia. "Because we were the first

company to provide proof that our forward-looking software solution also works well and independently in the field," says Dr. Bennet Luck, Senior Vice President at IAV. A milestone for the entire wind sector.

New markets, new opportunities: IAV's entry into wind energy initially seems logical – in particular through its many years of experience in automation and powertrains, which bear some analogies to the drive trains of wind turbines.

Resilience through diversification

But the tech solution provider's "wind coup" was actually based on a classically strategic consideration which was already on IAV's agenda more than 15 years ago – namely, to strengthen the resilience of the company through technological diversification.

The decision to research technologies for wind energy and, ideally, to develop a completely new business model with these technologies was taken in 2015 – with the support of a high-profile consortium of universities and wind turbine manufacturers. Why? The answer lay in the fundamental architecture of the control and regulation of wind turbines, which had not really changed in 20 years.

The consequence: The modern wind turbines, which over the years had constantly increased in size, could only be controlled to a limited extent with the classic control systems. Particularly in China, the world's largest wind energy market, the pressure to build powerful turbines at a more favorable price is incredibly high. In technical terms: to reduce material fatigue over the life cycle.



Pilot commissioning of Wind EBF in Inner Mongolia

- Contents
- Preface
- 1 | Sustainability management
- 2 | Responsibility for the environment
- 3 | Responsibility for our employees
- 4 | Responsibility for our business**
- 5 | Responsibility for society
- 6 | Sustainability indicators
- Appendix
- Auditor's note



Unique technology for future industries

“Our large-scale research work,” explains Dr. Bennet Luck, “has resulted in a technology platform that we first of all applied to wind energy, but later also to our core business – such as vehicle motion management and hydrogen powertrains for passenger cars.”

Individuality through innovation

In any case, the approach of operating the turbine in a model-based way using a predictive controller in conjunction with a lidar sensor has led to a technological revolution in the wind industry. Dr. Bennet Luck: “The technology platform also enables us to offer customers tailor-made products for controlling wind turbines – in the form of licenses for an individually scalable software solution.” The pilot ticket was taken by a Chinese industrial group, which, together with IAV, put the Wind EBF prototype into operation on a commercial turbine in Inner Mongolia. “And we were the first in the world to produce something like

this!” The project went through all the necessary process steps – from virtual engineering and software-in-the-loop tests to commissioning in the field.

The result? A breath of fresh air for energy generation: The software solution developed virtually by IAV works in practice – it is robust, autonomous and forward-looking. This is because the lidar sensors measure the wind 200 meters in front of the turbine, thus providing data for strategic decision-making by the controller, which then reacts in real time.

That’s unique – but also: “With Wind EBF we can reduce loads by up to 15 %,” says the Senior Vice President, quite rightly with a certain amount of pride. The fact is that the add-on solution for existing turbines prolongs their service life; the integrated solution for new turbines reduces the cost of materials. In turn, this leads to a saving in the cost of generating electricity – in other words the costs

for the generation of one megawatt hour (MWh) of electricity over the entire life cycle of the turbine. And that is exactly the point with Wind EBF from IAV: the lower the investment for building, operating, and maintaining, the lower the cost of generating electricity. A calculation that is already paying off: “Currently we are already negotiating with seven of the top ten manufacturers in China.” A completely new industry – taken by storm by IAV.

Our Contribution

IAV has launched a pilot Wind EBF project on a commercial turbine in Inner Mongolia – with success.

IAV is launching a technological revolution with Wind EBF – and proves that the forward-looking software solution also works well and independently in the field.

IAV reduces the costs of generating electricity with Wind EBF – through lower investments in building, operating, and maintaining wind turbines.

IAV uses a technology platform to offer tailor-made products for controlling wind turbines – in the form of licenses for an individually scalable software solution.

7 AFFORDABLE AND CLEAN ENERGY



SDG 7 – Affordable and clean energy

One of the goals of SDG 7 is to ensure access to affordable, reliable, sustainable and modern energy for everyone – for example, by increasing the share of renewable energies in the global energy mix or intensifying international collaboration to facilitate access to research and technology.

9 INDUSTRY, INNOVATION AND INFRASTRUCTURE



SDG 9 – Industry, innovation and infrastructure

SDG 9 aims to build resistant infrastructure, promote inclusive and sustainable industrialization and support innovation – for example through modernization of the infrastructure and with a more efficient use of resources.

Contents

Preface

1 | Sustainability management

2 | Responsibility for the environment

3 | Responsibility for our employees

4 | Responsibility for our business

5 | Responsibility for society

6 | Sustainability indicators

Appendix

Auditor’s note





5 | Responsibility for society

Strong together for inclusive diversity

Our engagement in the Special Olympics

“Living integrity and learning through diversity.”
The new IAV Code of Conduct not only dictates the direction in everyday business life. It also sets out the guidelines for social engagement – such as sponsoring the National Winter Games of the Special Olympics 2024 in Thuringia.



Impression of figure skating at the National Winter Games of the Special Olympics, Germany

“Social engagement,” says Valentina Hertel, Compliance Officer at IAV, “that we don’t see as a duty but as an obligation.”

Behavior depends on attitude: This is why, alongside integrity and fairness, diversity plays a crucial role at IAV. “Diversity is enriching. Because the diversity of each and every individual makes us unique and distinctive as a company. This hones our innovative strength and our resilience, and is a key factor of sustainable success.”

A key factor that also stands for sustainable commitment: IAV was so enthusiastic about the World Games of the Special Olympics 2023 in Berlin that it decided to support the National Winter Games of the Special Olympics 2024 in Thuringia – the world’s largest movement for people with mental and multiple disabilities.

Encountering inclusion

In line with the motto #StrongTogether, IAV’s sponsorship deliberately went beyond being purely financial. Valentina Hertel: “Diversity is not just a buzzword at IAV. We do what we say. That is why we also took the opportunity to become involved as corporate volunteers on site – to experience inclusion directly and up close.”

Experiencing to understand inclusive coexistence – a coexistence characterized by mutual respect and appreciation. “But inclusion is far more than the integration of people with mental or multiple disabilities,” says Compliance Officer Valentina Hertel. “Primarily, inclusion is an encounter – open and direct.”

Embracing diversity

From person to person: This is why, in addition to around 900 athletes, there were also ten corporate volunteers from IAV at the start at the Special Olympics in Thuringia. Their discipline: figure skating and the short speed skating tracks in Erfurt. Their task: setup and dismantling, the supervision of info stands and competitions as well as accompanying athletes to the award ceremonies.

Diversity is diverse. Even better: Diversity means everyone is a winner. The sportsmanship and the boundless passion of the athletes provided the greatest emotions and even greater moments of joy at the competitions. “And they’re still with us today!” says Valentina Hertel, as she sums up. “Because nobody is the same. That is exactly why we are spreading the fire of inclusion to help people with disabilities take part more fully in society.” As a matter of course. All of IAV.

Contents

Preface

1 | Sustainability management

2 | Responsibility for the environment

3 | Responsibility for our employees

4 | Responsibility for our business

5 | Responsibility for society

6 | Sustainability indicators

Appendix

Auditor’s note



Strong together for inclusive diversity



IAV corporate volunteers, the representative for severely disabled employees and guests at the National Winter Games of the Special Olympics 2024 in Thuringia.

Our Contribution

- IAV shows commitment with the new Code of Conduct in which, in addition to integrity and fairness, diversity in particular plays a special role.
- IAV supported the National Winter Games of the Special Olympics in Thuringia 2024 as a sponsor – financially, personally, and ideally.
- IAV sees social engagement not as a duty but as an obligation.
- IAV practices inclusive coexistence – characterized by respect, appreciation, and equal opportunities.

Statement on the Special Olympics 2024

Nadège Ericsson, Executive Vice President Compliance, Legal, Governance & Sustainability: "Diversity is incredibly important for us as a company. But it is not always visible in the professional environment. And visibility is also a key issue for the Special Olympics. I found the cheerfulness and warmth the athletes exuded, in spite of the many challenges they are faced with in their everyday lives, amazingly inspiring. We should all take a leaf out of their book."

Julia Spies, Corporate Volunteer from IAV: "Team spirit is a big thing at IAV. And that is also exactly what I experienced at the Special Olympics."

Christian Marcel Michels, Corporate Volunteer from IAV: "The motto of the Special Olympics applies just as much to us. We're only strong as a team."

Daniela Seller, Sustainability Strategy & Affairs: "The Special Olympics provide a stage for diversity and equal opportunities. IAV attaches great importance to that."



SDG 10 – Reduced inequalities

The aim of SDG 10 is to reduce inequality within and among countries, for example by empowering all people, regardless of age, gender, or disability, and promoting their social, economic, and political inclusion.

Contents

Preface

1 | Sustainability management

2 | Responsibility for the environment

3 | Responsibility for our employees

4 | Responsibility for our business

5 | Responsibility for society

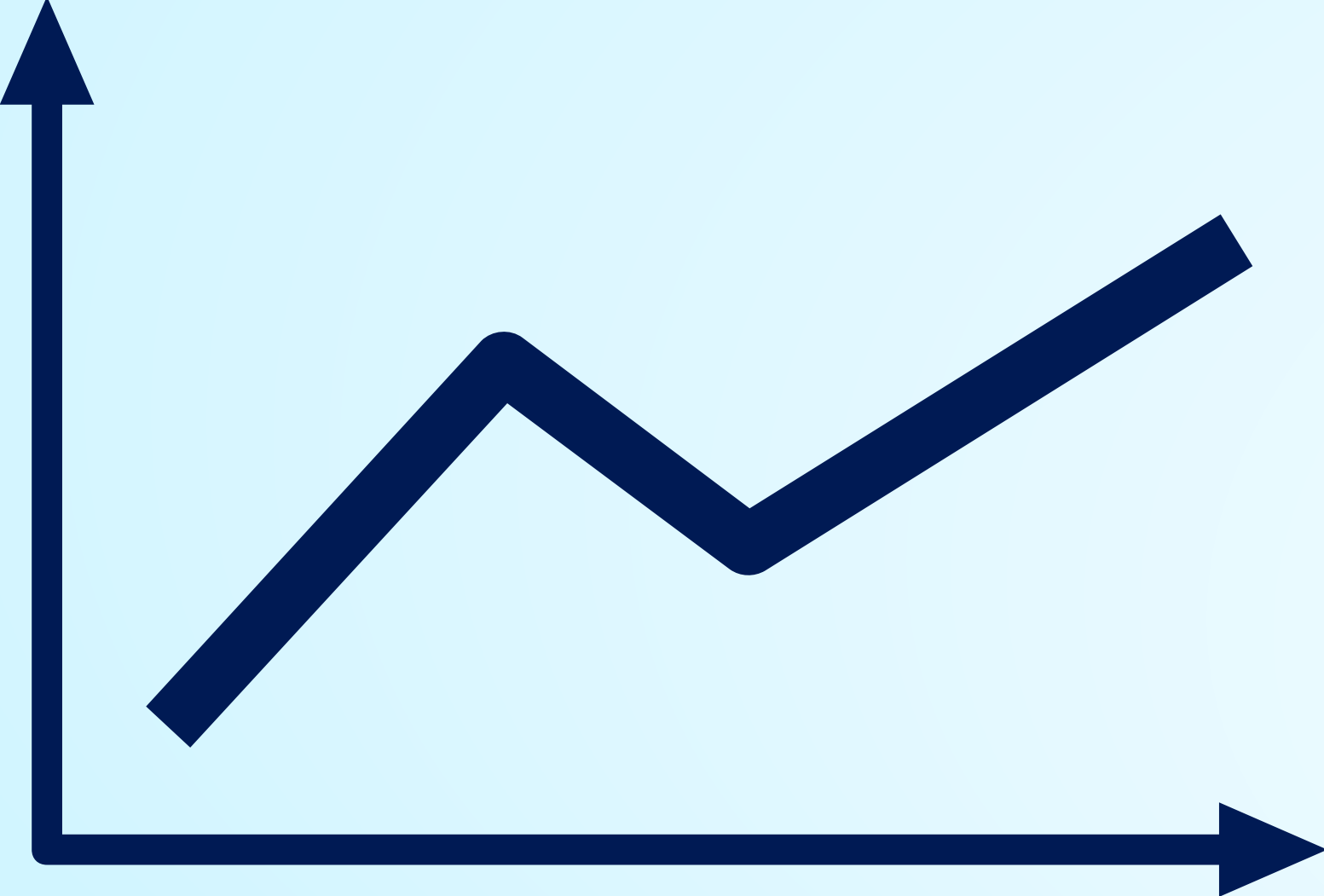
6 | Sustainability indicators

Appendix

Auditor's note



6 | Sustainability indicators



Sustainability indicators

IAV uses the following sustainability indicators to make IAV performance and progress measurable and transparent in the context of sustainable development. The indicators apply in each case to the calendar year specified and relate to IAV GmbH. Additionally, the environmental performance of IAV Fahrzeugsicherheit GmbH & Co. KG is listed in the "Responsibility for the environment" section. The IAV Group is listed in the "Responsibility for our business" section.

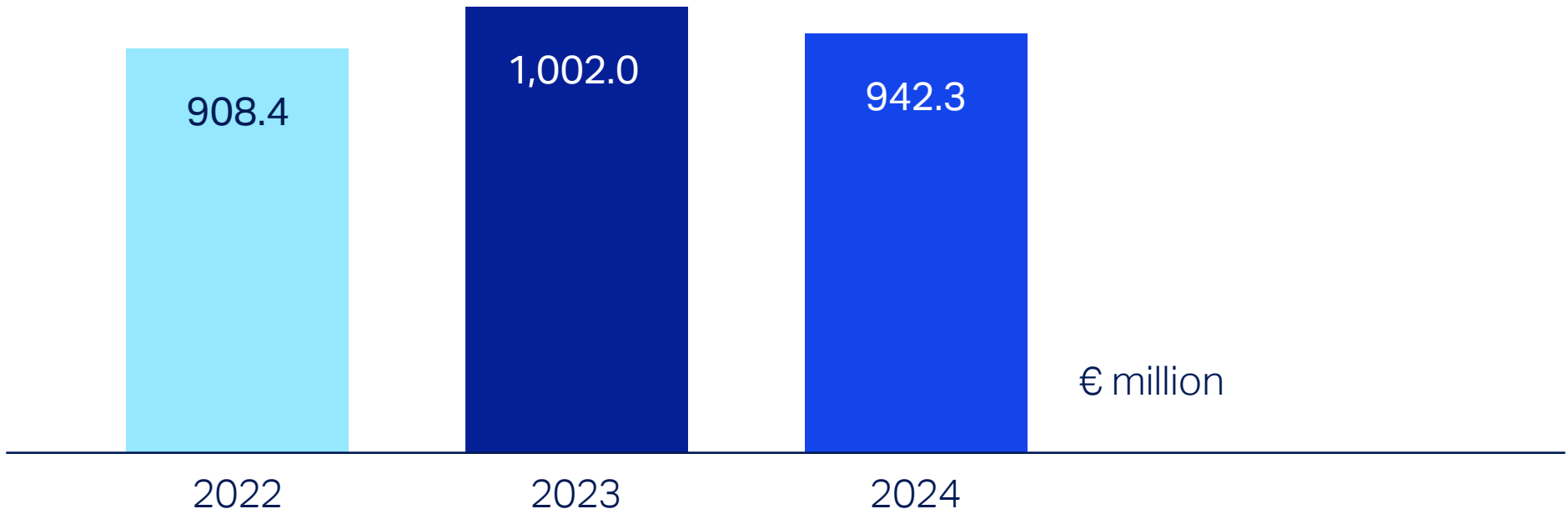
The sustainability indicators shown in the table of key figures in this chapter were subjected to a voluntary audit with limited assurance by an independent auditing firm. The auditor's note can be found on page 28.



Responsibility for our business

Key financial figures (IFRS)	Unit	2022	2023	2024
Total revenues ¹	€ million	908.4	1,002.0	942.3
Material usage ¹	€ million	76.3	111.7	96.1
Operating profit ¹	€ million	24.6	57.8	-86.8
Return on sales ²	%	2.4	-	-
EBIT return ²	%	-	5.9	-9.5

Total revenues



- Contents
- Preface
- 1 | Sustainability management
- 2 | Responsibility for the environment
- 3 | Responsibility for our employees
- 4 | Responsibility for our business
- 5 | Responsibility for society
- 6 | Sustainability indicators**
- Appendix
- Auditor's note

¹ Adoption of the indicators from the audited annual financial statements of the IAV Group.
² Conversion of the return key figure from fiscal year 2022 to 2023.

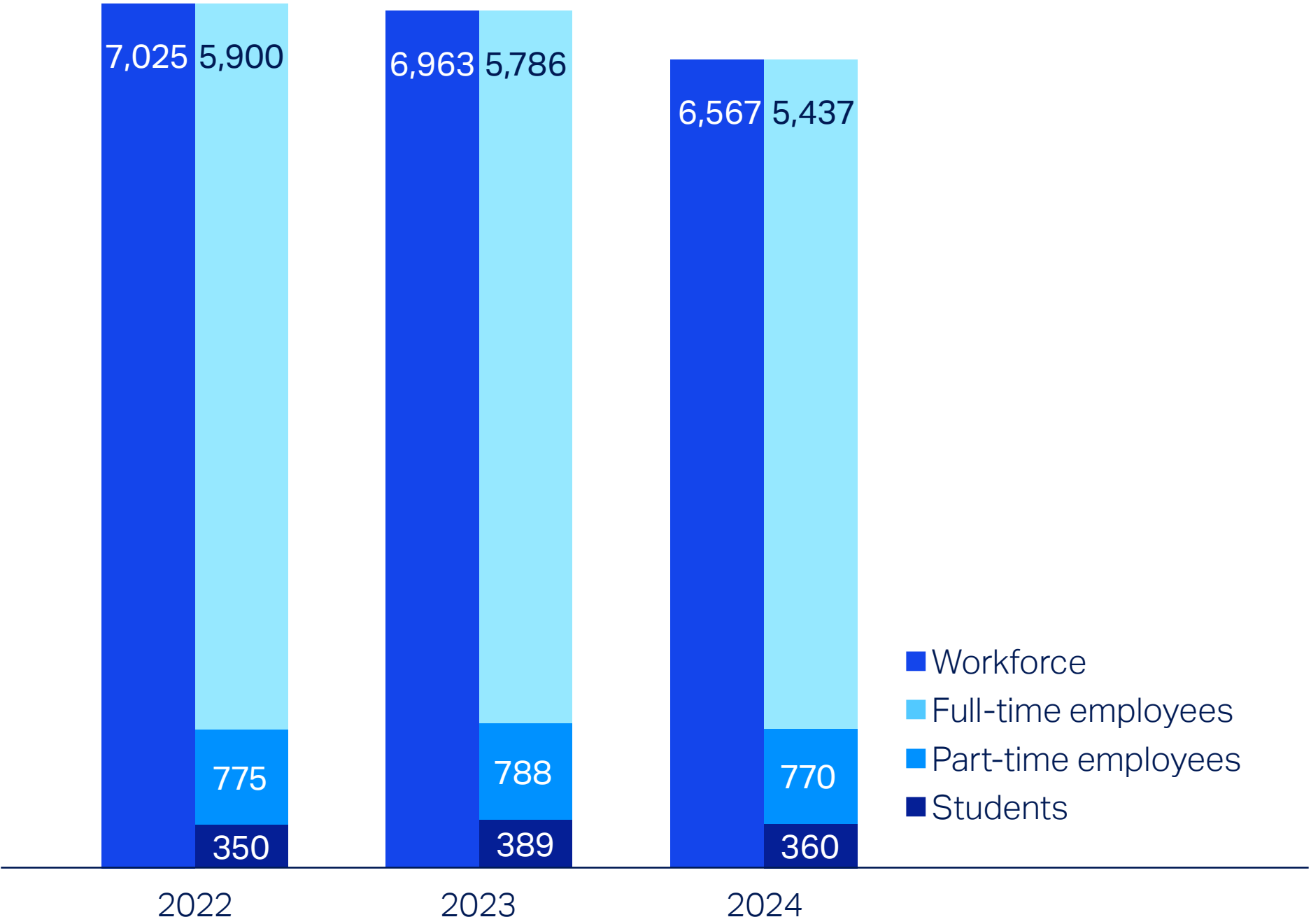


Table of key figures

Responsibility for our employees

Number of employees ³	Unit	2022	2023	2024
Workforce	Number	7,025	6,963	6,567
Full-time employees	Number	5,900	5,786	5,437
Female	Number	733	728	693
Male	Number	5,167	5,058	4,744
Part-time employees	Number	775	788	770
Female	Number	412	417	392
Male	Number	362	370	377
Non-binary	Number	1	1	1
Students	Number	350	389	360
Female	Number	88	111	100
Male	Number	262	278	260
Employees on parental leave^{4,5}				
Total employees on parental leave	Number	500	391	343
Female	Number	77	63	78
Male	Number	423	328	265
Retention of employees				
Average length of service ⁴	Years	10.7	11.3	12.0
Staff turnover rate ⁴	%	8.4	8.2	11.0

Number of employees³



Contents

Preface

1 | Sustainability management

2 | Responsibility for the environment

3 | Responsibility for our employees

4 | Responsibility for our business

5 | Responsibility for society

6 | Sustainability indicators

Appendix

Auditor's note



Table of key figures

Responsibility for our employees

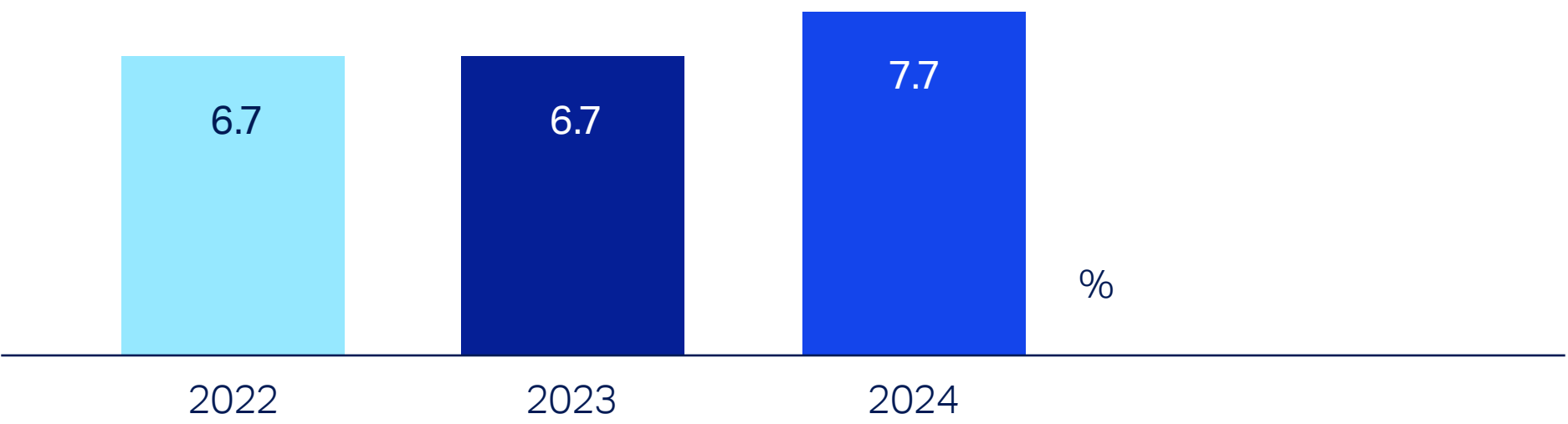
Qualification of employees	Unit	2022	2023	2024
Qualification (total)	Number	96,402	75,688	60,454
Average qualification time per employee	Hours	16.2	17.9	25.7

Diversity	Unit	2022	2023	2024
Proportion of women in the workforce	%	17.6	18.0	18.0
Proportion of women in management positions	%	6.7	6.7	7.7
Nationalities	Number	73	72	71

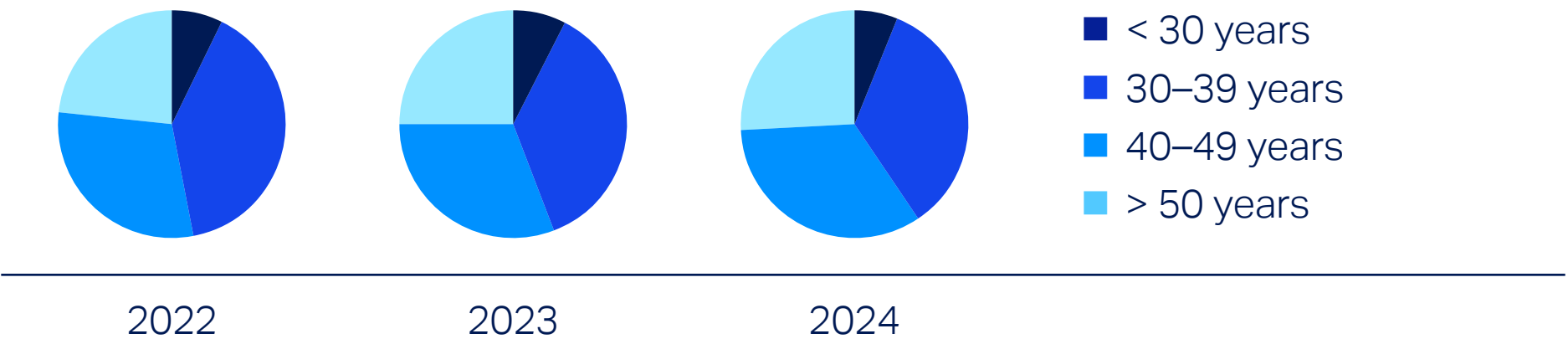
Age structure ⁴	Unit	2022	2023	2024
< 30	%	7.4	7.6	6.2
30–39	%	39.6	36.6	34.4
40–49	%	29.7	31.0	33.7
> 50	%	23.3	24.8	25.7

Occupational health	Unit	2022	2023	2024
Accident rate per 1,000 employees ⁶	Number	1.5	0.4	2.3

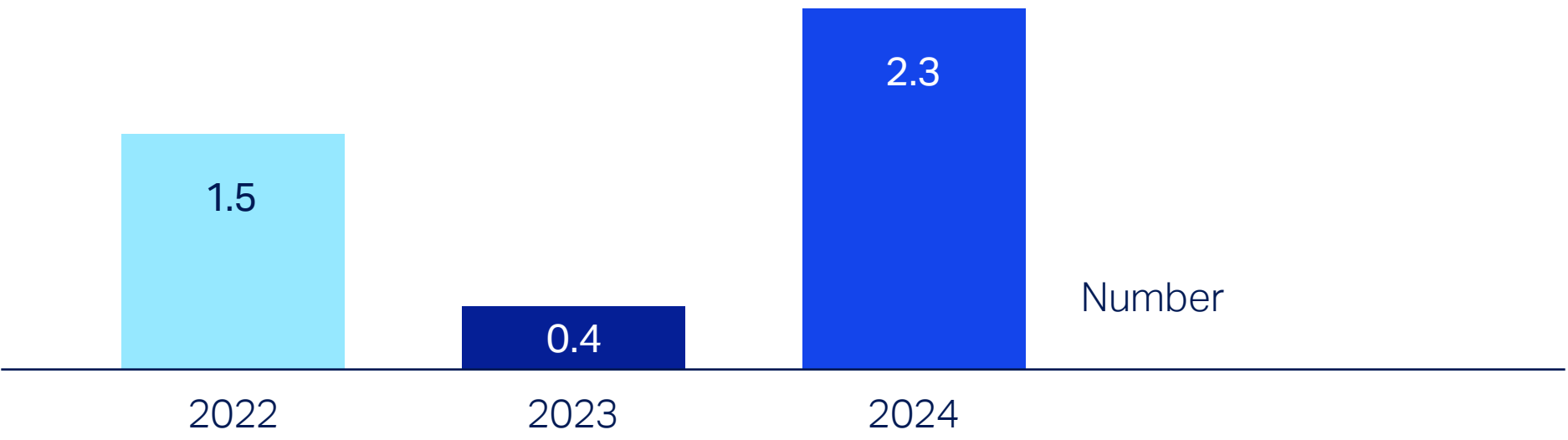
Proportion of women in management positions



Age structure⁴



Accident rate per 1,000 employees⁶



³ At the end of the year under review (Dec. 31)
⁴ Full- and part-time employees
⁵ Number of employees who took parental leave in the reporting year
⁶ Number of reportable occupational accidents with at least four days lost per 1,000 full-time employees

- Contents
- Preface
- 1 | Sustainability management
- 2 | Responsibility for the environment
- 3 | Responsibility for our employees
- 4 | Responsibility for our business
- 5 | Responsibility for society
- 6 | Sustainability indicators**
- Appendix
- Auditor's note

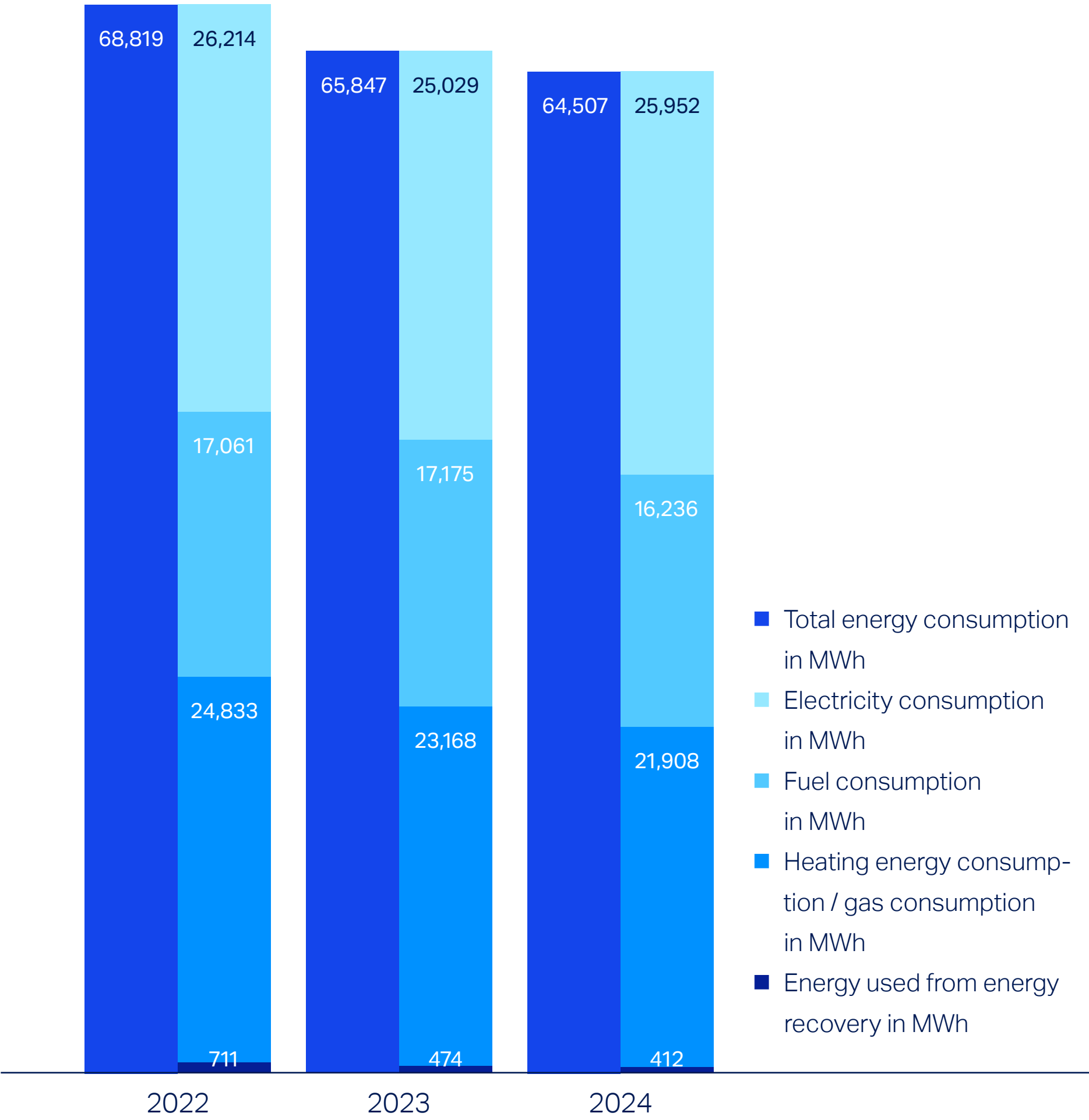


Table of key figures

Responsibility for the environment

Energy	Unit	2022	2023	2024
Total energy consumption	MWh	68,819 ⁷	65,847 ⁷	64,507
	MWh/employee ¹⁰	9.58 ⁷	9.24 ⁷	9.59
Total electricity consumption	MWh	26,214 ⁷	25,029 ⁷	25,952
	MWh/employee ¹⁰	3.65 ⁷	3.51 ⁷	3.86
Electricity consumption from renewable sources ⁸	MWh	25,737 ⁷	23,881 ⁷	25,952
Electricity consumption from non-renewable sources	MWh	477 ⁷	1,148 ⁷	0
Total fuel consumption	MWh	17,061	17,175	16,236
	MWh/employee ¹⁰	2.38	2.41	2.41
Fuel consumption from renewable sources	MWh	0	30	18
Fuel consumption from non-renewable sources	MWh	17,061	17,145 ⁷	16,218
Total heating energy consumption/ gas consumption	MWh	24,833 ⁷	23,168 ⁷	21,908
	MWh/employee ¹⁰	3.46 ⁷	3.25 ⁷	3.26
Energy used from regenerative energy ⁹	MWh	711	474	412
	MWh/employee ¹⁰	0.10	0.07	0.06

Energy consumption



⁷ Adjustment of the value due to subsequent reports, corrections of forecast values, and estimation procedures
⁸ Electricity from own generation (solar plants) and external procurement, based on supply contracts and certificates of origin
⁹ Energy is fed back through recuperation at the brakes of the roller and engine test stands. The regenerated energy always remains in the IAV grid. As a rule, energy is not fed back into the public grid.
¹⁰ The number of employees for the specific key figures relates to the companies IAV GmbH and IAV-S.

- Contents
- Preface
- 1 | Sustainability management
- 2 | Responsibility for the environment
- 3 | Responsibility for our employees
- 4 | Responsibility for our business
- 5 | Responsibility for society
- 6 | Sustainability indicators**
- Appendix
- Auditor's note

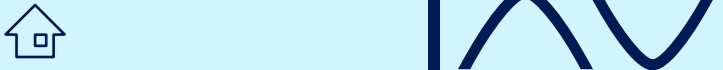


Table of key figures

Responsibility for the environment

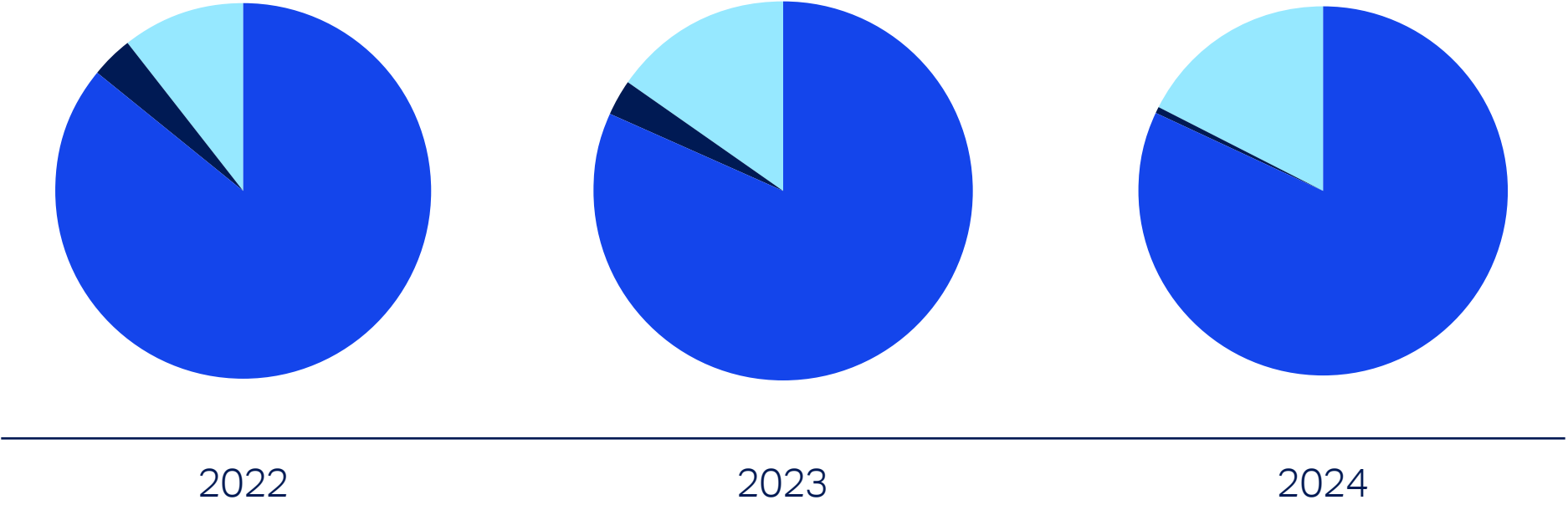
CO ₂ emissions	Unit	2022	2023	2024
Total CO ₂ emissions	t CO ₂	11,063 ⁷	11,774 ⁷	10,573
	t CO ₂ /employee ¹⁰	1.54 ⁷	1.65 ⁷	1.57
Direct CO ₂ emissions (Scope 1)	t CO ₂	9,426 ⁷	9,029 ⁷	8,665
Indirect CO ₂ emissions (Scope 2)	t CO ₂	495 ⁷	1,047 ⁷	84
Other indirect CO ₂ emissions (Scope 3) ¹¹	t CO ₂	1,142	1,698	1,824

Water and sewage	Unit	2022	2023	2024
Total fresh water consumption	m ³	77,530 ⁷	56,382 ⁷	54,976
	m ³ /employee ¹⁰	10.80 ⁷	7.91 ⁷	8.17
In-house production (well water)	m ³	0	0	0
External procurement (drinking water)	m ³	77,530 ⁷	56,382 ⁷	54,976
Total volume of wastewater ¹²	m ³	77,530 ⁷	56,382 ⁷	54,976
	m ³ /employee ¹⁰	10.80 ⁷	7.91 ⁷	8.17

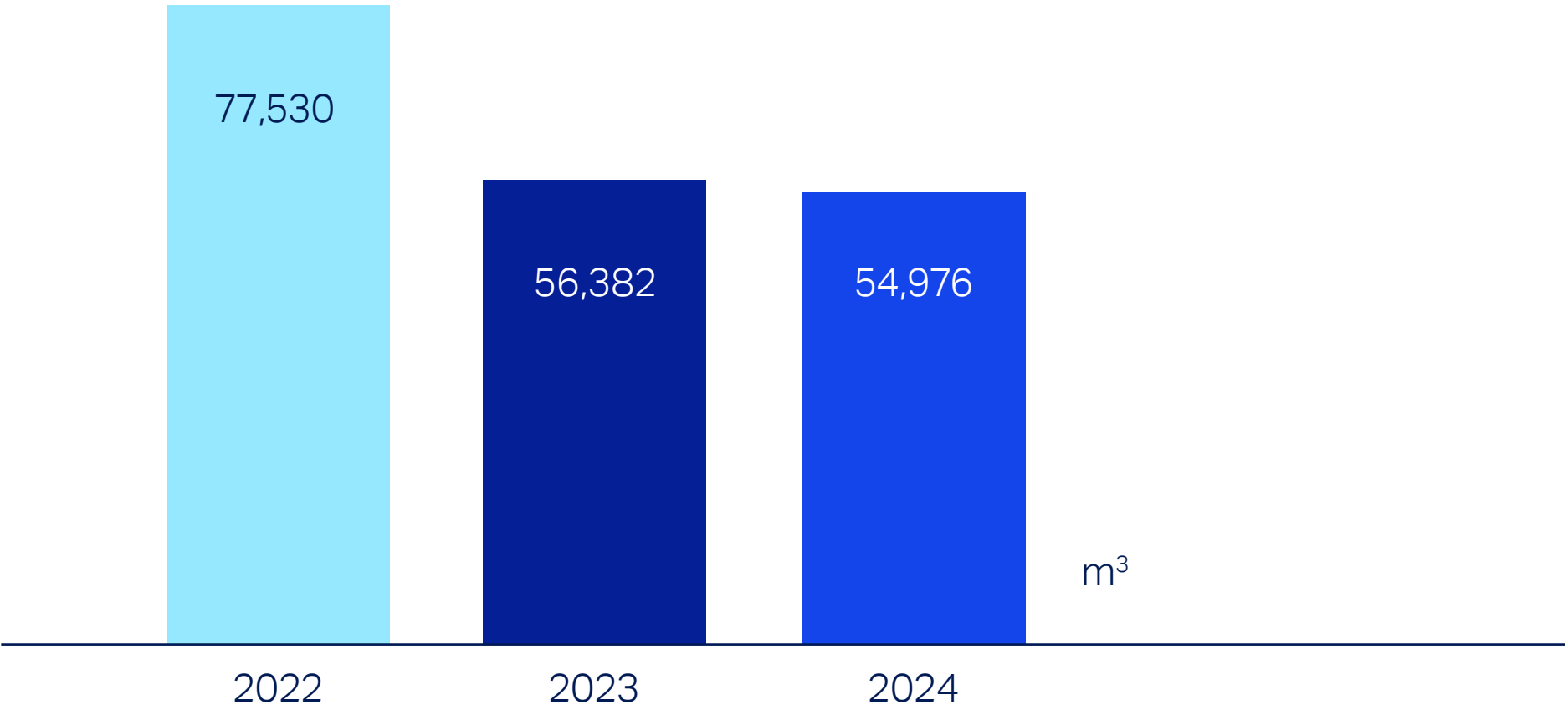
⁷ Adjustment of the value due to subsequent reports, corrections of forecast values, and estimation procedures
¹⁰ The number of employees for the specific key figures relates to the companies IAV GmbH and IAV-S.
¹¹ The figure includes exclusively business travel by air, rental car, and local and long-distance Deutsche Bahn AG transport. Business trips made using IAV vehicles are included in Scope 1
¹² The water discharged to the atmosphere via the cooling towers, wet separators, and evaporative cooling systems is currently not delimited. Therefore, the values for fresh water withdrawal and wastewater recirculation are the same.

CO₂ emissions

- Direct CO₂ emissions (Scope 1) in t CO₂
- Indirect CO₂ emissions (Scope 2) in t CO₂
- Other indirect CO₂ emissions (Scope 3) in t CO₂



Water and sewage



- Contents
- Preface
- 1 | Sustainability management
- 2 | Responsibility for the environment
- 3 | Responsibility for our employees
- 4 | Responsibility for our business
- 5 | Responsibility for society
- 6 | Sustainability indicators**
- Appendix
- Auditor's note



Table of key figures

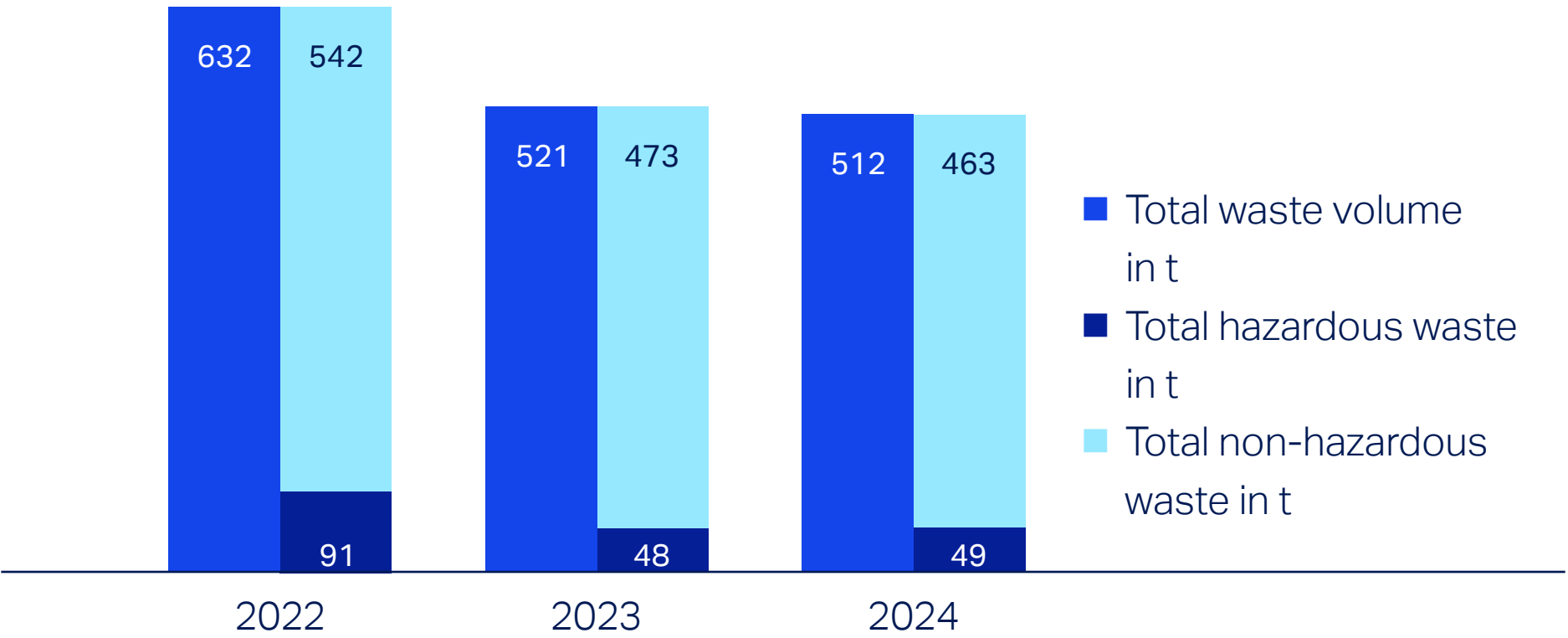
Responsibility for the environment

Waste	Unit	2022	2023	2024
Total waste generation	t	632	521 ⁷	512
	t/employee ¹⁰	0.09	0.07	0.08
Total hazardous waste	t	91	48 ⁷	49
Hazardous waste for disposal	t	58	17 ⁷	25
Hazardous waste for recycling	t	33	31 ⁷	24
Total non-hazardous waste	t	542 ⁷	473 ⁷	463
Non-hazardous waste for disposal	t	0	2	0
Non-hazardous waste for recovery	t	542 ⁷	471 ⁷	463

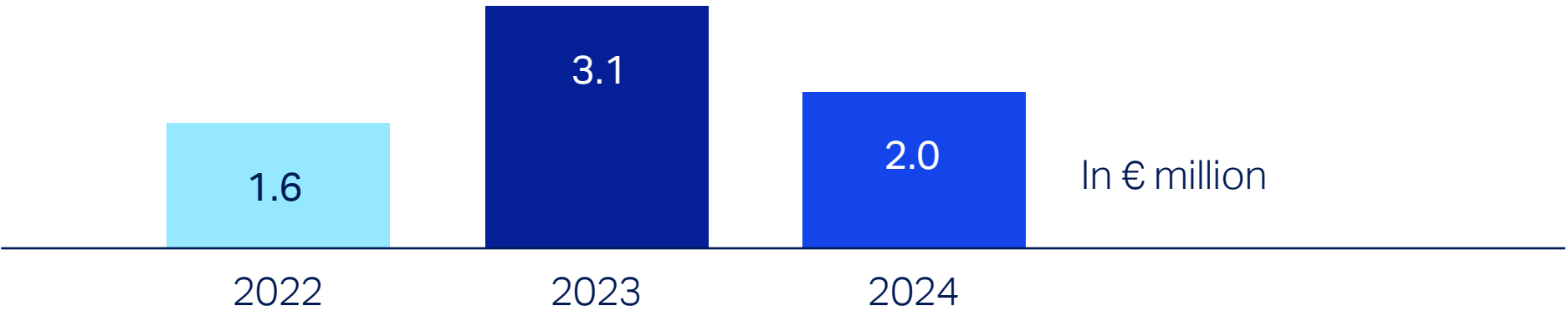
Responsibility for society

Social contribution	Unit	2022	2023	2024
Public support in IAV R&D projects	€ million	1.6	3.1	2.0
Promotion of social projects (donations)	€	80,000	5,000	27,542 ¹³

Waste volume



Public support in IAV R&D projects



⁷ Adjustment of the value due to subsequent reports, corrections of forecast values, and estimation procedures

¹⁰ The number of employees for the specific key figures relates to the companies IAV GmbH and IAV-S.

¹³ Change of approach compared to previous years. Now also consideration of site-specific donations.

Contents

Preface

1 | Sustainability management

2 | Responsibility for the environment

3 | Responsibility for our employees

4 | Responsibility for our business

5 | Responsibility for society

6 | Sustainability indicators

Appendix

Auditor's note



Appendix



Appendix

About this report

IAV’s 2024 Sustainability Report provides information on the company’s activities and progress within the context of sustainable development. It is an interim report for the reporting period from January 1, 2024 to December 31, 2024. The editorial deadline was March 21, 2025. The core statements in this interim report refer to IAV GmbH; deviating observations are indicated at the appropriate point. The Sustainability Report 2024 was prepared on behalf of the IAV Group’s Management Board. After careful review by all responsible parties, the contents of the report were approved by the Management Board. IAV has been publishing a sustainability report since 2017. The latest report relates to fiscal 2023 and was published on May 31, 2024. All reports are available online as PDFs in German and English (www.iav.com).

Reporting standard

Both IAV GmbH and the IAV Group were not subject to the reporting obligation pursuant to Section 289b of the German Commercial Code (HGB) on non-financial reporting in fiscal 2024. The sustainability indicators were compiled in accordance with the standards of the Global Reporting Initiative (GRI standards). IAV is committed to the ten principles of the UN Global Compact.

Legal notes

Insofar as statements are made about IAV’s future development, these are based on information and forecasts available at the time of publication. These statements are subject to known and unknown risks and uncertainties so that actual developments may differ from expectations. This report was published on March 31, 2025 and is entitled “IAV Sustainability Report 2024”.

Abbreviations

ADAC	Allgemeiner Deutscher Automobil-Club (General German Automobile Association)
CEO	Chief Executive Officer
CFO	Chief Financial Officer
CHP	Combined heat and power plant
CHRO	Chief Human Resources Officer
CO ₂	Carbon dioxide
CSRD	Corporate Sustainability Reporting Directive
EBIT	Earnings Before Interest and Taxes
R&D	Research and Development
GmbH	Limited company (in German-speaking countries)
GRC	Governance, Risk, Compliance
GRI	Global Reporting Initiative
HR	Human Resources
HVO100	Hydro-treated Vegetable Oil 100
IFRS	International Financial Reporting Standards
Lidar	Light imaging, detection, and ranging
m ³	Cubic meter
m	Million
MWh	Megawatt hours
LPT	Local public transport
SDG	Sustainable Development Goal
SDV	Software-defined vehicle
t	Tons
UN	United Nations
Wind EBF	Real-time operations management for wind turbines

- Contents
- Preface
- 1 | Sustainability management
- 2 | Responsibility for the environment
- 3 | Responsibility for our employees
- 4 | Responsibility for our business
- 5 | Responsibility for society
- 6 | Sustainability indicators

Appendix

Auditor’s note



Auditor's note

Independent Practitioner's Report on a Limited Assurance Engagement on Sustainability indicators in the Sustainability Report

To IAV GmbH Ingenieurgesellschaft Auto und Verkehr, Berlin

We have performed a limited assurance engagement on the Table of key figures in the chapter on Sustainability indicators in the Sustainability Report (hereinafter "Sustainability indicators") of IAV GmbH Ingenieurgesellschaft Auto und Verkehr, Berlin, (hereinafter: "IAV GmbH") for the period from January 1, 2024 to December 31, 2024. Our engagement in this context relates solely to the sustainability indicators.

Responsibilities of the Officers

The officers of the IAV GmbH are responsible for the preparation of the sustainability indicators in accordance with the principles stated in the Sustainability Reporting Standards of the Global Reporting Initiative (hereinafter: "GRI-Criteria") and for the selection of the disclosures to be evaluated.

This responsibility of Company's officers includes the selection and application of appropriate methods of sustainability reporting as well as making assumptions and estimates related to individual sustainability disclosures, which are reasonable in the circumstances. Furthermore, the officers are responsible for such internal control as they have considered necessary to enable the preparation of a Report that is free from material misstatement, whether due to fraud or error.

Practitioner's Declaration Relating to Independence and Quality

We are independent of the entity in accordance with the provisions under German commercial law and professional requirements, and we have fulfilled our other ethical responsibilities in accordance with the relevant provisions within these requirements.

Our audit firm applies the German national legal requirements and the German profession's pronouncements for quality control, in particular the by-laws regulating the rights and duties of Wirtschaftsprüfer and vereidigte Buchprüfer in the exercise of their profession (Berufssatzung für Wirtschaftsprüfer und vereidigte Buchprüfer) as well as the IDW Standard on Quality Control 1: Requirements for Quality Control in Audit Firms [IDW Qualitätssicherungsstandards 1: Anforderungen an die Qualitätssicherung in der Wirtschaftsprüferpraxis (IDW QS 1)], that are consistent with the International Standard on Quality Control 1 issued by the International Auditing and Assurance Standards Board (IAASB).

Practitioner's Responsibility

Our responsibility is to express a limited assurance conclusion on the Sustainability indicators, based on the assurance engagement we have performed.

We conducted our assurance engagement in accordance with the International Standard on Assurance Engagements (ISAE) 3000 (Revised): Assurance Engagements other than Audits or Reviews of Historical Financial Information, issued by the IAASB. This Standard requires that we plan and perform the assurance engagement to allow us to conclude with limited assurance that no matters have come to our attention that cause us to believe that the Sustainability indicators for the period from January 1, 2024 to December 31, 2024 has not been prepared, in all material respects, in accordance with the relevant GRI-Criteria. This does not mean that a separate conclusion is expressed on each disclosure so denoted.

In a limited assurance engagement the assurance procedures are less in extent than for a reasonable assurance engagement and therefore a substantially lower level of assurance is obtained. The assurance procedures selected depend on the practitioner's professional judgment.

Within the scope of our assurance engagement, we performed amongst others the following assurance procedures and further activities:

- Obtaining an understanding of the structure of the sustainability organization and of the stakeholder engagement
- Inquiries of personnel involved in the preparation of the Sustainability indicators regarding the preparation process, the internal control system relating to this process and selected disclosures in the Sustainability indicators
- Identification of the likely risks of material misstatement of the Sustainability indicators under consideration of the GRI-Criteria
- Analytical evaluation of Sustainability indicators
- Performing individual assurance procedures on a sample basis for the period from January 1, 2024 to December 31, 2024, in particular on the basis of internal and external evidence
- Timing of procedures

Assurance Conclusions

Based on the assurance procedures performed and assurance evidence obtained, nothing has come to our attention that causes us to believe that the Sustainability indicators for the period from January 1, 2024 to December 31, 2024 has not been prepared, in all material aspects, in accordance with the relevant GRI-Criteria.

Intended Use of the Assurance Report

We issue this report on the basis of the engagement agreed with IAV GmbH. The assurance engagement has been performed for purposes of IAV GmbH and the report is solely intended to inform IAV GmbH as to the results of the assurance engagement.

The report is not intended to provide third parties with support in making (financial) decisions. Our responsibility lies solely toward IAV GmbH. We do not assume any responsibility towards third parties.

The engagement, in the performance of which we rendered the aforementioned services for the management of IAV GmbH, Berlin, was based on the General Terms and Conditions of Engagement for Auditors and Auditing Firms in the version dated January 1, 2024. By taking note of and using the information contained in this note, each recipient confirms that it has taken note of the regulations made therein and acknowledges their validity in its relationship with us.

Düsseldorf, March 21, 2025

Baker Tilly GmbH & Co. KG
Wirtschaftsprüfungsgesellschaft
(Düsseldorf)

Nils Borcherding
German Public Auditor

Marcus Carius
German Public Auditor

Contents

Preface

1 | Sustainability management

2 | Responsibility for the environment

3 | Responsibility for our employees

4 | Responsibility for our business

5 | Responsibility for society

6 | Sustainability indicators

Appendix

Auditor's note



IAV Sustainability Report 2024

IAV GmbH Ingenieurgesellschaft Auto und Verkehr

Contact	sustainability@iav.de
Publisher IAV GmbH	IAV GmbH, Carnotstraße 1, 10587 Berlin, Germany, Tel. +49 30 3997-80 www.iav.com
Responsible for the content	Jörg Astalosch, CEO Martin Mahlke, CFO Jens Pfitzinger, CHRO and Labor Director
Project management	Sebastian Galindo (Sustainability)
Project team	Daniela Seller, Vivian Bochem (Sustainability)
Editorial team	Numerous IAV employees have contributed to this Sustainability Report 2024. We will be happy to answer your questions and, if necessary, forward them to the relevant specialist departments.
Collaboration	Buero Gelb GmbH Die Kommunikateure
Photo credits	IAV GmbH, UNIS Vienna, Sonja Hornung, Leon Kopplow Photography, Special Olympics Deutschland (Sascha Klahn)
Publication	March 2025