Sustainability Guidelines for TMC GmbH · TMC Live GmbH · TMC Amplio GmbH

October 2026

Our Understanding

We address the environmental, social and economic aspects of our business activities. These guidelines set out priorities for TMC GmbH, TMC Live GmbH and TMC Amplio GmbH (together "TMC"). The nature and scope of measures may vary between companies and projects.

The 17 Sustainable Development Goals (SDGs) of the United Nations serve as our thematic reference framework. These include, in particular, good health and well-being, quality education, gender equality, decent work, responsible production and climate action. Referencing the SDGs does not constitute certification or confirmation that any goal has been achieved.

1. Responsibility and Collaboration

We base our actions on compliance with the law, fair cooperation and the conscious use of resources. Our principles for employees and business partners are described in our Code of Conduct.

2. Employees and Working Environment

Respect, equal opportunities, occupational safety and health protection are the principles of our collaboration. Further training and the compatibility of work and private life are topics of our human resources work. Specific offers depend on the company, the role and the applicable company regulations.

3. Environment and Climate Protection

We examine the energy and resource requirements of our business activities. Key areas of action include mobility, buildings, procurement, IT and the delivery of marketing and event projects.

TMC has taken part in the Ökoprofit programme Paderborn 2023/2024 and in the Chamber of Industry and Commerce (IHK) Climate Initiative OWL. Participation reflects our engagement with operational environmental questions and our exchange on relevant measures. On its own, it does not demonstrate any specific emission reduction or environmental performance.

4. Procurement, Projects and Digital Operations

In procurement decisions and projects, we consider aspects such as material requirements, transport routes, energy use and the choice of service providers, where these are relevant and within our influence. We also take into account quality, availability, cost-effectiveness and the objectives of our clients. This does not imply a specific emission saving or a general environmental compatibility of individual services.

5. Transparency and Continuous Improvement

We aim to present our activities in a traceable way and to develop them further. We publish figures on consumption, emissions or savings together with the relevant reference period and measurement boundaries, where such data is available and has been verified. Information on programmes and awards refers only to the specific scope of participation or validity stated.