TU Graz Sustainability Report 2024

IMPRINT

Media Holder & Editor:
Graz University of Technology
Rechbauerstraße 12, 8010 Graz, Austria
Phone: +43 (0) 316 873-0
www.tugraz.at.

Chief Editor:
Claudia Hofbauer BA MSc, Staff unit Sustainability
c.hofbauer@tugraz.at.

Proofreading:
Mag.ª Elke Zöbl-Ewald, Textfilter
www.textfilter.at.

English translation:
Michelle K. Gilluly-Beham, MA,
Target Language Communication e.U.
office@targetlanguage.at.

Layout, Typesetting & Design:
Dipl.-Ing.in Maria Christina Fraueneder, Studio für Grafikdesign
www.studio-chf.at.

Cover pictures:
Helmut Lunghammer
www.lunghammer.at

Markus Kaiser, Graz
www.markus-kaiser.at.

Print:
Medienfabrik Graz
www.mfg.at.

2025 Verlag der Technischen Universität Graz
Technikerstraße 4, 8010 Graz, Österreich
www.tugraz-verlag.at.

Accessibility:
DIin Birgit Peböck, Barrierefrei PDF OG
www.barrierefreipdf.at.

Compliance with the accessibility requirements for non-web content pursuant to EN 301 549 and PDF/UA has been verified using the PDF Accessibility Checker (PAC) and confirmed.

ISBN E-Book: 978-3-99161-086-1
DOI http://dx.doi.org/10.3217/978-3-99161-086-1

The AI tool ChatGPT was used on a selective basis for linguistic editing of individual text sections. The specialist content, including analyses, assessment, metrics and performance indicators, as well as strategies, objectives, and measures, originated in fully from TU Graz experts.

Produced according to guideline UZ24 Austrian Ecolabel, Medienfabrik Graz, UW-Nr. 812

Forewords

"For us, sustainability means actively creating and contributing to the future. As a technical university, we drive scientific discoveries and innovation forward, remain at the forefront of technological developments and clearly demonstrate how sustainable transformation can be achieved."

Source: Lunghammer – TU Graz

Climate change and its negative impacts are increasing rapidly and are already clearly noticeable. At the same time, competition for scarce resources as well as efforts to preserve biodiversity and ecosystems have intensified in recent years. Expectations towards science to deliver sustainable solutions are therefore high. Ecological, economic and social aspects are equally important in this context: the aim is to secure a high-performing and innovative economy, a liveable world, and sustainable prosperity for all people and future generations.

As a technical university with a leading position in scientific research, Graz University of Technology (TU Graz) makes substantial contributions in engineering and the natural sciences to address these challenges. From materials to mobility and energy, from construction to production and biotechnology, from microelectronics to space technology – sustainability is a major theme across all our fields of scientific research. We also bear responsibility in education and continuing professional development: we equip young people as well as working professionals with knowledge, methods and tools that enable them to implement projects sustainably and with a future-oriented perspective, drawing on the latest research findings.

From a social perspective, equality and equal opportunities constitute essential societal mandates for universities. TU Graz has implemented numerous measures in the areas of equality, diversity and inclusion. These include the promotion of underrepresented groups, science outreach activities for children and young people, and accessibility in work and study. Further focal points include the reconciliation of family and work or study, as well as occupational health management and workplace safety.

In order to further strengthen sustainability, a dedicated Vice Rectorate was established in 2023, and the Sustainability Advisory Board of TU Graz advises the Rectorate on sustainability strategy as well as on specific aspects such as indicators and priorities. In the field of technology assessment, an interdisciplinary Science, Technology and Society Unit has been established, while a dedicated Ethics Committee ensures and strengthens integrity and ethics in scientific research.

Around 20,000 members of TU Graz – lecturers, researchers, general staff and students – thus stand for 'The Power of Many'. Together, we can achieve a significant difference. As role models, we aim to motivate others to follow our example. Sustainability can only succeed globally if many things advance at the individual level.

Horst Bischof
Rector of TU Graz

Source: Lunghammer – TU Graz

"Sustainability is both a driver and a compass for TU Graz. Our goal is to embed sustainability in all areas of the university and to position TU Graz even more strongly as a driving force in the green transition."

Sustainability is a central and guiding principle for the Graz University of Technology, encompassing all areas of university activity, from research and teaching to administration. The fundamental principles of sustainable action, shaped by ecological, economic, and social responsibility, determine the sustainability efforts of the TU Graz, which implements them through targeted measures.

The TU Graz has committed to preparing a sustainability report as part of its performance agreement with the Federal Ministry for Women, Science and Research (BMFWF). This report serves as a tool for transparent communication of our sustainability efforts and impacts to students, employees, collaboration partners, as well as the public and society. To ensure good accessibility, the report content is provided in German and English and is also barrier-free.

In the reporting year, a materiality assessment was carried out in accordance with the European Sustainability Reporting Standards (ESRS) for the first time. With the involvement of internal experts and representatives of key stakeholder groups, the key issues for TU Graz were identified and used as the basis for this report. It provides an overview of TU Graz's sustainability strategy and objectives, measures implemented, and existing challenges, and potential for improvement.

The publication of this ESRS-based sustainability report is an important milestone for Graz University of Technology. I would like to express my sincere gratitude to all those involved in the process who participated in creating this report with great commitment, expertise, and creativity, and thereby making a valuable contribution to achieving this milestone.

Michael Monsberger
Vice Rector of Infrastructure and Sustainability

"Future viability emerges where expertise, passion and practiced interdisciplinarity come together. The Sustainability Advisory Board provides the framework for this and enables experts to take effective steps towards sustainable development."

Source: Lunghammer – TU Graz

Sustainable development extends far beyond organisational boundaries and can only be achieved through joint efforts. Graz University of Technology systematically addresses ecological and social challenges of the future in its research, teaching, administration and infrastructure. The Sustainability Advisory Board supports the Rectorate as a strategic advisory body in prioritising sustainability topics and further developing the university's long-term orientation.

In 2024, the Sustainability Advisory Board was restructured and expanded. The members are composed of representatives from the Senate, all faculties, the Rector's and all Vice Rectorates' organisational units, as well as the student union, and are supplemented by representatives of the Works Councils and the Working Group for Equal Opportunities. By expanding the composition of members, the Advisory Board strengthens its role as a central communication interface between university units and external sustainability networks, such as the Climate Change Centre Austria (CCCA) and the Alliance of Sustainable Universities in Austria.

Several new working groups were established during the reporting year. The Blue-Green Campus Infrastructure Working Group is dedicated to the analysis and optimisation of the multifunctional use of outdoor areas at the campus. Accompanying the project Roadmap to a climate-neutral TU Graz 2030, the Klimaneutrale TU Graz 2030 Working Group supports this project with analyses and idea generation. The Sustainability Reporting Working Group made a decisive contribution to the materiality assessment and the content of this report, while the Research Working Group systematically identified research projects with a strong SDG focus for the first time; those of which are presented in this report.

This commitment is also reflected in teaching: in 2024, a large proportion of the curricula was revised and externally reviewed to integrate sustainability content, while at the same time the range of continuing education courses in the field of sustainability has been expanded.

With this sustainability report, the TU Graz establishes – for the first time – a reporting framework based on European standards, which creates transparency and supports the further development of university sustainability management.

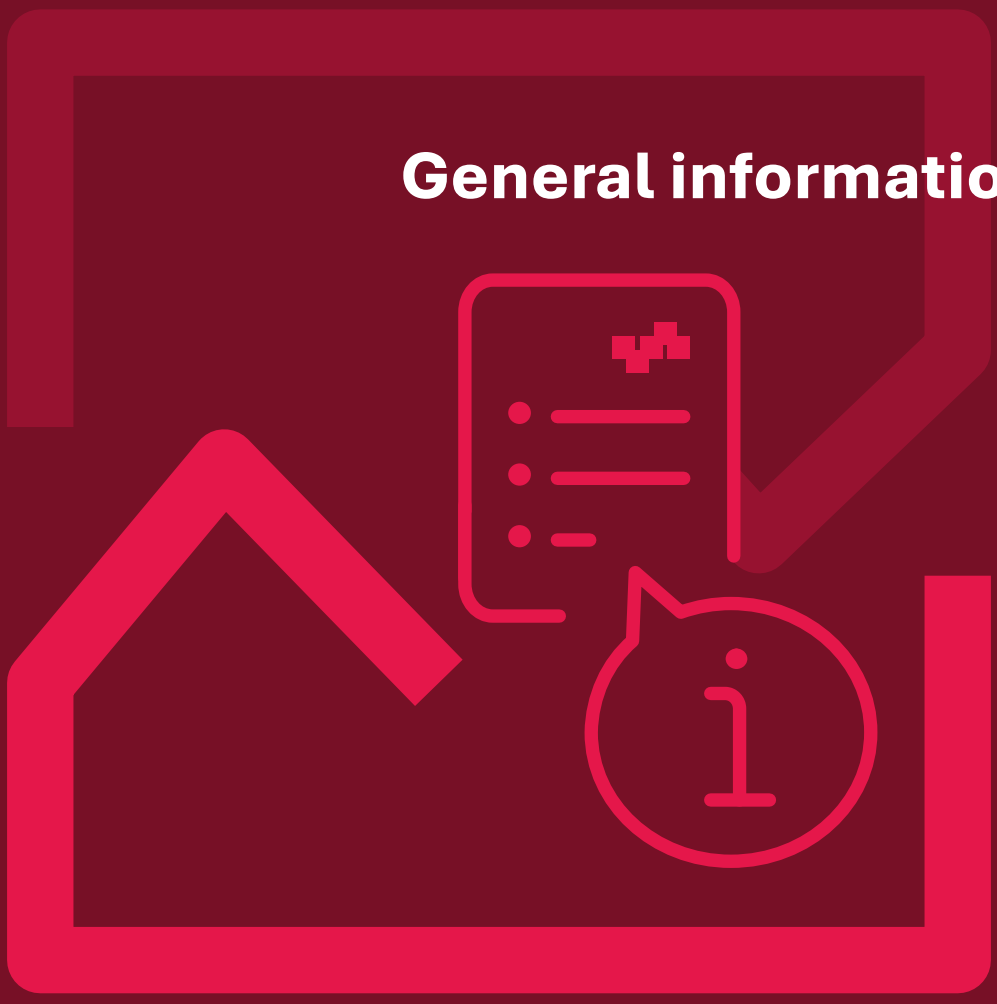
The Chair team of the Sustainability Advisory Board would like to thank all members for their ongoing commitment, as well as the entire Rectorate for the close and trusting cooperation.

Employees of the TU Graz are expressly invited to actively participate in the working groups, regardless of advisory board membership, and thus can contribute to the sustainable transformation of the university.

Alexander Passer
Chair of the Sustainability Advisory Board at the TU Graz

Contents

General information



ESRS 2 General Disclosures

With this voluntary sustainability report, TU Graz provides an overview of its material impacts, risks and opportunities in the areas of Environment, Social and Governance (ESG). The report follows the structure and requirements of the European Sustainability Reporting Standards (ESRS). It outlines which sustainability-related topics are of particular relevance to the university, how sustainability is strategically embedded, and which topic-specific objectives have been pursued. Progress made during the reporting year through the implementation of targeted measures is documented using key performance indicators. The report is intended as an instrument for continuous development as well as for transparent communication with internal and external stakeholders.

Basis for preparation

BP-1 – General basis for preparation of sustainability statements

In its 2025-2027 performance agreement with the competent Federal Ministry, Graz University of Technology (TU Graz) committed itself to publishing a sustainability report. The Rectorate decided to base the content and structure of this report on the European Sustainability Reporting Standards (ESRS). Although TU Graz is not subject to the legal disclosure requirements of the Corporate Sustainability Reporting Directive (CSRD) and the Sustainability and Diversity Improvement Act (NaDiVeG), it voluntarily bases its reporting on the European standards. The abbreviations and numeric codes preceding the headings refer to the underlying standards. They identify the sections of the respective templates or disclosure requirements and serve to ensure clear attribution and traceability.

5 a – Consolidated or individual sustainability report

This sustainability report for the 2024 financial year (1 January to 31 December 2024) has been prepared individually (without subsidiaries or shareholdings) by TU Graz. However, the TU Graz's holdings[1] in companies are taken into account in the analysis and assessment of the impacts, risks, and opportunities (IROs) identified as material. They are also included in the greenhouse gas balance (GHG balance).

1 TU Graz works intensively with partners from academia and business and is legally involved in individual companies. These investments enable TU Graz to actively shape scientific collaborations in a sustainable manner

5 c – Coverage of the upstream and downstream value chain

The sustainability report covers the first link in both the upstream and downstream value chain in its disclosure of the impacts, risks, and opportunities identified as material. The first link refers to the direct suppliers of TU Graz and the users of the services provided by TU Graz. For individual IROs, the entire value chain is already taken into account.

5 d – Use of the possibility of omitting a particular piece of information relating to intellectual property

During the reporting year, TU Graz did not make use of the option to omit certain information related to intellectual property, know-how, or innovation results from its reporting.

BP-2 – Disclosures in relation to specific circumstances

9 – Information in deviation from medium-term or long-term time horizons according to ESRS 1 Section 6.4

There was no deviation from the definitions of time horizons given in ESRS 1. Thus, the time information corresponds to the following time horizons: short-term = reporting year, medium-term = end of reporting year up to five years, long-term = more than five years.

10 a-c – Estimation of parameters for the value chain

Data on upstream and downstream activities of the value chain are taken into account when determining Scope 3 emissions. Some of these parameters are based on estimated data from indirect sources. Scope 3 emissions are calculated based on the emission factors published by the Federal Environment Agency [Umweltbundesamt GmbH] using the tool ClimCalc (Allianz Nachhaltiger Universitäten in Österreich 2024). The version currently used for the 2024 GHG monitoring ClimCalc_2022_Version-2025-02-02 is based on the emission factors of the Federal Environment Agency from 2022 and thus represents preliminary GHG monitoring. A detailed description of the parameters considered, the underlying methodology, and the assessment of the degree of accuracy of the estimates is documented in Chapter E1 – Climate change mitigation or in the GHG Monitoring 2024 (cf. Eder/Getzinger 2025).

11 a, b – Sources of estimates and uncertainty of results

Data on Scope 3 emissions from purchased services and goods, commuting behaviour, and buildings are based on estimates and projections. Given uncertainties in the areas of procurement and buildings arise from the lack of availability of data in the supply chain.

13 a – Changes in the production and presentation of sustainability information compared to a previous reporting period

The sustainability report for the reporting year 2024 is the first voluntary report of TU Graz based on the ESRS, therefore no changes have been made yet.

AR 2 – Reference to European standardisation systems and external review

The Energy Management System (EnMS) of TU Graz has been implemented in accordance with the requirements of DIN EN ISO 50001. The effectiveness of the system is reviewed annually by an external TÜV audit. The risk management of TU Graz is based on the principles and guidelines of the international standard ISO 31000.

Governance

GOV-1 – The role of the administrative, management and supervisory bodies

21 a – Executive and non-executive members of the administrative, management, and supervisory bodies

The university's management is formed by the Rectorate. The Rectorate consists of a Rector and four Vice Rectors and acts as an administrative and management body. The supervisory body of the university is the University Council, which consists of seven members. The Senate of TU Graz, as an academic collegial body, forms one of the university's three governing bodies together with the Rectorate and the University Council. As a democratically elected body, it represents all members of the university and is composed of 26 people (cf. TU Graz 2025i).

Source: Lunghammer – TU Graz

Rectorate

Name of Rectorate member (GOV-1 22a)	Function
Horst BISCHOF Univ.-Prof. Dipl.-Ing. Dr. techn.	Rector
Andrea HÖGLINGER Mag.	Vice Rector for Research
Stefan VORBACH Univ.-Prof. Dipl.-Ing. Dr. techn.	Vice Rector for Academic Affairs
Andrea HOFFMANN Mag. iur. Mag. rer. soc. oec. Mag. rer. soc. oec. Dr. iur.	Vice Rector for Human Resources and Finance
Michael MONSBERGER Univ.-Prof. Dipl.-Ing. Dr. techn.	Vice Rector for Infrastructure and Sustainability

University Council

Name of University Council member (GOV-1 22a)	Representation of employees or others (GOV-1 21b)
Christa NEUPER Univ.-Prof. Dr. phil. (chairwoman)	Elected by TU Graz Senate
Georg LIST DI MBA (deputy chair since 25.04.2024)	Elected by the members
Barbara STEINER Dr.	Elected by TU Graz Senate
Ulrike FARNIK Mag., MAS MSc	Appointed by the Federal Government
Philipp GADY Mag.	Appointed by the Federal Government
Michael STAMPFER Dr.	Appointed by the Federal Government
Gerhard MURER (since 17.09.2024)	Elected by TU Graz Senate
Mariana KAREPOVA Mag. (deputy chair, resigned on 10.04.2024)	Elected by TU Graz Senate

Senate

Name of Senate member (GOV-1 22a)	Representation of employees or others (GOV-1 21b)
Annette MÜTZE Univ.-Prof. Dr.-Ing. (Chair)	Member of university professors
Maria Cecilia POLETTI Assoc.Prof. Dr. techn. (1st deputy)	Member of the university lecturers and research assistants in research and teaching
Viola BROD (2nd deputy)	Students
Karin STANA KLEINSCHEK Univ.-Prof. Dr. rer. nat. (3rd deputy)	Member of university professors
Aglaee DEGROS Univ.-Prof. Arch.	Member of university professors
Alexander FELFERNIG Univ.-Prof. Dipl.-Ing. Dr. techn.	Member of university professors
Detlef HECK Univ.-Prof. Dr.-Ing.	Member of university professors
Thomas HOCHRAINER Univ.-Prof. Dipl.-Math.techn. Dr.-Ing.	Member of university professors
Mihyun KANG Univ.-Prof., PhD	Member of university professors
Johannes KHINAST Univ.-Prof. Dipl.-Ing. Dr. techn.	Member of university professors
Markus KRÜGER Univ.-Prof. Dipl.-Wirtsch.-Ing. Dr.-Ing.	Member of university professors
David Johannes POMMERENKE Univ.-Prof. Dipl.-Ing. Dr.-Ing.	Member of university professors
Christian RECHBERGER Univ.-Prof. Dipl.-Ing. Dr. techn.	Member of university professors
Martin SCHULTZE Univ.-Prof. Dipl.-Phys. Dr. rer. nat. habil.	Member of university professors
Siegfried VÖSSNER Univ.-Prof. Dipl.-Ing. Dr. techn.	Member of university professors
Thomas BAUERNFEIND Assoc.Prof. Dipl.-Ing. Dr. techn.	Member of the university lecturers and research assistants in research and teaching
Roland FISCHER Assoc.Prof. Dipl.-Ing. Dr. techn.	Member of the university lecturers and research assistants in research and teaching
Evelyn KRALL Ass.Prof. Dipl.-Ing. Dr. techn. (chair of the works council for academic personnel)	Member of the university lecturers and research assistants in research and teaching
Andreas TRUMMER Assoc.Prof. Dipl.-Ing. Dr. nat. techn.	Member of the university lecturers and research assistants in research and teaching
Helmut WOSCHITZ Dipl.-Ing. Dr. techn.	Member of the university lecturers and research assistants in research and teaching
Eva SCHWINGER Mag. phil. (Member of the works council for general personnel)	Member of general university staff
Lennart BORCHERS	Students
Caroline GENSER	Students
Niklas Peter LIEBMINGER	Students
Lukas ROSSEGGER	Students
Lisa STEINGRUBER	Students

GOV-1 21c, G1-GOV-1 5a, b – Role, expertise and relevant experience in relation to university policy

The requirements for the role of member of the Rectorate, the University Council, and the Senate, as well as their tasks, are regulated in the University Act (UG 2002: BGBl I No. 120/2002 idF. BGBl I No. 68/2025). Detailed information on the individual members of the Rectorate, members of the University Council, and members of the Senate can be found on the TU Graz website.

21 d – Gender diversity of administrative, management, and supervisory bodies

Table 1: Gender and age diversity of administrative, management and suervisory bodies (cf. TU Graz 2025f, TU Graz 2025i)

	Female	Male	Under 30 years	30–50 years	Over 50 years
Rector	0	1	0	0	1
Vice Rector	2	2	0	1	3
University Council Chair	1	0	0	0	1
University Council member	2	4	0	1	5
Senate Chair	1	0	–	–	–
TU Graz Senate member	9	16	–	–	–

22 a – Names of the administrative, management and supervisory bodies responsible for monitoring impacts, risks and opportunities

The Rectorate of TU Graz is responsible for monitoring the impacts, risks and opportunities of all sustainability topics such as environmental impacts as well as social and economic aspects.

22 b – Responsibilities of the individual institutions or persons in relation to impacts, risks and opportunities

Sustainability topics are anchored in all areas within TU Graz. Thus, each Vice Rectorate is responsible for the relevant sustainability issues in its area. Since October 2023, a separate Vice Rectorate for Infrastructure and Sustainability has been established within the Rectorate, which primarily promotes environmentally relevant aspects as well as ESG[1] reporting (certain key figures are reported as part of the intellectual capital report under the responsibility of the Rector). The responsibility for economic sustainability lies primarily in the Vice Rectorate for Human Resources and Finance. Social sustainability issues are covered by the Rector and the Vice Rectorate for Human Resources and Finance. The University Council, together with the Senate of TU Graz, is involved in the process of drawing up the development plan and the performance agreement. The University Council monitors the areas of impact of social objectives as well as self-defined goals and strategies, intellectual assets, as well as the defined performance processes, output variables, and effects of the performance agreement. As part of its supervisory function, the University Council also takes into account risks and opportunities that extend beyond the university's ongoing business activities (BGBl I. No. 120/2002 idF. BGBl. I No. 68/2025). For example, the University Council is to be involved in an advisory capacity in corporate participation projects, major investment decisions, changes to the internal university organisational structure, and in fundamental replanning of the university's strategic direction – including the preparation of the development plan. Furthermore, these issues are usually subject to the decision-making obligation of the University Council.

On the part of the public authorities, the Federal Ministry responsible for universities assumes an effective representative and supervisory function. This takes place, on the one hand, within the framework of the performance agreement monitoring to be prepared and published annually (documented, among other things, in the annual intellectual capital report) and, on the other hand, through the accompanying discussions on the ongoing performance agreement. These discussions take place at least twice a year between representatives of the Ministry and the Rectorate. In both the performance agreement monitoring and the accompanying discussions, socially relevant topics – in particular sustainability and climate change mitigation aspects in the public interest – are reported, discussed, and further developed with regard to their future direction.

1 Environment, Social and Governance

22 d – Monitoring of target setting and progress in relation to material impacts, risks and opportunities by administrative, management and supervisory bodies

- TU Graz has established a Vice Rectorate for Infrastructure and Sustainability
- Establishment of the Sustainability Staff Unit and appointment of a sustainability officer
- Constitution of the Sustainability Advisory Board 2.0
- Compliance Reports: The Code of Conduct ensures that the university complies with all relevant laws, regulations, and internal policies. Compliance and implementation are regularly reported in the Corporate Governance Report.
- A whistleblowing system and feedback e.g. via the works council, ombudsperson offices, employee interview: Employees have the opportunity to report concerns or violations of guidelines and applicable law via confidential communication channels.
- Internal Risk Management: Advises and supports university management and organisational units in identifying, analysing, evaluating, monitoring, documenting, and managing risks.
- Stakeholder engagement: TU Graz maintains a broad stakeholder engagement and has systematically involved its stakeholders in the materiality assessment.
- The Gender Report serves as a tool for monitoring target performance on gender equality and the advancement of women.

23 a, b – Availability of sustainability-related expertise to monitor sustainability aspects

TU Graz has established its own Vice Rectorate for Sustainability (Vice Rectorate for Infrastructure and Sustainability) and a Sustainability Staff Unit to strategically and structurally anchor the issue. This commitment is supported by the Sustainability Advisory Board, which advises the Rectorate on fundamental issues related to sustainability issues. In this way, TU Graz uses the expertise of internal experts to make informed decisions on ecological, social and governance-relevant topics.

In order to ensure exchange at a high scientific level, TU Graz cooperates with national and international partners. These include, among others, the Alliance of Sustainable Universities in Austria, which promotes joint strategies and projects for sustainable higher education development, and Unite!, University Network for Innovation, Technology and Engineering, a European network of technical universities with a focus on sustainable innovation. Internally, the Science, Technology and Society Unit (STS-Unit) of the Institute of Human-Centred Computing (HCC) contributes interdisciplinary perspectives on the societal impact of technological developments.

In addition, internal university organisational units, such as Human Resources Management, the International Office, the Department for Equality, Youth, Care and many institutes of TU Graz with research focuses, e.g. Sustainable Systems, are instrumental in bringing sustainability-related skills and expertise to all areas of the university. This expertise supports TU Graz in analysing significant impacts, minimising environmental and social risks, and seizing opportunities for sustainable development in research and teaching.

GOV-2 – Information provided to and sustainability matters addressed by the university's administrative, management and supervisory bodies

26 a, b, G1-GOV-1 22 c – Information on the administrative, management, and supervisory bodies and the role of university management in governance procedures, controls and operations for monitoring, managing and supervising impacts, risks, and opportunities

Sustainability-related issues are reported to the Rectorate. There is no formal reporting obligation to the University Council or the Senate; the Rectorate informs both bodies about relevant topics (see BGBl. I No. 120/2002 idF.BGBl. I No. 68/2025).

GOV-3 – Integration of sustainability-related performance in incentive schemes

29, E1-GOV-3 – Sustainability-related incentive and remuneration systems for members of the administrative, management, and supervisory bodies

Sustainability is strategically anchored at TU Graz. In 2024, no sustainability-related (including climate-related) benefits were explicitly included in incentive systems.

GOV-4 – Statement on due diligence

Core elements of due diligence	Paragraphs in sustainability report
GOV-4 32	▪ GOV-4 32
a) Embedding due diligence in governance, strategy and business model	▪ ESRS 2 GOV-2 Paragraph 26 a, b ▪ ESRS 2 GOV-3 Paragraph 29 ▪ ESRS 2 SBM-3 Paragraph 48 a-c, f, h
b) Engaging with affected stakeholders in all key steps of the due diligence	▪ ESRS 2 GOV-2 Paragraph 26 a, b ▪ ESRS 2 SBM-2 Paragraph 45 a-d ▪ ESRS 2 IRO-1 Paragraph 53 b iii; E1 IRO-1 Paragraphs 20 a-c, 21, AR 9, AR 11, AR 12; E2 IRO-1 Paragraph 11 b, AR 9; E3 IRO-1 Paragraph 8 b; E4 IRO-1 Paragraphs 17 a; E5 IRO-1 Paragraph 11 b ▪ ESRS 2 MDR-P Paragraph 65 a-f (reported in ESRS E1, E2, E5, S1, S4, G1) ▪ S1 SBM-2 Paragraph 12, S4 SBM-2 Paragraph 8
c) Identifying and assessing adverse impacts	▪ ESRS 2 IRO-1 Paragraph 53 a-h; E1 IRO-1 Paragraphs 20 a-c, 21, AR 9, AR 11, AR 12; E2 IRO-1 Paragraph 11a-b, AR 9; E3 IRO-1 Paragraph 8 a-b; E4 IRO-1 Paragraphs 17 a-e, 19 a-b; E5 IRO-1 Paragraph 11 a-b; G1 IRO-1 Paragraph 6 ▪ ESRS 2 SBM-3 Paragraph 48 a-c, f, h
d) Taking actions to address those adverse impacts	▪ ESRS 2 MDR-A Paragraph 68 a-e (reported in ESRS E1, E2, E5, S1, S4, G1) ▪ ESRS E1, E2, E5, S1, S4, G1: other information on measures/transitional plans
e) Tracking the effectiveness of these efforts and communicatingn	▪ ESRS 2 MDR-M Paragraphs 75, 77 a-b (reported in ESRS E1, E2, E5, S1, S4, G1) ▪ ESRS 2 MDR-T Paragraph 80 a-j (reported in in ESRS E1, E2, E5, S1, S4, G1) ▪ ESRS E1, E2, E5, S1, S4, G1: other information on metrics and targets

GOV-5 – Risk management and internal controls over sustainability reporting

36 a – Risk management and internal controls over sustainability reporting

The sustainability report was prepared in close cooperation between the Sustainability Officer, the Sustainability Reporting Working Group of the Sustainability Advisory Board, and the relevant service and organisational units. Data collection took place in the respective service and organisational units. After the completion of the preparation of the content, the Rectorate will examine and formally approve the report.

36 b – Approach to risk assessment and prioritisation

Sustainability reporting carries the risk of misrepresentation due to human error or incomplete data. TU Graz uses the following approaches to minimise this risk:

- establishment of a project to provide organisational support for reporting
- involvement of external advice on double materiality assessment
- review of sustainability reporting requirements by the core team
- technical examination of the subject-related chapters by experts from the service and organisational units and, where applicable, by the responsible Vice Rectors
- conducting cross-comparisons between chapters, proofreading the German and English versions, and reviewing content by the core team (four-eyes principle)
- review and approval of the content intended for publication by the Vice Rectorate for Infrastructure and Sustainability and Vice Rectorate for Human Resources and Finance.

36 e – Periodic reporting of the stated results to the administrative, management and supervisory bodies

Key results were presented to the Sustainability Advisory Board and the Rectorate. The identified material topics of TU Graz were decided on by the Rectorate. In addition, the Senate and other university committees are informed on a needs-based basis.

Strategy

SBM-1 – Strategy, business model and value chain

According to the University Act (UG), TU Graz fulfils key tasks in research, teaching, as well as in the development of and access to the arts. In doing so, TU Graz makes a significant contribution to addressing social challenges and to the sustainable development of society and the environment (BGBl. I No. 120/2002 idF. BGBl. I No. 68/2025).

As a public educational institution, TU Graz focuses on gaining new scientific knowledge and opening up innovative approaches to the arts. This is based on excellent research and research-led teaching. Through the interaction between teachers and students, science-based education, critical thinking, and individual self-determination are promoted. A particular focus is on promoting young scientists. In addition to professional and artistic skills, methodological skills are taught to contribute to overcoming current and future challenges in an open and just society (BGBl. I No. 120/2002 idF. BGBl. I No. 68/2025).

To fulfil its legal mandate, TU Graz has extensive organisational autonomy, which enables flexible adaptation to changing framework conditions (BGBl. I No. 120/2002 idF. BGBl. I No. 68/2025).

According to Section 3 of the University Act (BGBl. I No. 120/2002 idF. BGBl. I No. 68/2025), the central tasks of an Austrian university, and thus also of TU Graz, include in particular:

1. advancement of sciences (research and teaching), and the advancement, appreciation and teaching of the arts
2. education through science and the advancement and appreciation of the arts
3. scientific, artistic, artistic-pedagogical and artistic-scientific training, qualification for professional activities requiring the application of scientific knowledge and methods, as well as teaching artistic and scientific skills at the highest level
4. development and promotion of suitable career models for the highest qualified junior academics and young artists
5. continuing education
6. internal co-ordination of scientific research (and the advancement and appreciation of the arts) and teaching at universities
7. promotion of domestic and international co-operation in research and teaching, and the arts
8. promotion of the use and practical application of their research findings, and of community involvement in efforts to promote the advancement and appreciation of the arts
9. gender equality and the advancement of women
10. maintenance of contacts with graduates
11. provision of public information on the performance of the tasks of the universities
12. Ensuring integrity in scientific and artistic study, teaching, and research activities, in particular through the communication of the relevant rules

40 a i – Significant product groups and/or services

As part of its research and education mandate, TU Graz provides services that make a significant contribution to the sustainable development of society, the economy, and the environment. Its core activities are in the areas of research, teaching, and knowledge transfer (Third Mission), which form the main processes of the university value chain.

TU Graz's research includes both fundamental and application-oriented research and serves to generate and expand knowledge. Interdisciplinary projects in areas such as artificial intelligence, renewable energy, and sustainability contribute towards addressing global challenges. Research results are published in scientific publications, further developed in international collaborations, and promote scientific

excellence and global knowledge exchange. Technology and knowledge transfer ensures that research results are translated into practical applications. These include patents, licensing, and cooperation with companies and funding institutions, as well as the establishment and support of spin-offs and start-ups. In this way, scientific knowledge is made accessible to broad social use and innovation is promoted.

In the field of education and teaching, TU Graz imparts knowledge in various disciplines, trains specialists, experts and talents, and supports the personal development of students. The university promotes lifelong learning and further education opportunities, continuously develops innovative teaching and learning methods, and strengthens intercultural exchange and international knowledge networking through international mobility programs.

Figure 1: The five Fields of Expertise of TU Graz

Source: TU Graz 2023a

40 a ii – Significant markets and/or customer groups

TU Graz addresses its research and educational offerings to different target groups and stakeholders. The most important include future and current students in Austria, the European Union, as well as internationally, along with national and international research and cooperation partners from science, industry and business.

Research activities cover fundamental and applied research. TU Graz combines its expertise in five fields of expertise: Advanced Materials Science, Human & Biotechnology, Information, Communication & Computing, Mobility & Production, and Sustainable Systems; cutting-edge international research is conducted in these areas. Strategic priorities on location are also addressed by Research Centers, including Smart Production Graz, Research Cluster Railway Systems, Graz Center for Machine Learning, Graz Center of Sustainable Construction, Research Center for Green Hydrogen and Fuel Technologies, and Research Center for Energy Economics and Energy Analytics.

40 a iii – Number of employees

Details on the number of employees can be found under S1-6 Characteristics of the university's employees.

40 e – Sustainability targets

TU Graz upholds sustainability and climate change mitigation as guiding principles in research, teaching, operations, and governance. The aim is to contribute to the implementation of the UN 2030 Agenda and its 17 SDGs through scientific excellence, technological innovation, and responsible use of resources. Research focuses include the climate, energy and digitalisation, the integration of sustainability skills into teaching and cooperation with students, and companies and institutions promote socially effective transformation. To achieve these goals, TU Graz actively contributes in national and international initiatives such as the Alliance of Sustainable Universities Austria and the Climate Change Centre Austria (CCCA) (cf. TU Graz 2023a).

40 f – Assessment of key products/services, markets, and customer groups with regard to sustainability goals

TU Graz monitors and publishes the progress of its objectives annually in its intellectual capital report and, specifically with regard to climate change mitigation, in the project progress reports Road map for a Climate-Neutral TU Graz 2030. Detailed information on the assessment of sustainability goals in teaching and research can be found in S4-5.

40 g – Strategic relevance of sustainability aspects

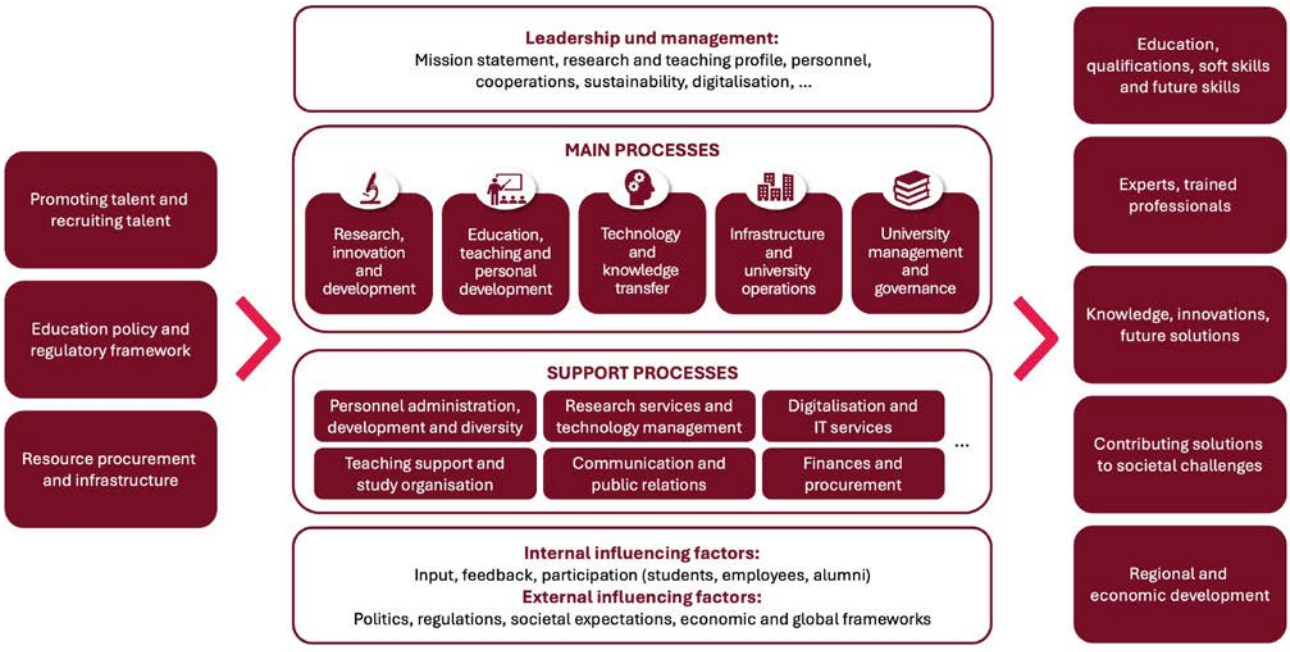
TU Graz has anchored sustainability in its vision and mission and the associated key objectives. Sustainability is thus deeply rooted in TU Graz's strategy and is reflected in both the development plan and the performance agreement. Through research and teaching, TU Graz's faculties contribute to sustainable solutions to the challenges of the 21st century. Furthermore, the service and organisational units promote sustainable development through a variety of projects and initiatives.

42 a-c – Description of the business model and value chain

TU Graz creates added value through its activities in education, research, innovation, and administration and contributes to economic, ecological, and social development. In line with the ESRS, the representation of the university value chain (see figure 2) takes place along pre, post and support processes.

Figure 2: Schematic representation of the value chain of TU Graz

Source: TU Graz



Upstream value added – input

The value chain of TU Graz is influenced by upstream processes (shown in figure 2 on the left) such as educational policy and regulatory frameworks. These include, in particular, legal requirements of the responsible Federal Ministry for Women, Science and Research, international regulations within the framework of EU education, and research programs as well as funding programs for students, researchers and universities.

In addition, upstream activities take place in the form of targeted talent development and talent recruiting, for example through mathematics, informatics, natural science, art and technology promotion in schools, cooperation with schools, scholarship programs, and financial support offerings for students as well as measures in employee recruiting.

Although TU Graz is not a manufacturing company, upstream activities also exist in the area of resource procurement and the use of provided infrastructure. These include the provision and management of university buildings and space, scientific collaborations, and procurement management (e.g. for materials, services, equipment) and the provision and maintenance of IT infrastructure for teaching and research.

Own activities – internal processes

The core of value creation is formed by the main processes (in the centre of figure 2), which lie in five central areas:

Research, innovation, and development
Research at TU Graz includes both basic and application-oriented research. The focus is on interdisciplinary topics such as artificial intelligence (AI), renewable energies, and digitalisation (further information can be found in ESRS 2 SBM-1 40 a ii). The university promotes scientific excellence and international exchange. By gaining scientific knowledge and publishing research results, TU Graz makes a significant contribution to solving global challenges and developing new technologies.

Education, teaching and personal development
This area includes the imparting of knowledge, the training of specialists, experts and talents, and the promotion of lifelong learning and further education opportunities. Furthermore, innovative learning and teaching methods are being developed and international mobility programs to expand knowledge are being supported.

Technology and knowledge transfer
This area includes support for spin-offs and start-ups, cooperation with companies and funding institutes as well as patenting, licensing and exploitation of research results and e.g. open access to free educational resource online courses or exchange formats in the spirit of the Third Mission.

Infrastructure and university operations
These include the management and maintenance of the buildings used by the university, resource and waste management, the expansion of the IT infrastructure, and measures for digitalisation and the circular economy.

University management and governance
This area includes strategic planning of university development, financial and resource management, quality assurance and accreditation processes, as well as measures for inclusion, equality and employee satisfaction and retention.

TU Graz's core value creation is supported by comprehensive support structures. These include, among others, human resources administration, human resources development and diversity promotion, teaching support and study organisation, research services and technology management, finance and procurement, digitalisation and IT services, and communication and public relations.

This value creation occurs in interaction with internal influencing factors (input, feedback and participation of students, employees and alumni) as well as external influencing factors (policies, regulations, social expectations and economic and global framework conditions).

As shown in the middle of figure 2, the internal activities and processes take place under the umbrella of leadership and management. These include: mission statement, research and teaching profile, personnel, cooperation, sustainability, digitalisation, etc.

Downstream value added – output

The downstream effects of TU Graz, shown in figure 2 on the right, are evident in many ways. Through its educational achievements, the university produces highly qualified graduates who have professional expertise, scientific competence, and future skills for leadership tasks and personal development. TU Graz thus makes a significant contribution to securing skilled workers and the innovative capacity of companies, research institutions, and public institutions.

Knowledge, innovation, and future solutions drive scientific progress and the development of new research fields.

Collaborations with other universities (e.g. in the European network UNITE!), research institutions and companies as well as technology transfer in business and society strengthen the innovation ecosystem in which TU Graz is integrated. In addition, as part of the Third Mission, it actively promotes knowledge transfer to society. This includes online educational offerings, event series as exchange formats on socially relevant topics, and course formats combined with openly licensed open educational resource courses. TU Graz also acts as an important employer in the region.

SBM-2 – Interests and views of stakeholders

45 a – Key stakeholder groups

The most important stakeholders at TU Graz include people and groups who are potentially affected by or support the university's activities and strategic goals:

- employees
- students and prospective students
- University Council
- Senate
- alumni and their future employers
- scientific collaborations (Uniko, TU Austria, NAWI Graz, BioTechMEd, Alliance for Sustainable Universities in Austria)
- funding bodies (FFG, FWF etc.)
- economic cooperation
- suppliers
- society
- non-profit organisations, NGOs, nature
- residents, communities and authorities
- politics and governments
- media

Stakeholder involvement takes place in various formats and serves both to gather information and to derive relevant areas for action. Furthermore, it ensures that affected stakeholders can report potential negative impacts. Further information on stakeholder involvement is presented in the thematic chapters S1 and S4. With regard to double materiality, additional reference is made to IRO-1, section 53 b iii.

45 b, d, GOV-1 21 b – Transparency and consideration of the interests and views of key stakeholders with regard to the strategy and business model

The strategy is developed in the Rectorate, using a combined top-down and bottom-up approach. Strategic realignments of the university are first developed by the Rectorate and then discussed further within the faculties.

Elected representatives of the staff represent university professors, university lecturers, and research assistants in research and teaching, as well as general university staff in the Senate; students also send representatives to this body. At the same time, the Senate acts as a body to ensure university co-determination and self-determination by being a central management body composed of all university personnel areas, thus ensuring broad participation of employees.

This participation takes place through statements and participation in decision-making processes of the Senate, particularly with regard to the development plan, the organisational plan, and changes to the study plan. The individual parliamentary groups have the opportunity to submit their own statements or to align themselves with the positions of the Senate.

S1-SBM-2 – Interests and views of stakeholders

12 – Taking into account the interests and rights of employees in the university strategy

With its Code of Conduct and supplementary guidelines, TU Graz has laid the foundation for protecting the rights of its employees. Numerous work agreements also contribute to take into account and safeguard the interests of the university's own workforce.

The participatory involvement of employees is anchored in the university strategy and takes place in particular through the statements and decision-making processes of the Senate.

S4-SBM-2 – Interests and views of stakeholders

8 – Consideration of the interests and rights of consumers and/or end-users in the university strategy

TU Graz ensures the involvement of students through its legally established representatives. Representatives of the students are represented in the Senate of TU Graz and are therefore actively involved in decision-making and consultation processes.

The university is committed to respecting human rights. Further information can be found in ESRS 2 SBM-1, S1-SBM-2, and S1-1.

The protection of personal data is ensured through appropriate data protection policies and organisational measures. Further details are shown in ESRS 2 IRO-1, S1-1 and S4-3. TU Graz is committed to maintaining equal opportunities and avoiding discrimination. Appropriate measures and programmes aim to create a fair, respectful, and inclusive environment for all students. A particular focus is on increasing the proportion of women among students. Further information can be found in S4-1, S4-3 and S4-4.

SBM-3 – Material impacts, risks, and opportunities and their interaction with strategy and business model

E1 CLIMATE CHANGE

Title (SBM-3 48a)	Direct greenhouse gas emissions				
Theme (SBM-3 48a, h)	Climate change mitigation				
Description[1] (SBM-3 48a)	The emission of direct greenhouse gases contributes to climate change. Scope 1 emissions primarily originate from the following sources: natural gas (for space heating and research), our own vehicle fleet, the use of liquid fuels in research, and volatile refrigerants.				
Actual (a) or potential (p) (SBM-3 48a)	Positive (+), negative (–), risk (r) (SBM-3 48a)	Occurrence in value chain (SBM-3 48a, c iv)	Impact on humans and environment[2] (SBM-3 48c i)	Time frame[3] (SBM-3 48c iii)	
(a)	(–)	Core process	Nature Society	Short-term Medium-term	

1 Gross materiality (before mitigation measures)
2 Describes who is directly or indirectly affected by the impacts or risks.
3 Shows the time horizon over which the materiality of the impact or risk applies, and how its development has been assessed (short-term = reporting year; medium-term = from the end of the reporting year up to five years; long-term = more than five years).

Title (SBM-3 48a)	Indirect greenhouse gas emissions				
Theme (SBM-3 48a, h)	Climate change mitigation				
Description (SBM-3 48a)	The emission of indirect greenhouse gases contributes to climate change. Scope 2 emissions arise from the consumption of purchased electricity and heat. Scope 3 emissions arise in the upstream value chain, mainly from fuel and energy-related activities, infrastructure investments and new building construction, business travel, stays abroad and commuting by employees and students.				
Actual (a) or potential (p) (SBM-3 48a)	Positive (+), negative (–), risk (r) (SBM-3 48a)	Occurrence in value chain (SBM-3 48a, c iv)	Impact on humans and environment (SBM-3 48c i)	Time frame (SBM-3 48c iii)	
(a)	(–)	Upstream Core process	Nature Society Suppliers Clients	Short-term Medium-term	

Title (SBM-3 48a)	Collaboration with BIG				
Theme (SBM-3 48a, h)	Climate change mitigation				
Description (SBM-3 48a)	Successful cooperation with BIG allows TU Graz to contribute its expertise, for example in the construction, conversion, or renovation of buildings, thereby reducing direct and indirect greenhouse gas emissions. At the same time, new research findings on building material properties, improved building material and building design, deconstruction and disposal, etc. can be gained from these buildings or parts of buildings.				
Actual (a) or potential (p) (SBM-3 48a)	Positive (+), negative (–), risk (r) (SBM-3 48a)	Occurrence in value chain (SBM-3 48a, c iv)	Impact on humans and environment (SBM-3 48c i)	Time frame (SBM-3 48c iii)	
(p)	(+)	Upstream Core process	Nature Own workforce Society Suppliers Consumers and end-users	Medium-term Long-term	

Title (SBM-3 48a)	Extreme weather events – heat				
Theme (SBM-3 48a, h)	Climate change adaptation				
Description (SBM-3 48a)	Extreme weather events caused by climate change, such as heat waves, can have negative impacts on overall health, well-being, and performance of staff and students.				
	Actual (a) or potential (p) (SBM-3 48a)	Positive (+), negative (–), risk (r) (SBM-3 48a)	Occurrence in value chain (SBM-3 48a, c iv)	Impact on humans and environment (SBM-3 48c i)	Time frame (SBM-3 48c iii)
	(p)	(–)	Core process	Own workforce Consumers and end-users (i.e. students)	Short-term Medium-term Long-term

Title (SBM-3 48a)	Skilled professionals training with a central role in climate change adaptation				
Theme (SBM-3 48a, h)	Climate change adaptation				
Description (SBM-3 48a)	TU Graz trains specialists who can take on key roles in climate adaptation measures (infrastructure, urban development, etc.).				
	Actual (a) or potential (p) (SBM-3 48a)	Positive (+), negative (–), risk (r) (SBM-3 48a)	Occurrence in value chain (SBM-3 48a, c iv)	Impact on humans and environment (SBM-3 48c i)	Time frame (SBM-3 48c iii)
	(a)	(+)	Core process Downstream	Nature Affected community[4] Own workforce Consumers and end-users (i.e. students) Society	Short-term Medium-term Long-term

4 In accordance with the definition set out in Annex II of the Corporate Sustainability Reporting Directive (CSRD) (Directive (EU) 2022/2464).

Title (SBM-3 48a)	Solving future challenges (including climate impacts)				
Theme (SBM-3 48a, h)	Climate change adaptation				
Description (SBM-3 48a)	TU Graz plays a systemic pioneering role and is aware of its public mandate to contribute to solving future challenges (including climate impacts) through appropriate research and teaching.				
	Actual (a) or potential (p) (SBM-3 48a)	Positive (+), negative (–), risk (r) (SBM-3 48a)	Occurrence in value chain (SBM-3 48a, c iv)	Impact on humans and environment (SBM-3 48c i)	Time frame (SBM-3 48c iii)
	(a)	(+)	Core process Downstream	Nature Affected community Own workforce Consumers and end-users (i.e. students) Society	Short-term Medium-term Long-term

Title (SBM-3 48a)	Energy consumption				
Theme (SBM-3 48a, h)	Energy				
Description (SBM-3 48a)	Energy consumption in daily activities leads to GHG emissions in Scope 2 and at TU Graz is primarily composed of district heating and electricity. Upstream processes of all products and services purchased from TU Graz are also associated with energy consumption.				
	Actual (a) or potential (p) (SBM-3 48a)	Positive (+), negative (–), risk (r) (SBM-3 48a)	Occurrence in value chain (SBM-3 48a, c iv)	Impact on humans and environment (SBM-3 48c i)	Time frame (SBM-3 48c iii)
	(a)	(–)	Upstream Core process	Nature Affected community	Short-term Medium-term Long-term

Title (SBM-3 48a)	Computing power				
Theme (SBM-3 48a, h)	Energy				
Description (SBM-3 48a)	In the medium and long term, increased research in the field of digitalisation (e.g. artificial intelligence) will require additional computing power, which will increase upstream energy consumption.				
	Actual (a) or potential (p) (SBM-3 48a)	Positive (+), negative (–), risk (r) (SBM-3 48a)	Occurrence in value chain (SBM-3 48a, c iv)	Impact on humans and environment (SBM-3 48c i)	Time frame (SBM-3 48c iii)
	(p)	(–)	Upstream Core process	Nature Affected community	Medium-term Long-term

E2 POLLUTION

Title (SBM-3 48a)	Improper handling/incidents				
Theme (SBM-3 48a, h)	Substances of concern and substances of very high concern				
Description (SBM-3 48a)	Improper handling of (in particular) substances of concern in the course of laboratory activities, as well as incidents during monitoring, maintenance and repair processes, technical defects, or accidents in laboratory operations and in the context of natural disasters, can potentially pose significant risks to human health and the integrity of the environment.				
	Actual (a) or potential (p) (SBM-3 48a)	Positive (+), negative (–), risk (r) (SBM-3 48a)	Occurrence in value chain (SBM-3 48a, c iv)	Impact on humans and environment (SBM-3 48c i)	Time frame (SBM-3 48c iii)
	(p)	(–)	Upstream Core process Downstream	Own workforce Consumers and end-users (i.e. students) Affected community Nature	Short-term Medium-term Long-term

Title (SBM-3 48a)	Major fire				
Theme (SBM-3 48a, h)	Substances of concern and substances of very high concern				
Description (SBM-3 48a)	Major fires in laboratory buildings can cause significant structural damage and enable the unintentional release of substances of very high concern (SVHC) in accordance with the REACH Regulation ((EC) No. 1907/2006).				
	Actual (a) or potential (p) (SBM-3 48a)	Positive (+), negative (–), risk (r) (SBM-3 48a)	Occurrence in value chain (SBM-3 48a, c iv)	Impact on humans and environment (SBM-3 48c i)	Time frame (SBM-3 48c iii)
		(r)	Core process	Own workforce Consumers and end-users (i.e. students) Affected community Nature	Short-term Medium-term Long-term

Title (SBM-3 48a)	Chemical accident				
Theme (SBM-3 48a, h)	Substances of concern and substances of very high concern				
Description (SBM-3 48a)	Laboratory work involving SVHCs carries the risk of accidents involving chemical substances that can have a significant impact on human health and the environment.				
	Actual (a) or potential (p) (SBM-3 48a)	Positive (+), negative (–), risk (r) (SBM-3 48a)	Occurrence in value chain (SBM-3 48a, c iv)	Impact on humans and environment (SBM-3 48c i)	Time frame (SBM-3 48c iii)
		(r)	Core process	Own workforce Consumers and end-users (i.e. students) Affected community Nature	Short-term Medium-term Long-term

Title (SBM-3 48a)	Product leaks				
Theme (SBM-3 48a, h)	Substances of concern and substances of very high concern				
Description (SBM-3 48a)	Accidents involving hazardous substances (liquids and gases) during laboratory activities (including transport and storage) due to leaks can have a significant impact on health.				
	Actual (a) or potential (p) (SBM-3 48a)	Positive (+), negative (–), risk (r) (SBM-3 48a)	Occurrence in value chain (SBM-3 48a, c iv)	Impact on humans and environment (SBM-3 48c i)	Time frame (SBM-3 48c iii)
		(r)	Upstream Core process	Own workforce Consumers and end-users (i.e. students) Affected community Nature	Short-term Medium-term Long-term

E5 CIRCULAR ECONOMY

Title (SBM-3 48a)	From resource use to waste				
Theme (SBM-3 48a, h)	Waste				
Description (SBM-3 48a)	The use and processing of resources generate waste. Research activities sometimes also produce small quantities of hazardous waste. In the long term, research and innovation in the circular economy, product design and dismantling are expected to reduce the consumption of primary resources.				
	Actual (a) or potential (p) (SBM-3 48a)	Positive (+), negative (–), risk (r) (SBM-3 48a)	Occurrence in value chain (SBM-3 48a, c iv)	Impact on humans and environment (SBM-3 48c i)	Time frame (SBM-3 48c iii)
	(a)	(–)	Upstream Core process Downstream	Nature Affected community Own workforce	Short-term Medium-term

Title (SBM-3 48a)	Support of circular economy				
Theme (SBM-3 48a, h)	Circular economy				
Description (SBM-3 48a)	Through research focuses (such as Sustainable Construction, Recycling of Critical Raw Materials) and projects in university operations with a focus on Circular Economy Promotion, opportunities are offered to promote innovations in the circular economy and awareness of possible actions (e.g. Furniture-reUSE).				
	Actual (a) or potential (p) (SBM-3 48a)	Positive (+), negative (–), risk (r) (SBM-3 48a)	Occurrence in value chain (SBM-3 48a, c iv)	Impact on humans and environment (SBM-3 48c i)	Time frame (SBM-3 48c iii)
	(a)	(+)	Core process Downstream	Nature Affected community Consumers and end-users Collaboration partners Own workforce	Short-term Medium-term Long-term

S1 OWN WORKFORCE

Title (SBM-3 48a)	Onboarding and offboarding
Theme (SBM-3 48a, h)	Working conditions – Secure employment
Description (SBM-3 48a)	A structured onboarding process helps new employees integrate quickly, strengthens employee loyalty, and reduces early turnover. Onboarding is often the first contact with the corporate culture. A good welcoming culture promotes employee engagement in the long term. With a structured offboarding process and active alumni networks, the university helps to secure knowledge in the long term, enable respectful departures and maintain long-term relationships. Alumni networks promote long-term relationships, professional development and networking. Structured offboarding facilitates knowledge transfer and reduces risks associated with knowledge loss. Well-organised and supported departures increase the likelihood that employees will return later ('boomerang employees') or speak positively about the organisation.

Actual (a) or potential (p) (SBM-3 48a)	Positive (+), negative (–), risk (r) (SBM-3 48a)	Occurrence in value chain (SBM-3 48a, c iv)	Impact on humans and environment (SBM-3 48c i)	Time frame (SBM-3 48c iii)
(a)	(+)	Core process	Own workforce	Short-term Medium-term Long-term

Title (SBM-3 48a)	Long-term employment (which means secure employment according to ESRS)
Theme (SBM-3 48a, h)	Working conditions – Secure employment
Description (SBM-3 48a)	Long-term employment, for example by converting fixed-term contracts into permanent ones, helps employees to improve their individual life planning. In addition, continuous employment has a positive effect on institutional knowledge retention, as it reduces the risk of knowledge loss due to staff turnover. However, due to the specific conditions surrounding university activities, fixed-term employment contracts are often unavoidable.

Actual (a) or potential (p) (SBM-3 48a)	Positive (+), negative (–), risk (r) (SBM-3 48a)	Occurrence in value chain (SBM-3 48a, c iv)	Impact on humans and environment (SBM-3 48c i)	Time frame (SBM-3 48c iii)
(a)	(+)	Core process	Own workforce	Short-term Medium-term Long-term

Title (SBM-3 48a)	Highly qualified staff
Theme (SBM-3 48a, h)	Working conditions
Description (SBM-3 48a)	This risk relates to the challenge of attracting and retaining long-term staff with sufficiently high qualifications, which TU Graz needs to ensure key competencies, high-quality and visible research performance, and innovation capability.

Actual (a) or potential (p) (SBM-3 48a)	Positive (+), negative (–), risk (r) (SBM-3 48a)	Occurrence in value chain (SBM-3 48a, c iv)	Impact on humans and environment (SBM-3 48c i)	Time frame (SBM-3 48c iii)
	(r)	Core process	Own workforce	Long-term

Title (SBM-3 48a)	Flexible framework conditions
Theme (SBM-3 48a, h)	Working conditions – Working time
Description (SBM-3 48a)	Due to the given framework conditions (e.g. company agreements at flexitime, home office, or part-time), where possible, will have a positive impact on employee satisfaction.

Actual (a) or potential (p) (SBM-3 48a)	Positive (+), negative (–), risk (r) (SBM-3 48a)	Occurrence in value chain (SBM-3 48a, c iv)	Impact on humans and environment (SBM-3 48c i)	Time frame (SBM-3 48c iii)
(a)	(+)	Core process	Own workforce	Short-term

Title (SBM-3 48a)	Diverse tasks
Theme (SBM-3 48a, h)	Working conditions – Working time
Description (SBM-3 48a)	Due to the diverse tasks for doctoral students, there may be limitations in academic success and progress. This carries the risk for TU Graz that the graduation rate cannot be increased.

Actual (a) or potential (p) (SBM-3 48a)	Positive (+), negative (–), risk (r) (SBM-3 48a)	Occurrence in value chain (SBM-3 48a, c iv)	Impact on humans and environment (SBM-3 48c i)	Time frame (SBM-3 48c iii)
(a)	(–)	Core process	Own workforce	Short-term Medium-term

Title (SBM-3 48a)	Remuneration
Theme (SBM-3 48a, h)	Working conditions – Adequate wages
Description (SBM-3 48a)	Appropriate remuneration in accordance with the collective agreement and correct classification in the respective employment groups and pay scales ensure that employees can earn their own living. The financial planning security that this provides has a significant impact on individual life planning – for example, with regard to starting a family or buying a home – and contributes significantly to the quality of life of employees.

Actual (a) or potential (p) (SBM-3 48a)	Positive (+), negative (–), risk (r) (SBM-3 48a)	Occurrence in value chain (SBM-3 48a, c iv)	Impact on humans and environment (SBM-3 48c i)	Time frame (SBM-3 48c iii)
(a)	(+)	Core process	Own workforce	Short-term Medium-term Long-term

Title (SBM-3 48a)	Dialogue between employees and management
Theme (SBM-3 48a, h)	Working conditions – Social dialogue
Description (SBM-3 48a)	Communication between employees and management takes place through various channels (such as employee surveys, employee appraisals, works councils, suggestion boxes, etc.). This allows disagreements, concerns, requests for support and suggestions to be communicated, and enables employees to assert their rights.

Actual (a) or potential (p) (SBM-3 48a)	Positive (+), negative (–), risk (r) (SBM-3 48a)	Occurrence in value chain (SBM-3 48a, c iv)	Impact on humans and environment (SBM-3 48c i)	Time frame (SBM-3 48c iii)
(a)	(+)	Core process	Own workforce	Short-term Medium-term Long-term

Title (SBM-3 48a)	Reliable complaints system
Theme (SBM-3 48a, h)	Working conditions – Freedom of association, the existence of works councils and the information, consultation, and participation rights of workers
Description (SBM-3 48a)	A reliable complaints system and ombudsperson services such as the Working Group for Equal Opportunities (AkG), Disability Liaison Officer and Young Workers' Council promote trust and a sense of fairness among employees. The targeted support and intervention of these ombudsperson services can significantly reduce burdens of affected persons.

Actual (a) or potential (p) (SBM-3 48a)	Positive (+), negative (–), risk (r) (SBM-3 48a)	Occurrence in value chain (SBM-3 48a, c iv)	Impact on humans and environment (SBM-3 48c i)	Time frame (SBM-3 48c iii)
(a)	(+)	Core process	Own workforce	Short-term Medium-term Long-term

Title (SBM-3 48a)	**Proper employment status through collective agreements**
Theme (SBM-3 48a, h)	Working conditions – Collective bargaining, including rate of workers covered by collective agreements
Description (SBM-3 48a)	Collective bargaining gives employees a stronger voice and ensures fair working conditions. At TU Graz, all employees are covered by statutory salary negotiations.

Actual (a) or potential (p) (SBM-3 48a)	Positive (+), negative (–), risk (r) (SBM-3 48a)	Occurrence in value chain (SBM-3 48a, c iv)	Impact on humans and environment (SBM-3 48c i)	Time frame (SBM-3 48c iii)
(a)	(+)	Core process	Own workforce	Short-term Medium-term Long-term

Title (SBM-3 48a)	**Flexible framework conditions**
Theme (SBM-3 48a, h)	Working conditions – Work-life balance
Description (SBM-3 48a)	Flexitime arrangements, home office options, and the possibility of part-time employment enable employees with care responsibilities to fulfil their duties and pursue activities outside of work. For highly qualified international employees, a Dual Career Service is available, supporting their partners in establishing a shared life in Graz.

Actual (a) or potential (p) (SBM-3 48a)	Positive (+), negative (–), risk (r) (SBM-3 48a)	Occurrence in value chain (SBM-3 48a, c iv)	Impact on humans and environment (SBM-3 48c i)	Time frame (SBM-3 48c iii)
(a)	(+)	Core process	Own workforce	Short-term Medium-term Long-term

Title (SBM-3 48a)	**Management of work resources**
Theme (SBM-3 48a, h)	Working conditions – Health and safety
Description (SBM-3 48a)	Improper handling of work equipment or substances can lead to accidents at work that may cause serious damage to health. The systematic implementation of regular risk assessments and inspections by the prevention team across all areas of TU Graz enables the early identification and evaluation of risks. Targeted training and the implementation of appropriate remedial measures significantly reduce the risk of accidents.

Actual (a) or potential (p) (SBM-3 48a)	Positive (+), negative (–), risk (r) (SBM-3 48a)	Occurrence in value chain (SBM-3 48a, c iv)	Impact on humans and environment (SBM-3 48c i)	Time frame (SBM-3 48c iii)
(a)	(–)	Core process	Own workforce	Short-term Medium-term Long-term

Title (SBM-3 48a)	**Handling of chemicals**
Theme (SBM-3 48a, h)	Working conditions – Health and safety
Description (SBM-3 48a)	Improper handling of chemical substances can lead to accidents and, as a result, damage to health. Work involving chemical substances mainly takes place in laboratories, workshops, during transport and in waste disposal.

Actual (a) or potential (p) (SBM-3 48a)	Positive (+), negative (–), risk (r) (SBM-3 48a)	Occurrence in value chain (SBM-3 48a, c iv)	Impact on humans and environment (SBM-3 48c i)	Time frame (SBM-3 48c iii)
(a)	(–)	Core process	Own workforce	Short-term Medium-term Long-term

Title (SBM-3 48a)	**Safety culture**
Theme (SBM-3 48a, h)	Working conditions – Health and safety
Description (SBM-3 48a)	A strong safety culture and the provision of safe and healthy workplaces across all areas of TU Graz can enhance employee safety, improve their behaviour (including in their private lives) and reduce psychological stress. In addition to instruction, training videos on topics such as workplace safety, ergonomics and psychological stress are made available to all employees and students. Ergonomically designed workplaces and a wide range of occupational health management programmes promoting physical activity can help to reduce health risks caused by repetitive or one-sided strain.

Actual (a) or potential (p) (SBM-3 48a)	Positive (+), negative (–), risk (r) (SBM-3 48a)	Occurrence in value chain (SBM-3 48a, c iv)	Impact on humans and environment (SBM-3 48c i)	Time frame (SBM-3 48c iii)
(a)	(+)	Core process	Own workforce	Short-term Medium-term Long-term

Title (SBM-3 48a)	**Occupational health management**
Theme (SBM-3 48a, h)	Working conditions – Health and safety
Description (SBM-3 48a)	A comprehensive occupational health management programme can protect and improve the health of employees and reduce strains and damage, which can lead to greater well-being and motivation as well as higher performance.

Actual (a) or potential (p) (SBM-3 48a)	Positive (+), negative (–), risk (r) (SBM-3 48a)	Occurrence in value chain (SBM-3 48a, c iv)	Impact on humans and environment (SBM-3 48c i)	Time frame (SBM-3 48c iii)
(a)	(+)	Core process	Own workforce	Short-term Medium-term Long-term

Title (SBM-3 48a)	**Chemical accident**
Theme (SBM-3 48a, h)	Working conditions – Health and safety
Description (SBM-3 48a)	Laboratory activities can lead to an accident involving chemical substances and, as a result, health damage.

Actual (a) or potential (p) (SBM-3 48a)	Positive (+), negative (–), risk (r) (SBM-3 48a)	Occurrence in value chain (SBM-3 48a, c iv)	Impact on humans and environment (SBM-3 48c i)	Time frame (SBM-3 48c iii)
	(r)	Core process	Own workforce Consumers and end-users (i.e. students) Society Nature Biodiversity	Short-term Medium-term Long-term

Title (SBM-3 48a)	**Product leaks**
Theme (SBM-3 48a, h)	Working conditions – Health and safety
Description (SBM-3 48a)	Accidents involving dangerous substances (liquids and gases) during laboratory activities (including transport and storage) due to leakages can lead to health consequences.

Actual (a) or potential (p) (SBM-3 48a)	Positive (+), negative (–), risk (r) (SBM-3 48a)	Occurrence in value chain (SBM-3 48a, c iv)	Impact on humans and environment (SBM-3 48c i)	Time frame (SBM-3 48c iii)
	(r)	Upstream Core process	Own workforce Consumers and end-users (i.e. students) Affected community Nature Biodiversity	Short-term Medium-term Long-term

Title (SBM-3 48a)	**Equality regarding gender**
Theme (SBM-3 48a, h)	Equal treatment and opportunities for all – Gender equality and equal pay for work of equal value
Description (SBM-3 48a)	Gender-based inequality in pay and career advancement opportunities can have a wide range of effects. Income disadvantages for women reduce their financial independence, increase the risk of poverty in old age due to lower pension entitlements, and limit investment opportunities in education, health, and wealth accumulation. In the long term, this can impair social mobility. Unequal pay also contributes to the reproduction of gender roles: when women earn less for the same work, it reinforces the idea that their work is less valuable and reinforces traditional role models such as the male primary breadwinner and the female secondary earner. This in turn influences young people's career and study choices and can lead to women being more likely to accept lower-paid jobs. Furthermore, unequal treatment affects motivation and the working atmosphere. It contributes to dissatisfaction and can have a negative impact on the working environment. In addition, women often feel undervalued or less recognised. If women's potential is not fully exploited, part of the workforce remains untapped, resulting in a loss of talent and potential.

Actual (a) or potential (p) (SBM-3 48a)	Positive (+), negative (–), risk (r) (SBM-3 48a)	Occurrence in value chain (SBM-3 48a, c iv)	Impact on humans and environment (SBM-3 48c i)	Time frame (SBM-3 48c iii)
(a)	(–)	Core process	Own workforce	Short-term Medium-term Long-term

Title (SBM-3 48a)	**Unequal representation of women or unequal pay**
Theme (SBM-3 48a, h)	Equal treatment and opportunities for all – Gender equality and equal pay for work of equal value
Description (SBM-3 48a)	An unequal representation of women or pay disparities can influence general trust, sense of justice and career opportunities for female (young) researchers and women among the general staff.

Actual (a) or potential (p) (SBM-3 48a)	Positive (+), negative (–), risk (r) (SBM-3 48a)	Occurrence in value chain (SBM-3 48a, c iv)	Impact on humans and environment (SBM-3 48c i)	Time frame (SBM-3 48c iii)
(a)	(–)	Core process	Own workforce	Short-term Medium-term Long-term

Title (SBM-3 48a)	**Percentage of women in decision-making bodies**
Theme (SBM-3 48a, h)	Equal treatment and opportunities for all – Gender equality and equal pay for work of equal value
Description (SBM-3 48a)	An insufficient proportion of women in decision-making bodies (e.g. Senate, Professorial Appointment Committee) can influence equality and the acceptance of decisions.

Actual (a) or potential (p) (SBM-3 48a)	Positive (+), negative (–), risk (r) (SBM-3 48a)	Occurrence in value chain (SBM-3 48a, c iv)	Impact on humans and environment (SBM-3 48c i)	Time frame (SBM-3 48c iii)
(p)	(–)	Core process	Own workforce	Short-term Medium-term Long-term

Title (SBM-3 48a)	**Further education offerings**
Theme (SBM-3 48a, h)	Equal treatment and opportunities for all – Training and skills development
Description (SBM-3 48a)	With a wide range of continuing education opportunities – from IT and teaching training to technical and interdisciplinary skills – TU Graz promotes the professional development and satisfaction of its employees in all employment groups. Accessible digital formats ensure equal access to career development opportunities. A high level of IT competence can promote collaboration in projects and the flow of innovation within teams. With targeted continuing education programmes in the digital field, TU Graz creates the conditions for a modern, agile way of working in research and administration.

Actual (a) or potential (p) (SBM-3 48a)	Positive (+), negative (–), risk (r) (SBM-3 48a)	Occurrence in value chain (SBM-3 48a, c iv)	Impact on humans and environment (SBM-3 48c i)	Time frame (SBM-3 48c iii)
(a)	(+)	Core process	Own workforce	Short-term Medium-term Long-term

Title (SBM-3 48a)	**Structured support systems**				
Theme (SBM-3 48a, h)	Equal treatment and opportunities for all – Training and skills development				
Description (SBM-3 48a)	Through structured support programs (e.g. predoctoral and postdoctoral), TU Graz provides predictable development prospects and promotes individual potential.				
	Actual (a) or potential (p) (SBM-3 48a)	Positive (+), negative (–), risk (r) (SBM-3 48a)	Occurrence in value chain (SBM-3 48a, c iv)	Impact on humans and environment (SBM-3 48c i)	Time frame (SBM-3 48c iii)
	(a)	(+)	Core process	Own workforce	Short-term Medium-term Long-term

Title (SBM-3 48a)	**Employee development**				
Theme (SBM-3 48a, h)	Equal treatment and opportunities for all – Training and skills development				
Description (SBM-3 48a)	Transparent career models promote long-term employee retention and motivation. Through clearly communicated training levels, comprehensible development paths, and internal promotion opportunities, TU Graz creates fair prospects for professional growth. Regular employee appraisals (with target and further training agreements) promote personal development, satisfaction, and employee retention. They enable transparent coordination of expectations, career aspirations and development needs.				
	Actual (a) or potential (p) (SBM-3 48a)	Positive (+), negative (–), risk (r) (SBM-3 48a)	Occurrence in value chain (SBM-3 48a, c iv)	Impact on humans and environment (SBM-3 48c i)	Time frame (SBM-3 48c iii)
	(a)	(+)	Core process	Own workforce	Short-term Medium-term Long-term

Title (SBM-3 48a)	**Inclusion supports quality of life**				
Theme (SBM-3 48a, h)	Equal treatment and opportunities for all – Employment and inclusion of persons with disabilities				
Description (SBM-3 48a)	The targeted employment of disabled persons has been shown to contribute to improving their quality of life by promoting their ability to earn a living independently. In addition, establishing an inclusive corporate culture within TU Graz can help students adopt and carry these values and behaviours into their future professional and private lives. The implementation of targeted measures, e.g. for education or in job advertisements, is essential in this regard.				
	Actual (a) or potential (p) (SBM-3 48a)	Positive (+), negative (–), risk (r) (SBM-3 48a)	Occurrence in value chain (SBM-3 48a, c iv)	Impact on humans and environment (SBM-3 48c i)	Time frame (SBM-3 48c iii)
	(a)	(+)	Core process	Own workforce	Short-term Medium-term Long-term

Title (SBM-3 48a)	**Employment obligation for disabled beneficiaries**				
Theme (SBM-3 48a, h)	Equal treatment and opportunities for all – Employment and inclusion of persons with disabilities				
Description (SBM-3 48a)	Lack of awareness, shame, or reservations may prevent potentially eligible individuals from claiming recognition as a disabled beneficiaryunder the Disabled Persons Employment Act (BEinstG) (BGBl. Nr. 22/1979 idF. BGBl I Nr. 50/2025). Failures – both in removing these barriers and in promoting integration – can lead to vacancies not being filled with eligible persons and the statutory employment obligation therefore not being met.				
	Actual (a) or potential (p) (SBM-3 48a)	Positive (+), negative (–), risk (r) (SBM-3 48a)	Occurrence in value chain (SBM-3 48a, c iv)	Impact on humans and environment (SBM-3 48c i)	Time frame (SBM-3 48c iii)
	(a)	(–)	Core process	Own workforce	Short-term Medium-term Long-term

Title (SBM-3 48a)	**Bullying and sexual harassment**				
Theme (SBM-3 48a, h)	Equal treatment and opportunities for all – Measures against violence and harassment in the workplace				
Description (SBM-3 48a)	Bullying or sexual harassment can affect well-being, safety, and thus the quality of life and productivity of those affected.				
	Actual (a) or potential (p) (SBM-3 48a)	Positive (+), negative (–), risk (r) (SBM-3 48a)	Occurrence in value chain (SBM-3 48a, c iv)	Impact on humans and environment (SBM-3 48c i)	Time frame (SBM-3 48c iii)
	(a)	(–)	Core process	Own workforce	Short-term Medium-term Long-term

Title (SBM-3 48a)	**Multidimensionality through diversity**				
Theme (SBM-3 48a, h)	Equal treatment and opportunities for all – Diversity				
Description (SBM-3 48a)	Diversity brings together people from different cultural and social backgrounds and with different life experiences, leading to a multidimensional approach to issues and a broader spectrum of solutions. This increases the functionality and applicability of research results while reducing the risk of excluding certain user groups. In addition, a diversity-oriented approach broadens the pool of potential students and employees, which can contribute to an increase in student numbers and secure jobs in the long term.				
	Actual (a) or potential (p) (SBM-3 48a)	Positive (+), negative (–), risk (r) (SBM-3 48a)	Occurrence in value chain (SBM-3 48a, c iv)	Impact on humans and environment (SBM-3 48c i)	Time frame (SBM-3 48c iii)
	(a)	(+)	Core process	Own workforce	Short-term Medium-term Long-term

Title (SBM-3 48a)	**Data protection and security**				
Theme (SBM-3 48a, h)	Other work-related rights – Privacy				
Description (SBM-3 48a)	Despite high data protection standards, new technically sophisticated forms of attack by hackers can exploit previously unidentified vulnerabilities. Potential hacker attacks can cause material or immaterial damage to the own workforce. TU Graz assumes that hacker attacks will increase in quality and quantity over the long term.				
	Actual (a) or potential (p) (SBM-3 48a)	Positive (+), negative (–), risk (r) (SBM-3 48a)	Occurrence in value chain (SBM-3 48a, c iv)	Impact on humans and environment (SBM-3 48c i)	Time frame (SBM-3 48c iii)
	(p)	(–)	Core process	Own workforce	Medium-term Long-term

Title (SBM-3 48a)	**Cyber attack**				
Theme (SBM-3 48a, h)	Other work-related rights – Privacy				
Description (SBM-3 48a)	There is a risk from attacks on computer systems or networks with the aim of stealing, manipulating, or destroying data.				
	Actual (a) or potential (p) (SBM-3 48a)	Positive (+), negative (–), risk (r) (SBM-3 48a)	Occurrence in value chain (SBM-3 48a, c iv)	Impact on humans and environment (SBM-3 48c i)	Time frame (SBM-3 48c iii)
		(r)	Core process	Own workforce Consumers and end-users (i.e. students) Society	Short-term Medium-term Long-term

Title (SBM-3 48a)	Outage of IDM (Identity Management)				
Theme (SBM-3 48a, h)	Other work-related rights – Privacy				
Description (SBM-3 48a)	The risk of identity management failure can result in central applications – such as TUGRAZonline, SAP, Teachcenter – becoming inaccessible and unusable.				
	Actual (a) or potential (p) (SBM-3 48a)	Positive (+), negative (–), risk (r) (SBM-3 48a)	Occurrence in value chain (SBM-3 48a, c iv)	Impact on humans and environment (SBM-3 48c i)	Time frame (SBM-3 48c iii)
		(r)	Core process	Own workforce Consumers and end-users (i.e. students)	Short-term Medium-term Long-term

Title (SBM-3 48a)	Database TUGRAZonline				
Theme (SBM-3 48a, h)	Other work-related rights – Privacy				
Description (SBM-3 48a)	There is a risk that technical faults could result in the loss of data from TUGRAZonline (campus management system for staff and students).				
	Actual (a) or potential (p) (SBM-3 48a)	Positive (+), negative (–), risk (r) (SBM-3 48a)	Occurrence in value chain (SBM-3 48a, c iv)	Impact on humans and environment (SBM-3 48c i)	Time frame (SBM-3 48c iii)
		(r)	Core process	Own workforce Consumers and end-users (i.e. students) Society	Short-term Medium-term Long-term

S4 CONSUMERS AND END-USERS

Title (SBM-3 48a)	Data security and protection				
Theme (SBM-3 48a, h)	Information-related impacts for consumers and/or end-users – Privacy				
Description (SBM-3 48a)	Despite high data protection standards, new, technically sophisticated forms of attack by hackers can exploit previously unidentified vulnerabilities. Potential hacker attacks can cause material or immaterial damage to consumers and end-users. TU Graz assumes that hacker attacks will increase in quality and quantity over the long term.				
	Actual (a) or potential (p) (SBM-3 48a)	Positive (+), negative (–), risk (r) (SBM-3 48a)	Occurrence in value chain (SBM-3 48a, c iv)	Impact on humans and environment (SBM-3 48c i)	Time frame (SBM-3 48c iii)
	(p)	(–)	Core process Downstream	Consumers and end-users (i.e. students) Collaboration partners	Medium-term Long-term

Title (SBM-3 48a)	Cyber attack				
Theme (SBM-3 48a, h)	Information-related impacts for consumers and/or end-users – Privacy				
Description (SBM-3 48a)	There is a risk from attacks on computer systems or networks with the aim of stealing, manipulating or destroying data.				
	Actual (a) or potential (p) (SBM-3 48a)	Positive (+), negative (–), risk (r) (SBM-3 48a)	Occurrence in value chain (SBM-3 48a, c iv)	Impact on humans and environment (SBM-3 48c i)	Time frame (SBM-3 48c iii)
		(r)	Core process	Own workforce Consumers and end-users (i.e. students) Collaboration partners Society	Short-term Medium-term Long-term

Title (SBM-3 48a)	**Outage of IDM (Identity Management)**
Theme (SBM-3 48a, h)	Information-related impacts for consumers and/or end-users – Privacy
Description (SBM-3 48a)	The risk of identity management failure can result in central applications – such as TUGRAZonline, SAP, Teachcenter – becoming inaccessible and unusable.

Actual (a) or potential (p) (SBM-3 48a)	Positive (+), negative (–), risk (r) (SBM-3 48a)	Occurrence in value chain (SBM-3 48a, c iv)	Impact on humans and environment (SBM-3 48c i)	Time frame (SBM-3 48c iii)
	(r)	Core process	Own workforce Consumers and end-users (i.e. students)	Short-term Medium-term Long-term

Title (SBM-3 48a)	**Database TUGRAZonline**
Theme (SBM-3 48a, h)	Information-related impacts for consumers and/or end-users – Privacy
Description (SBM-3 48a)	There is a risk that technical faults could result in the loss of data from TUGRAZonline (campus management system for staff and students).

Actual (a) or potential (p) (SBM-3 48a)	Positive (+), negative (–), risk (r) (SBM-3 48a)	Occurrence in value chain (SBM-3 48a, c iv)	Impact on humans and environment (SBM-3 48c i)	Time frame (SBM-3 48c iii)
	(r)	Core process	Own workforce Consumers and end-users (i.e. students)	Short-term Medium-term Long-term

Title (SBM-3 48a)	**Psychological stress**
Theme (SBM-3 48a, h)	Personal safety of consumers and/or end-users – Health and safety
Description (SBM-3 48a)	During their studies, the pressure to perform and stress experienced and/or private and personal circumstances can lead to psychological strain and, subsequently, physical complaints among students. TU Graz conducts student surveys and, within the scope of its options for action, implements measures such as providing information for teaching staff, counselling through the Occupational Health Management Unit, and arranging psychological counselling (e.g. Instahelp).

Actual (a) or potential (p) (SBM-3 48a)	Positive (+), negative (–), risk (r) (SBM-3 48a)	Occurrence in value chain (SBM-3 48a, c iv)	Impact on humans and environment (SBM-3 48c i)	Time frame (SBM-3 48c iii)
(a)	(–)	Core process Downstream	Students	Short-term Medium-term Long-term

Title (SBM-3 48a)	**Lack of awareness**
Theme (SBM-3 48a, h)	Social inclusion of consumers and/or end-users – Non-discrimination
Description (SBM-3 48a)	A lack of awareness of diversity and inclusion can promote and reinforce discrimination against vulnerable groups (the elderly, women, socially disadvantaged people, people with a migrant background, BIPoC, members of different ethnic and religious communities, etc.).

Actual (a) or potential (p) (SBM-3 48a)	Positive (+), negative (–), risk (r) (SBM-3 48a)	Occurrence in value chain (SBM-3 48a, c iv)	Impact on humans and environment (SBM-3 48c i)	Time frame (SBM-3 48c iii)
(a)	(–)	Core process	Consumers and end-users Students	Short-term Medium-term Long-term

Title (SBM-3 48a)	**Accessible studying**				
Theme (SBM-3 48a, h)	Social inclusion of consumers and/or end-users – Non-discrimination				
Description (SBM-3 48a)	Barrier-free studying or accessible studies expands access to high-quality education and services for people with disabilities (e.g. people on the Autism spectrum, visual impairment, hearing impairment, or deafness, mobility impairment, mental illness, chronic illness, etc.).				
	Actual (a) or potential (p) (SBM-3 48a)	Positive (+), negative (–), risk (r) (SBM-3 48a)	Occurrence in value chain (SBM-3 48a, c iv)	Impact on humans and environment (SBM-3 48c i)	Time frame (SBM-3 48c iii)
	(a)	(+)	Core process	Consumers and end-users Students	Short-term Medium-term Long-term

Title (SBM-3 48a)	**Socially unacceptable statements or actions**				
Theme (SBM-3 48a, h)	Social inclusion of consumers and/or end-users – Non-discrimination				
Description (SBM-3 48a)	Socially unacceptable statements or actions, such as discriminatory remarks by speakers, can significantly impair the social climate within the institution and violate fundamental values such as equal treatment, inclusion and human rights.				
	Actual (a) or potential (p) (SBM-3 48a)	Positive (+), negative (–), risk (r) (SBM-3 48a)	Occurrence in value chain (SBM-3 48a, c iv)	Impact on humans and environment (SBM-3 48c i)	Time frame (SBM-3 48c iii)
		(r)	Core process	Consumers and end-users Students	Short-term Medium-term Long-term

Title (SBM-3 48a)	**Know-how – Improving quality of life and protecting the environment**				
Theme (SBM-3 48a, h)	Social inclusion of consumers and/or end-users – Access to products and services				
Description (SBM-3 48a)	Access to (products and) services of TU Graz can improve the quality of life as well as the personal, professional, entrepreneurial, and social success of consumers and end-users (especially alumni). Access to (products and) services from TU Graz and their transformative application can reduce environmental pollution, land use, (primary) raw material consumption, energy consumption and GHG emissions.				
	Actual (a) or potential (p) (SBM-3 48a)	Positive (+), negative (–), risk (r) (SBM-3 48a)	Occurrence in value chain (SBM-3 48a, c iv)	Impact on humans and environment (SBM-3 48c i)	Time frame (SBM-3 48c iii)
	(a)	(+)	Core process	Consumers and end-users Students	Short-term Medium-term Long-term

Title (SBM-3 48a)	**Responsible marketing tactics**				
Theme (SBM-3 48a, h)	Social inclusion of consumers and/or end-users – Responsible marketing practices				
Description (SBM-3 48a)	Through awareness of inclusion and diversity, as well as responsible marketing tactics (study fairs, student ambassadors, FEM IN TECHprogrammes, summer courses, teaching and study development, study choice tool), a wide range of potential students is addressed, motivation for technical studies (especially among women) is increased, and discrimination (for various reasons) is avoided.				
	Actual (a) or potential (p) (SBM-3 48a)	Positive (+), negative (–), risk (r) (SBM-3 48a)	Occurrence in value chain (SBM-3 48a, c iv)	Impact on humans and environment (SBM-3 48c i)	Time frame (SBM-3 48c iii)
	(a)	(+)	Core process	Consumers and end-users (i.e. students)	Short-term Medium-term Long-term

Title (SBM-3 48a)	**Know-how – Third Mission**
Theme (SBM-3 48a, h)	University-specific
Description (SBM-3 48a)	Access to high-quality education enables learners (regular students, cooperation partners, participants in Life Long Learning programmes) to acquire in-depth technical skills, research-led methods and fundamental skills for solving societal challenges and future skills. TU Graz focuses on its educational mission to society and the economy through its 'third mission' by providing openly accessible online educational opportunities and promoting exchange formats on socially relevant topics.

Actual (a) or potential (p) (SBM-3 48a)	Positive (+), negative (–), risk (r) (SBM-3 48a)	Occurrence in value chain (SBM-3 48a, c iv)	Impact on humans and environment (SBM-3 48c i)	Time frame (SBM-3 48c iii)
(a)	(+)	Upstream Core process Downstream	Consumers and end-users (i.e. students) Collaboration partners Society Nature	Short-term Medium-term Long-term

Title (SBM-3 48a)	**Know-how – Quality of life and personal success**
Theme (SBM-3 48a, h)	University-specific
Description (SBM-3 48a)	Access to high-quality Know-how through research and education leads to consumers and end-users achieving greater personal benefits and success compared to society as a whole. Quality of life and personal, professional, entrepreneurial, and social success can increase. Health and well-being, life satisfaction, social mobility, employment rates (especially among older people), income and qualifications all increase.

Actual (a) or potential (p) (SBM-3 48a)	Positive (+), negative (–), risk (r) (SBM-3 48a)	Occurrence in value chain (SBM-3 48a, c iv)	Impact on humans and environment (SBM-3 48c i)	Time frame (SBM-3 48c iii)
(a)	(+)	Core process Downstream	Consumers and end-users (i.e. students) Collaboration partners Society Nature	Short-term Medium-term Long-term

Title (SBM-3 48a)	**Know-how – Information supports sustainability**
Theme (SBM-3 48a, h)	University-specific
Description (SBM-3 48a)	Access to high-quality Know-how (education, research, and innovation) and its application can optimise or even fundamentally change processes and systems, thereby reducing environmental pollution, land consumption, (primary) raw material consumption, energy consumption and GHG emissions.

Actual (a) or potential (p) (SBM-3 48a)	Positive (+), negative (–), risk (r) (SBM-3 48a)	Occurrence in value chain (SBM-3 48a, c iv)	Impact on humans and environment (SBM-3 48c i)	Time frame (SBM-3 48c iii)
(a)	(+)	Core process Downstream	Consumers and end-users (i.e. students) Collaboration partners Society Nature	Short-term Medium-term Long-term

Title (SBM-3 48a)	Sustainability in research				
Theme (SBM-3 48a, h)	University-specific				
Description (SBM-3 48a)	The research work carried out at TU Graz has a far-reaching influence on the development of society as a whole and on the environment. Among other things, research in the context of the SDGs seeks solutions to societal challenges.				
	Actual (a) or potential (p) (SBM-3 48a)	Positive (+), negative (–), risk (r) (SBM-3 48a)	Occurrence in value chain (SBM-3 48a, c iv)	Impact on humans and environment (SBM-3 48c i)	Time frame (SBM-3 48c iii)
	(a)	(+)	Core process Downstream	Consumers and end-users (i.e. students) Society Affected communities Nature	Short-term Medium-term Long-term

Title (SBM-3 48a)	Sustainability in teaching				
Theme (SBM-3 48a, h)	University-specific				
Description (SBM-3 48a)	The educational work carried out by TU Graz has a far-reaching influence on the development of society and the environment as a whole. In particular, the link to the SDGs helps to raise awareness and provide solutions to societal challenges.				
	Actual (a) or potential (p) (SBM-3 48a)	Positive (+), negative (–), risk (r) (SBM-3 48a)	Occurrence in value chain (SBM-3 48a, c iv)	Impact on humans and environment (SBM-3 48c i)	Time frame (SBM-3 48c iii)
	(a)	(+)	Core process Downstream	Consumers and end-users (i.e. students) Society Affected communities Nature	Short-term Medium-term Long-term

Title (SBM-3 48a)	Location enhancement for companies				
Theme (SBM-3 48a, h)	University-specific				
Description (SBM-3 48a)	The presence of TU Graz contributes significantly to increasing the attractiveness of the location for companies by providing highly qualified specialists and opportunities for research cooperation. This promotes synergy effects between science and industry, which sustainably strengthen both the innovative power and competitiveness of the location. TU Graz actively supports spin-offs by providing entrepreneurship training for students and staff and offering comprehensive support services (e.g. Science Park, Start-up Garage, Innovation Marathon, Spinnovation, etc.). This encourages entrepreneurship, strengthens the development of young companies and contributes to job creation and innovation in the long term.				
	Actual (a) or potential (p) (SBM-3 48a)	Positive (+), negative (–), risk (r) (SBM-3 48a)	Occurrence in value chain (SBM-3 48a, c iv)	Impact on humans and environment (SBM-3 48c i)	Time frame (SBM-3 48c iii)
	(a)	(+)	Core process Downstream	Consumers and end-users (i.e. students) Collaboration partners Society Affected communities	Short-term Medium-term Long-term

Title (SBM-3 48a)	Third-party funding and fundraising				
Theme (SBM-3 48a, h)	University-specific				
Description (SBM-3 48a)	A decline in the third-party funding due to economic difficulties or the loss of funding leads to a decline in the overall budget of TU Graz.				
	Actual (a) or potential (p) (SBM-3 48a)	Positive (+), negative (–), risk (r) (SBM-3 48a)	Occurrence in value chain (SBM-3 48a, c iv)	Impact on humans and environment (SBM-3 48c i)	Time frame (SBM-3 48c iii)
		(r)	Upstream Core process	Own workforce Consumers and end-users Collaboration partners Society	Medium-term Long-term

Title (SBM-3 48a)	Budget/Financing				
Theme (SBM-3 48a, h)	University-specific				
Description (SBM-3 48a)	Decline in student numbers and associated reduction in federal funding for TU Graz: Due to low birth rates, the emergence of new tertiary education providers and similar factors, there is a risk of falling numbers of first-time enrolments and a decline in student examination activity.				
	Actual (a) or potential (p) (SBM-3 48a)	Positive (+), negative (–), risk (r) (SBM-3 48a)	Occurrence in value chain (SBM-3 48a, c iv)	Impact on humans and environment (SBM-3 48c i)	Time frame (SBM-3 48c iii)
		(r)	Upstream Core process	Own workforce Consumers and end-users	Medium-term Long-term

G1 BUSINESS CONDUCT

Title (SBM-3 48a)	Code of Conduct				
Theme (SBM-3 48a, h)	Corporate culture				
Description (SBM-3 48a)	A good corporate culture contributes to the success and positive reputation of TU Graz and is supported by the Code of Conduct.				
	Actual (a) or potential (p) (SBM-3 48a)	Positive (+), negative (–), risk (r) (SBM-3 48a)	Occurrence in value chain (SBM-3 48a, c iv)	Impact on humans and environment (SBM-3 48c i)	Time frame (SBM-3 48c iii)
	(a)	(+)	Core process	Suppliers Consumers and end-users Own workforce Collaboration partners Clients	Short-term Medium-term Long-term

Title (SBM-3 48a)	Protection of whistle-blowers				
Theme (SBM-3 48a, h)	Protection of whistle-blowers				
Description (SBM-3 48a)	The protection of whistle-blowers contributes to the further development of TU Graz. It enables the confidential reporting of misconduct and the creation of an open culture. This allows TU Graz to specifically adapt its framework conditions and regulations and contribute to strengthening social security and a positive working atmosphere.				
	Actual (a) or potential (p) (SBM-3 48a)	Positive (+), negative (–), risk (r) (SBM-3 48a)	Occurrence in value chain (SBM-3 48a, c iv)	Impact on humans and environment (SBM-3 48c i)	Time frame (SBM-3 48c iii)
	(a)	(+)	Core process	Own workforce	Short-term Medium-term Long-term

Title (SBM-3 48a)	Contribution to the creation of framework conditions				
Theme (SBM-3 48a, h)	University-specific				
Description (SBM-3 48a)	Employees of TU Graz contribute to shaping relevant legal and regulatory frameworks through their participation in standardisation committees (scientific staff at the institutes) and through their technical expertise in the drafting of laws and regulations (employees at all levels).				
	Actual (a) or potential (p) (SBM-3 48a)	Positive (+), negative (–), risk (r) (SBM-3 48a)	Occurrence in value chain (SBM-3 48a, c iv)	Impact on humans and environment (SBM-3 48c i)	Time frame (SBM-3 48c iii)
	(a)	(+)	Core process	Lawmakers Administration Society Nature	Short-term Medium-term Long-term

Title (SBM-3 48a)	Corruption and bribery				
Theme (SBM-3 48a, h)	Corruption and bribery				
Description (SBM-3 48a)	Corrupt practices, including bribery and the acceptance of gifts, can lead to structural inequalities and discrimination against employees and companies throughout the entire value chain. Furthermore, such behaviour carries the risk of causing lasting damage to institutional reputation.				
	Actual (a) or potential (p) (SBM-3 48a)	Positive (+), negative (–), risk (r) (SBM-3 48a)	Occurrence in value chain (SBM-3 48a, c iv)	Impact on humans and environment (SBM-3 48c i)	Time frame (SBM-3 48c iii)
	(p)	(–)	Upstream Core process Downstream	Suppliers Consumers and end-users Own workforce Clients	Short-term Medium-term Long-term

Title (SBM-3 48a)	Corruption and bribery awareness				
Theme (SBM-3 48a, h)	Corruption and bribery – Prevention and detection including training				
Description (SBM-3 48a)	TU Graz has established a framework for preventing and detecting corruption with its code of conduct, the powers of attorney and guidelines manual, the guideline on safeguarding good scientific practice, the procurement guideline, the whistleblowing policy, etc.				
	Actual (a) or potential (p) (SBM-3 48a)	Positive (+), negative (–), risk (r) (SBM-3 48a)	Occurrence in value chain (SBM-3 48a, c iv)	Impact on humans and environment (SBM-3 48c i)	Time frame (SBM-3 48c iii)
	(p)	(–)	Upstream Core process Downstream	Suppliers Consumers and end-users Own workforce Clients	Short-term Medium-term Long-term

48 b, f – Influence of significant impacts, risks and opportunities on the business model, value chain, strategy, and decision-making

The business model of TU Graz – research and research-led teaching – is anchored in the Austrian Universities Act (UG, BGBl. I Nr. 120/2002 idF. I Nr. 68/2025) and is therefore structurally stable. The strategy and business model demonstrate high resilience to significant impacts and risks. This resilience is strengthened through internal control mechanisms, such as annual risk analysis, as well as through the continuous development of strategic direction. At the same time, TU Graz pursues the goal of identifying emerging opportunities at an early stage and making them usable in the interest of sustainable development of the university.

The participatory involvement of employees, students and scientific and economic cooperation partners ensures that the business model and strategy are continuously adapted to internal and external influencing factors. Further information on significant impacts, risks and opportunities can be found in the topic-specific chapters under SBM-3.

Strategy development processes at TU Graz are usually based on SWOT analyses that take into account diverse perspectives, especially with regard to the university's strengths profile. In this way, in addition to the strengths identified, potential opportunities and risks and related indirect impacts of strategic options are also captured and assessed.

No systematic identification of sustainability-related opportunities was carried out during the year under review.

Impact, risk and opportunity management

IRO-1 – Description of the processes to identify and assess material impact, risks and opportunities

53 a – Methods and assumptions in identifying impacts, risks and opportunities, and assessing their materiality

The identification and assessment of impacts, risks and opportunities was carried out in 2025 based on the concept of double materiality. The process was guided by the methodological guidelines of ESRS 1 and the topic-specific guidelines according to the final ESRS standards (31 July 2023) and 'the EFRAG IG 1 – Materiality Assessment Implementation Guidance'.

At the beginning of the process, an overview of the internal and external processes along the value chain was created and the most important stakeholder groups were defined. Based on qualitatively and quantitatively collected information, actual and potential as well as positive and negative impacts on people and the environment (inside-out perspective) were assessed. Risks and opportunities for the university (outside-in perspective) were taken into account on a point-by-point basis. The existing internal risk catalogue of TU Graz served as the basis for identifying risks, while opportunities were not systematically collected in this reporting year.

The 10 ESRS topics were used as the basis for the evaluation:

environment
- climate and energy
- pollution
- water
- biodiversity and ecosystems
- resource use and circular economy

social
- own workforce
- workers in the value chain
- affected communities
- consumers and end-users

governance
- university conduct

A threshold has been defined to assess whether a topic is material. The impacts, risks and opportunities above this threshold were identified as the first essential topics. These results were discussed with the Sustainability Reporting Working Group of the Sustainability Advisory Board of TU Graz. Topics that could not be clearly excluded as not material were considered separately and presented to the Sustainability Advisory Board for comment. The opinions of the external stakeholders were collected by means of interviews. In particular, the focus was on topics that were close to the materiality threshold or that could not initially be clearly assessed from the perspective of the working group. The interviewees were selected by selecting representatives for each of the most important stakeholder groups (further information can be found in 53 b ii).

These results obtained were compiled, presented to the Sustainability Advisory Board, adopted by it as a proposal for the Rectorate, and concluded by the Rectorate.

53 b i, ii – Overview of the processes for identifying and monitoring impacts on people and the environment

A working group of internal experts and stakeholders was set up for each ESRS topic, including representatives of the works councils, the AkG, the OU Personnel, Equality Youth, Care, Quality Management, Evaluation and Reporting, Research & Technology House, Buildings and Technical Support, STS Unit of the Institute of Human-Centred Computing, Strategy and Organizational Development, University Students at TU Graz, Data Protection Officer as well as Disability Liaison Officer. The working group split into topical sub-working groups. These analysed in several meetings the interfaces of university activities with their environment, particularly with regard to people and the environment. Each topical working group analysed the associated subtopics and sub-subtopics according to ESRS 1 AR 16 with regard to positive and negative as well as actual and potential impacts, both from TU Graz's own activities and within the value chain. For example, the ESRS topic E1 'Climate Change' includes the subtopics 'Climate change adaptation', 'Climate change mitigation' and 'Energy'. All impacts of the 92 subtopics as well as 8 university-specific subtopics were described, assigned to the affected stakeholders (groups), supported with data or assumptions and discussed regarding their mid- and long-term development. In addition, potential negative impacts on human rights were examined. A total of 142 sustainability-related impacts were identified.

The analysis was carried out at activity level, e.g. research, teaching, procurement, as well as on the basis of relationships with cooperation and strategic partners in business and science. Some sub-subtopics, such as the extraction and use of marine resources, water discharges in the oceans, or child or forced labour in one's own workforce, were assessed as not applicable. (Further details can be found in the thematic chapters on IRO-1.)

The results of this process step, including the assumptions made, were incorporated into the subsequent evaluation process and supplemented with university-specific details. For the assessment of the identified impacts, risks and opportunities, scales of internal risk management at TU Graz were used in an adapted form.

Internal data sources included, among others, GHG balance sheets, GHG monitoring, primary data on water, energy and heat consumption, and the chemicals management system. In addition, the expertise of internal experts from the areas of Urban Water Management and Landscape Water Engineering, the STS unit of the Institute of Human-Centred Computing, the preventive team and Equality, Youth, Care were used, among others.

External data collection includes access to scientific publications, reports from other universities, and information from suppliers and cooperation partners, some of which are subject to CSRD reporting. The internal risk management team also provided expertise for risk assessment. Most ESG risks are already part of the internal risk management system and thus also of the risk management process. A description of the risk management process can be found in Chapter GOV-5.

In order to manage the scope of the first double materiality assessment, a special focus was placed on the analysis and assessment of impacts and risks on the own workforce, students, and the first link in the value chain. his took into account impacts from both the university's own business activities and relevant business relationships. With regard to the analysis and assessment of the social impact on workers in the value chain as well as on affected communities, TU Graz sees potential for future in-depth consideration.

53 b iii – Consultation of affected stakeholders

To identify the sustainability topics that are essential for TU Graz, internal experts and committees were involved both for topic-related considerations and for the overall materiality assessment. Internal representatives from the following committees, service OUs and institutes of TU Graz participated in the working groups:

- Works councils
- Working Group for Equal Opportunities (AkG)
- Equality, Youth Care
- TU Graz Student Union (HTU)
- Staff
- Research & Technology House
- Registrar's Office
- Disability Liaison Officer
- Sustainability Advisory Board
- Data Protection and Security Officer
- Safety Engineer
- STS Unit of the Institute of Human-Centred Computing (HCC)
- Institute for Urban Water Management and Landscape Water Engineering

In parallel, external stakeholders were involved, including suppliers, Austrian universities, the administration of the city of Graz, the Federal Ministry for Women, Science and Research, cooperation partners from the business sector, and funding providers. These were asked about the individual ESRS topics and their relevance for TU Graz.

53 b iv, d – Assessment of impact

Potential and actual impacts on humans and the environment are assessed based on their likelihood and severity. The severity consists of three factors:

- **Scale:** Describes the depth of the impact e.g. changing the quality of an ecosystem or impairing human health
- **Scope:** In the case of an environmental impact, the scope can be understood as the area affected by environmental damage or a geographical area; in the case of impacts on people, the scope can be understood as the number of people affected.
- **Irremediable character** (only for negative effects): This factor describes whether and under what effort negative effects can be compensated, mitigated, or remedied.

The system of internal risk analysis already in place at TU Graz is used to assess sustainability-related impacts. This offers a categorisation of severity and likelihood of occurrence on a scale of 1-4, with 4 representing the highest severity in each case. For the assessment of impacts, the classification of the scale values was supplemented with further qualitative descriptions. Thus, 4 can be understood in a positive sense for systematic improvement or in a negative sense for the destruction of ecosystems. For the scope category, 4 can be understood as concerning the entire system under consideration and for the Irremediable character category as irrecoverable. The likelihood describes the frequency of occurrence and ranges from less frequent than every 25 years to several times a year.

By multiplying the two values of severity and likelihood, the significance of the impact is determined. The resulting value serves as a threshold indicator for determining materiality, with all effects from value 9 onwards being considered material. In the area of human rights, a likelihood of four is preselected due to its particular relevance and sensitivity. This weighting takes into account the fact that human rights impacts and risks in global and institutional contexts are often difficult to predict but potentially serious.

For validation, the results of the evaluations from the sub-working groups were first discussed (across all topics) in the entire Sustainability Reporting Working Group of the Sustainability Advisory Board and then submitted to the Sustainability Advisory Board for comment. At the same time, the results were taken up in the interviews with the external stakeholders and subjected to further reflection.

A more in-depth discussion took place in particular on those topics that had not yet been clearly assessed, in order to ensure a consistent interpretation and to reach a common level of assessment: climate change adaptation; substances of (very high) concern; water consumption; biodiversity; waste; and residential. In the final step, the lessons learned were systematically consolidated with the involvement of external support (management consulting with a focus on sustainability transformation) and the key topics derived from them were determined. These topics identified material form the basis for the reporting. Classifying the individual topics as not material – such as biodiversity or water use – does not imply that TU Graz does not attach any importance to these topics nor derives or has derived any policies, objectives, and measures for these topics.

53 c ii-iii, d, e, f – Assessment and prioritisation of risks and opportunities

The assessment of the identified risks is carried out annually according to a standardised procedure from the internal risk management of TU Graz. The likelihood of occurrence, extent of damage, and type of risk (risk category) are taken into account (gross) before measures are taken. The likelihood of damage is evaluated on a scale of 1 (less frequently than every 25 years) to 4 (several times a year). The amount of damage is also assessed using a four-point scale. For this purpose, the type of risk is additionally differentiated according to the risk category (Monetary, Image, Health, Impact on ongoing university operations). Each risk category is assigned a level of damage that allows for a quantitative (monetary) or a qualitative (image, health and impact on ongoing university operations) assessment. The combination of likelihood of damage and amount of damage results in the risk matrix from which the prioritisation of risks is derived. All risks with a risk priority index (RPI) of 9 or higher are considered material. Reduction measures are required for these risks. Risks identified with a value between 6 and 9 are 'closely monitored' by being evaluated every six months.

The sustainability-related significant risks collected so far come from the current risk catalogue of TU Graz's internal risk management and are therefore prioritised according to the same principle as other risks. SWOT analyses are used as part of the further development of the strategy. This also covers the identification, evaluation and management of opportunities.

53 d – Decision-making process and control procedures

The Sustainability Reporting Working Group of the Sustainability Advisory Board developed the contents of the double materiality assessment with the involvement of internal experts. The interim results produced were then coordinated with external experts and stakeholders and submitted to the Sustainability Advisory Board for comment. The feedback received was incorporated with the involvement of external support (management consulting with a focus on sustainability transformation). On this basis, the Sustainability Advisory Board decided on the key topics. The resulting proposal was adopted by the Rectorate in July 2025.

53 g – Input parameters used

Both internal and external data sources are used to assess the identified impacts, risks and opportunities. Internal data sources include, for example, location lists, employee numbers, TU Graz reports such as the intellectual capital report, corporate governance report, gender report, greenhouse gas balance sheets, greenhouse gas monitoring, progress reports, etc. External sources include, in particular, legal requirements, standards, guidelines, and online accessible information, for example from the Federal Environment Agency GmbH or the Climate Change Centre Austria (CCCA). Detailed information can be found in E1-IRO-1, E2-IRO-1, E3-IRO-1, E4-IRO-1, E5-IRO-1 and G1-IRO-1 as well as in the topic-related chapters.

E1-IRO-1 – Description of the processes to identify and assess material impact, risks and opportunities

20 a-c – Procedures for identifying material impacts, risks and opportunities

The double materiality assessment reviewed the impacts and risks from TU Graz's own activities and in the upstream and downstream value chain related to climate change. For this purpose, interviews were conducted with internal experts, in particular from the Service OU Buildings and Technical Support (energy and thermal data) and the STS unit of the Institute for Human Centred Computing (HCC) (GHG emissions from own activities and in the value chain, adaptation to climate change) – as well as with external stakeholders. The data basis included, among others, energy indicators (Service OU Buildings and Technical Support), the GHG balance sheet 2023 (see Ensbacher et al. 2024b), the GHG monitoring 2024 (see Ensbacher et al. 2025b), the fourth progress report 2024 (see Eder/Getzinger 2025), climate tables and diagrams (see Time and Date 2025), climate data from the University of Graz (see Uni Graz 2025) and information from the Federal Ministry of Agriculture, Forestry, Climate and Environmental Protection, Regions and Water Management on climate change and its consequences (see BMLFUW 2025). To identify and assess climate change-related impacts on infrastructures (e.g. due to increasing extreme weather events), economy (e.g. water shortages due to changes in rainfall that affect resource extraction or water transport routes), and health (e.g. impairments of physical and mental performance in non-air-conditioned rooms or outdoors) were based on the Climate Impact and Risk Analysis

for Germany of the Federal Environment Agency (see Kahlenborn et al. 2021) and on the Austrian Climate Change Assessment Report 2014 of the APCC (2014). Since TU Graz is not a manufacturing company, no market dependencies were found. An assessment of climate-related risks associated with the production of primary raw materials (e.g. mining, agribusiness and forestry), specific production chains (e.g. chip manufacturing for the automotive industry), or specific transport routes (by sea or air freight, transcontinental rail or road transport) were therefore not undertaken.

For the analysis of physical – acute and chronic – climate risks, the core activities of TU Graz were examined with regard to their interfaces with potential threats to people (employees, students, external visitors such as schools, etc.) as well as the environment (infrastructure, green spaces, etc.).

It is assumed that TU Graz's core activities are not significantly affected by climate-related physical risks. However, an increase in acute and chronic risks for people, buildings, and infrastructure is to be expected as a result of increasing heat waves. Further details can be found in E1-SBM-3.

21 – Use of climate-related scenario analyses for the identification and assessment of physical and transition risks and opportunities

Data and information on the federal territory of Austria, the federal state of Styria, and the city of Graz were used to identify and assess physical and transitional risks. The basis was, in particular, climate modelling, which maps scenarios up to 2050 and 2100. In particular, the respective scenarios Representative Concentration Pathway: RCP8.5[1] were taken into account (cf. Land Steiermark 2025).

For the pragmatic scenario analysis, the final report ÖKS15 – Climate Scenarios for Austria (Chimani et al. 2016), information from the State of Styria on climate scenarios for the Federal State of Styria up to 2100 (see Land Steiermark 2016), the ClimaMap from the State of Styria (see Land Steiermark/GIS Steiermark 2025b), Information about surface temperature and climate scenarios for the city of Graz, taken from the Climate Information System (KIS) of the city of Graz, (see Stadt Graz 2025) and the Natural Hazard Overview & Risk Assessment Austria (see BMLUK/BEV 2025) are used as a basis. Based on this, an overview of previous regional climate developments as well as potential future physical and transitory risks for TU Graz sites could be obtained.

Experience from dealing with the Corona pandemic shows that the core activities of TU Graz are highly resilient.

An in-depth sensitivity analysis and vulnerability assessment of business activities, material flows, and infrastructure has not yet been carried out.

1 RCP 8.5 scenarios show climate models that assume climate policy without Climate change mitigation measures (business as usual).

E2-IRO-1 – Description of the processes to identify and assess material pollution-related impacts, risks and opportunities

11 a, b, AR 9 – Procedures for identifying material effects, risks, and opportunities

In the context of the double materiality assessment, impacts and risks were identified through own activities and, to a limited extent, in the upstream and downstream value chain (e.g. official travel, commuting of employees and students, plastics in purchased goods and packaging) in connection with environmental pollution. For this purpose, interviews were conducted with internal experts – in particular from the Service OU Buildings and Technical Support (emissions in wastewater, air and soil, as well as noise) and from the preventive team of TU Graz (e.g. chemicals, accident numbers) – as well as carried out with external stakeholders within the framework of stakeholder involvement. The data basis included, among others, the list of hazardous substances, safety data sheets, results from noise measurements, and information from permits for laboratories and workshops on emission limit values and testing obligations. In addition, findings from the emergency manual on already identified hazard scenarios as well as assumptions on microplastics, particulate matter, ventilation systems and PFAS (per- and polyfluoroalkyl substances)[2] were taken into account. Further detailed information can be found in E2-SBM-3.

Due to the legal regulations on structural and safety-relevant requirements, on commissions and emissions as well as their partial surplus by TU Graz – for example through close wastewater testing of its own – and in view of the fact that TU Graz is not a manufacturing company with high emission volumes, the topics of air, water, and soil pollution did not exceed the materiality threshold.

A particular focus of the materiality analysis related to environmental pollution was on laboratory activities, as this is where the highest potential risk of environmental pollution was suspected. In particular, assessments by external stakeholders led to the topic Substances of Concern and Substances of Very High Concern (SVHCs), which exceed the materiality threshold. The decisive factor was not so much the quantity of substances used, but rather the wide variety of chemicals used and their relevance to the health and safety of potentially affected persons. In addition, there was the social mandate formulated in this context by stakeholders to further advance research activities with the substitution of SVHCs.

2 PFAS are an extensive group of industrial chemicals. They are organic, man-made compounds that do not occur naturally. Due to their special properties, they have been used for decades in many industrial sectors and consumer products. They are absorbed by humans mainly through food, accumulate in the organs and blood, and can cause various health effects (see UBA 2025).

E3-IRO-1 – Description of the processes to identity and assess material water and marine resources-related impacts, risks and opportunities

8 a, b – Procedures for identifying material effects, risks and opportunities

In the context of the double materiality assessment, impacts and risks were identified through own activities and, to a limited extent, in the upstream and downstream value chain (e.g. steel production, water supply and disposal by the Graz Holding company) in connection with water and marine resources reviewed. For this purpose, interviews were conducted with internal experts – in particular from the Service OU Buildings and Technical Support (water consumption, wastewater management) as well as the Institute for Urban Water Management and Landscape Water Engineering – as well as with external stakeholders. The basis for this was, among other things, data on water consumption at TU Graz, the Indirect Discharge Ordinance (BGBl. II Nr. 222/1998 idF. BGBl. II Nr. 389/2021), as well as information from the Graz Holding company on ensuring water supply and disposal as well as wastewater collection and treatment (see Holding-Graz 2025).

Due to the low wastewater volume of TU Graz compared to manufacturing companies and the processing volume of the local sewage treatment plant, as well as the fact that water use and consumption by employees and students for hygiene are site-specific, but the issue of water consumption did not exceed the materiality threshold. The topic of marine resources was classified as inapplicable because TU Graz has neither activities involving the diversion of water into oceans nor the extraction and use of marine resources.

E4-IRO-1 – Description of processes to identify and assess material biodiversity and ecosystems-related impacts, isks and opportunities

17 a-d, 19 – Procedures for identifying material effects, risks and opportunities

In the context of the double materiality assessment, impacts and risks were identified through own activities and, to a limited extent, in the upstream value chain (e.g. steel production, construction of buildings and infrastructure for research, teaching and administration, use and maintenance of the outdoor areas of the TU Graz sites) in relation to biodiversity and ecosystems were reviewed. For this purpose, the location of the TU Graz sites with regard to spatial proximity to protected areas was examined in particular, and interviews with external stakeholders were conducted. The basis was, among other things, data on land use, the biodiversity guide for universities of the Alliance of Sustainable Universities in Austria (see Weiger et al. 2025), data from the Geoinformation System (see Land Steiermark/GIS-Steiermark 2025b), and the contribution of the Global Society Institute (2025) on 'The global impacts of mining: challenges and consequences'. Direct causes of biodiversity loss due to direct use of animals, species, or ecosystems do not occur and are therefore not applicable.

There is no spatial proximity to European protected areas – Natura 2000, national parks, nature parks, or nature reserves. A protected landscape area (1329) is located on the campus Alte Technik (cf. Land Steiermark/GIS-Steiermark 2025a).

Due to the limited site area, its distance from ecologically sensitive protected areas, and the activities carried out there, no significant negative or positive impacts or risks were identified during the analysis. In addition, no relevant dependencies on biodiversity could be demonstrated. Nevertheless, TU Graz is committed to promoting biodiversity and will take further appropriate measures in the future.

E5-IRO-1 – Description of the processes to identify and assess material resource use and circular economy-related impacts, risks and opportunities

11 a, b, AR 7 – Procedures for identifying material effects, risks and opportunities

The double materiality assessment reviewed impacts and risks from own activities (with a particular focus on university operations) and, to a limited extent, in the upstream and downstream value chain (resource use and consumption, construction of buildings and infrastructure for research, teaching and administration) related to resource use and the circular economy. For this purpose, interviews were conducted with internal experts – especially from the service OU Buildings and Technical Support (waste) and Purchasing (procurement, return of e.g. packaging and used toner cartridges) as well as from the preventive team at TU Graz (hazardous waste) – and with external stakeholders. The basis was, among other things, legal texts, the waste management concept of TU Graz (see TU Graz 2005a), data on waste quantities, and information on the TU Graz internal initiatives (e.g. furniture-reUSE promotion, office supplies

gifting promotions, internal sharing of IT equipment). The use of substances of concern and of particular concern also generates hazardous waste.

Due to the small volume of material flows, the topics resource inflows, including resource use and resource outflows related to products and services do not exceed the materiality threshold.

G1-IRO-1 – Description of the processes to identify and assess material impacts, risks and opportunities

6 – Procedures for identifying material effects, risks and opportunities

The double materiality assessment reviewed impacts and risks from own activities and along the value chain in relation to university management. For this purpose, interviews were conducted with internal experts – in particular from the staff units Quality Management, Evaluation and Reporting, Strategy and Organizational Development as well as from the Service OU Personnel – as well as with external stakeholders. The basis for this was, among other things, legal texts, the Code of Conduct of TU Graz, internal guidelines and policies, as well as data from reports, particularly from TU Graz's intellectual capital record (see TU Graz 2021, TU Graz 2025o).

TU Graz does not pursue any institutional political commitment. However, individual employees work in technical standardisation committees and in an advisory capacity on regulatory issues. These activities can have an indirect impact on ecological or social conditions and are therefore considered as university-specific topics.

IRO-2 – Disclosure requirements in ESRS covered by the University's sustainability statement

The required information on the disclosure requirements is represented in the table of contents.

Environmental information

ESRS E1 Climate change

Graz University of Technology (TU Graz) actively contributes to solving societal challenges. In particular, the goal agreed upon at the UN Climate Change Conference in Paris, to limit global warming to 1.5 °C above pre-industrial levels (see UNFCCC 2016), is based on a significant and very rapid reduction in greenhouse gas (GHG) emissions. This involves ambitious efforts to decarbonise all sectors. It is the goal of the European Union to become climate neutral by 2050 (see European Union 2021). As a sub-target, it is necessary to reduce greenhouse emissions by at least 55 % until 2030 compared to levels from 1990 (see ibid.). In order to reach these goals, the Graz University of Technology has made it its mission to use scientific expertise and a strategic road map to decarbonise its operations. The commitment to these efforts is anchored in the TU Graz vision, as well as stated in writing as a social objective in the development plan and the performance agreement (see TU Graz 2023a; TU Graz/BMBWF 2021).

Strategy

E1-1 – Transition plan for climate change mitigation

TU Graz has set itself the objective of becoming climate neutral. This objective was adopted on 31 August, 2020 by a decision of the Rectorate (cf. TU Graz 2020c). It aims to achieve this by 2030. To implement this, the project 'Road map Climate-Neutral TU Graz 2030' was launched, defining a comprehensive package of measures to achieve the objective. The TU Graz follows the guidelines determined by the experts of the Alliance of Sustainable Universities in Austria (2022) and current, state of the art technology standards. Appropriate tools such as ClimCalc (versions v2.1, v2.5, v3.1.3, v3.2) from the Alliance (2022) are also being used. This project, with the measures outlined therein, forms the university's transition plan to climate neutrality. The measures include reductions in GHG emissions through guidance, promotion and awareness raising.

The measures are outlined in annual progress reports. Four reports have been published to date (see Getzinger 2021; Häller/Getzinger 2023; Häller et al. 2024; Eder/Getzinger 2025). In addition to the published greenhouse gas balances and greenhouse gas monitoring, the progress reports serve as key instruments for documenting the university's progress towards climate neutrality (see Passer/Maier 2020; Häller et al. 2024; Ensbacher et al. 2024a; Ensbacher et al. 2024b; Ensbacher et al. 2025a; Ensbacher et al. 2025b).

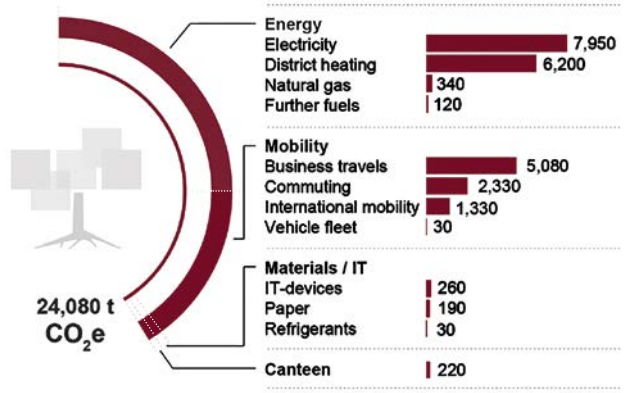
The reference balance for the transition plan is the GHG balance from 2017. The current status of the reference balance and the target path are presented in the GHG balance for 2023 (see Ensbacher et al. 2024b) and the third progress report for 2023 (see Häller et al. 2024). Based on these reports, transition plan is as follows (see figure 3a and figure 3b).

TU Graz estimates a baseline of currently 24,080 t CO_2e based on the 2017 reference balance sheet. According to the 2023 progress report (see ibid.), it is assumed that the remaining emissions in 2030 will amount to around 9,000 t CO_2e.

16 a – Compatibility of the transition plan with Paris Agreement

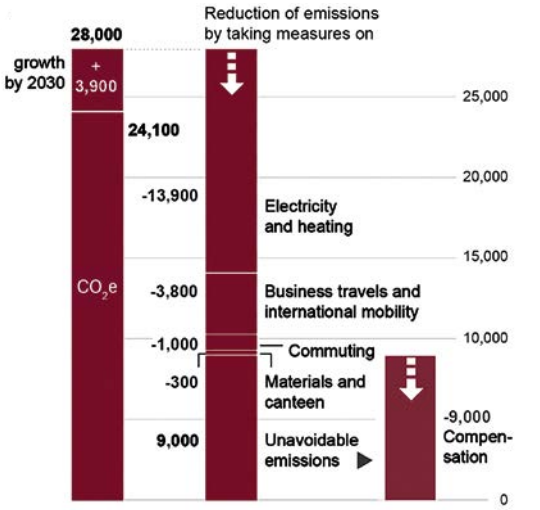
The transition plan stipulates that TU Graz will reduce its GHG emissions in all three scopes (Scope 1, 2 and 3) excluding unavoidable residual emissions, based on the 2017 reference GHG balance. Achieving the goal of climate neutrality requires offsetting these residual emissions.

Figure 3a:
Greenhouse gas (GHG) emissions TU Graz 2017



Source: TU Graz 2025
APA-GRAFIK ON DEMAND

Figure 3b:
Roadmap to Net Zero TU Graz 2030



16 b – Levers and key actions for decarbonisation

To reduce Scope 1, Scope 2 and Scope 3 emissions, measures have been defined in the following areas (cf. Eder/Getzinger 2025):

- Management of the Climate-Neutral TU Graz 2030 project
- Communications and public relations
- Electricity
- Heating
- Mobility
- Other energy use
- Buildings
- Material and equipment
- Canteen and food
- Adaptations to climate change and biodiversity
- Offsetting

The exact description of the individual measures can be found under E1-3: Actions and resources in relation to climate change policies.

16 h – Integration of transition plan into overall business strategy

The road map Climate-Neutral TU Graz 2030 is anchored as a central guiding principle in the university's vision and thus forms an integral part of the overarching strategy. It can therefore also be found in the development plan and in the performance agreement and is closely interwoven with the general university strategy (cf. TU Graz 2023a; TU Graz/BMBWF 2024).

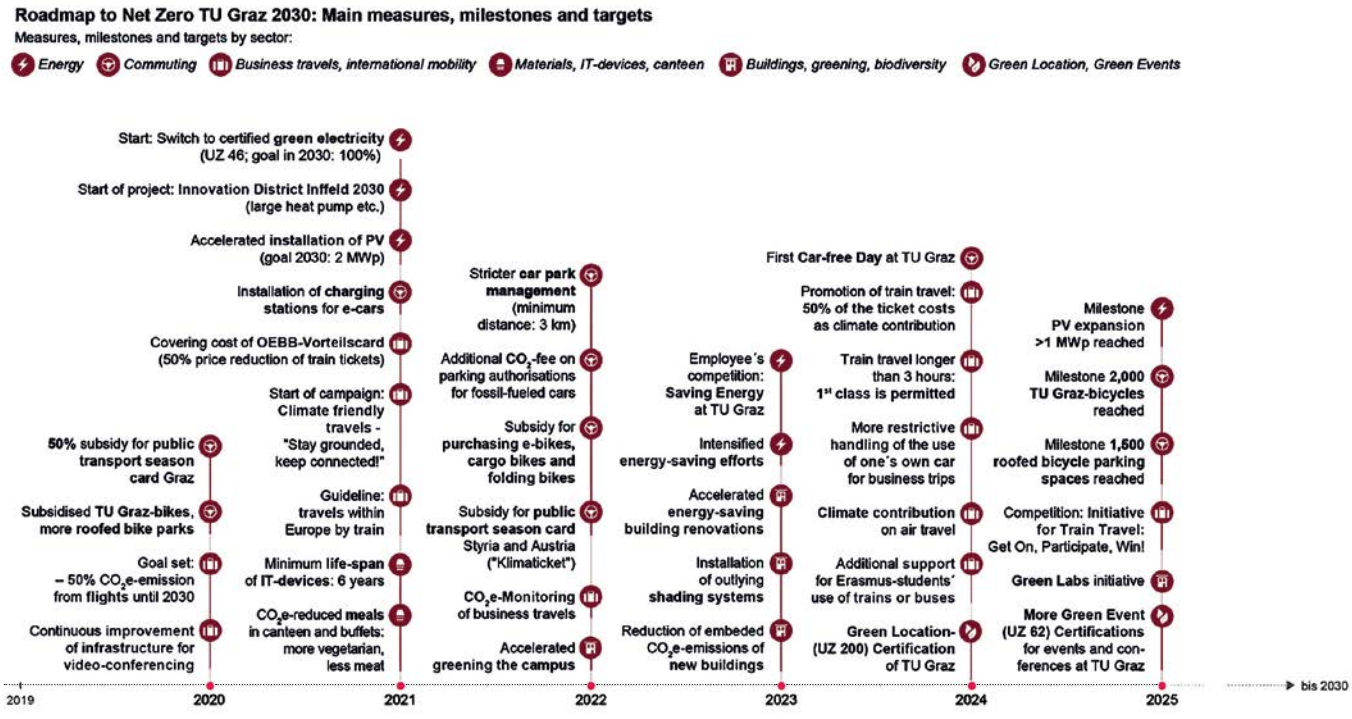
16 i, j – Approval of transition plan and implementation progress

The implementation of the transition plan, which has been ongoing since 2020, is progressing successfully. The interim targets set out in the road map for 2024 have been almost completely achieved. Only in a few areas have adjustments been made to the targets or the actions refined. The implementation of the actions is consistently driven forward by the Rectorate, in particular by the Vice Rectorate for Infrastructure and Sustainability, as well as by all those who are directly involved in and responsible for the project (cf. Eder/Getzinger 2025).

Progress that deserves special recognition (cf. TU Graz 2025o):

- Six yearly GHG balances and monitoring reports have been published.
- The fourth progress report will be published in 2025.
- The second evaluation of the project (by the Austrian Federal Environment Agency) was carried out in 2024, accompanied by a series of valuable suggestions for improvement and a positive overall result.
- All GHG balances, GHG monitorings, progress reports, and evaluation reports were published on the website www.klimaneutrale.tugraz.at.
- In May 2024, the climate contribution was introduced as subsidy for the use of trains and buses and as levy on flights. Its steering effects will be evaluated from 2025 onwards.
- A significant reduction in heating requirements with long-term effects was achieved in the heating periods 2022/2023 and 2023/2024.
- By expanding the PV systems on TU Graz buildings, a PV electricity yield of more than 1 million kWh was achieved for the first time in 2024.
- The UserGRIDs research project (cf. Häller et al. 2024) was completed in the Innovation District Inffeld.
- In 2023/2024, another modal split and transport performance survey was carried out by the TU Graz (in collaboration with all Styrian universities).
- In 2024, TU Graz was successfully certified as a Green Location according to UZ 200. In this context, more and more events and conferences at TU Graz are also being certified as Green Events (according to the UZ 62 eco label).
- Also in 2024, the first TU Graz-wide Car-free Day took place, combined with a series of offers and events on the Campus Inffeldgasse. Car commuters were encouraged to switch to public transport and bicycles, which was fortunately implemented by 18 % of those with parking permits in the TU Graz car parks.

Figure 4: Bundle of measures across central areas of university action in accordance with the 2024 progress report (Source: TU Graz 2025l)



UZ 46: an Austrian certification for green energy, ecolabel. https://www.umweltzeichen.at/de/zertifizierung/der-weg-zum-umweltzeichen/antragsinfo-uz-46-gruener-strom
OEBB: ÖBB Vorteilscard is a discount card offered by the Austrian Federal Railways (ÖBB).

Commissioned by TU Graz / www.klimaneutrale.tugraz.at
APA-GRAFIK ON DEMAND

Reducing GHG emissions in the following three emission categories is proving to be particularly challenging (cf. TU Graz 2025o):

- GHG emissions from air travel as part of business trips, sabbaticals, and stays abroad for employees and students: To reduce these emissions, TU Graz is relying on the impact of the climate contribution introduced in 2024 as well as on the Erasmus+ Green grant, which is an additional subsidy for the use of trains and buses, during students' stays abroad.
- GHG emissions from commuter mobility of employees and students: Considering the goal of reducing the share of cars in the modal split to 10 % by 2030, a package of measures is currently being developed that will further increase the convenience of public transport and bicycle use.
- Grey GHG emissions from new buildings and renovations: Together with the Federal Real Estate Company, TU Graz is working on a Memorandum of Understanding to be completed by early 2025, which aims, among others, to significantly reduce grey emissions from new university buildings.

E1-SBM-3 – Material impacts, risks and opportunities and their interaction with strategy and business model

18 – Explanation of material climate-related risks

TU Graz did not carry out a comprehensive resilience analysis in 2024. Climate-related risks were identified as part of the double materiality assessment process. Acute risks (e.g. heat waves, heavy rainfall) and chronic risks (e.g. prolonged heat stress) were identified as significant physical climate risks for the TU Graz locations (see ESRS 2 SBM-3).

Transition risks were defined as follows (cf. ibid.):

- Market risks:
  - rise in energy prices
  - costs and cost development for high-quality compensation projects

AR 8 b – Adaptability of the business model to climate change

The experiences gained from the coronavirus pandemic have shown that TU Graz is able to carry out its teaching and research activities in a highly resilient manner. The transition plan already includes climate change adaptation measures, such as further greenery and shading measures. Through intensive cooperation with the Bundesimmobiliengesellschaft m.b.H. (BIG) [the Federal Real Estate Company] and the city of Graz (e.g. master plan for the Campus Inffeldgasse), the TU Graz contributes to sustainable urban development adapted to climate change. The transitory risks require close monitoring of energy prices and a careful strategy for compensation projects.

Impact, risk and opportunity management

E1-2 – Policies related to climate change mitigation and adaptation

24 – Policies for managing material impacts, risks and opportunities

Within the framework of two policies, TU Graz addresses the management of material impacts, risks, and opportunities in connection with climate change mitigation and adaption. Energy management forms the basis for the energy management system at TU Graz. The project Road map Climate-Neutral TU Graz 2030 also addresses the decarbonisation strategy.

25 – Sustainability aspects addressed in the climate change policy

When drafting and implementing the policies, TU Graz focuses on a broad approach to sustainability. Great importance is placed on social aspects. In addition to climate change, the policies should also address the circular economy, efficiency, regionality, waste reduction and the preservation of biodiversity.

Title of Policy (MDR-P 65a)	Energy management (cf. TU Graz 2024a)
Content (MDR-P 65a)	The energy management system contributes significantly to the decarbonisation (especially Scope 2) of TU Graz. In particular, decarbonisation is supported by energy-efficient operational management, continuous improvement of building envelopes, use of energy-efficient technologies, and an increasing share of renewable energies. The basis for the energy management system is the Energy Management Manual (EMH). It regulates the control, implementation, monitoring, and documentation of energy management. It regulates the management of the supply and disposal of the TU Graz with the grid-bound energy sources and media, electricity, district heating, natural gas, water, and liquid nitrogen via the supplier metering points of the respective campus. Web-based software is used as the central tool for energy management.
Addressed material (sub-)topic (MDR-P 65a)	Climate change mitigation Energy
Addressed material IRO (MDR-P 65a)	Energy consumption
Objectives (MDR-P 65a)	The aim is to continuously improve energy efficiency, to comply with all relevant legal and other requirements, to support decarbonisation, to implement the requirements of the DIN EN ISO 50001 norm, and to achieve the defined strategic and operational energy goals.
Monitoring (MDR-P 65a)	Internal and external audit based on the DIN EN ISO 50001 norm
Scope in relation to business activities (MDR-P 65b)	The scope of validity includes all activities of TU Graz.
Excluded activities (MDR-P 65b)	The scope does not include rentals outside of the recorded utility metering points, as these account for less than five per cent of media consumption or mobility issues.
Scope in relation to geographies (MDR-P 65b)	All TU Graz locations
Scope in relation to affected stakeholders (MDR-P 65b)	The EMH presents a context analysis of the Energy Management System(EnMS), which covers both internal (including organisational units (OUs) and faculties, employees, students) and external interest groups (including energy suppliers, network operators, federal procurement company (BBG), BIG, system suppliers).
Responsible organisational level (MDR-P 65c)	TU Graz Rectorate
Reference to standards or initiatives of third parties (MDR-P 65d)	The EnMS and thus also this manual is based on the principles of the DIN EN ISO 50001 standards, the requirements of TU Graz, and the laws and regulations applicable to the energy sector in the Republic of Austria.
Consideration of the interests of stakeholder (MDR-P 65e)	The interests of internal and external stakeholders are determined and taken into account by means of a detailed context analysis.
Accessibility of policy for stakeholders (MDR-P 65f)	Filed in the EnMS software and accessible to all authorized users; available on request from OU Buildings and Technical Support.

Title of Policy (MDR-P 65a)	Road map Climate-Neutral TU Graz 2030 (cf. TU Graz 2020c; Eder/Getzinger 2025)
Content (MDR-P 65a)	TU Graz has set itself the objective of becoming climate neutral and has adopted a road map with measures to achieve this by 2030. The measures range from energy saving to increasing efficiency and in-house production from green energy to buildings, procurement, and mobility. The basis for documenting progress is a comprehensive greenhouse gas balance that includes the entire university infrastructure.
Addressed material (sub-)topic (MDR-P 65a)	Climate change mitigation Climate change adaptation Energy
Addressed material IRO (MDR-P 65a)	Direct greenhouse gas emissions Indirect greenhouse gas emissions Collaboration with BIG Energy consumption
Objectives (MDR-P 65a)	TU Graz has set itself the objective of becoming climate neutral and orientates itself by the guidelines set out in Step by step towards climate-neutral universities and colleges, published by the Alliance of Sustainable Universities in Austria (2022).
Monitoring (MDR-P 65a)	The implementation of the road map is monitored internally on an annual basis through GHG monitoring and a progress report. A more extensive GHG balance sheet is created every three years. An external evaluation is commissioned every two years.
Scope in relation to business activities (MDR-P 65b)	The scope of validity includes all activities of TU Graz.
Excluded activities (MDR-P 65b)	No excluded activities
Scope in relation to geographies (MDR-P 65b)	All TU Graz locations
Scope in relation to affected stakeholders (MDR-P 65b)	The policy affects all relevant stakeholders, including employees and students at TU Graz, research partners, suppliers, and contractors as well as responsible authorities, and the interested public.
Responsible organisational level (MDR-P 65c)	TU Graz Rectorate
Reference to standards or initiatives of third parties (MDR-P 65d)	TU Graz bases its definition of the term climate neutrality on that of the Alliance for Sustainable Universities in Austria, as described in its guideline Step by step to climate-neutral universities and colleges – a guidelinefrom experts at the Alliance for Sustainable Universities in Austria 2022).
Consideration of the interests of stakeholder (MDR-P 65e)	The defined measures were coordinated with the Climate-Neutral TU Graz working group of the Sustainability Advisory Board.
Accessibility of policy for stakeholders (MDR-P 65f)	The road map is publicly available on the TU Graz homepage.

E1-3 – Actions and resources in relation to climate change policies

FIELD OF ACTION: MANAGEMENT OF THE CLIMATE-NEUTRAL TU GRAZ 2030 PROJECT

Title of action (MDR-A 68a)	Coordination of all fields of action and reports (cf. Eder/Getzinger 2025)
Description (MDR-A 68a)	The implementation of the actions in 11 areas requires continuous project management. These include regular monitoring of progress, analysis of effectiveness, early identification of deviations from the adopted road map and the development of appropriate corrective and supplementary actions, which are submitted to the Vice Rectorate for Infrastructure and Sustainability. The main control instrument is an annual progress report in German and English, which is presented to the Rectorate and serves as the basis for further strategic decisions. In addition, project management includes coordination and communication with the entire Rectorate and the bodies responsible for implementation. This is complemented by accompanying support to the biennial external evaluation, which ensures independent review of progress.
Addressed material (sub-)topic (MDR-P 65a)	Climate change mitigation
Addressed material IRO (MDR-A 68a)	Direct greenhouse gas emissions Indirect greenhouse gas emissions
Addressed policy (MDR-A 68a)	Road map Climate-Neutral TU Graz 2030
Contribution to achieving the policy objective (MDR-A 68a)	Implementation control of the measures
Type of decarbonisation lever (E1-1 16b; E1-3 29a; E1-4 34f; AR 30a)	–
Start (MDR-A 68a, e)	August 2020
Degree of implementation (MDR-A 68a)	Three progress reports to the Rectorate have been compiled. The desired interim target (Milestone 2024) was thus achieved.
(Planned) end (MDR-A 68c)	2030
(Expected) results (MDR-A 68a, e; AR33b)	At least nine progress reports by 2030 for regular implementation monitoring.
Scope in relation to business activities (MDR-A 68b)	All climate and energy-related activities of TU Graz
Scope in relation to geographies (MDR-A 68b)	All TU Graz locations
Scope in relation to affected stakeholders (MDR-A 68b)	Rectorate and Vice Rectorate for Sustainability and Infrastructure, Sustainability Advisory Board (in particular, AG Climate-Neutral TU Graz), Science, Technology and Society (STS) Unit (Institute of Human-Centred Computing), Sustainability Staff Unit and all those responsible for implementing measures

Title of action (MDR-A 68a)	GHG balances and monitoring (cf. ibid.)
Description (MDR-A 68a)	Every three years (2017, 2020, 2023, 2026, 2029), the TU Graz compiles a complete greenhouse gas balance sheet that systematically records the total emissions caused. In order to be able to react more quickly to developments, annual GHG monitoring has also been carried out since 2021. This serves as a form of quick balance and enables a timely check whether emissions are in line with the reduction targets. Further details on the individual methods and calculations can be found in Chapter E1-6 Gross Scopes 1, 2, 3 and Total GHG emissions.
Addressed material (sub-)topic (MDR-P 65a)	Climate change mitigation
Addressed material IRO (MDR-A 68a)	Direct greenhouse gas emissions Indirect greenhouse gas emissions

Title of action (MDR-A 68a)	GHG balances and monitoring (cf. ibid.)
Addressed policy (MDR-A 68a)	Road map Climate-Neutral TU Graz 2030
Contribution to achieving the policy objective (MDR-A 68a)	Survey of GHG emissions to measure the effectiveness of the measures taken
Type of decarbonisation lever (E1-1 16b; E1-3 29a; E1-4 34f; AR 30a)	–
Start (MDR-A 68a, e)	2021
Degree of implementation (MDR-A 68a)	Two GHG monitoring sessions (2021, 2022) and another GHG balance sheet (2023) were created. The desired interim target (Milestone 2024) was thus achieved.
(Planned) end (MDR-A 68c)	Ongoing
(Expected) results (MDR-A 68a, e; AR33b)	Systematic recording of GHG emissions Prompt detection of deviations Adjustment of measures based on valid data
Scope in relation to business activities (MDR-A 68b)	All relevant emission sources of TU Graz
Scope in relation to geographies (MDR-A 68b)	All TU Graz locations
Scope in relation to affected stakeholders (MDR-A 68b)	Rectorate and Vice Rectorate for Sustainability and Infrastructure, Sustainability Advisory Board (including AG Climate-Neutral TU Graz), STS Unit, Sustainability Staff Unit, Alliance of Sustainable Universities in Austria (in particular AG Climate Neutral Universities & Colleges) and all those responsible for implementing measures.

Title of action (MDR-A 68a)	External evaluation of project Climate-Neutral TU Graz 2030 (cf. ibid.)
Description (MDR-A 68a)	An external evaluation ensures an independent review of the actions set out in the road map and of the defined objectives, intermediate, and partial objectives. The evaluation includes a comprehensive review of the project: it assesses the consistency of the overall project in relation to relevant standards, analyses the effectiveness and the impact achieved of the implemented actions, checks whether the targets have been achieved and the feasibility of the set goals and identifies deviations or weak points from which concrete recommendations for action are derived.
Addressed material (sub-)topic (MDR-P 65a)	Climate change mitigation
Addressed material IRO (MDR-A 68a)	Direct greenhouse gas emissions Indirect greenhouse gas emissions
Addressed policy (MDR-A 68a)	Road map Climate-Neutral TU Graz 2030
Contribution to achieving the policy objective (MDR-A 68a)	Independent review of the established measures
Type of decarbonisation lever (E1-1 16b; E1-3 29a; E1-4 34f; AR 30a)	–
Start (MDR-A 68a, e)	2021
Degree of implementation (MDR-A 68a)	Two evaluation reports have already been compiled. The desired interim target (Milestone 2024) was thus achieved.
(Planned) end (MDR-A 68c)	2030
(Expected) results (MDR-A 68a, e; AR33b)	The evaluation is intended to provide valuable information about weaknesses in implementation and how to correct them.
Scope in relation to business activities (MDR-A 68b)	All climate- and energy-related activities of the TU Graz
Scope in relation to geographies (MDR-A 68b)	All TU Graz locations
Scope in relation to affected stakeholders (MDR-A 68b)	Rectorate, Sustainability Advisory Board, Sustainability Staff Unit, AG Climate-Neutral TU Graz 2030 and all those responsible for implementing measures

FIELD OF ACTION: COMMUNICATIONS AND PUBLIC RELATIONS

Title of action (MDR-A 68a)	Measures of internal and external communication of road map for Climate-Neutral TU Graz 2030 (cf. ibid.)
Description (MDR-A 68a)	The implementation of the communication measures aims to convey the goals and measures of the Road map Climate-Neutral TU Graz 2030, including progress made, intermediate targets achieved, and unsuccessful measures or deviations from targets to both the employees and students of the TU Graz as well as to the interested public. Internal communication is intended to garner interest and understanding of the road map measures and promote the willingness to take initiative and participate. A high level of commitment, identification and participation of employees and students is crucial for the success of the measures. External communication serves to present the measures, targets, and interim results transparently and is aimed particularly at the interested public, young people, other colleges, and universities, as well as companies.
Addressed material (sub-)topic (MDR-P 65a)	Climate change mitigation
Addressed material IRO (MDR-A 68a)	–
Addressed policy (MDR-A 68a)	Road map Climate-Neutral TU Graz 2030
Contribution to achieving the policy objective (MDR-A 68a)	Raising awareness and motivating all stakeholders and accepting the measures by showing transparency
Type of decarbonisation lever (E1-1 16b; E1-3 29a; E1-4 34f; AR 30a)	Raising awareness for sustainable action
Start (MDR-A 68a, e)	Autumn 2020
Degree of implementation (MDR-A 68a)	The principles of the road map for a Climate-Neutral TU Graz 2030 and its targets are known to the employees of the TU Graz and the interested public, and their measures are met with significant approval. Intermediate targets achieved and other relevant contributions were communicated. In 2024, TU Graz joined the Climate Pact of the City of Graz, supporting the city's effort to become climate neutral by 2040. The interim target (Milestone 2024) was achieved.
(Planned) end (MDR-A 68c)	2030
(Expected) results (MDR-A 68a, e; AR33b)	Broad internal acceptance, external recognition of the pioneering role, transparent documentation and communication of goal achievement in 2030
Scope in relation to business activities (MDR-A 68b)	All activities in communication and public relations and beyond
Scope in relation to geographies (MDR-A 68b)	–
Scope in relation to affected stakeholders (MDR-A 68b)	Employees, students, interested public, colleges and universities, companies

Title of action (MDR-A 68a)	Employees and student participation in the context of energy-saving competitions (cf. ibid.)
Description (MDR-A 68a)	The participation of employees and students of TU Graz in an energy-saving competition contributes to the further development of the Road map Climate-Neutral TU Graz 2030. New ideas and suggestions are collected, evaluated, and awarded. The most successful proposals will subsequently be implemented in order to achieve the goal of climate neutrality more quickly, effectively, and efficiently. This includes, in particular, activities and suggestions that come from employees and students and were not part of the original road map.
Addressed material (sub-)topic (MDR-P 65a)	Climate change mitigation Energy
Addressed material IRO (MDR-A 68a)	Indirect greenhouse gas emissions Energy consumption
Addressed policy (MDR-A 68a)	Road map Climate-Neutral TU Graz 2030

Title of action (MDR-A 68a)	Employees and student participation in the context of energy-saving competitions (cf. ibid.)
Contribution to achieving the policy objective (MDR-A 68a)	Faster, more effective and more efficient goal achievement
Type of decarbonisation lever (E1-1 16b; E1-3 29a; E1-4 34f; AR 30a)	Raising awareness for sustainable action Energy efficiency
Start (MDR-A 68a, e)	2022
Degree of implementation (MDR-A 68a)	The energy-saving competition was held for the first time in autumn 2022. Suggestions for energy saving at TU Graz from employees and students have been collected, awarded, and are currently being implemented. The interim target (Milestone 2024) was thus achieved.
(Planned) end (MDR-A 68c)	Ongoing
(Expected) results (MDR-A 68a, e; AR33b)	Regular generation of new measures, implementation of innovative suggestions, continuous involvement of TU members
Scope in relation to business activities (MDR-A 68b)	All energy-related activities
Scope in relation to geographies (MDR-A 68b)	All TU Graz locations
Scope in relation to affected stakeholders (MDR-A 68b)	Employees, students

Title of action (MDR-A 68a)	Student participation: Collaboration with the student representation of the TU Graz (HTU) (cf. ibid.)
Description (MDR-A 68a)	The students (around 14,000 completed regular studies in the winter semester 2024) (TU Graz, 2025o) at TU Graz will be actively involved in the project, as their commitment is crucial for the success of the road map. The aim is to create awareness, promote self-initiative, and involve students in the implementation of measures. Key areas of cooperation with student representation collective: Mobility: Rental of four cargo bikes, including electric cargo tricycle (tuk-tuks) for students, employees and external parties Resource efficiency: Regular repair café at TU Graz and digitisation of internal processes for paper reduction Canteen: Introduction of the inexpensive, vegan / vegetarian EUR 5 Study Plate Greening/Urban Gardening: Urban gardening projects at the Stremayrgasse 16 campus, expansion to the Campus Inffeldgasse planned for 2025
Addressed material (sub-)topic (MDR-P 65a)	Climate change mitigation
Addressed material IRO (MDR-A 68a)	Indirect greenhouse gas emissions
Addressed policy (MDR-A 68a)	Road map Climate-Neutral TU Graz 2030
Contribution to achieving the policy objective (MDR-A 68a)	Involvement and activation of students to promote climate-friendly behaviour through awareness-raising, additional measures to reduce greenhouse gas emissions and reduce resource consumption
Type of decarbonisation lever (E1-1 16b; E1-3 29a; E1-4 34f; AR 30a)	Raising awareness for sustainable action
Start (MDR-A 68a, e)	2022
Degree of implementation (MDR-A 68a)	In 2023, a fourth cargo bike was purchased for rental, Repair Cafe was established and carried out regularly, Study Plate was introduced, urban gardening was greatly expanded, and digitalisation of internal processes for paper reduction was implemented.
(Planned) end (MDR-A 68c)	Ongoing
(Expected) results (MDR-A 68a, e; AR33b)	Continuous student involvement
Scope in relation to business activities (MDR-A 68b)	Student services, infrastructure, canteen, campus design
Scope in relation to geographies (MDR-A 68b)	All TU Graz campus locations
Scope in relation to affected stakeholders (MDR-A 68b)	Students, employees, HTU, canteens

Title of action (MDR-A 68a)	TU Graz certification as a Green Location (cf. ibid.)
Description (MDR-A 68a)	In addition to measures with direct CO_2e reduction, general measures to promote sustainability and raise awareness at TU Graz play an important role and contribute to the positive perception of the Climate-Neutral TU Graz 2030 project. A central example is the certification of TU Graz as a Green Location with the eco label 200 (UZ 200). It sends a clear signal for sustainable events at the university, as compliance with sustainability standards is guaranteed at all events. The certification is carried out by the company Ecoversum.
Addressed material (sub-)topic (MDR-P 65a)	Climate change mitigation Energy
Addressed material IRO (MDR-A 68a)	Indirect greenhouse gas emissions Energy consumption
Addressed policy (MDR-A 68a)	Road map Climate-Neutral TU Graz 2030
Contribution to achieving the policy objective (MDR-A 68a)	The certification of TU Graz as a green location with the UZ 200 eco label sends a clear signal for more sustainable events.
Type of decarbonisation lever (E1-1 16b; E1-3 29a; E1-4 34f; AR 30a)	Raising awareness for sustainable action Energy efficiency Use of renewable energies Decarbonisation of the supply chain
Start (MDR-A 68a, e)	2024
Degree of implementation (MDR-A 68a)	TU Graz was certified as a green location. Thus, the measure was implemented.
(Planned) end (MDR-A 68c)	2024
(Expected) results (MDR-A 68a, e; AR33b)	Certification of TU Graz as a Green Location
Scope in relation to business activities (MDR-A 68b)	Events
Scope in relation to geographies (MDR-A 68b)	All TU Graz campus locations
Scope in relation to affected stakeholders (MDR-A 68b)	Employees, students, event holders, participants of TU Graz events, external guests

Title of action (MDR-A 68a)	Green Events and Green Meetings (cf. ibid.)
Description (MDR-A 68a)	The certification of events as Green Event or Green Meeting according to the eco label 62 (UZ 62) establishes measurable standards and contributes to promoting awareness of sustainability. Compliance with the eco label criteria ensures that all relevant sustainability aspects are taken into account, thereby improving the measurability and assessability of measures. The certifications are carried out by the company Ecoversum. A comprehensive collection of information, checklists, and templates was provided to support the certification process and promote the sustainable hosting of events.
Addressed material (sub-)topic (MDR-P 65a)	Climate change mitigation
Addressed material IRO (MDR-A 68a)	Indirect greenhouse gas emissions Energy consumption
Addressed policy (MDR-A 68a)	Road map Climate-Neutral TU Graz 2030
Contribution to achieving the policy objective (MDR-A 68a)	Measurable standard, general awareness-raising for sustainability
Type of decarbonisation lever (E1-1 16b; E1-3 29a; E1-4 34f; AR 30a)	Raising awareness for sustainable action Energy efficiency Use of renewable energies Decarbonisation of the supply chain

Title of action (MDR-A 68a)	Green Events and Green Meetings (cf. ibid.)
Start (MDR-A 68a, e)	2024
Degree of implementation (MDR-A 68a)	Since July 2024, 15 events were certified as green, continuous implementation and expansion.
(Planned) end (MDR-A 68c)	Ongoing
(Expected) results (MDR-A 68a, e; AR33b)	Even smaller-scale events, regardless of certification, meet the standards of the eco label 62.
Scope in relation to business activities (MDR-A 68b)	Events and meetings
Scope in relation to geographies (MDR-A 68b)	All TU Graz campus locations
Scope in relation to affected stakeholders (MDR-A 68b)	Employees, students, event holders, participants of TU Graz events, external guests

FIELD OF ACTION: ELECTRICITY

Title of action (MDR-A 68a)	100 % change to green energy (UZ 46 eco label or similar value) (cf. ibid.)
Description (MDR-A 68a)	The reduction of greenhouse gas emissions from electricity purchased is primarily achieved through the exclusive use of renewable, preferably regional, electricity sources. A recognized option is to use electricity that is certified with the Austrian UZ 46 eco label or can be proven to come from renewable sources such as hydropower, wind or sun and is purchased from the surrounding area of TU Graz (proof of origin). Specifically, this means providing UZ 46-electricity for the campuses at Inffeldgasse, Alte Technik (AT) and Neue Technik (NT) or purchasing equivalent electricity with regional proof of origin.
Addressed material (sub-)topic (MDR-P 65a)	Climate change mitigation Energy
Addressed material IRO (MDR-A 68a)	Indirect greenhouse gas emissions
Addressed policy (MDR-A 68a)	Road map Climate-Neutral TU Graz 2030
Contribution to achieving the policy objective (MDR-A 68a)	Significant reduction in GHG emissions through full purchase of electricity from renewable and certified sources
Type of decarbonisation lever (E1-1 16b; E1-3 29a; E1-4 34f; AR 30a)	Use of renewable energy
Start (MDR-A 68a, e)	2021
Degree of implementation (MDR-A 68a)	The interim target (Milestone 2024) was achieved using the following current procurement: For the Campus Inffeldgasse, 'CO_2-free electricity' was purchased in accordance with the BBG 'Universities' tender, which, however, includes guarantees of origin from international certificate trading. At the Campus Neue Technik, UZ 46 certified electricity was purchased, and at the Campus Alte Technik, electricity was purchased from the local Murkraftwerk Graz-Puntigam power plant, which went into operation in 2019.
(Planned) end (MDR-A 68c)	2030
(Expected) results (MDR-A 68a, e; AR33b)	Electricity purchase completely converted to UZ 46-certified electricity (or equivalent)
Scope in relation to business activities (MDR-A 68b)	Power supply to all campuses, building operations
Scope in relation to geographies (MDR-A 68b)	All TU Graz campus locations
Scope in relation to affected stakeholders (MDR-A 68b)	Energy supply companies, organisational unit Buildings and Technical Support

Title of action (MDR-A 68a)	Expansion of photovoltaic (cf. ibid.)
Description (MDR-A 68a)	The use of photovoltaic enables electricity generation with minimal CO_2e emissions. TU Graz is therefore aiming to expand the generation and use of PV electricity on the roofs of its buildings as comprehensively as possible in cooperation with (BIG). The installation of PV systems on additional areas is being examined. Baseline: 0.6 MWp Summer 2022: >1 MWp Total campus potential: 1.7 MWp Additional campus-adjacent areas: 0.3 MWp → total approx. 2 MWp The implementation is based on a cost-neutral lease agreement with BIG.
Addressed material (sub-)topic (MDR-P 65a)	Climate change mitigation Energy
Addressed material IRO (MDR-A 68a)	Indirect greenhouse gas emissions Energy consumption
Addressed policy (MDR-A 68a)	Road map Climate-Neutral TU Graz 2030
Contribution to achieving the policy objective (MDR-A 68a)	Minimising CO_2e emissions by expanding or using photovoltaic
Type of decarbonisation lever (E1-1 16b; E1-3 29a; E1-4 34f; AR 30a)	Use of renewable energy
Start (MDR-A 68a, e)	2021
Degree of implementation (MDR-A 68a)	A total of 1,356 kWp was achieved in 2024. The interim target (Milestone 2024) was therefore achieved.
(Planned) end (MDR-A 68c)	2030
(Expected) results (MDR-A 68a, e; AR33b)	PV expansion to 2 MWp by 2030
Scope in relation to business activities (MDR-A 68b)	Electricity generation and supply of campus buildings
Scope in relation to geographies (MDR-A 68b)	All TU Graz campus locations as well as campus-adjacent spaces (if necessary)
Scope in relation to affected stakeholders (MDR-A 68b)	Suppliers, organisational unit Buildings and Technical Support

FIELD OF ACTION: HEATING

Title of action (MDR-A 68a)	Measures to improve energy management at the Campus Inffeldgasse (Innovation District Inffeld) (cf. ibid.)
Description (MDR-A 68a)	A significant area of CO_2e emissions at Graz University of Technology is space heat generation, particularly through district heating supply, which predominantly comes from natural gas. Although companies in the supply chain for purchased district heating (Verbund, Energie Steiermark, Energie Graz) are pursuing decarbonisation strategies, the district heating supply is expected to continue to be associated with high greenhouse gas emissions until around 2030. TU Graz is therefore pursuing the goal of significantly reducing the absolute and specific consumption of district heating as well as the associated CO_2e emissions through the following measures: ▪ thermal renovation ▪ improved control concepts ▪ waste heat recovery ▪ use of heat pumps, deep probes and heat storage ▪ green hydrogen Other innovative approaches ▪ innovation projects (Innovation District Inffeld): ▪ Urban Information Model for energy- and emissions-relevant data ▪ Internet of Things (IoT) platform for analysing sensor data ▪ testing of large heat pumps and building networking to form energy networks ▪ development of predictive control concepts for heat and cold storage

Title of action (MDR-A 68a)	Measures to improve energy management at the Campus Inffeldgasse (Innovation District Inffeld) (cf. ibid.)
Addressed material (sub-)topic (MDR-P 65a)	Climate change mitigation Energy
Addressed material IRO (MDR-A 68a)	Indirect greenhouse gas emissions Energy consumption
Addressed policy (MDR-A 68a)	Road map Climate-Neutral TU Graz 2030
Contribution to achieving the policy objective (MDR-A 68a)	Reduction of CO_2e emissions through optimisation of thermal management, waste heat utilisation and integration of renewable energies
Type of decarbonisation lever (E1-1 16b; E1-3 29a; E1-4 34f; AR 30a)	Energy efficiency
Start (MDR-A 68a, e)	2021
Degree of implementation (MDR-A 68a)	The interim target (Milestone 2024) was achieved. An IoT platform is implemented.
(Planned) end (MDR-A 68c)	2028
(Expected) results (MDR-A 68a, e; AR33b)	Networking of individual buildings, laboratory facilities, refrigeration machines, PV systems, etc. to form an energy network. New predictive control concepts are being developed and tested in order to be able to contribute to increasing efficiency and flexibility in the supply of energy in connection with the integration of heat and cold storage.
Scope in relation to business activities (MDR-A 68b)	All activities related to the Campus Inffeldgasse as well as research, teaching and administration
Scope in relation to geographies (MDR-A 68b)	Campus at Inffeldgasse
Scope in relation to affected stakeholders (MDR-A 68b)	–

Title of action (MDR-A 68a)	Heat recovery LEC system test bench (cf. ibid.)
Description (MDR-A 68a)	Since 2021, the Large Engines Competence Centre (LEC) has been operating a 12-cylinder large engine (up to 2.5 MW) that can run on natural gas, hydrogen, or other fuels. The aim of the research is to increase efficiency, robustness, and flexibility while simultaneously reducing pollutant and CO_2 emissions. A central element is the use of waste heat. Depending on the operating status of the engine, more than 80 % of the engine's waste heat (max. output 1,500 kW) can be provided for the heat supply of TU Graz. Based on the test program, it is expected to feed in 200 MWh in 2025, and 500 MWh per year in subsequent years, which corresponds to about 10 % of the heat demand on the campus Inffeldgasse. This leads to CO_2 savings of approximately 80 t in 2025 or approximately 200 t per year in subsequent years. The goal by 2030 is to use 2.7 GWh of heat and save up to 1,000 t of CO_2.
Addressed material (sub-)topic (MDR-P 65a)	Climate change mitigation Energy
Addressed material IRO (MDR-A 68a)	Indirect greenhouse gas emissions Energy consumption
Addressed policy (MDR-A 68a)	Road map Climate-Neutral TU Graz 2030
Contribution to achieving the policy objective (MDR-A 68a)	CO_2-saving potential of approx. 80 t in 2025 and approx. 200 t in each of the following years
Type of decarbonisation lever (E1-1 16b; E1-3 29a; E1-4 34f; AR 30a)	Energy efficiency
Start (MDR-A 68a, e)	2024/2025
Degree of implementation (MDR-A 68a)	A heat recovery infrastructure was implemented.
(Planned) end (MDR-A 68c)	Permanent operation from April 2025
(Expected) results (MDR-A 68a, e; AR33b)	Heat input of 500 MWh per year starting in 2026

Title of action (MDR-A 68a)	Heat recovery LEC system test bench (cf. ibid.)
Scope in relation to business activities (MDR-A 68b)	Large engine system test bench and heat supply for Inffeldgasse
Scope in relation to geographies (MDR-A 68b)	Campus at Inffeldgasse
Scope in relation to affected stakeholders (MDR-A 68b)	–

FIELD OF ACTION: OTHER ENERGY USAGE

Title of action (MDR-A 68a)	Electrolysis test field and H2 supply infrastructure (cf. ibid.)
Description (MDR-A 68a)	As part of the HyCentA competence centre, a modular test infrastructure for containerised electrolysers (20 ft/40 ft) with an output of up to 2.5 MW and a hydrogen production of up to 50 kg/h will be built. The produced hydrogen partially replaces natural gas and delivered grey hydrogen and is tested in large engines, turbines, gas burners and fuel cells. The test environment allows for longitudinal testing, aging and degradation analyses, and assessment of hydrogen quality according to ISO 14687, both with and without integrated purification systems. By connecting directly to an 80 bar hydrogen pipeline, several institutes can have practical access to the hydrogen produced. The test field will be operated from June 2025 and offers industrial partners and research institutions a platform for the development and validation of sustainable energy technologies on an industrial scale.
Addressed material (sub-)topic (MDR-P 65a)	Climate change mitigation Energy
Addressed material IRO (MDR-A 68a)	Indirect greenhouse gas emissions
Addressed policy (MDR-A 68a)	Road map Climate-Neutral TU Graz 2030
Contribution to achieving the policy objective (MDR-A 68a)	Promotion of CO_2 reduction through substitution of natural gas, building skills, and infrastructure for hydrogen technologies
Type of decarbonisation lever (E1-1 16b; E1-3 29a; E1-4 34f; AR 30a)	Fuel exchange
Start (MDR-A 68a, e)	End of 2022
Degree of implementation (MDR-A 68a)	Structural measures of the electrolysis test field implemented (building construction). The interim target (Milestone 2024) was therefore achieved.
(Planned) end (MDR-A 68c)	Ongoing
(Expected) results (MDR-A 68a, e; AR33b)	Establishment of research and testing infrastructure for electrolysis Practical use of hydrogen in test benches Support for research and industrial partners Substitution of grey hydrogen and natural gas
Scope in relation to business activities (MDR-A 68b)	Research & Development Hydrogen technologies
Scope in relation to geographies (MDR-A 68b)	TU Graz campus at Inffeldgasse
Scope in relation to affected stakeholders (MDR-A 68b)	Institutes of TU Graz, HyCentA, industrial partners, research institutions

FIELD OF ACTION: MOBILITY

Title of action (MDR-A 68a)	**Mobility concept for commuters: E-mobility: expansion of the e-charging infrastructure, e-car sharing (cf. ibid.)**
Description (MDR-A 68a)	In order to reduce CO_2e emissions through commuting, the use of electrically powered vehicles is encouraged among employees who rely on private cars. The target is to achieve a share of 50 % electromobility (BEV) among commuters by 2030. The provision of charging infrastructure is gradually being expanded on campus. The interim target for 2023 is 30 charging points, and in the long term, 200 charging points should be available by 2030. In addition, five car sharing electric cars are currently available for business trips. Further expansion of the charging infrastructure will take place as required in the future.
Addressed material (sub-)topic (MDR-P 65a)	Climate change mitigation
Addressed material IRO (MDR-A 68a)	Indirect greenhouse gas emissions
Addressed policy (MDR-A 68a)	Road map Climate-Neutral TU Graz 2030
Contribution to achieving the policy objective (MDR-A 68a)	Reducing CO_2e emissions caused by commuters
Type of decarbonisation lever (E1-1 16b; E1-3 29a; E1-4 34f; AR 30a)	Electrification
Start (MDR-A 68a, e)	2021
Degree of implementation (MDR-A 68a)	There are currently 33 charging points available at the TU Graz. The demand among employees for e-charging stations is currently too low to be able to push the expansion of e-charging stations more strongly. Therefore, the interim target (Milestone 2024) was not fully achieved.
(Planned) end (MDR-A 68c)	2030
(Expected) results (MDR-A 68a, e; AR33b)	Reduction of CO_2e emissions
Scope in relation to business activities (MDR-A 68b)	Shuttle service to and from TU Graz
Scope in relation to geographies (MDR-A 68b)	All TU Graz campus locations
Scope in relation to affected stakeholders (MDR-A 68b)	Employees, students (if car sharing is used), shareholdings and companies located on campus, guests

Title of action (MDR-A 68a)	**Mobility concept for commuters: Parking space management - expansion of the ban area (cf. ibid.)**
Description (MDR-A 68a)	TU Graz currently has 464 above-ground parking spaces, 41 underground parking spaces and 56 external underground parking spaces (as of March 2025). Due to the central location of the sites and the easy accessibility by public transport, (e)bike or on foot, employees who live within 3 km and can therefore switch to climate-friendly mobility no longer have parking spaces available (exceptions only for social reasons). The measure ensures that the existing parking spaces can be used efficiently for employees with long journeys, who can sometimes only use public transport or bicycles to a limited extent. At the same time, it contributes significantly to achieving the modal split target of 10 % car share among commuting employees by 2030.
Addressed material (sub-)topic (MDR-P 65a)	Climate change mitigation
Addressed material IRO (MDR-A 68a)	Indirect greenhouse gas emissions
Addressed policy (MDR-A 68a)	Road map Climate-Neutral TU Graz 2030
Contribution to achieving the policy objective (MDR-A 68a)	Minimising the use of cars in commuters to reduce CO_2e emissions and promote climate-friendly mobility alternatives
Type of decarbonisation lever (E1-1 16b; E1-3 29a; E1-4 34f; AR 30a)	Decarbonisation of commuting

Title of action (MDR-A 68a)	**Mobility concept for commuters: Parking space management - expansion of the ban area (cf. ibid.)**
Start (MDR-A 68a, e)	2022
Degree of implementation (MDR-A 68a)	The expansion of the ban area to 3 km was implemented in 2022. The interim target (Milestone 2022) was therefore achieved.
(Planned) end (MDR-A 68c)	Ongoing
(Expected) results (MDR-A 68a, e; AR33b)	Employees switching from fossil-powered cars to alternatives
Scope in relation to business activities (MDR-A 68b)	Shuttle service for employees to the TU premises, parking area management
Scope in relation to geographies (MDR-A 68b)	All TU Graz campus locations
Scope in relation to affected stakeholders (MDR-A 68b)	Employees of TU Graz, living within 3 km of campus, shareholdings, companies located on campus

Title of action (MDR-A 68a)	**Mobility concept for commuters: Parking space management – dedicated CO_2 tax on fossil (later also hybrid)-powered cars (cf. ibid.)**
Description (MDR-A 68a)	Parking space management at TU Graz serves to make efficient use of valuable open spaces and the avoidance of cost-intensive underground car parks. In order to promote the switch to climate-friendly modes of transport, a special-purpose CO_2 tax is levied on parking fees for fossil fuel-powered cars, which is used to support sustainable mobility options (e-charging infrastructure, bicycles, public transport). Electric vehicles are exempt from the CO_2 tax as they have a significantly better carbon footprint; hybrid cars will also remain exempt until the end of 2027.
Addressed material (sub-)topic (MDR-P 65a)	Climate change mitigation
Addressed material IRO (MDR-A 68a)	Indirect greenhouse gas emissions
Addressed policy (MDR-A 68a)	Road map Climate-Neutral TU Graz 2030
Contribution to achieving the policy objective (MDR-A 68a)	Minimising the use of cars in commuters to reduce CO_2e emissions and promote climate-friendly mobility alternatives
Type of decarbonisation lever (E1-1 16b; E1-3 29a; E1-4 34f; AR 30a)	Decarbonisation of commuting
Start (MDR-A 68a, e)	2022
Degree of implementation (MDR-A 68a)	Parking fees at TU Graz were increased for fossil-fuelled cars. The interim target (Milestone 2022) was therefore achieved.
(Planned) end (MDR-A 68c)	Ongoing
(Expected) results (MDR-A 68a, e; AR33b)	Employees switching from fossil-powered cars to alternatives
Scope in relation to business activities (MDR-A 68b)	Commuting, parking management
Scope in relation to geographies (MDR-A 68b)	All TU Graz campus locations
Scope in relation to affected stakeholders (MDR-A 68b)	Employees of TU Graz, shareholdings, companies located on campus

Title of action (MDR-A 68a)	**Mobility concept for commuters: Promotion of TU Graz bicycles, certification of the TU Graz as a bicycle-friendly operation (cf. ibid.)**
Description (MDR-A 68a)	The increased use of active forms of mobility makes a demonstrable contribution to climate change mitigation, improving urban space and people's health. The city of Graz is particularly suitable for cycling due to its predominantly flat terrain. The TU Graz supports the purchase of bicycles for employees in order to increase cycling traffic. This is available to employees working ≥10 hours per week, without parking permits or other mobility grants in the last three years, who reside in Graz. Accompanying service offerings complement the measure, including: ▪ self-service Stations ▪ providing showers ▪ regular (e)bike safety training The initiative led to the certification of the TU Graz as a bicycle-friendly company (gold standard) in 2020. The recertification (silver standard) took place in 2024; another is planned for 2027.
Addressed material (sub-)topic (MDR-P 65a)	Climate change mitigation
Addressed material IRO (MDR-A 68a)	Indirect greenhouse gas emissions
Addressed policy (MDR-A 68a)	Road map Climate-Neutral TU Graz 2030
Contribution to achieving the policy objective (MDR-A 68a)	Promotion of climate-friendly mobility alternatives
Type of decarbonisation lever (E1-1 16b; E1-3 29a; E1-4 34f; AR 30a)	Decarbonisation of commuting
Start (MDR-A 68a, e)	Bicycles have been issued since 2010
Degree of implementation (MDR-A 68a)	As of the end of 2024, the 1,978th TU Graz-branded bicycle was issued. Furthermore, TU Graz was recertified as a bicycle-friendly company in 2024. Thus, the interim target of 2,000 bicycles (Milestone 2024) was almost reached and the intermediate goal of recertification was achieved.
(Planned) end (MDR-A 68c)	Ongoing
(Expected) results (MDR-A 68a, e; AR33b)	Issued over 3,000 TU Graz bikes by 2030
Scope in relation to business activities (MDR-A 68b)	Commuting, mobility of employees
Scope in relation to geographies (MDR-A 68b)	City of Graz
Scope in relation to affected stakeholders (MDR-A 68b)	Employees, students

Title of action (MDR-A 68a)	**Mobility concept for commuters: Promotion of e-bicycles, cargo bicycles, foldable bicycles (cf. ibid.)**
Description (MDR-A 68a)	With the aim of reducing CO_2e emissions in commuter traffic, purchasing support for bicycles was expanded to include e-bikes, folding bikes, and cargo bikes. E-bikes increase the accessibility radius (approx. 6 km in 20 minutes) and increase the comfort of longer journeys. TU Graz employees are supported if they have 10 hours or more a week of employment, no parking permit, and no other mobility grants in the last three years. As of 2024: approx. 5 % of employees own a cargo bike; 6 % of the bike-commuters use an e-bike The measure supports the switch from cars to active mobility and thus contributes to reducing commuter CO_2e emissions.
Addressed material (sub-)topic (MDR-P 65a)	Climate change mitigation
Addressed material IRO (MDR-A 68a)	Indirect greenhouse gas emissions
Addressed policy (MDR-A 68a)	Road map Climate-Neutral TU Graz 2030

Title of action (MDR-A 68a)	**Mobility concept for commuters: Promotion of e-bicycles, cargo bicycles, foldable bicycles (cf. ibid.)**
Contribution to achieving the policy objective (MDR-A 68a)	Minimising the use of cars in commuting to reduce CO_2e emissions and promoting climate-friendly mobility alternatives
Type of decarbonisation lever (E1-1 16b; E1-3 29a; E1-4 34f; AR 30a)	Decarbonisation of commuting
Start (MDR-A 68a, e)	2022
Degree of implementation (MDR-A 68a)	The support was introduced in May 2022.
(Planned) end (MDR-A 68c)	Ongoing
(Expected) results (MDR-A 68a, e; AR33b)	Reduction of CO_2e emissions
Scope in relation to business activities (MDR-A 68b)	Commuting, mobility of employees
Scope in relation to geographies (MDR-A 68b)	–
Scope in relation to affected stakeholders (MDR-A 68b)	Employees

Title of action (MDR-A 68a)	**Mobility concept for commuters: construction of covered bicycle parking areas (cf. ibid.)**
Description (MDR-A 68a)	In order to promote year-round cycling and reduce the use of emission-intensive transport, weather-protected, lit, safe, and directly accessible bicycle parking spaces will be provided throughout campus. According to the city of Graz's planning guidelines, at least 780 bicycle parking spaces should be made available for the approximately 3,850 employees and more than 2,000 for the approximately 16,000 students. Due to the above-average proportion of cycling at TU Graz, additional parking facilities are required. It is planned to build around 100 covered bike parking spaces every year, some with a hose dispenser and service station, in accordance with the implementation plan.
Addressed material (sub-)topic (MDR-P 65a)	Climate change mitigation
Addressed material IRO (MDR-A 68a)	Indirect greenhouse gas emissions
Addressed policy (MDR-A 68a)	Road map Climate-Neutral TU Graz 2030
Contribution to achieving the policy objective (MDR-A 68a)	Making bicycle use more attractive for commuting to reduce CO_2 emissions and promote climate-friendly mobility alternatives
Type of decarbonisation lever (E1-1 16b; E1-3 29a; E1-4 34f; AR 30a)	Decarbonisation of commuting
Start (MDR-A 68a, e)	Ongoing
Degree of implementation (MDR-A 68a)	There are 1,484 covered bike parking spaces available. The interim target (Milestone 2024) of 1,500 covered bike parking spaces has almost been achieved.
(Planned) end (MDR-A 68c)	Ongoing
(Expected) results (MDR-A 68a, e; AR33b)	Reduction of CO_2e emissions
Scope in relation to business activities (MDR-A 68b)	Commuting, mobility of employees
Scope in relation to geographies (MDR-A 68b)	All TU Graz campus locations
Scope in relation to affected stakeholders (MDR-A 68b)	Employees, students

Title of action (MDR-A 68a)	**Mobility concept for commuter: promoting use of public transport (cf. ibid.)**
Description (MDR-A 68a)	Public transport is an attractive alternative to private cars for many employees, with the Klimaticket Österreich and Klimaticket Steiermark available since autumn 2021. TU Graz has supported both variants since 1 January 2022. The support is aimed at employees with 10 or more hours a week employment, without parking authorization, with a minimum distance of 1,500 m between home and office, and without other mobility grants in the last three years. In 2024, 754 employees took advantage of this support and forewent a parking space. These vouchers have been used a total of 9,321 times since the introduction of public transport commuter funding in 2006. The support motivates particularly commuters of longer distances to switch from cars to public transport.
Addressed material (sub-)topic (MDR-P 65a)	Climate change mitigation
Addressed material IRO (MDR-A 68a)	Indirect greenhouse gas emissions
Addressed policy (MDR-A 68a)	Road map Climate-Neutral TU Graz 2030
Contribution to achieving the policy objective (MDR-A 68a)	Minimising the use of cars in commuting to reduce CO_2 emissions and promote climate-friendly mobility alternatives
Type of decarbonisation lever (E1-1 16b; E1-3 29a; E1-4 34f; AR 30a)	Decarbonisation of commuting
Start (MDR-A 68a, e)	2022
Degree of implementation (MDR-A 68a)	Support for the Klimaticket Steiermark and the Klimaticket Österreich was implemented. The interim target (Milestone 2025) was therefore achieved.
(Planned) end (MDR-A 68c)	Ongoing
(Expected) results (MDR-A 68a, e; AR33b)	Reduction of CO_2e emissions
Scope in relation to business activities (MDR-A 68b)	Commuting, Employee mobility
Scope in relation to geographies (MDR-A 68b)	Austria
Scope in relation to affected stakeholders (MDR-A 68b)	Employees

Title of action (MDR-A 68a)	**Business trips and commuter mobility: expansion of the teleconferencing infrastructure (cf. ibid.)**
Description (MDR-A 68a)	Videoconferencing systems allow working meetings, workshops, conferences, appointment commissions, and job interviews to be conducted online, without physical presence. This makes it possible to reduce both business trips and commuter mobility. For this purpose, TU Graz is continuously expanding and maintaining the teleconference infrastructure: ▪ equipping individual workstations (headsets, cameras) ▪ individual equipment for meeting rooms ▪ systems for larger rooms with single-user equipment ▪ special systems for appointment committees and university management meeting rooms, and ▪ budgeting and support by the ZID In addition, the quality of video conferences will be continuously improved, e.g. through the use of Webex.
Addressed material (sub-)topic (MDR-P 65a)	Climate change mitigation
Addressed material IRO (MDR-A 68a)	Indirect greenhouse gas emissions
Addressed policy (MDR-A 68a)	Road map Climate-Neutral TU Graz 2030
Contribution to achieving the policy objective (MDR-A 68a)	Reduction of CO_2 emissions by reducing business trips and commuter mobility

Title of action (MDR-A 68a)	**Business trips and commuter mobility: expansion of the teleconferencing infrastructure (cf. ibid.)**
Type of decarbonisation lever (E1-1 16b; E1-3 29a; E1-4 34f; AR 30a)	Decarbonisation of business trips
Start (MDR-A 68a, e)	2020
Degree of implementation (MDR-A 68a)	The intermediate goal (Milestone 2024) was reached: ▪ several international events from TU Graz were held completely or partially virtually ▪ adaptation of the teleconferencing infrastructure in five additional rooms ▪ according to ZID records, a total of 55,200 online meetings took place in 2024 with 3,700 hosts with around 195,500 participants
(Planned) end (MDR-A 68c)	Ongoing
(Expected) results (MDR-A 68a, e; AR33b)	Provided that their technically perfect operation is guaranteed, video conferencing infrastructures can help reduce the number of necessary business trips.
Scope in relation to business activities (MDR-A 68b)	All activities that are possible via video conferencing systems
Scope in relation to geographies (MDR-A 68b)	–
Scope in relation to affected stakeholders (MDR-A 68b)	Employees, students, local, national and international cooperation partners

Title of action (MDR-A 68a)	**Business trips: CO_2 monitoring tool (cf. ibid.)**
Description (MDR-A 68a)	Business trips and trips under exemptions of up to one month (short-term, medium-term and long-term travels, research trips, project meetings, conferences, workshops, collaborations, possibly combined with private stays) cause different levels of CO_2e emissions. In order to precisely document and analyse the CO_2 emissions, a CO_2 monitoring tool will be implemented in travel billing. This tool mandatorily captures: ▪ kilometres travelled ▪ means of transport used ▪ calculated GHG emissions The data collected is used for the TU Graz's GHG balance sheet and for analysing the travel behaviour of individual employees. On this basis, targeted measures can be developed to make business trips and trips in connection with exemptions more climate friendly.
Addressed material (sub-)topic (MDR-P 65a)	Climate change mitigation
Addressed material IRO (MDR-A 68a)	Indirect greenhouse gas emissions
Addressed policy (MDR-A 68a)	Road map Climate-Neutral TU Graz 2030
Contribution to achieving the policy objective (MDR-A 68a)	Reduction of GHG emissions caused by business trips
Type of decarbonisation lever (E1-1 16b; E1-3 29a; E1-4 34f; AR 30a)	Decarbonisation of business trips
Start (MDR-A 68a, e)	2022
Degree of implementation (MDR-A 68a)	A large proportion of trips are already recorded using the CO_2 monitoring tool (almost two thirds). Therefore, the goal of recording all trips with the monitoring tool has not yet been achieved. A reduction in GHG emissions through air travel (minus 20 %) was narrowly not achieved. Therefore, the interim target (Milestone 2024) was not fully achieved.
(Planned) end (MDR-A 68c)	Ongoing
(Expected) results (MDR-A 68a, e; AR33b)	Reduction of the GHG emissions caused by air travel by 50 %
Scope in relation to business activities (MDR-A 68b)	Business trips and trips within the framework of exemptions of up to one month
Scope in relation to geographies (MDR-A 68b)	–
Scope in relation to affected stakeholders (MDR-A 68b)	Employees

Title of action (MDR-A 68a)	**Business trips: Campaign "Stay grounded, keep connected" (cf. ibid.)**
Description (MDR-A 68a)	In order to motivate TU Graz employees to avoid flying for short and medium-distance journeys and to switch to train connections, a wide range of communication and awareness-raising measures are being implemented. The aim is to promote climate-friendly mobility and to visualise the impact using the CO_2 monitoring tool. Measures include, among others: ▪ developing intranet pages including: 'climate-friendly travel' and 'mobility in numbers' ▪ videos with testimonials and role models ▪ cooperation with ÖBB ▪ presentation of the project and the monitoring tool in university sessions (curiae, faculty meetings) ▪ involvement of employees in the pilot operation of the monitoring tool ▪ information via internal channels (TU Graz people, Newsflash) ▪ thematic actions such as railway days, merchandising (fabric bags), competitions ▪ advertising of sustainable path chains including taxis for the last few kilometres via the TU4U site 'my climate-friendly trip' These measures are intended to strengthen the awareness and use of climate-friendly travel alternatives and contribute to reducing CO_2e emissions when travelling on business.
Addressed material (sub-)topic (MDR-P 65a)	Climate change mitigation
Addressed material IRO (MDR-A 68a)	Indirect greenhouse gas emissions
Addressed policy (MDR-A 68a)	Road map Climate-Neutral TU Graz 2030
Contribution to achieving the policy objective (MDR-A 68a)	Forcing the use of short and medium distance rail journeys rather than flying to reduce CO_2e emissions and promoting climate-friendly mobility alternatives
Type of decarbonisation lever (E1-1 16b; E1-3 29a; E1-4 34f; AR 30a)	Decarbonisation of commuting
Start (MDR-A 68a, e)	2021
Degree of implementation (MDR-A 68a)	The accompanying measures have been implemented, have been well received and will continue continuously. The cooperation with ÖBB will be continued (second cooperation agreement). The interim target (Milestone 2023) was therefore achieved.
(Planned) end (MDR-A 68c)	Ongoing
(Expected) results (MDR-A 68a, e; AR33b)	Reduction of the GHG emissions caused by travelling by plane
Scope in relation to business activities (MDR-A 68b)	Business trips, trips as part of leave and stays abroad
Scope in relation to geographies (MDR-A 68b)	-
Scope in relation to affected stakeholders (MDR-A 68b)	Employees

Title of action (MDR-A 68a)	**Stays abroad for employees and students: GHG monitoring, additional support for sustainable travel (cf. ibid.)**
Description (MDR-A 68a)	Structured monitoring is necessary for the development of appropriate measures, such as shifting from air to rail travel. The means of transport used for arrival and return journeys (by stages) and the distances travelled are recorded. You can also apply for Erasmus+ Green Travel funding (subsidies dependent on distance for trains, buses or car sharing). Students also receive support from the TU Graz.
Addressed material (sub-)topic (MDR-P 65a)	Climate change mitigation
Addressed material IRO (MDR-A 68a)	Indirect greenhouse gas emissions
Addressed policy (MDR-A 68a)	Road map Climate-Neutral TU Graz 2030
Contribution to achieving the policy objective (MDR-A 68a)	Contribution to the reduction of GHG emissions through structured monitoring and promotion of sustainable travel.

Title of action (MDR-A 68a)	**Stays abroad for employees and students: GHG monitoring, additional support for sustainable travel (cf. ibid.)**
Type of decarbonisation lever (E1-1 16b; E1-3 29a; E1-4 34f; AR 30a)	Decarbonisation of commuting
Start (MDR-A 68a, e)	2021
Degree of implementation (MDR-A 68a)	Since 2022, the complete data collection of the means of transport used for the journeys to and from destination cities and the kilometres travelled, both for employees and for students, has been carried out. In addition, TU Graz provides additional support for all students travelling sustainably. The interim target (Milestone 2022) was therefore achieved.
(Planned) end (MDR-A 68c)	Ongoing
(Expected) results (MDR-A 68a, e; AR33b)	Reduction of GHG emissions caused by employees and students staying abroad.
Scope in relation to business activities (MDR-A 68b)	Stays abroad
Scope in relation to geographies (MDR-A 68b)	–
Scope in relation to affected stakeholders (MDR-A 68b)	Employees, Students

Title of action (MDR-A 68a)	**Business trips: preference of trains over car and air travel in line with travel policy (cf. ibid.)**
Description (MDR-A 68a)	When organising business trips, comfort, time and costs usually determine the choice of means of transport. In order to promote climate-friendly options, their preference was anchored in the TU Graz's business travel guidelines. Since March 2021, in addition to the most cost-effective option, the most ecologically compatible option must also be taken into account. Within Europe, rail travel is given priority over flights and car journeys. In addition, the costs for an ÖBB[1] membership card are refundable, train tickets may be more expensive than flight tickets for ecological reasons and there are clear regulations regarding combinations with private stays and subsidies when using a climate ticket. In May 2024, a new travel policy came into force, including climate contribution (bonus for train and bus travel, penalty for air travel), an increased subsidy for the use of the Klimaticket, and expanded options such as first-class tickets for train journeys over three hours or the use of sleeping and individual compartments.
Addressed material (sub-)topic (MDR-P 65a)	Climate change mitigation
Addressed material IRO (MDR-A 68a)	Indirect greenhouse gas emissions
Addressed policy (MDR-A 68a)	Road map Climate-Neutral TU Graz 2030
Contribution to achieving the policy objective (MDR-A 68a)	Reduction of GHG emissions by promoting emission-saving forms of mobility.
Type of decarbonisation lever (E1-1 16b; E1-3 29a; E1-4 34f; AR 30a)	Decarbonisation of commuting
Start (MDR-A 68a, e)	2021
Degree of implementation (MDR-A 68a)	The measure was fully implemented in the current TU Graz travel guidelines, which have actively been adhered to since April 2024.
(Planned) end (MDR-A 68c)	Ongoing
(Expected) results (MDR-A 68a, e; AR33b)	Reduction of emission-intensive forms of mobility during business trips
Scope in relation to business activities (MDR-A 68b)	Business trips
Scope in relation to geographies (MDR-A 68b)	Business trips within Europe
Scope in relation to affected stakeholders (MDR-A 68b)	Employees

1 ÖBB Vorteilscard is a discount card offered by the Austrian Federal Railways (ÖBB).

Title of action (MDR-A 68a)	Business trips: dedicated climate contribution to air travel (cf. ibid.)
Description (MDR-A 68a)	Intra-European air travel can often be replaced by rail and bus travel (up to about 1,200 km by day trains, up to about 2,000 km by night trains). Short-haul flights often differ little in cost or travel time, but medium-haul flights are usually cheaper than train or bus travel. To compensate, TU Graz charges a climate levy for air travel, which finances measures to promote climate-friendly means of transport. Air travel accounts for over 90 % of mobility-related emissions and is expected to account for the largest share of total emissions from 2027. In particular, support will be provided for the shift to rail and bus travel. All flights are subject to a dedicated climate contribution.
Addressed material (sub-)topic (MDR-P 65a)	Climate change mitigation
Addressed material IRO (MDR-A 68a)	Indirect greenhouse gas emissions
Addressed policy (MDR-A 68a)	Road map Climate-Neutral TU Graz 2030
Contribution to achieving the policy objective (MDR-A 68a)	Reduction of GHG emissions from air travel, financing climate-friendly mobility measures, pushing the switch to train and bus travel
Type of decarbonisation lever (E1-1 16b; E1-3 29a; E1-4 34f; AR 30a)	Decarbonisation of commuting
Start (MDR-A 68a, e)	2022
Degree of implementation (MDR-A 68a)	The climate contribution was implemented in 2024. A reduction in GHG emissions through air travel (minus 20 %) was narrowly unable to be achieved. Therefore, the interim target (Milestone 2024) was not fully achieved.
(Planned) end (MDR-A 68c)	2030
(Expected) results (MDR-A 68a, e; AR33b)	Reduction of GHG emissions from air travel by 50 % by 2030 compared to 2017
Scope in relation to business activities (MDR-A 68b)	Business trips and stays abroad by employees
Scope in relation to geographies (MDR-A 68b)	Plane journeys within Europe (participating Council of Europe states) and international
Scope in relation to affected stakeholders (MDR-A 68b)	Employees

Title of action (MDR-A 68a)	Business trips: grants for train and bus travel, first class and night train (cf. ibid.)
Description (MDR-A 68a)	The contributions collected on air travel as part of the climate contribution are used for an incentive system for increased use of trains and buses. These include a 50 % subsidy towards ticket costs as well as the possibility of using 1st class for journeys over three hours and sleeping cars or individual compartments for night trains. These measures increase comfort and make longer train and bus trips more attractive, as the time travelling can also be used for work, relaxation, or simply as a way to get to a destination overnight.
Addressed material (sub-)topic (MDR-P 65a)	Climate change mitigation
Addressed material IRO (MDR-A 68a)	Indirect greenhouse gas emissions
Addressed policy (MDR-A 68a)	Road map Climate-Neutral TU Graz 2030
Contribution to achieving the policy objective (MDR-A 68a)	Reduction of GHG emissions by forcing the switch to rail and bus travel
Type of decarbonisation lever (E1-1 16b; E1-3 29a; E1-4 34f; AR 30a)	Decarbonisation of commuting
Start (MDR-A 68a, e)	2024
Degree of implementation (MDR-A 68a)	The climate contribution on official rail and long-distance bus journeys was introduced at the same time as the climate contribution on flights on 1 May 2024. The achievement of the interim target (Milestone 2024: 'The promotional measures will make longer bus and train journeys and night train journeys more attractive; the achievement of the reduction target of 50 % of GHG emissions from air travel by TU Graz employees by 2030 will be supported') will be laid out retroactively after the data has been evaluated in 2025.

Title of action (MDR-A 68a)	Business trips: grants for train and bus travel, first class and night train (cf. ibid.)
(Planned) end (MDR-A 68c)	Ongoing
(Expected) results (MDR-A 68a, e; AR33b)	Increased use of trains and buses Reduction of GHG emissions from employee air travel
Scope in relation to business activities (MDR-A 68b)	Business trips and stays abroad by employees
Scope in relation to geographies (MDR-A 68b)	Business trips within Europe
Scope in relation to affected stakeholders (MDR-A 68b)	Employees

Title of action (MDR-A 68a)	Car-free day and Day of Sustainability at the TU Graz (cf. ibid.)
Description (MDR-A 68a)	To reduce commuting-related GHG emissions, TU Graz promotes climate-friendly mobility and sustainable campus design. A central element is the annual car-free day, which also functions as Day of Sustainability for TU Graz. It sensitises employees, students and external guests to environmentally friendly forms of transport such as cycling, walking and the use of public transport. Part of the campus Inffeldgasse is a no-parking-zone on this day. The space gained is used for encounters, exercise and recreation and is used for sustainable mobility through sports and leisure activities, food trucks, and information and participation opportunities. The measure is intended to encourage a rethink in mobility behaviour, promote the switch to sustainable alternatives and visibly support the climate goals of TU Graz.
Addressed material (sub-)topic (MDR-P 65a)	Climate change mitigation
Addressed material IRO (MDR-A 68a)	Indirect greenhouse gas emissions
Addressed policy (MDR-A 68a)	Road map Climate-Neutral TU Graz 2030
Contribution to achieving the policy objective (MDR-A 68a)	Raising awareness of sustainable mobility, long-term behavioural changes in commuting behaviour
Type of decarbonisation lever (E1-1 16b; E1-3 29a; E1-4 34f; AR 30a)	Decarbonisation of commuting
Start (MDR-A 68a, e)	2024
Degree of implementation (MDR-A 68a)	First car-free day on 25 April 2024
(Planned) end (MDR-A 68c)	Ongoing
(Expected) results (MDR-A 68a, e; AR33b)	Long-term reduction of GHG emissions in commuting
Scope in relation to business activities (MDR-A 68b)	–
Scope in relation to geographies (MDR-A 68b)	Campus at Inffeldgasse
Scope in relation to affected stakeholders (MDR-A 68b)	Students, employees, local partners, external companies leasing spaces at Campus Inffeldgasse

FIELD OF ACTION: BUILDINGS

Title of action (MDR-A 68a)	Measures to reduce GHG emissions associated with new buildings (or major renovations) (cf. ibid.)
Description (MDR-A 68a)	The planned growth of TU Graz in the next ten years requires measures to minimize additional GHG emissions. These affect both the operation of new buildings and the grey emissions from production, construction, and materials used. Bundles of measures aimed at reducing emissions are therefore being developed for future construction projects. This is done in close collaboration with BIG and the Graz Centre of Sustainable Construction (GCSC). The aim is to use the expertise available at the TU Graz institutes in the area of sustainable construction in new construction projects and to implement measures to reduce grey emissions during construction as well as operational emissions.
Addressed material (sub-)topic (MDR-P 65a)	Climate change mitigation
Addressed material IRO (MDR-A 68a)	Indirect greenhouse gas emissions
Addressed policy (MDR-A 68a)	Road map Climate-Neutral TU Graz 2030
Contribution to achieving the policy objective (MDR-A 68a)	Reduction of grey emissions and operational emissions associated with new buildings and renovations.
Type of decarbonisation lever (E1-1 16b; E1-3 29a; E1-4 34f; AR 30a)	Energy efficiency, use of renewable energies, decarbonisation of supply chain
Start (MDR-A 68a, e)	2021
Degree of implementation (MDR-A 68a)	In 2024, a concept for collaboration within the framework of construction projects to implement sustainability measures was developed in close collaboration with BIG and the Research Centre Graz Centre of Sustainable Construction (GCSC). The result of this process was the signing of a related Memorandum of Understanding between BIG and TU Graz.
(Planned) end (MDR-A 68c)	Ongoing
(Expected) results (MDR-A 68a, e; AR33b)	Minimising additional GHG emissions from new construction and renovations
Scope in relation to business activities (MDR-A 68b)	All new buildings, renovations, and refurbishments at TU Graz
Scope in relation to geographies (MDR-A 68b)	All TU Graz locations, especially the campus at Inffeldgasse
Scope in relation to affected stakeholders (MDR-A 68b)	BIG, Institutes at TU Graz, construction project participants

Title of action (MDR-A 68a)	Measures to reduce GHG emissions associated with the operation of existing buildings (cf. ibid.)
Description (MDR-A 68a)	The buildings used by TU Graz have different structural qualities. The aim is to reduce the average heating requirement for district heating-heated buildings by 2030 to 69 kWh/(m²a).
Addressed material (sub-)topic (MDR-P 65a)	Climate change mitigation Energy
Addressed material IRO (MDR-A 68a)	Indirect greenhouse gas emissions Energy consumption
Addressed policy (MDR-A 68a)	Road map Climate-Neutral TU Graz 2030
Contribution to achieving the policy objective (MDR-A 68a)	Reduction of GHG emissions by reducing heating, ventilation and cooling requirements
Type of decarbonisation lever (E1-1 16b; E1-3 29a; E1-4 34f; AR 30a)	Energy efficiency
Start (MDR-A 68a, e)	2021
Degree of implementation (MDR-A 68a)	In 2024, the specific heating requirement (areas heated with district heating; adjusted for heating degree day) was 74.8 kWh/(m²a)

Title of action (MDR-A 68a)	Measures to reduce GHG emissions associated with the operation of existing buildings (cf. ibid.)
(Planned) end (MDR-A 68c)	2030
(Expected) results (MDR-A 68a, e; AR33b)	Reduction of heating requirements (areas heated with district heating; adjusted by heating degree) from 92.3 kWh/(m²a) (2018) to 69 kWh/(m²a) by 2030
Scope in relation to business activities (MDR-A 68b)	All original buildings at TU Graz
Scope in relation to geographies (MDR-A 68b)	All TU Graz locations
Scope in relation to affected stakeholders (MDR-A 68b)	OU Buildings and Technical Support

FIELD OF ACTION: EQUIPMENT AND DEVICES

Title of action (MDR-A 68a)	Sustainable procurement (cf. ibid.)
Description (MDR-A 68a)	TU Graz places particular importance on sustainable and efficient use of resources, which also influences procurement. Environmentally friendly and sustainable office supplies and the avoidance of unnecessary packaging are preferred. When tendering in accordance with the Federal Procurement Act (BVergG: BGBl. I. Nr. 65/2018), the central procurement service takes sustainability criteria into account. In addition, measures are being implemented to extend the lifetime of materials, products, and inventory, e.g. through semi-annual furniture distribution campaigns (Furniture-reUSE; 'reusing furniture initiative') or transfer of unused office supplies. Promotional items are procured centrally, inventory is managed, and items not required can be returned and the value of the goods reversed.
Addressed material (sub-)topic (MDR-P 65a)	Climate change mitigation
Addressed material IRO (MDR-A 68a)	Indirect greenhouse gas emissions
Addressed policy (MDR-A 68a)	Road map Climate-Neutral TU Graz 2030
Contribution to achieving the policy objective (MDR-A 68a)	Reduction CO_2e emissions by extending product lifespan and sustainable procurement, reduction of resource consumption and waste
Type of decarbonisation lever (E1-1 16b; E1-3 29a; E1-4 34f; AR 30a)	Lifetime, waste reduction
Start (MDR-A 68a, e)	Ongoing
Degree of implementation (MDR-A 68a)	In 2024, a new procurement policy was adopted. It enshrines the principles of economy, thrift, and sustainability. In addition, initiatives such as office supplies gift campaigns or reusing furniture also take place.
(Planned) end (MDR-A 68c)	Ongoing
(Expected) results (MDR-A 68a, e; AR33b)	Continuous improvement towards environmentally friendly and regional procurement.
Scope in relation to business activities (MDR-A 68b)	All procurement processes
Scope in relation to geographies (MDR-A 68b)	All TU Graz locations
Scope in relation to affected stakeholders (MDR-A 68b)	Employees, students, suppliers

FIELD OF ACTION: CANTEEN AND FOOD

Title of action (MDR-A 68a)	Measures to reduce GHG emissions in connection with the dishes offered by the canteens at TU Graz (cf. ibid.)
Description (MDR-A 68a)	The CO_2e intensity of food, especially meat and other animal products, contributes only slightly but relevantly to the climate footprint of TU Graz. The focus of the measures is on reducing meat, especially beef, and reducing food waste. Organic, seasonal and regional products as well as meat substitute products (e.g. soy) are increasingly used.
Addressed material (sub-)topic (MDR-P 65a)	Climate change mitigation
Addressed material IRO (MDR-A 68a)	Indirect greenhouse gas emissions
Addressed policy (MDR-A 68a)	Road map Climate-Neutral TU Graz 2030
Contribution to achieving the policy objective (MDR-A 68a)	Reduction of GHG emissions
Type of decarbonisation lever (E1-1 16b; E1-3 29a; E1-4 34f; AR 30a)	Raising awareness in consumer behaviour and decarbonising the supply chain
Start (MDR-A 68a, e)	2022
Degree of implementation (MDR-A 68a)	The health management at the TU Graz has created a 10-point plan that relates to the three levels of meat reduction, use of seasonal, regional and organic foods, and prevention of food waste. The use of beef has decreased significantly, and three vegetarian/vegan dishes are offered most days. Therefore, the interim target (Milestone 2024: 'waiver of beef, daily offer of at least three vegetarian menus') was achieved by offering vegetarian menus, but the waiver of beef was not fully achieved.
(Planned) end (MDR-A 68c)	Ongoing
(Expected) results (MDR-A 68a, e; AR33b)	Reduction of GHG emissions through food consumption in the canteens Raising awareness of climate-friendly nutrition
Scope in relation to business activities (MDR-A 68b)	Canteen operations at TU Graz
Scope in relation to geographies (MDR-A 68b)	All TU Graz campus locations
Scope in relation to affected stakeholders (MDR-A 68b)	Students, Employees, guests of TU Graz, canteens

Title of action (MDR-A 68a)	Measures to reduce GHG emissions in connection with the food offered at buffets at TU Graz (cf. ibid.)
Description (MDR-A 68a)	The reduction of meat and other animal products at the buffets at TU Graz makes a small but relevant contribution to CO_2e reduction. Measures include replacing GHG-intensive foods with plant-based alternatives and increasing the use of organic, seasonal, and regional products.
Addressed material (sub-)topic (MDR-P 65a)	Climate change mitigation
Addressed material IRO (MDR-A 68a)	Indirect greenhouse gas emissions
Addressed policy (MDR-A 68a)	Road map Climate-Neutral TU Graz 2030
Contribution to achieving the policy objective (MDR-A 68a)	Reduction of GHG emissions
Type of decarbonisation lever (E1-1 16b; E1-3 29a; E1-4 34f; AR 30a)	Raising awareness in consumer behaviour and decarbonising the supply chain
Start (MDR-A 68a, e)	2022
Degree of implementation (MDR-A 68a)	The guidelines for sustainable event catering were created, which created the framework; However, the implementation has so far been voluntary for organisers and cannot be tracked, so that the interim target (Milestone 2024) has only been conceptually achieved.

Title of action (MDR-A 68a)	Measures to reduce GHG emissions in connection with the food offered at buffets at TU Graz (cf. ibid.)
(Planned) end (MDR-A 68c)	Ongoing
(Expected) results (MDR-A 68a, e; AR33b)	Reducing GHG emissions through more sustainable buffets Raising awareness of climate-friendly nutrition
Scope in relation to business activities (MDR-A 68b)	Catering, event and buffet service at TU Graz
Scope in relation to geographies (MDR-A 68b)	All TU Graz campus locations
Scope in relation to affected stakeholders (MDR-A 68b)	Students, Employees, external guests and partners at university-related events

FIELD OF ACTION: ADAPTATION TO CLIMATE CHANGE AND BIODIVERSITY

Title of action (MDR-A 68a)	Greening measures and biodiversity-promoting measures at all TU locations (cf. ibid.)
Description (MDR-A 68a)	The increase in tropical days (air temperature more than 30 °C) makes measures to reduce local temperatures on the TU Graz campus increasingly relevant. Trees, shrubs, unsealed areas and façades and roof greenery create shade, improve the quality of stay and are appreciated by students, employees and residents. Extensively mown meadows, shrubs, and ecologically relevant structural elements also promote urban biodiversity and form a network of biological diversity. TU Graz implements this through annual greening measures, tree and shrub plantings, biodiversity-promoting measures (e.g. longer mowing intervals) and the creation of additional seating in accordance with a long-term overall concept.
Addressed material (sub-)topic (MDR-P 65a)	Climate change mitigation Climate change adaptation
Addressed material IRO (MDR-A 68a)	Extreme weather phenomena
Addressed policy (MDR-A 68a)	Road map Climate-Neutral TU Graz 2030
Contribution to achieving the policy objective (MDR-A 68a)	Local temperature reduction and higher quality of stay, creating shade, promoting biodiversity
Type of decarbonisation lever (E1-1 16b; E1-3 29a; E1-4 34f; AR 30a)	–
Start (MDR-A 68a, e)	2024
Degree of implementation (MDR-A 68a)	Greening measures (redesign of the park behind the main building of the Alte Technik, planting of trees) were carried out as planned. The interim target (Milestone 2024) was therefore achieved.
(Planned) end (MDR-A 68c)	Ongoing
(Expected) results (MDR-A 68a, e; AR33b)	Cooling and heat protection Higher quality of stay Promoting biodiversity
Scope in relation to business activities (MDR-A 68b)	Campus development & facility management
Scope in relation to geographies (MDR-A 68b)	Spaces at and around the TU Graz campus locations
Scope in relation to affected stake-holders (MDR-A 68b)	Students, employees, neighbours, the city of Graz

AR 21 – Dependence on availability and allocation of resources

The implementation of measures depends on the allocation of resources.
These assignments are made by the Rectorate as required.

Metrics and targets

E1-4 – Targets related to climate change mitigation and adaptation

MDR-T 81b – Setting measurable and results-orientated targets

As part of the project Roadmap Climate-Neutral TU Graz 2030, a target route backed by comprehensive measures (cf. Eder/Getzinger 2025) was developed. The objectives shown therein are reviewed annually by means of THG monitoring and adjusted as necessary. The sub-targets for the individual measures can be found in the corresponding chapter Impact, risk and opportunity management under E1-3 – Actions and resources related to climate change policy.

34 b – Consistency of GHG emission reduction targets

The limits of the GHG inventory are specified by the GHG accounting tool ClimCalc, which is mainly used by Austrian universities. These limits are regularly evaluated and expanded if necessary (ClimCalc_2017_Version-2024-11-18; ClimCalc_2018_Version-2024-11-18; ClimCalc_2019_Version-24-11-18; ClimCalc_2020_Version-2024-11-18; ClimCalc_2021_Version-2024-11-18;ClimCalc_2022_Version-2025-02-02). This tool is based on the GHG protocol (cf. WBCSD/WIR 2004).

AR 25 a – Representativeness of the reference value

2017 was chosen as the base year for GHG reduction because the annual emissions of the TU Graz do not fluctuate significantly and it would therefore not be appropriate to calculate an average value. The representativeness of the base value was ensured by comprehensively recording all relevant system categories such as energy, mobility, materials, and canteen and by including external influencing factors in the assessment. At the time of compilation, valid emission factors were used (cf. Passer/Maier 2020), which were adjusted during updates by the Federal Environment Agency (cf. Häller et al. 2024) in order to reflect the actual conditions as realistically as possible. The methodology and data used were documented transparently, so that the base value serves as a traceable, verifiable, and reliable benchmark for future developments (cf. Passer/Maier 2020).

34 e – Scientific basis for the target to reduce greenhouse gas emissions

The TU Graz bases its targets on the guidelines 'Step by step towards climate-neutral universities and colleges,' published by experts of the Alliance of Sustainable Universities in Austria (2022). The targets set in the roadmap and their implementation status are evaluated externally every two years. To date, two evaluations have been published: the first by the Wegener Center for Climate and Global Change (2022) and the second by the Federal Environment Agency (2025).

E1-5 – Energy consumption and mix

37 – Energy consumption and mix in relation to own operations

Table 2: Energy consumption and mix.

	Energy consumption and mix	2024 [MWh]
E1-5 38a	(1) Fuel consumption from coal and coal products	–
E1-5 38b	(2) Fuel consumption from crude oil and petroleum products	138.41
E1-5 38c	(3) Fuel consumption from natural gas	2,417.00
	for research *for heating*	*2,354.84* *62.16*
E1-5 38d	(4) Fuel consumption from other fossil sources	–
E1-5 38e	(5) Consumption of purchased or acquired electricity, heat, steam, or cooling from fossil sources	12,497.65
E1-5 37a	**6) Total fossil energy consumption (MWh) (calculated as the sum of lines 1 to 5)**	**15,053.06**
E1-5 AR 34	Share of fossil sources in total energy consumption (in %)	33.15
E1-5 37b	(7) Consumption from nuclear sources	–
E1-5 37b	Share of consumption from nuclear sources in total energy consumption (in %)	–
E1-5 37c i	(8) Fuel consumption for renewable sources, including biomass (also comprising industrial and municipal waste of biologic origin, biofuels, biogas, renewable hydrogen, etc.)	–
E1-5 37c ii	(9) Consumption of purchased or acquired electricity, heat, steam, and cooling from renewable sources	30,360.98
E1-5 37c iii	(10) The consumption of self-generated non-fuel renewable energy	1,103.88*
E1-5 37 c	**(11) Total renewable energy consumption (calculated as the sum of lines 8 to 10)**	**31,464.86**
E1-5 AR 34	Share of renewable sources in total energy consumption (in %)	67.64
E1-5 36	**Total energy consumption (calculated as the sum of lines 6 and 11)**	**46,517.92**

* Only photovoltaic power taken into account
Source: Own data representation of greenhouse gas emission monitoring at the TU Graz 2024 (cf. Ensbacher et al 2025b)

E1-6 – Gross Scope 1, 2, 3 and Total GHG emissions

44 – Scope 1, Scope 2, Scope 3, and Total GHG emissions

Table 3: GHG emissions disaggregated by Scope 1, Scope 2 and significant Scope 3.

	Categories	2024 [tCO_2e]	2023 [tCO_2e]
	Scope 1 GHG emissions		
E1-6 48a	Gross Scope 1 GHG emissions (tCO_2eq)	592	402
E1-6 48b	Percentage of Scope 1 GHG emissions from regulated emissions trading schemes (in %)	–	–
	Scope 2 GHG emissions		
E1-6 49a	Gross location-based Scope 2 GHG emissions (tCO_2eq)	7,430	7,617
E1-6 49b	Gross market-based Scope 2 GHG emissions (tCO_2eq)	5,684	5,628
E1-6 51	**Significant scope 3 GHG emissions**		
	Total Gross indirect (Scope-3) GHG emissions (tCO_2eq)	9,899	12,467
	3.1 Purchased goods and services	409	452
	3.2 Capital goods	156	153
	3.3 Fuel and energy-related activities (not included in Scope 1 and Scope 2)	2,318	2,015
	3.4 Upstream transportation and distribution	–	–
	3.5 Waste generated in operations	–	–
	3.6 Business travel	3,494	6,277
	3.7 Employee and student commuting	3,522	3,571
	3.8 Upstream leased assets	–	–
	3.9 Downstream transportation	–	–
	3.10 Processing of sold products	–	–
	3.11 Use of sold products	–	–
	3.12 End-of-life use of sold products	–	–
	3.13 Downstream leased assets	–	–
	3.14 Franchises	–	–
	3.15 Investment	–	–
	Total GHG emissions		
	Total GHG emissions (location-based) (tCO_2eq)	17,921	20,486
	Total GHG emissions (market-based) (tCO_2eq)	16,176	18,498

Source: Based on greenhouse gas emission monitoring by the TU Graz 2024 (cf. Ensbacher et al. 2025b)

47 – Significant changes of definitions

For the first time, the GHG monitoring for the reporting year 2024 is based – in accordance with the recommendations of the Federal Environment Agency in its second evaluation report (cf. Umweltbundesamt GmbH 2025) and the CCCA guide The Path to Climate Neutrality (2025) – on a systematic allocation of emissions to the internationally recognised categories of the GHG protocol (Scope 1, 2 and 3). This represents a significant methodological expansion compared to previous reporting periods, in which emissions were primarily classified according to thematic categories such as energy, mobility, material use, new buildings/renovations, and canteens. The original categories are also retained to simplify comparability with previous balance sheets and monitoring for users (cf. Ensbacher et al. 2025b).

The shift to a fully consistent methodology in line with the market-based approach of the GHG protocol has not been implemented yet in the monitoring for 2024. The reasons for this are the high cost of the necessary data research and preparation, as well as ongoing work by the Alliance of Sustainable Universities in Austria and the Federal Environment Agency on standardised calculation guidelines. An adjustment of the methodology is planned as soon as these guidelines are published (cf. ibid.).

The TU Graz bases its definition of climate neutrality on the guidelines of the Alliance of Sustainable Universities in Austria (2022). Based on the findings in the second evaluation report of the project Roadmap Climate-Neutral TU Graz 2030 (cf. Umweltbundesamt GmbH 2025), the existing roadmap is currently being adapted.

AR 39 b – Methods, significant assumptions and emission factors used to calculate or measure greenhouse gas emissions

GHG emissions were calculated using the tool ClimCalc (cf. Allianz Nachhaltige Universitäten in Österreich 2025b). The calculation was based on the emission factors (EF) published by the Federal Environment Agency (Umweltbundesamt GmbH). The most recent EF available in July 2025 from 2022 were used for the calculation (version ClimCalc_2022Version-2025-02-02). Therefore, the result represents preliminary GHG monitoring.

Every three years, the TU Graz compiles a comprehensive greenhouse gas balance sheet (GHG balance). During the interim years, GHG emissions are monitored using a simplified balance sheet in some areas, which is referred to at the TU Graz as GHG monitoring. The main categories with a high share of total emissions (e.g. electricity, district heating, business travel) are re-evaluated, while other categories with high survey costs (own vehicle fleet, employee and student commuting, use of paper and IT equipment) are taken from the last GHG balance sheet or adjusted proportionally (cf. Eder/Getzinger 2025). The EF published up to that point are always used to calculate current emissions. For example, the 2023 GHG balance was based on the emission factors from 2019 and 2021 (ClimCalc version 2021), while the factors from 2022 (ClimCalc version 2022) were used for monitoring in 2024. As soon as new factors are published by the Austrian Federal Environment Agency for the respective calculated years and incorporated into a new ClimCalc version, the balance sheet and monitoring are updated accordingly and the addition 'preliminary' is replaced by 'final'. The EF is adjusted retroactively on a regular basis, as it is recalculated on the basis of new scientific findings, changed databases, or methodological developments. This can lead to deviations between preliminary and final results. Further detailed information on the exact calculation of GHG emissions can be found in the respective GHG balance sheets and GHG monitoring reports (cf. Ensbacher et al. 2025b).

AR 43 c – Biogenic CO_2e emissions from the combustion or bio-degradation of biomass in Scope 1

There are no biogenic CO_2e emissions from the combustion or bio-degradation of biomass in Scope 1.

AR 45 d – Information on Scope 2 GHG emissions – contractual instruments

In 2024, 'CO_2-free electricity' was purchased for the entire Inffeldgasse campus in accordance with the BBG 'universities' tender, which includes proof of origin from international certificate trading. At the Campus Neue Technik, UZ 46-certified electricity was purchased (36 % of the total electricity) and at the Camus Alte Technik, all electricity was purchased from the local Mur power plant Graz-Puntigam, which was commissioned in 2019.

AR 45 e – Biogenic CO_2 emissions from the combustion or bio-degradation of biomass in Scope 2

For the year 2024, no biogenic CO_2 emissions from the combustion or bio-degradation of biomass were calculated separately in Scope 2. The TU Graz is continuously working to improve and expand its database in order to increase transparency.

AR 46 g – Percentage of Scope 3 GHG emissions calculated using primary data

61 % of Scope 3 GHG emissions were calculated using primary data.

AR 46 h, i – Categories of Scope 3 GHG gross emissions: calculation methods and excluded categories

Data for the significant Scope 3 categories were collected systematically. Non-essential subcategories of Scope 3 have been classified as either irrelevant (<1 % of total emissions) or as not applicable to the university operations of TU Graz. Due to the specific activity structure of a university, large parts of the downstream value chain are not applicable (e.g. use of sold products or end-of-life use). One exception is the Scope 3.15 category (financial) 'investments', the relevance of which will still need to be evaluated in the coming reporting years. The subcategories of Scope 3 emissions are regularly reviewed for completeness.

Table 4: Data collection and calculation approaches for Scope 3 categories (cf. Ensbacher et al. 2025b)

Scope 3 emissions catagories	Was data collected?	Calculation method
3.1 Purchased goods and services	Yes	Hybrid method
3.2 Capital goods	Yes	Hybrid method
3.3 Fuel and energy-related Activities (not included in Scope 1 and Scope 2)	Yes	Hybrid method: fuel and distance-based
3.4 Upstream transportation and distribution	Not significant	
3.5 Waste generated in operations	Not significant	
3.6 Business travel	Yes	Distance-based
3.7 Employee and student commuting	Yes	Distance-based
3.8 Upstream leased assets	Not applicable	
3.9 Downstream transportation	Not applicable	
3.10 Processing of sold products	Not applicable	
3.11 Use of sold products	Not applicable	
3.12 End-of-life treatment of sold products	Not applicable	
3.13 Downstream leased assets	Not applicable	
3.14 Franchises	Not applicable	
3.15 Investment	Not significant	

3.1 Purchased goods and services: canteen

For the category canteen at TU Graz, activity data was collected in the areas of electricity, district heating, and food. The data comes from the organisational unit Buildings and Technical Support (electricity, district heating) and from the Austrian Student Canteen Operating Company [Österreichische Mensen Betriebsgesellschaft mbH] (food) (cf. Ensbacher et al. 2025b).

3.1 Purchased goods and services: paper

Purchasing data for paper are collected as part of GHG balance sheets (last survey for 2023) based on invoices and SAP. No new data were collected for 2024 because it was assumed that the quantities purchased had not changed significantly compared to the previous year (cf. ibid.).

3.2 Capital goods: IT equipment

Purchasing data for paper are collected as part of GHG balance sheets (last survey for 2023) based on invoices and SAP. For the year 2024, no new data were collected because it was assumed that the quantities purchased had not changed significantly compared to the previous year (cf. ibid.).

3.2 Capital goods: new buildings and renovations

In 2024, no significant new construction or renovation work took place (cf. ibid.).

3.3 Fuel- and energy-related activities

Energy sources taken into account (cf. ibid.):

- electricity (with and without certification according to eco label UZ 46): In addition to Scope 2 emissions, additional upstream emissions from electricity generation (Scope 3) are also recorded (e.g. mining of fossil fuels, construction of generation plants).
- photovoltaic electricity self-consumption: upstream emissions, e.g. from manufacturing and installing of PV systems are taken into account.
- district heating consumption as well as natural gas consumption for heating and research: upstream emissions from natural gas production and infrastructure (e.g. pipeline losses, pump energy) are taken into account.
- Diesel and petrol consumption for research purposes: In addition to Scope 1 emissions, emissions from extraction, refining, and logistics are also accounted for.
- company fleet of petrol, diesel, and light commercial vehicles: upstream emissions of fuels are accounted for on a distance basis.
- Company fleet of electric cars: while Scope 2 covers electricity consumption, Scope 3.3 takes into account upstream emissions from electricity supply.

3.6 Business travel

The category 'business travel'[1] is divided into business trips (including trips on leave of up to one month), stays abroad by employees and by students. The corresponding data

1 The category of 'business travel' also covers travel during periods of leave of up to one month, provided that TU Graz finances more than 50 % of the associated travel costs.

were provided by the CO_2e monitoring tool developed at TU Graz (data from the subcategory business travel were thus recorded for the first time in 2022) and by the International Office – Welcome Center of TU Graz.

For 2024, around 65 % of the CO_2e-relevant trips were recorded directly by travellers in the tool; the remaining 35 % were calculated proportionally. It should be noted that until mid-2025, trips from 2024 can still be billed in SAP and retroactively entered into the CO_2e tool, so the data varies depending on the time of query. The data on mileage and GHG emissions for 2024 (cf. Ensbacher et al. 2025b) underlying this report refer to the status as of 11 November, 2025, and for the preliminary GHG balance sheet for 2023 (cf. Ensbacher et al. 2024b) as of 3 April, 2024 (cf. Ensbacher et al. 2025b).

The categorisation of air travel into domestic flight, short/medium-haul flights (up to 1000 km), shorter long-haul (up to 4000 km) and long-haul (over 4000 km) in accordance with ClimCalc 2022 (Allianz Nachhaltiger Universitäten in Österreich 2025a) represents a methodological innovation that was first applied in GHG monitoring in 2024. This differentiation enables a more precise and realistic representation of flight emissions and increases the informative value and consistency of the GHG balance sheet of the TU Graz. Other categories for business travel include car use as well as rail and long-distance bus travel (cf. ibid.).

Emissions from domestic flights during stays abroad by staff and students cannot be reported due to the survey methodology (cf. ibid.).

3.7 Employee and student commuting

For the category commuting, data from the mobility survey conducted at Styrian universities to record mobility and commuter movements in 2023 (cf. Herry 2024) were used for evaluation. It was assumed that the modal split according to kilometres driven did not change significantly between 2023 and 2024. The annual passenger kilometres travelled by all modes of transport were then mathematically adjusted to the actual number of employees and students at TU Graz in 2024 (cf. Ensbacher et al. 2025b).

AR 46 j – Biogenic CO_2 emissions from the combustion or bio-degradation of biomass occurring in the upstream and downstream value chain (Scope 3)

For the year 2024, no biogenic CO_2 emissions from the combustion or bio-degradation of biomass were calculated separately in Scope 3. TU Graz is continuously working to improve and expand its data base in order to increase transparency.

E1-7 – GHG removals and GHG mitigation projects financed through carbon credits

61 a, b – Integration of emission credits into GHG neutrality

Due to the dynamic development of relevant framework conditions, the compensation concept of TU Graz (cf. Getzinger 2021) is currently being revised.

E1-MDR-M – Metrics in relation to material sustainability matters

Title of metric (MDR-M 76)	Total energy consumption (in MWh) (cf. Eder/Getzinger 2025)
Addressed material (sub-)topic (MDR-M 73)	Climate change mitigation Energy
Addressed material IRO (MDR-M 75)	Indirect greenhouse gas emissions Energy consumption
ESRS or entity-specific metric (MDR-M 77)	ESRS
Methods and significant presumptions (MDR-M 77)	The data are derived from meter readings and invoices.
Limitations of used methods (MDR-M 77a)	None
Measure validation (MDR-M 77b)	Internal and external audit based on the DIN EN ISO 50001 standard. In addition, most of the providers' data is validated monthly with the meter reading values from Buildings and Technical Support.

Title of metric (MDR-M 76)	Total renewable energy consumption (in MWh) (cf. ibid.)
Addressed material (sub-)topic (MDR-M 73)	Climate change mitigation Energy
Addressed material IRO (MDR-M 75)	Indirect greenhouse gas emissions Energy consumption
ESRS or entity-specific metric (MDR-M 77)	ESRS
Methods and significant presumptions (MDR-M 77)	The data are derived from meter readings and invoices.
Limitations of used methods (MDR-M 77a)	None
Measure validation (MDR-M 77b)	Internal and external audit based on the DIN EN ISO 50001 standard. In addition, most of the providers' data is validated monthly with the meter reading values from Buildings and Technical Support.

Title of metric (MDR-M 76)	Total fossil energy consumption (in MWh) (cf. ibid.)
Addressed material (sub-)topic (MDR-M 73)	Climate change mitigation Energy
Addressed material IRO (MDR-M 75)	Indirect greenhouse gas emissions Energy consumption
ESRS or entity-specific metric (MDR-M 77)	ESRS
Methods and significant presumptions (MDR-M 77)	The data are derived from meter readings and invoices.
Limitations of used methods (MDR-M 77a)	None
Measure validation (MDR-M 77b)	Internal and external audit based on the DIN EN ISO 50001 standard. In addition, most of the providers' data is validated monthly with the meter reading values from Buildings and Technical Support.

Title of metric (MDR-M 76)	Gross Scope 1 GHG emissions (cf. ibid.)
Addressed material (sub-)topic (MDR-M 73)	Climate change mitigation Energy
Addressed material IRO (MDR-M 75)	Direct greenhouse gas emissions Energy consumption
ESRS or entity-specific metric (MDR-M 77)	ESRS
Methods and significant presumptions (MDR-M 77)	Hybrid method: fuel and distance-based The consumption data come from invoices and the mileage records of the university's own fleet. For TU Graz, natural gas, its own vehicle fleet, fuel consumption in research and fugitive emissions from refrigerants are relevant and recorded.
Limitations of used methods (MDR-M 77a)	None
Measure validation (MDR-M 77b)	The GHG emission calculations are not validated externally.

Title of metric (MDR-M 76)	Gross location-based Scope 2 GHG emissions (cf. ibid.)
Addressed material (sub-)topic (MDR-M 73)	Climate change mitigation Energy
Addressed material IRO (MDR-M 75)	Indirect greenhouse gas emissions Energy consumption
ESRS or entity-specific metric (MDR-M 77)	ESRS
Methods and significant presumptions (MDR-M 77)	Based on primary data (see total energy consumption) for electricity and district heating and the average emission factor for Austria
Limitations of used methods (MDR-M 77a)	None
Measure validation (MDR-M 77b)	The GHG emission calculations are not validated externally.

Title of metric (MDR-M 76)	Gross market-based Scope 2 GHG emissions (cf. ibid.)
Addressed material (sub-)topic (MDR-M 73)	Climate change mitigation Energy
Addressed material IRO (MDR-M 75)	Indirect greenhouse gas emissions Energy consumption
ESRS or entity-specific metric (MDR-M 77)	ESRS
Methods and significant presumptions (MDR-M 77)	Based on primary data (see total energy consumption) for electricity and district heating and supplier-specific emission factors and assumptions;specific contractual agreements (e.g. proof of origin, supplier contracts) that allow conclusions to be drawn about the actual emission intensity of the energy purchased are taken into account here. It is assumed that the electricity products purchased by TU Graz that are not UZ 46 (or comparable) certified have the higher location-based emission factor.
Limitations of used methods (MDR-M 77a)	Emission factors of the electricity providers for the purchased electricity products are currently not fully available.
Measure validation (MDR-M 77b)	The GHG emission calculations are not validated externally.

Title of metric (MDR-M 76)	Total Gross indirect (Scope 3) GHG emissions (cf. ibid.)
Addressed material (sub-)topic (MDR-M 73)	Climate change mitigation
Addressed material IRO (MDR-M 75)	Indirect greenhouse gas emissions Energy consumption
ESRS or entity-specific metric (MDR-M 77)	ESRS
Methods and significant presumptions (MDR-M 77)	61 % of Scope 3 emissions were calculated using primary (activity) data. (see AR 46 h, i)
Limitations of used methods (MDR-M 77a)	None
Measure validation (MDR-M 77b)	The GHG emission calculations are not validated externally.

Title of metric (MDR-M 76)	Total location-based GHG emissions (cf. ibid.)
Addressed material (sub-)topic (MDR-M 73)	Climate change mitigation Energy
Addressed material IRO (MDR-M 75)	Direct greenhouse gas emissions Indirect greenhouse gas emissions Energy consumption
ESRS or entity-specific metric (MDR-M 77)	ESRS
Methods and significant presumptions (MDR-M 77)	Total location-based GHG emissions were calculated as the sum of Scope 1 and 3 emissions and location-based Scope 2 GHG emissions (see E1-6).
Limitations of used methods (MDR-M 77a)	None
Measure validation (MDR-M 77b)	The GHG emission calculations are not validated externally.

Title of metric (MDR-M 76)	Total market-based GHG emissions (cf. ibid.)
Addressed material (sub-)topic (MDR-M 73)	Climate change mitigation
Addressed material IRO (MDR-M 75)	Direct greenhouse gas emissions Indirect greenhouse gas emissions Energy consumption
ESRS or entity-specific metric (MDR-M 77)	ESRS
Methods and significant presumptions (MDR-M 77)	Total market-based GHG emissions were calculated as the sum of Scope 1 and 3 emissions and market-based Scope 2 GHG emissions (see E1-6).
Limitations of used methods (MDR-M 77a)	Emission factors of the electricity providers for the purchased electricity products are currently not fully available.
Measure validation (MDR-M 77b)	The GHG emission calculations are not validated externally.

Further details on the parameters relating to key climate aspects can be found in the 2024 THG monitoring report of the TU Graz (cf. Ensbacher et al. 2025b).

ESRS E2 Pollution

A key challenge for the future is to create a quality of life that meets high environmental standards and offers good working and living conditions. An intact environment not only requires sustainable use of available resources, but also the preservation of ecosystem services. These include, among other things, the ability of natural systems to filter pollutants and mitigate negative effects (cf. Millennium Ecosystem Assessment 2005). If these systems are subjected to excessive stress, they will no longer be able to perform their buffering and filtering functions, resulting in environmental pollution. Substances of very high concern (SVHC), pose a significant risk in this context. They can cause long-term and detrimental damage to the environment and, furthermore, cause serious health consequences for humans. TU Graz aims to use its scientific expertise to contribute towards sustainable development and to protect people and the environment from the negative effects of such substances. Within its research activities, the responsible use of hazardous substances is therefore explicitly addressed and implemented in practical work. Due to its research and teaching activities, TU Graz maintains and uses a portfolio of more than 14,000 different chemicals. Wherever possible, hazardous substances are substituted. However, complete substitution is not feasible due to scientific requirements.

Impact, risk and opportunity management

E2-1 – Policies related to pollution

For TU Graz, preventing environmental pollution is of crucial importance. The university actively monitors and controls the environmental impact of its operations, focusing on mitigating environmental risks arising from laboratory and workshop activities as well as the resulting waste. In addition to mere compliance with legal requirements, TU Graz is committed to the prevention and responsible handling of dangerous substances, including SVHC. Thus, TU Graz is proactively developing approaches in order to reduce environmental pollution and contribute to improving ecological conditions. Through its teaching and research activities, it works beyond the university context and, through functioning as a role model, helps to raise awareness among students of the need to act responsibly in future professional leadership roles (cf. TU Graz 2023a).

15 b – Substitution and minimisation of the use of substances of concern and the phasing out of substances of very high concern

Certain research activities require the use of SVHC, but only in very small quantities, which are handled in strict compliance with existing safety standards. This way, a targeted safety culture is promoted when dealing with hazardous substances. At the same time, the research generates knowledge supporting the responsible use of SVHC and provides the basis for future substitutions. Due to scientific requirements, the complete elimination or substitution of the substances under investigation is only possible to a limited extent; wherever alternatives are available, these are implemented in close cooperation with the prevention team.

15 c – Policies for preventing safety incidents and emergency situations

In addition to structural measures and laboratory regulations, TU Graz has a comprehensive safety management system that regulates the prevention of safety incidents and the handling of emergency situations. This includes additional training and instruction, and in particular, the Code of Conduct (cf. TU Graz 2021) as well as the emergency manual (cf. TU Graz 2025c), which contain specific guidelines for safe conduct and the prevention of risks. Furthermore, the guideline fire safety regulations (cf. TU Graz 2025g) contain preventive measures to avoid possible release of pollutants in the event of a fire. Similarly, the waste management concept (cf. TU Graz 2005a) likewise takes preventive aspects into account to ensure proper handling and avoiding the release of pollutants. Should safety incidents or unintended release nevertheless occur, the measures taken will help limit negative impacts on people and the environment.

Title of policy (MDR-P 65a)	Code of Conduct (compliance policy) (cf. TU Graz 2021)
Content (MDR-P 65a)	The TU Graz Code of Conduct defines binding requirements for law-abiding and ethical behaviour for all people employed at the university. It also includes regulations on health and safety at work and the basic handling of possible health or safety risks.
Addressed material (sub-)topic (MDR-P 65a)	Substances of concern and substances of very high concern
Addressed material IRO (MDR-P 65a)	Improper handling/incidents Chemical accident Product leaks
Objectives (MDR-P 65a)	Law-abiding and ethically responsible conduct not only protects the TU Graz, its bodies, and employees from civil and criminal consequences, but also contributes significantly to securing and strengthening trust in the institution as well as its reputation. It also supports the avoidance of health and safety risks.
Monitoring (MDR-P 65a)	Misconduct or violations of this policy must be reported immediately to the responsible manager and the Rectorate. In the event of non-compliance with the Code of Conduct, the Rectorate arranges for an objective and transparent examination of the incident.
Scope in relation to business activities (MDR-P 65b)	The scope includes all activities of TU Graz.
Excluded actions (MDR-P 65b)	No excluded activities
Scope in relation to geographies (MDR-P 65b)	–
Scope in relation to affected stakeholders (MDR-P 65b)	The Code of Conduct is binding for all people employed at TU Graz. Its scope includes both the behaviour of employees among themselves and the relationships between the TU Graz and students, external partners, and the public. Accordingly, the code also applies to employees of companies in which TU Graz has a direct or indirect stake of at least 50 %.
Responsible organisational level (MDR-P 65c)	TU Graz Rectorate
Reference to standards or initiatives of third parties (MDR-P 65d)	No external standards or third-party initiatives
Consideration of stakeholder interests (MDR-P 65e)	No stakeholders were involved in the creation of the concept.
Accessibility of policy for stakeholders (MDR-P 65f)	The Code of Conduct (Compliance Policy) is publicly available on the TU Graz homepage.

Title of policy (MDR-P 65a)	TU Graz waste management concept (cf. TU Graz 2005a)
Content (MDR-P 65a)	The waste management concept is a management and controlling instrument. It regulates collection and disposal practices and their documentation as well as organisational precautions for compliance with waste management legal provisions and waste prevention measures.
Addressed material (sub-)topic (MDR-P 65a)	Substances of concern and substances of very high concern
Addressed material IRO (MDR-P 65a)	Improper handling/incidents Product leak
Objectives (MDR-P 65a)	The waste management concept provides for the disposal of waste in accordance with the legal and environmental requirements. It is intended to integrate ecological principles, reduce disposal costs and avoid waste.
Monitoring (MDR-P 65a)	Organisational unit (OU) Buildings and Technical Support monitors the amount of waste
Scope in relation to business activities (MDR-P 65b)	All TU Graz locations
Excluded actions (MDR-P 65b)	No excluded activities
Scope in relation to geographies (MDR-P 65b)	Graz
Scope in relation to affected stakeholders (MDR-P 65b)	The waste management concept is binding for all people employed at TU Graz.
Responsible organisational level (MDR-P 65c)	Buildings and Technical Support
Reference to standards or initiatives of third parties (MDR-P 65d)	No external standards or third-party initiatives
Consideration of stakeholder interests (MDR-P 65e)	No stakeholders were involved in the creation of the concept.
Accessibility of policy for stakeholders (MDR-P 65f)	OU Buildings and Technical Support

Title of policy (MDR-P 65a)	Guideline Fire Safety Regulations (cf. TU Graz 2025g)
Content (MDR-P 65a)	The Fire Safety Regulations provide important information about behaviour to ensure safe operation, to avoid endangering health and property, about preventing serious damage caused by fires and what to do in the event of a fire itself.
Addressed material (sub-)topic (MDR-P 65a)	Substances of concern and substances of very high concern
Addressed material IRO (MDR-P 65a)	Improper handling/incidents Chemical accident Product leaks
Objectives (MDR-P 65a)	–
Monitoring (MDR-P 65a)	Fire safety organisation of TU Graz
Scope in relation to business activities (MDR-P 65b)	The activities described in the Guideline Fire Safety Regulations are limited exclusively to the space owned and leased by TU Graz.
Excluded actions (MDR-P 65b)	No excluded activities
Scope in relation to geographies (MDR-P 65b)	Graz
Scope in relation to affected stakeholders (MDR-P 65b)	These Fire Safety Regulations apply to all TU Graz locations and to all people employed at TU Graz.
Responsible organisational level (MDR-P 65c)	Buildings and Technical Support

Title of policy (MDR-P 65a)	Guideline Fire Safety Regulations (cf. TU Graz 2025g)
Reference to standards or initiatives of third parties (MDR-P 65d)	No external standards or third-party initiatives
Consideration of stakeholder interests (MDR-P 65e)	No stakeholders were involved in the creation of the concept.
Accessibility of policy for stakeholders (MDR-P 65f)	University Gazette Intranet In the buildings

Title of policy (MDR-P 65a)	Emergency manual TU Graz (cf. TU Graz 2025c)
Content (MDR-P 65a)	The internal emergency manual of TU Graz contains clear flowcharts in which, it is specified for emergency situations who has to take which measures, when and which bodies or departments need to be informed. It includes 19 defined scenarios, ranging from fires, accidents and thefts to criminal acts. In addition, it regulates the responsibilities and accountabilities of crisis management within TU Graz.
Addressed material (sub-)topic (MDR-P 65a)	Substances of concern and substances of very high concern
Addressed material IRO (MDR-P 65a)	Improper handling/incidents Chemical accident Product leaks
Objectives (MDR-P 65a)	Optimal behaviour can prevent or limit damage to people and the environment in emergencies or imminent danger.
Monitoring (MDR-P 65a)	–
Scope in relation to business activities (MDR-P 65b)	All TU Graz locations
Excluded actions (MDR-P 65b)	No excluded activities
Scope in relation to geographies (MDR-P 65b)	Graz
Scope in relation to affected stakeholders (MDR-P 65b)	The emergency plan applies to TU Graz at all its locations and to all people employed at TU Graz.
Responsible organisational level (MDR-P 65c)	TU Graz Rectorate
Reference to standards or initiatives of third parties (MDR-P 65d)	No external standards or third-party initiatives
Consideration of stakeholder interests (MDR-P 65e)	The internal emergency plan of TU Graz was developed in close coordination with the persons responsible for emergency and alarm cases, the Communication and Marketing Department and the Preventive Service of TU Graz.
Accessibility of policy for stakeholders (MDR-P 65f)	Intranet

ESRS 2 62 – Planned concepts and measures

New waste management concept

In 2025, a new waste management concept will be developed, replacing the existing concept. It will comply with the requirements of the Waste Management Act (AWG: BGBl. I Nr. 102/2002 idF BGBl. I Nr. 200/2021) and the associated regulations and will also optimise resource-saving and environmentally friendly waste management. Further information on this measure regarding resource use and the circular economy can be found in the subsection: E5-2 20 f – Optimisation of waste management.

Chemical management programme

A chemicals management programme is also being developed that will provide even more comprehensive and precise data for monitoring, management, and reporting in the future. In addition, it will serve as the basis for the establishment of a chemical exchange that will facilitate and expand the internal transfer and sharing of chemicals. This way, the demand for chemicals and storage can be reduced; thereby conserving resources.

E2-2 – Actions and resources related to pollution

At the TU Graz locations, no result-oriented targets within the definition of the ESRS are currently defined with regard to the prevention and control of SVHC. The introduction of a systematic data collection process to enable comprehensive quantitative reporting is currently being evaluated. The main challenges lie in the large number of relevant substances and in the fact that information on SVHC concentrations in chemical mixtures is predominantly provided by suppliers in the form of concentration ranges. The use of SVHC in the context of research projects is subject to a mandatory internal review and approval procedure. Additionally, the possibility of substituting SVHCs is continuously evaluated. In the mid-term, the implementation of a central chemicals exchange is planned, allowing for optimised management and reducing both duplicate procurement and increased storage requirements.

TU Graz aims to prevent negative effects on people and the environment as a result of emergency situations. Fires, which can be associated with the potential release of hazardous substances, represent a global risk scenario. In particular, the preventive services – fire safety officers and fire safety guards in cooperation with safety specialists – operate university-wide and focus on preventive measures, including, among other areas, fire protection. In connection with SVHC, consulting activities for additions and renovations, as well as the implementation of internal fire safety checks, instructions, and training courses, are of vital importance. In addition to organisational fire protection, structural measures, and systemic support measures for fire prevention, full fire protection, and early fire detection are essential in fire protection in order to avoid negative effects such as chemical spills (cf. TU Graz, 2025g).

Title of action (MDR-A-68a)	**Monitoring by building management system**
Description (MDR-A-68a)	The building management system visualises technical processes. It collects data from the existing controllers and uses it for the following functions: monitoring, commanding, acknowledging, logging, balancing, evaluating, as well as for statistics, documentation, data security, event processing, alarms, higher-level operation and observation, parameterisation and archiving. It serves as a user interface for building automation technology and is connected to the fire alarm control panel and the access control system.
Addressed material (sub-)topic (MDR-A-68a)	Substances of concern and substances of very high concern
Addressed material IRO (MDR-A-68a)	Improper handling/incidents Chemical accident Product leaks
Addressed policy (MDR-A-68a)	–
Contribution to achieving the policy objective (MDR-A-68a)	The monitoring through building management systems facilitates immediate identification of dangerous situations and emergencies to respond early on, which contributes to reducing the risk of accidents and preventing, reducing as well as limiting negative effects on people and the environment.
Start (MDR-A 68a, e)	–
Degree of implementation (MDR-A 68a)	Ongoing
(Planned) end (MDR-A 68c)	Ongoing further development
(Expected) results (MDR-A 68a, e)	Contribution to avoiding negative effects on people and the environment through laboratory activities
Scope in relation to business activities (MDR-A-68b)	All laboratories at TU Graz
Scope in relation to geographies (MDR-A-68b)	All laboratory locations at TU Graz
Scope in relation to affected stakeholders (MDR-P 65e)	Employees with laboratory activities External personnel for maintenance and cleaning work
Corrective actions (MDR-A 68d)	–

Title of action (MDR-A-68a)	Laboratory regulations
Description (MDR-A-68a)	The laboratory regulations at TU Graz are adapted to the individual work areas and work area-specific conditions. They contain safety regulations and rules of conduct for all laboratory activities involving hazardous substances, electrical equipment, storage and waste disposal, the handling of personal protective equipment and protective and safety devices, as well as behaviour in dangerous situations and emergencies.
Addressed material (sub-)topic (MDR-A-68a)	Substances of concern and substances of very high concern
Addressed material IRO (MDR-A-68a)	Improper handling/incidents Chemical accident Product leaks
Addressed policy (MDR-A-68a)	Emergency Manual TU Graz
Contribution to achieving the policy objective (MDR-A-68a)	The laboratory regulations of TU Graz regulate the behaviour and responsibilities in the laboratories for all laboratory activities in normal operation and emergencies and for all those engaged in laboratory activities; they thus contribute to reducing the risk of accidents and to preventing, reducing, and limiting negative effects on people and the environment.
Start (MDR-A 68a, e)	–
Degree of implementation (MDR-A 68a)	Ongoing
(Planned) end (MDR-A 68c)	Ongoing updating and further development
(Expected) results (MDR-A 68a, e)	Contribution to avoiding negative effects on people and the environment through laboratory activities
Scope in relation to business activities (MDR-A-68b)	All tasks in laboratories at TU Graz
Scope in relation to geographies (MDR-A-68b)	All laboratory locations at TU Graz
Scope in relation to affected stakeholders (MDR-P 65e)	Employees with laboratory activities External personnel for maintenance and cleaning work
Corrective actions (MDR-A 68d)	–

AR13 – The actions extend to the upstream and downstream value chains

All concepts, actions, and targets with regards to SVHC also apply to our end-users and consumers (e.g. students).

Metrics and targets

E2-3 – Targets related to pollution

Title of target (MDR-T 80a)	Prevention of chemical accidents and product leaks
Description (MDR-T 80a, E2-3 23d)	Accidents involving chemicals and hazardous substances, as well as product leaks with potential negative effects on people and the environment, should be prevented.
Addressed material (sub-)topic (MDR-A-68a)	Substances of concern and substances of very high concern
Management of impact, risk or opportunity (MDR-T 80a; E2-3 23d)	Reduction of negative effects and risks through extensive prevention measures
Addressed material IRO (MDR-A-68a)	Improper handling/incidents Chemical accident Product leaks
Addressed policy (MDR-T 80a)	Code of Conduct Emergency manual TU Graz Waste management concept at TU Graz Fire protection regulations of TU Graz
Type of target (MDR-T 80b)	Qualitative
Measure of target (MDR-T 80b)	–
Target value (MDR-T 80b)	No chemical emergencies or product leaks
Scope in relation to business activities (MDR-A-68b)	With regard to substances of concern and substances of very high concern, the goal of accident prevention applies to all laboratory activities and activities involving SVHC.
Scope in relation to geographies (MDR-A-68b)	All laboratory locations at TU Graz
Reference year (MDR-T 80d)	–
Reference value (MDR-T 80d)	–
Target year (MDR-T 80e)	Ongoing
Where applicable: stage or intermediate targets (MDR-T 80e)	–
Methods and significant assumptions for setting targets (MDR-T 80f)	–
Scientific basis for the environmental targets (MDR-T 80g)	–
Consideration of stakeholder interests (MDR-P 65e)	Occupational Safety Committee of TU Graz
Target performance (MDR-T 80j)	In 2024, there were no accidents related to SVHC.
Monitoring (MDR-T 80j)	Occupational Safety Committee of TU Graz

25 – Voluntary and mandatory pollution targets

TU Graz adheres to applicable EU regulations and national requirements and also strives to act sustainably for people and the environment.

E2-5 – Substances of concern and substances of very high concern

TU Graz consistently adheres to applicable national and international legislation in all its activities and operations of the university. This report is prepared on a voluntary basis. Currently, there is insufficient recording accuracy to ensure detailed reporting of all substances of very high concern (SVHC).

E2 – MDR-M – Metrics in relation to material sustainability matters

TU Graz strives to continuously improve its data collection and reporting.

Title of metric (MDR-M 76)	Chemical accidents and product leaks
Addressed material (sub-)topic (MDR-M 73)	Substances of concern and substances of very high concern
Addressed material IRO (MDR-M 75)	Improper handling/incidents Chemical accident Product leaks
ESRS or entity-specific metric (MDR-M 77)	University-specific key figure
Methods and significant presumptions (MDR-M 77)	Extraction from reporting systems
Limitations of used methods (MDR-M 77a)	–
Validation of measuring (MDR-M 77b)	–

ESRS E5 Resource use and circular economy

Although TU Graz is not a manufacturing company, it does use and consume resources in its research, teaching, and administrative activities. The sustainable and therefore efficient use of resources is a particular concern for TU Graz and is seen as an ongoing process of university management. These priorities are also anchored in the performance agreement. What is worth mentioning here are the efficiency improvement measures agreed upon with the competent Federal Ministry, which are explicitly presented in the performance agreement.

In addition to research activities and university operations, teaching plays a key role in the sustainable use of resources by influencing students as future multipliers. Representative of the measures for internal and inter-university teaching is the Science, Technology and Society (STS) Unit (Institute of Human-Centred Computing) with courses worth over 80 ECTS credits and significant contributions to the continuing education programme (organisational units Life Long Learning and In-House Training) at Graz University of Technology. Since 2024, major curriculum revisions are also required to demonstrate the extent to which knowledge and competences related to the development of solutions for the Grand Challenges/Sustainable Development Goals (SDGs) are addressed within the disciplinary context.

Impact, risk and opportunity management

E5-1 – Policies related to resource use and circular economy

The strategy of TU Graz on resource use and circular economy covers procurement (procurement policy), the use phase of equipment, facilities, and materials as well as waste management. The concepts relate to internal issues and also have an impact on the value chain (e.g. suppliers, end-users, and consumers such as students, canteens). The current waste management concept will be extensively revised in 2025. The new concept includes both non-hazardous and hazardous waste and meets all waste management requirements.

15 a, b – Transition away from the use of new resources towards the use of secondary (recycled) resources and consideration in sustainable procurement

In its activities, TU Graz complies with Section 2 (12) of the University Act 2022, which requires to use the global and third-party funds sparingly and economically. All expenditures must be in accordance with the principles of economy, efficiency, expediency and sustainability. These principles ensure efficient and responsible use of resources. Procurement is carried out via a central ordering platform, which enables TU Graz to monitor demand and purchasing activities. To implement these principles, TU Graz has

introduced a mandatory procurement of goods and services via the ordering platform. The OU Purchasing Service is placing increasing emphasis on regional and sustainable procurement of products (e.g. merchandising) and services and continuously reviews offers to find opportunities for improvement. The growing focus on sustainability includes both the ecological footprint of products and services as well as social aspects of sustainability. In addition, TU Graz can also make purchases from the BBG shop (Federal Procurement Company). TU Graz focuses on energy from renewable resources, particularly in connection with energy procurement. Sustainable procurement and the use of renewable resources are firmly anchored in the Climate-Neutral TU Graz 2030 policy, in the waste management concept and, at a higher level, in the TU Graz strategy.

Title of policy (MDR-P 65a)	**Code of Conduct (compliance policy) (cf. TU Graz 2021)**
Content (MDR-P 65a)	The TU Graz Code of Conduct defines binding requirements for law-abiding and ethical behaviour for all people employed at the university. It also includes regulations on health and safety at work and the basic handling of possible health or safety risks.
Addressed material (sub-)topic (MDR-P 65a)	Waste
Addressed material IRO (MDR-P 65a)	From resource use to waste Support of circular economy
Objectives (MDR-P 65a)	Law-abiding and ethically responsible behaviour not only protects TU Graz, its university organs, and employees from civil and criminal consequences, but also contributes significantly to securing and strengthening trust in the institution and its reputation. Furthermore, it supports the prevention of health and safety risks.
Monitoring (MDR-P 65a)	Misconduct or violations of this policy must be reported immediately to the responsible manager and the Rectorate. In the event of non-compliance with the Code of Conduct, the Rectorate arranges for an objective and transparent examination of the incident.
Scope in relation to business activities (MDR-P 65b)	The scope includes all activities of TU Graz.
Excluded actions (MDR-P 65b)	No excluded activities
Scope in relation to geographies (MDR-P 65b)	No limitations
Scope in relation to affected stakeholders (MDR-P 65b)	The Code of Conduct is binding for all persons employed at TU Graz. Its scope covers both the conduct of employees towards each other and the relations of TU Graz and students, external partners, and the public. The Code also applies mutatis mutandis to employees of companies in which TU Graz holds a direct or indirect stake of at least 50 %.
Responsible organisational level (MDR-P 65c)	TU Graz Rectorate
Reference to standards or initiatives of third parties (MDR-P 65d)	No external standards or third-party initiatives
Consideration of stakeholder interests (MDR-P 65e)	No stakeholders were involved in the creation of the concept.
Accessibility of policy for stakeholders (MDR-P 65f)	The Code of Conduct (Compliance Policy) is publicly available on the TU Graz homepage.

Title of policy (MDR-P 65a)	Procurement policy (cf. TU Graz 2025j)
Content (MDR-P 65a)	The procurement policy provides uniform regulations for global and third-party expenditure based on the principles of economy, efficiency, and sustainability. It regulates prohibited expenses, value limits, the dual control principle, SAP ordering process, award procedures and reporting obligations.
Addressed material (sub-)topic (MDR-P 65a)	Waste Resource use and circular economy
Addressed material IRO (MDR-P 65a)	From resource use to waste Support of circular economy
Objectives (MDR-P 65a)	Procurement and all expenditure must be carried out in accordance with the principles of economy, efficiency, expediency, legality, and sustainability. These principles ensure the efficient and responsible use of resources in accordance with the requirements of TU Graz and the relevant legal provisions.
Monitoring (MDR-P 65a)	The OU's Purchasing Service and finance track SAP work flows, value limits and reporting and documentation requirements.
Scope in relation to business activities (MDR-P 65b)	Binding for all employees of TU Graz; applies to global funding, third-party funding and Section 26 UG (University Act) funding.
Excluded actions (MDR-P 65b)	No excluded activities
Scope in relation to geographies (MDR-P 65b)	No limitations
Scope in relation to affected stakeholders (MDR-P 65b)	The procurement policy is binding for all people employed at TU Graz.
Responsible organisational level (MDR-P 65c)	TU Graz Rectorate
Reference to standards or initiatives of third parties (MDR-P 65d)	Federal Procurement Act 2018, University Act 2002, Income Tax Act, Value Added Tax Act, Compliance Guidelines.
Consideration of stakeholder interests (MDR-P 65e)	No stakeholders were involved in the creation of the concept.
Accessibility of policy for stakeholders (MDR-P 65f)	Announced in the University Gazette; guidelines & FAQs in the TU4U intranet.

Title of policy (MDR-P 65a)	TU Graz waste management concept (cf. TU Graz 2005a)
Content (MDR-P 65a)	The waste management concept is a management and controlling instrument. It regulates collection and disposal practices and their documentation as well as organisational measures to ensure compliance with waste management legislation and waste prevention measures.
Addressed material (sub-)topic (MDR-P 65a)	Waste
Addressed material IRO (MDR-P 65a)	From resource use to waste
Objectives (MDR-P 65a)	The waste management concept provides for the disposal of waste in accordance with legal and environmental requirements. It is intended to integrate ecological principles, reduce disposal costs and prevent waste.
Monitoring (MDR-P 65a)	OU Buildings and Technical Support monitor the amount of waste
Scope in relation to business activities (MDR-P 65b)	The scope includes all activities of TU Graz.
Excluded actions (MDR-P 65b)	No excluded activities
Scope in relation to geographies (MDR-P 65b)	All TU Graz locations
Scope in relation to affected stakeholders (MDR-P 65b)	The waste management concept is binding for all people employed at TU Graz.

Title of policy (MDR-P 65a)	TU Graz waste management concept (cf. TU Graz 2005a)
Responsible organisational level (MDR-P 65c)	TU Graz Rectorate
Reference to standards or initiatives of third parties (MDR-P 65d)	No external standards or third-party initiatives
Consideration of stakeholder interests (MDR-P 65e)	No stakeholders were involved in the creation of the concept.
Accessibility of policy for stakeholders (MDR-P 65f)	OU Buildings and Technical Support

Title of policy (MDR-P 65a)	Roadmap Climate-Neutral TU Graz 2030 (cf. TU Graz 2020c; TU Graz Eder/Getzinger 2025)
Content (MDR-P 65a)	TU Graz has set itself the goal of becoming climate neutral and has adopted a road map with measures to achieve this. The aim is to reach this goal by 2030. The measures range from energy saving, efficiency improvement, and in-house production of green energy to buildings, procurement and mobility. The basis for documenting progress is a comprehensive greenhouse gas balance that includes the entire university infrastructure.
Addressed material (sub-)topic (MDR-P 65a)	Waste Resource use and circular economy
Addressed material IRO (MDR-P 65a)	From resource use to waste Support of circular economy
Objectives (MDR-P 65a)	TU Graz has set itself the goal of becoming climate-neutral and is following the guidelines set out in the 'Step by step to climate-neutral universities and colleges' from the Alliance of Sustainable Universities in Austria (2022).
Monitoring (MDR-P 65a)	The implementation of the road map is monitored internally annually through GHG monitoring and a progress report. A more comprehensive GHG balance sheet is created every three years. An external evaluation is commissioned every two years.
Scope in relation to business activities (MDR-P 65b)	The scope includes all activities of TU Graz.
Excluded actions (MDR-P 65b)	No excluded activities
Scope in relation to geographies (MDR-P 65b)	All TU Graz locations
Scope in relation to affected stakeholders (MDR-P 65b)	The policy affects all relevant stakeholders, including employees and students at TU Graz, research partners, suppliers, and contractors as well as responsible authorities and the interested public.
Responsible organisational level (MDR-P 65c)	TU Graz Rectorate
Reference to standards or initiatives of third parties (MDR-P 65d)	TU Graz bases its definition of the term 'climate neutrality' on that of the Alliance of Sustainable Universities in Austria, as described in its guide Step by step towards climate-neutral universities and colleges – Guide by the experts of the Alliance of Sustainable Universities in Austria (2022).
Consideration of stakeholder interests (MDR-P 65e)	The defined measures were coordinated with the Climate-Neutral Graz University of Technology working group of the Sustainability Advisory Board.
Accessibility of policy for stakeholders (MDR-P 65f)	The Road map is publicly available on the TU Graz homepage.

E5-2 – Actions and resources related to resource use and circular economy

20 a – Increased resource efficiency in the use of technical and biological materials and water

TU Graz is aware of the importance of clean drinking water as a resource and conserves it by, for example, closing circuits, sealing leaks, and using closing cooling circuits. Measures are also taken to extend the technical lifespan and product usage life of materials, products, machines, inventory, etc. A furniture donation campaign (Furniture-reUSE) is carried out twice a year. Unused office supplies, as well as surplus TU Graz information brochures or TU Graz merchandise are given away to future users through campaigns such as the 'office supplies giveaway campaign'. In 2024, TU Graz was awarded the Green Location by the Federal Ministry (eco label UZ 200). The certification covers a wide range of sustainability criteria, including resource-efficient and resource-saving measures. In the medium term, it is planned that an increasing proportion of university events will be certified according to the Austrian eco label UZ 62 Green Meetings, which also takes into account the efficient use of resources (cf. TU Graz 2020d; Eder/Getzinger 2025).

20 b, c – Increased use of secondary raw materials and application of circular design

Further priorities are being set in the area of infrastructure development. A milestone in the field of building development is the Memorandum of Understanding between TU Graz and Bundesimmobiliengesellschaft mbH (BIG) (2025). Among other things, it focuses on the recyclability of building materials used as well as the buildings themselves through appropriate construction methods.

20 e – Measures to prevent waste generation in the upstream and downstream value chain

Through purchasing conditions, TU Graz is working towards reducing the volume of packaging used in deliveries. In the value chain, the canteens (i.e. reduction of packaging and food waste) and students in particular are involved in waste prevention. Particular mention should be made here of the special commitment of the HTU (Students' Union at TU Graz) with numerous programmes, measures, campaigns, and actions (e.g. organisation of regular repair café events, digitisation of internal processes to reduce paper usage, urban gardening, etc.) (cf. Eder/Getzinger 2025; HTU Graz 2025).

20 f – Optimisation of waste management

In 2025, a new waste management concept will be developed to replace the existing concept. It should meet the requirements of the Waste Management Act (AWG: BGBl. I Nr. 102/2002 idF BGBl. I Nr. 200/2021) and the associated regulations and, in addition, optimise resource-saving and environmentally friendly waste management. This includes the following aspects, among others:

- general information about the university's operations and activities
- a procedural and waste-related description of the university's operations
- regulations on waste separation and collection
- safe storage, record keeping and documentation
- collaboration with authorised waste disposal companies
- compliance with new requirements for the handling of packaging as well as disposable, reusable and returnable products organisational anchoring, including waste management officers
- internal implementation of a waste hierarchy
- estimates of future development

The new concept aims to achieve the following goals:

- compliance with all legal requirements
- protection of people and the environment from the harmful effects of waste
- priority given to waste prevention and promotion of the circular economy through reuse and recycling
- safe collection, storage and disposal of hazardous waste
- documentation and traceability of all disposal routes
- awareness raising and training for all employees
- presentation of the organisation and responsibilities

Title of action (MDR-A-68a)	Laboratory regulations
Description (MDR-A-68a)	The laboratory regulations at TU Graz are adapted to the individual work areas and work area-specific conditions. They contain safety regulations and rules of conduct for all laboratory activities involving hazardous substances, electrical equipment, storage and waste disposal, handling of personal protective equipment, and protective and safety devices, and conduct in hazardous situations and emergencies.
Addressed material (sub-)topic (MDR-A-68a)	Waste
Addressed material IRO (MDR-A-68a)	From resource use to waste
Addressed policy (MDR-A-68a)	Code of Conduct Waste management concept TU Graz
Contribution to achieving the policy objective (MDR-A-68a)	The laboratory regulations of the TU Graz govern conduct and responsibilities in laboratories for all laboratory activities during normal operation and emergencies and for all those engaged in laboratory activities; they thus contribute to reducing the risk of accidents and to preventing, reducing and limiting negative effects on people and the environment.
Start (MDR-A 68a, e)	Ongoing
Degree of implementation (MDR-A 68a)	Ongoing updates and further development
(Planned) end (MDR-A 68c)	Ongoing
(Expected) results (MDR-A 68a, e)	Contribution to preventing negative effects on people and the environment through laboratory activities
Scope in relation to business activities (MDR-A-68b)	All laboratory activities at TU Graz
Scope in relation to geographies (MDR-A-68b)	All laboratory locations at TU Graz
Scope in relation to affected stakeholders (MDR-P 65e)	Employees with laboratory activities External personnel for maintenance and cleaning work

Title of action (MDR-A-68a)	Inventory policy (cf. TU Graz 2025l)
Description (MDR-A-68a)	The guideline ensures that the movable, physical fixed assets of TU Graz are recorded in accordance with uniform principles. It also regulates the handling of inventory that is no longer required by organisational units, institutes, or faculties, is still in working order and can be sold internally or externally for reuse.
Addressed material (sub-)topic (MDR-A-68a)	Resource use and circular economy
Addressed material IRO (MDR-A-68a)	From resource use to waste Support of circular economy
Addressed policy (MDR-A-68a)	–
Contribution to achieving the policy objective (MDR-A-68a)	The policy ensures the systematic recording and management of movable, physical fixed assets owned by TU Graz according to uniform principles.
Start (MDR-A 68a, e)	Ongoing
Degree of implementation (MDR-A 68a)	Ongoing updates and further development
(Planned) end (MDR-A 68c)	Ongoing
(Expected) results (MDR-A 68a, e)	Contribution to waste prevention and increased service life through reuse within and outside (after sale) TU Graz.
Scope in relation to business activities (MDR-A-68b)	All locations at TU Graz that have inventory
Scope in relation to geographies (MDR-A-68b)	All locations at TU Graz that have inventory
Scope in relation to affected stakeholders (MDR-P 65e)	Employees

Title of action (MDR-A-68a)	Reusing furniture with Furniture-reUSE (cf. Eder/Getzinger 2025)
Description (MDR-A-68a)	Twice a year at the beginning of the semester, TU Graz offers the opportunity to acquire discarded, but still usable office furniture from the university warehouse. This allows furniture that no longer meets current standards or shows slight signs of wear to be reused, extending the life cycle of these products. The initiative is aimed at members of TU Graz, in particular students who are setting up their homes at the beginning of their studies or their independence. In addition to promoting reuse and resource conservation, voluntary donations support social projects. In 2024, donations benefited Odilien Institut in Graz – a centre for the blind and visually impaired (2025).
Addressed material (sub-)topic (MDR-A-68a)	Waste
Addressed material IRO (MDR-A-68a)	From resource use to waste Support of circular economy
Addressed policy (MDR-A-68a)	Waste management concept TU Graz Road map Climate-Neutral TU Graz 2030
Contribution to achieving the policy objective (MDR-A-68a)	The reuse of office furniture offers students and employees at TU Graz a cost-effective furnishing option and at the same time contributes to waste prevention. This also reduces the space required for the furniture storage.
Start (MDR-A 68a, e)	This initiative was carried out for the first time in autumn 2024.
Degree of implementation (MDR-A 68a)	Ongoing The interim target for 2024 was 100 % met.
(Planned) end (MDR-A 68c)	Ongoing
(Expected) results (MDR-A 68a, e)	Reduction of space required for office furniture storage Waste prevention by reusing office furniture
Scope in relation to business activities (MDR-A-68b)	Management of office furniture through Buildings and Technical Support
Scope in relation to geographies (MDR-A-68b)	–
Scope in relation to affected stakeholders (MDR-P 65e)	The initiative was primarily directed at anyone related to TU Graz, especially students.

Title of action (MDR-A-68a)	Sustainable procurement (cf. ibid.)
Description (MDR-A-68a)	TU Graz attaches particular importance to the sustainable and efficient use of resources, which also influences procurement. Environmentally friendly and sustainable office supplies are preferred, as is the avoidance of unnecessary packaging. In tenders under the Federal Procurement Act (BVergG 2018), the central procurement service takes sustainability criteria into account. In addition, measures are implemented to extend the useful life of materials, products, and inventory, e.g. through biannual furniture donation campaigns (Furniture-reUSE) or the passing on of unused office supplies. Promotional items are procured centrally, stock levels are managed, and unwanted items can be returned and the value of the goods reversed.
Addressed material (sub-)topic (MDR-A-68a)	Resource use and circular economy
Addressed material IRO (MDR-A-68a)	From resource use to waste
Addressed policy (MDR-A-68a)	Road map Climate-Neutral TU Graz 2030
Contribution to achieving the policy objective (MDR-A-68a)	The circular economy and resource conservation are promoted by favouring environmentally friendly, durable and regional products, as well as through measures for reuse, repair and recycling. Items that are no longer needed are passed on through internal campaigns and exchanges, reducing waste and keeping raw materials in the system. At the same time, employees are made aware of sustainable procurement practices and resource conservation is institutionalised.
Start (MDR-A 68a, e)	Ongoing

Title of action (MDR-A-68a)	Sustainable procurement (cf. ibid.)
Degree of implementation (MDR-A 68a)	Road map Climate-Neutral TU Graz 2030
(Planned) end (MDR-A 68c)	Ongoing
(Expected) results (MDR-A 68a, e)	Continuous improvement regarding environmentally friendly and local sourcing
Scope in relation to business activities (MDR-A-68b)	All procurement processes
Scope in relation to geographies (MDR-A-68b)	All TU Graz locations
Scope in relation to affected stakeholders (MDR-P 65e)	Employees, students, suppliers

Title of action (MDR-A-68a)	Measures to reduce GHG emissions in connection with the meals offered by TU Graz canteens (cf. ibid.)
Description (MDR-A-68a)	The CO_2e intensity of food, especially meat and other animal products, contributes only marginally but significantly to the carbon footprint of TU Graz. The measures focus on reducing meat consumption, especially beef, and reducing food waste. In addition, organic, seasonal and regional products as well as meat substitutes (e.g. soy) are being used more extensively.
Addressed material (sub-)topic (MDR-A-68a)	Waste
Addressed material IRO (MDR-A-68a)	From resource use to waste
Addressed policy (MDR-A-68a)	Road map Climate-Neutral TU Graz 2030
Contribution to achieving the policy objective (MDR-A-68a)	Leftover food is given away to avoid food waste. The use of disposable tableware is subject to a surcharge of EUR 1, while reusable boxes can be borrowed for a deposit of EUR 2.
Start (MDR-A 68a, e)	2022
Degree of implementation (MDR-A 68a)	The health management team at TU Graz has drawn up a 10-point plan focusing on three areas: reducing meat consumption, using seasonal, regional and organic food, and avoiding food waste. The use of beef has decreased significantly and three vegetarian/vegan meals are offered most days. Thus, the interim target (Milestone 2024: 'No beef, at least three vegetarian menus offered daily') has been achieved by offering vegetarian menus, but the goal of completely eliminating beef has not been fully achieved.
(Planned) end (MDR-A 68c)	Ongoing
(Expected) results (MDR-A 68a, e)	Reduction of food waste in the canteens
Scope in relation to business activities (MDR-A-68b)	Canteen operation at TU Graz
Scope in relation to geographies (MDR-A-68b)	All TU Graz campus locations
Scope in relation to affected stakeholders (MDR-P 65e)	Students, employees, guests at TU Graz canteens

Title of action (MDR-A-68a)	Measures to reduce GHG emissions in connection with the food offered at buffets at TU Graz (cf. ibid.)
Description (MDR-A-68a)	The reduction of meat and other animal products at the TU Graz buffets makes a small, yet relevant contribution to CO_2e reduction. Measures include replacing GHG-intensive foods with plant-based alternatives and increasing the use of organic, seasonal and regional products. Waste reduction is further pursued by reducing packaging waste as well as food waste.
Addressed material (sub-)topic (MDR-A-68a)	Waste
Addressed material IRO (MDR-A-68a)	From resource use to waste

Title of action (MDR-A-68a)	Measures to reduce GHG emissions in connection with the food offered at buffets at TU Graz (cf. ibid.)
Addressed policy (MDR-A-68a)	Road map Climate-Neutral TU Graz 2030
Contribution to achieving the policy objective (MDR-A-68a)	Waste is avoided by using reusable tableware and packaging and by offering tap water. In addition, the distribution of leftover food helps to reduce food waste.
Start (MDR-A 68a, e)	2022
Degree of implementation (MDR-A 68a)	The guidelines for sustainable event catering were drawn up, creating the framework; however, implementation by event organisers is currently voluntary and cannot be tracked, meaning that the interim target (Milestone 2024) has been achieved in concept.
(Planned) end (MDR-A 68c)	Ongoing
(Expected) results (MDR-A 68a, e)	Reduction of food waste Reduction of waste
Scope in relation to business activities (MDR-A-68b)	Catering, event and buffet service at TU Graz
Scope in relation to geographies (MDR-A-68b)	All TU Graz campus locations
Scope in relation to affected stakeholders (MDR-P 65e)	Students, employees, external guests and partners at university events

Title of action (MDR-A-68a)	TU Graz certification as Green Location (cf. ibid.)
Description (MDR-A-68a)	General measures to strengthen sustainability and raise awareness play a central role at TU Graz and support the positive perception of the Climate-Neutral TU Graz 2030 project. One example of this is the certification of TU Graz as a Green Location with the eco label 200 (UZ 200). It sends a clear signal for sustainable events at the university, as compliance with sustainability standards is guaranteed for all events. The certification is carried out by the company Ecoversum.
Addressed material (sub-)topic (MDR-A-68a)	Resource use and circular economy Waste
Addressed material IRO (MDR-A-68a)	From resource use to waste Support of circular economy
Addressed policy (MDR-A-68a)	Road map Climate-Neutral TU Graz 2030
Contribution to achieving the policy objective (MDR-A-68a)	The measure raises awareness for sustainable action.
Start (MDR-A 68a, e)	2024
Degree of implementation (MDR-A 68a)	Certification of TU Graz as a Green Location has been completed. The measure has thus been implemented.
(Planned) end (MDR-A 68c)	2024
(Expected) results (MDR-A 68a, e)	TU Graz certification as a Green Location
Scope in relation to business activities (MDR-A-68b)	Events
Scope in relation to geographies (MDR-A-68b)	All TU Graz campus locations
Scope in relation to affected stakeholders (MDR-P 65e)	Employees, students, organisers, participants at TU Graz events, external guests

Title of action (MDR-A-68a)	**Student participation: Collaboration with the student representatives at TU Graz (HTU – Student Union at TU Graz) (cf. ibid.)**
Description (MDR-A-68a)	The students (around 14,000 enrolled in regular courses in the winter semester of 2024) (cf. TU Graz 2025o) TU Graz are actively involved in the project, as their commitment is crucial to the success of the road map. The aim is to raise awareness, encourage initiative, and involve students in the implementation of measures. Focus areas of the collaboration with HTU: Mobility: Rental of four cargo bikes, including electric cargo tricycles (tuk tuks) for students, employees, and external parties. Resource efficiency: Regular Repair Café at TU Graz and digitisation of internal processes to reduce paper usage. Canteen: Introduction of the inexpensive, vegan/vegetarian EUR 5 Study Plate. Greening/urban gardening: Urban gardening projects on the Stremayrgasse 16 campus, expansion to the Inffeldgasse campus planned for 2025.
Addressed material (sub-)topic (MDR-A-68a)	Resource use and circular economy Waste
Addressed material IRO (MDR-A-68a)	From resource use to waste Supporting circular economy
Addressed policy (MDR-A-68a)	Road map Climate-Neutral TU Graz 2030
Contribution to achieving the policy objective (MDR-A-68a)	Involvement and activation of students to promote climate-friendly behaviour through awareness-raising, additional measures to reduce greenhouse gas emissions and reduce resource consumption
Start (MDR-A 68a, e)	2022
Degree of implementation (MDR-A 68a)	In 2023, a fourth cargo bike was purchased for rental, the event Repair Café was established and carried out regularly, Study Plate was introduced, urban gardening was greatly expanded, and digitalisation of internal processes for paper reduction was implemented
(Planned) end (MDR-A 68c)	2030
(Expected) results (MDR-A 68a, e)	Continuous student involvement
Scope in relation to business activities (MDR-A-68b)	Student services, infrastructure, canteen, campus design
Scope in relation to geographies (MDR-A-68b)	All TU Graz campus locations
Scope in relation to affected stakeholders (MDR-P 65e)	Students, employees, HTU, canteens

Title of action (MDR-A-68a)	**Green Events and Green Meetings (cf. ibid.)**
Description (MDR-A-68a)	The certification of events as Green Events or Green Meetings in accordance with eco label 62 (UZ 62) establishes measurable standards and contributes to promoting awareness of sustainability. Compliance with the criteria of the environmental label ensures that all relevant sustainability aspects are taken into account, thereby improving the measurability and assessability of measures. Certification is carried out by the company Ecoversum. A comprehensive collection of information, checklists, and templates has been provided to support the certification process and promote the sustainable organisation of events.
Addressed material (sub-)topic (MDR-A-68a)	Resource use and circular economy Waste
Addressed material IRO (MDR-A-68a)	From resource use to waste Supporting circular economy
Addressed policy (MDR-A-68a)	Road map Climate-Neutral TU Graz 2030
Contribution to achieving the policy objective (MDR-A-68a)	Measurable standard, general awareness raising for sustainability
Start (MDR-A 68a, e)	2024
Degree of implementation (MDR-A 68a)	15 events certified as Green events since July 2024, continuous implementation and expansion

Title of action (MDR-A-68a)	Green Events and Green Meetings (cf. ibid.)
(Planned) end (MDR-A 68c)	Ongoing
(Expected) results (MDR-A 68a, e)	Even smaller-scale events implement the standards of the eco label 62, regardless of certification.
Scope in relation to business activities (MDR-A-68b)	Events and meetings
Scope in relation to geographies (MDR-A-68b)	All TU Graz campus locations
Scope in relation to affected stakeholders (MDR-P 65e)	Employees, students, organisers, participants of TU Graz events, external guests

AR 11 – Collective measures to develop cooperation or initiatives to increase the circular economy of products and materials

A particular focus of TU Graz is university cooperation, which has been pursued for years and is oriented towards effectiveness and efficiency. This involves the joint use of resources. One example of this is the shared use of infrastructures at NAWI Graz (within centres, central labs, core facilities, etc.). NAWI Graz (all university branches related to natural sciences) also contributes to the homogenisation and standardisation of management and administrative structures in an efficiency-oriented manner.

Further examples include:

- Graz Centre of Physics as part of NAWI Graz in cooperation with the University of Graz
- Europe-wide cooperation within the framework of CERIC-ERIC (cf. TU Graz/BMBWF 2021)
- acoustics research cluster–synergy and efficiency in inter-university cooperation with the University of Music and Performing Arts Graz
- joint continuing education programmes within the framework of TU Austria

Metrics and targets

E5-3 – Targets related resource use and circular economy

Title of target (MDR-T 80a)	Increase of waste separation selectivity
Description (MDR-T 80a, E2-3 23d)	Increasing the separation selectivity contributes to preparing waste for reuse and recycling, which increases the recycling rate and quality, while also reducing the costs of waste processing and waste disposal (especially for residual waste) for TU Graz.
Addressed material (sub-)topic (MDR-A-68a)	Waste
Management of impact, risk or opportunity (MDR-T 80a; E2-3 23d)	Reduction of negative impact
Addressed material (sub-)topic (MDR-A-68a)	From resource use to waste
Addressed policy (MDR-T 80a)	Waste management concept of TU Graz Code of Conduct
Type of target (MDR-T 80b)	Relative target
Measure of target (MDR-T 80b)	–
Target value (MDR-T 80b)	An exact target value was not formulated.
Scope in relation to business activities (MDR-A-68b)	All tasks at TU Graz
Scope in relation to geographies (MDR-A-68b)	All TU Graz locations
Reference year (MDR-T 80d)	A reference year has not been defined yet.
Reference value (MDR-T 80d)	A reference value has not been defined yet.
Target year (MDR-T 80e)	Ongoing
Where applicable: stage or intermediate targets (MDR-T 80e)	–
Methods and significant assumptions for setting targets (MDR-T 80f)	–
Scientific basis for the environmental targets (MDR-T 80g)	No scientific basis was directly included in the target.
Consideration of stakeholder interests (MDR-P 65e)	No
Target performance (MDR-T 80j)	–
Monitoring (MDR-T 80j)	Annual report on waste volumes

E5-5 – Resource outflows

	Resource outflows	Volume in t
E5-5 37 a	Total amount of generated waste	931.212
E5-5 37 b	Waste diverted from disposal, with a breakdown between hazardous and non-hazardous waste and type of treatment	No data available
E5-5 37 c	Waste directed to disposal, with a breakdown between hazardous and non-hazardous waste and type of treatment	No data available
E5-5 37 d	Non-recycled waste	No data available
E5-5 37 d	Percentage of non-recycled waste	No data available
E5-5 38 a	Disclosure of waste streams relevant to the company's sector or activities	Municipal waste, hazardous waste
E5-5 38 b	Disclosure of materials present in waste	Paper, plastics, metals, biomass, glass
E5-5 39	Total amount of hazardous waste	64.137
E5-5 39	Total amount of radioactive waste	0

40 – Methods for calculating resource outflows

Residual waste, paper, light packaging waste, organic waste and glass are disposed of in designated collection containers. The number, capacity and emptying intervals are used for the calculation. The fill level and average densities of the waste fractions are not taken into account. Hazardous waste is weighed during collection.

E5-MDR-M – Metrics in relation to material sustainability matters

Title of metric (MDR-M 76)	Total amount of waste	Total amount of hazardous waste	Total amount of radioactive waste
Addressed material (sub-)topic (MDR-M 73)	Waste	Waste	Waste
Addressed material IRO (MDR-M 75)	Waste	Waste	Waste
ESRS or entity-specific metric (MDR-M 77)	ESRS	ESRS	ESRS
Methods and significant presumptions (MDR-M 77)	Waste is collected separately and handed over to a waste disposal company as required. Quantities are determined by the waste disposal company and deducted from TU Graz based on the invoices received. Residual waste and packaging waste is collected in specified containers (e.g. 240 litres, 1,100 litres) at all locations and picked up by the waste disposal company at specified intervals. The data is calculated from the container size, assumed fill level, collection interval and density of the waste and aggregated into a total quantity.	These are collected separately and handed over to a waste disposal company as required. Quantities are determined by the waste disposal company and deducted from TU Graz on the basis of the invoices received.	These are collected separately and handed over to a waste disposal company as required. Quantities are determined by the waste disposal company and deducted from TU Graz on the basis of the invoices received.
Limitations of used methods (MDR-M 77a)	–	–	–
Measure validation (MDR-M 77b)	No data validation	No data validation	No data validation

Social information

ESRS S1 Own workforce

Employees are a key factor in a university's success and are crucial to its long-term prosperity. Strategic human resources management therefore means attracting talent, specifically promoting their potential and retaining them at the university over the long term. In this way, excellence in research and research-led teaching becomes possible in the first place. This aspect is of particular importance for a technical university that covers a comprehensive range of engineering and natural science studies and is committed to an ambitious strategy of excellence and growth. The people at TU Graz thus form the foundation for its strong position in international education and research competition and simultaneously make a significant contribution to actively shaping a global future (cf. TU Graz 2023a).

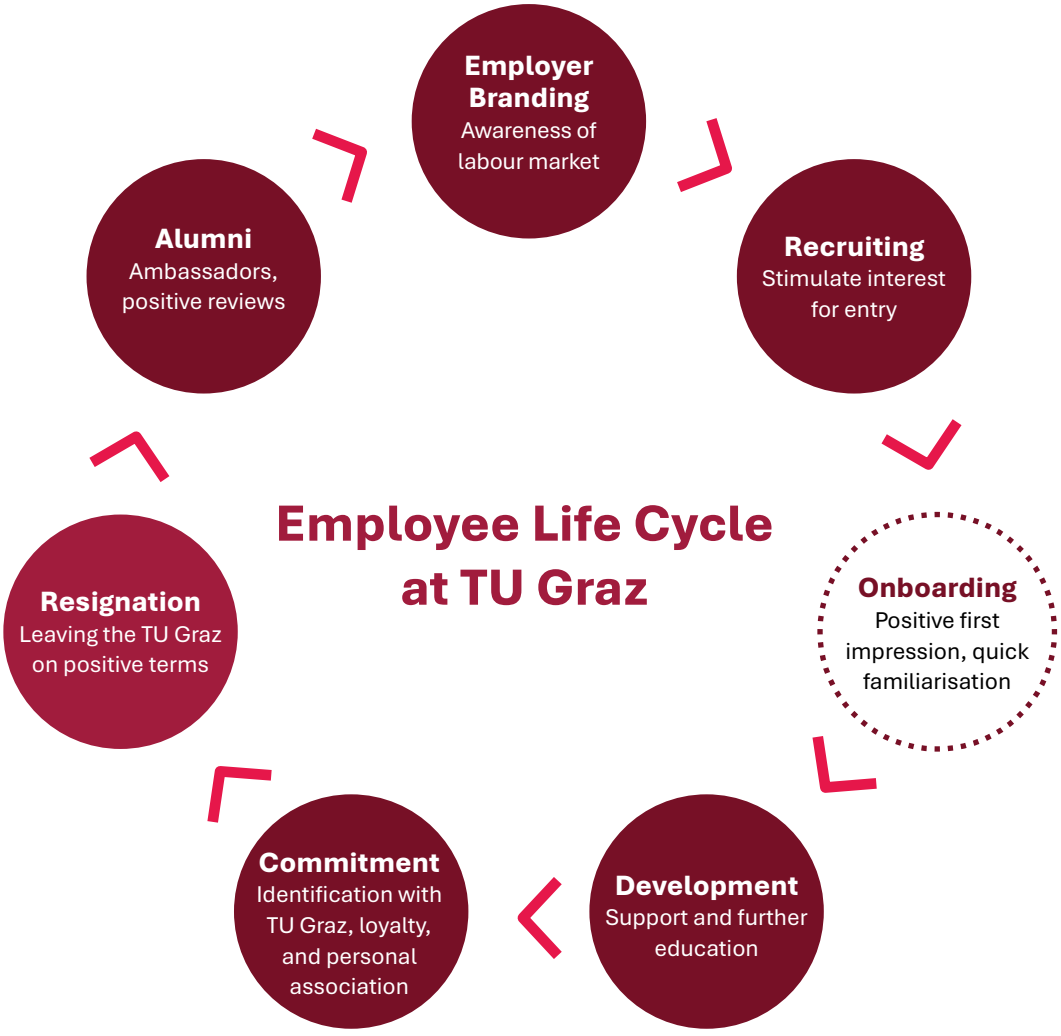


Figure 5: Employee life cycle at TU Graz

Source: cf. TU Graz 2023a

The Employee Life Cycle (see figure 5) describes the entire path of employees, known as the Employee Journey. This journey is divided into different phases, ranging from the first awareness of TU Graz through the application process to leaving the university. The goal is, that this journey creates a positive and valuable employee experience. The overall experience of employees begins with employer branding and recruitment, continues in professional development and reaches its peak in employee retention. The promotion of young scientists is particularly important in this context, as it strengthens internal careers and supports external careers. This cycle is rounded off by a positive departure and a lifelong connection with TU Graz (cf. TU Graz 2023a).

Strategy

S1-SBM-3 – Material impacts, risks and opportunities and their interaction with strategy and business model

14 – Scope of ESRS 2 Paragraph 48

All employees of TU Graz who could be significantly affected by the TU Graz activities are covered by the disclosures in accordance with ESRS 2.

14 a – Type of employees affected

This includes both employees and workers of third-party companies as well as self-employed persons working as contractors.

14 b – Material negative impacts

The majority of material negative impacts are not systemic and are related to possible individual incidents.

14 c – Activities leading to positive impacts and types of employees affected

Positive effects result in particular from the comprehensive internal training programme, workplace health management , psychosocial counselling for employees, and mentoring and career programmes. These offerings promote professional and personal skills development, health and long-term employee retention.

14 d – Material risks and opportunities arising from the impact and dependencies of the own workforce

TU Graz (2023a) sees increasing competition for highly qualified scientists, potential budget uncertainties in third-party funded projects, and accidents or health-related risks as key personnel risks. Opportunities lie in the university's attractiveness as an internationally visible research location and in its value-based, sustainable university culture.

Impacts, risks and opportunities management

S1-1 – Policies related to own workforce

Title of policy (MDR-P 65a)	Code of Conduct (Compliance policy) (cf. TU Graz 2021)
Content (MDR-P-65a)	The TU Graz Code of Conduct defines binding guidelines for lawful and ethical behaviour for all persons employed at university. It also includes regulations on health and safety at work as well as the basic handling of potential health or safety risks.
Addressed material (sub-)topic (MDR-P 65a)	Health and safety Measures against violence and harassment in the workplace Diversity Privacy
Management of impacts, risks or opportunities (S1-1 17)	Reduction of negative impact Support of positive impacts Risk management
Addressed material IRO (MDR-P 65a)	Equality regarding gender Safety culture Bullying and sexual harassment Inclusion supports quality of life Employment obligation for disabled beneficiaries Data protection and security Socially unacceptable statements or actions
Objectives (MDR-P 65a)	Law-abiding and ethically responsible behaviour not only protects the TU Graz, its governing bodies, and employees from civil and criminal consequences, but also contributes significantly to securing and strengthening trust in the institution and its reputation. Furthermore, it supports the prevention of health and safety risks.
Monitoring (MDR-P 65a)	Misconduct or violations of this policy must be reported immediately to the responsible manager and to the Rectorate. In the event of non-compliance with the Code of Conduct, the Rectorate shall arrange for an objective and transparent review of the incident.
Scope of application (MDR-P 65b)	The scope covers all activities of TU Graz.
Scope in relation to affected stakeholders (MDR-P 65b)	The Code of Conduct is binding for all persons employed at TU Graz. Its scope covers Its scope covers both the conduct of employees towards each other and the relations of the TU Graz with students, external partners, and the public. The Code also applies mutatis mutandis to employees of companies in which the TU Graz holds a direct or indirect stake of at least 50 %.
Addressed groups within own workforce (S1-1 19)	Entire workforce
Responsible organisational level (MDR-P 65c)	TU Graz Rectorate
Reference to standards or initiatives of third parties (MDR-P 65d)	No external standards or third-party initiatives
Consideration of the interests of stakeholders (MDR-P 65e)	No stakeholders were involved in the concept development.
Accessibility of policy for stakeholders (MDR-P 65f)	The Code of Conduct is publicly available on the TU Graz website.

Title of policy (MDR-P 65a)	Ethics Compass of TU Graz (cf. TU Graz 2025e)
Content (MDR-P-65a)	In its Ethic Compass, TU Graz emphasises its responsibility for socio-political issues and is committed to European fundamental rights, technological progress, and academic freedom in order to make a positive contribution to society and the environment. Furthermore, TU Graz is committed to the fundamental principles of sustainability, diversity, inclusion, fairness, and transparency in the Ethic Compass, as well as to a critically reflective approach to technologies and their effects.
Addressed material (sub-)topic (MDR-P 65a)	Gender equality and equal pay for work of equal value Employment obligation for disabled beneficiaries Measures against violence and harassment in the workplace Diversity Privacy
Management of impacts, risks or opportunities (S1-1 17)	Reduction of negative impact Support of positive impacts
Addressed material IRO (MDR-P 65a)	Equality regarding gender Unequal representation of women or unequal pay Inclusion supports quality of life Employment obligation for disabled beneficiaries Bullying and sexual harassment Multidimensionality through diversity Data protection and security
Objectives (MDR-P 65a)	The aim of the Ethics Compass is to establish a culture of ethically responsible action at TU Graz that promotes ethical awareness-raising and ensures social responsibility towards people, animals and the environment.
Monitoring (MDR-P 65a)	–
Scope of application (MDR-P 65b)	The scope covers all activities of TU Graz.
Scope in relation to affected stakeholders (MDR-P 65b)	The Ethics Compass applies to all university members.
Addressed groups within own workforce (S1-1 19)	Entire workforce
Responsible organisational level (MDR-P 65c)	Ethics Committee Office
Reference to standards or initiatives of third parties (MDR-P 65d)	Universal Declaration of Human Rights (UN) Charter of Fundamental Rights of the European Union United Nation Sustainable Development Goals (SDGs) Practical Guide to Integrity and Ethics in Science (BMBWF)
Consideration of the interests of stakeholders (MDR-P 65e)	No stakeholders were involved in the concept development.
Accessibility of policy for stakeholders (MDR-P 65f)	The Ethics Compass is publicly available on the TU Graz website.

Title of policy (MDR-P 65a)	Part of the Statute Action Plan for the Advancement of Women of TU Graz (cf. TU Graz 2017a)
Content (MDR-P-65a)	Section of the statutes containing guiding principles, objectives, measures and procedures relating to anti-discrimination, diversity and gender mainstreaming, work-life balance, equality monitoring, and control.
Addressed material (sub-)topic (MDR-P 65a)	Gender equality and equal pay for work of equal value Measures against violence and harassment in the workplace
Management of impacts, risks or opportunities (S1-1 17)	Reduction of negative impact
Addressed material IRO (MDR-P 65a)	Equality regarding gender Unequal representation of women or unequal pay Proportion of women in decision-making bodies Bullying and sexual harassment
Objectives (MDR-P 65a)	1. Ensuring equal opportunities for all genders 2. Application of gender main streaming and gender budgeting 3. Advancement of women 4. Eliminating existing underrepresentation of women 5. Integration of subject-specific women's and gender studies into research and teaching 6. Information 7. Ensuring adequate infrastructure for the advancement of women
Monitoring (MDR-P 65a)	Annual report on the advancement of women Equality monitoring Equality controlling
Scope of application (MDR-P 65b)	The scope includes all activities at TU Graz.
Scope in relation to affected stakeholders (MDR-P 65b)	All university members and bodies as well as applicants, works councils, Working Group for Equal Opportunities (AkG)
Addressed groups within own workforce (S1-1 19)	Women in all types of employment
Responsible organisational level (MDR-P 65c)	Rectorate, Senate and AkG
Reference to standards or initiatives of third parties (MDR-P 65d)	UN Convention on the Elimination of All Forms of Discrimination Against Women (CEDAW)
Consideration of the interests of stakeholders (MDR-P 65e)	Developed on the recommendation of the AkG, equal participation and ongoing involvement in decision-making processes.
Accessibility of policy for stakeholders (MDR-P 65f)	The plan for the advancement of women is published in the University Gazette and available on the Intranet.

Title of policy (MDR-P 65a)	Part of the Statute Affirmative Action Plan of TU Graz (cf. TU Graz 2017b)
Content (MDR-P-65a)	Section of the statutes containing guiding principles, objectives, measures and procedures relating to anti-discrimination, diversity and gender mainstreaming, work-life balance, equality monitoring, and control.
Addressed material (sub-)topic (MDR-P 65a)	Flexible framework conditions Gender equality and equal pay for work of equal value Employment obligation for disabled beneficiaries Measures against violence and harassment in the workplace Diversity
Management of impacts, risks or opportunities (S1-1 17)	Reduction of negative impact
Addressed material IRO (MDR-P 65a)	Unequal representation of women or unequal pay Proportion of women in decision-making bodies Inclusion supports quality of life Employment obligation for disabled beneficiaries Multidimensionality through diversity Bullying and sexual harassment
Objectives (MDR-P 65a)	1. Ensuring equal opportunities for all university members and for all applicants, and applicants for admission to the university (anti-discrimination) 2. Applying and implementing diversity management and gender main streaming 3. Preventing discrimination on the grounds of gender, ethnicity, religion or belief, age, or sexual orientation (anti-discrimination) 4. Integrating women's and gender studies into research and teaching and embedding diversity in the university's core functions 5. Ensuring a liveable working and study environment, taking into account the compatibility of studies/work for university members with care responsibilities for relatives 6. Promoting information and communication on the topics of equality, diversity, compatibility, and anti-discrimination 7. Ensuring adequate infrastructure to achieve equality
Monitoring (MDR-P 65a)	Equality monitoring Equality controlling
Scope of application (MDR-P 65b)	All activities at TU Graz
Scope in relation to affected stakeholders (MDR-P 65b)	All university members and bodies as well as applicants, works councils, and working groups AkG)
Addressed groups within own workforce (S1-1 19)	Entire workforce
Responsible organisational level (MDR-P 65c)	Rectorate and Senate, operative implementation with AkG
Reference to standards or initiatives of third parties (MDR-P 65d)	UN Convention on the Elimination of All Forms of Discrimination Against Women (CEDAW)
Consideration of the interests of stakeholders (MDR-P 65e)	Developed on the recommendation of the AkG, equal participation and ongoing involvement in decision-making processes.
Accessibility of policy for stakeholders (MDR-P 65f)	The equality plan is published in the University Gazette and available on the Intranet.

Title of policy (MDR-P 65a)	**Diversity, Equality and Inclusion (Active diversity management) (cf. TU Graz 2025f)**
Content (MDR-P-65a)	TU Graz is committed to active and comprehensive diversity management. Openness and diversity are considered core values, and the university recognises the different biographical, social, and cultural backgrounds of its staff and students, as well as the resulting diversity in their perceptions, ways of thinking, and actions. These differences are seen as valuable potential for innovation in research and teaching and for enriching university life.
Addressed material (sub-)topic (MDR-P 65a)	Gender equality and equal pay for work of equal value Training and skill development Employment obligation for disabled beneficiaries Measures against violence and harassment at work Diversity
Management of impacts, risks or opportunities (S1-1 17)	Reduction of negative impacts Support of positive impacts
Addressed material IRO (MDR-P 65a)	Unequal representation of women or unequal pay Proportion of women in decision-making bodies Further education offerings Inclusion supports quality of life Employment obligation for disabled beneficiaries Bullying and sexual harassment Multidimensionality through diversity
Objectives (MDR-P 65a)	The aim is to enable all members of TU Graz at all levels to develop gender and diversity competence and thus, in the spirit of main streaming, to contribute to the development of equality-oriented, diversity-conscious, and inclusive technology and natural science beyond personal action and management (cf. TU Graz 2023a).
Monitoring (MDR-P 65a)	Equality monitoring Equality controlling
Scope of application (MDR-P 65b)	The scope includes all activities at TU Graz.
Scope in relation to affected stakeholders (MDR-P 65b)	All university members
Addressed groups within own workforce (S1-1 19)	Entire workforce
Responsible organisational level (MDR-P 65c)	TU Graz Rectorate
Reference to standards or initiatives of third parties (MDR-P 65d)	Sustainable Development Goals (SDGs) Recommendations by the Conference of Universities for the dissemination of gender competence in higher education processes (cf. BMBWF 2018)
Consideration of the interests of stakeholders (MDR-P 65e)	Equity, Youth, Care Specialist unit working for gender, diversity, and equal opportunities
Accessibility of policy for stakeholders (MDR-P 65f)	All content related to diversity management is available on the TU Graz website and Intranet.

Title of policy (MDR-P 65a)	**Attractive employer** ▪ **Positive Employee Experience** ▪ **Employer Branding** **(cf. TU Graz 2023a)**
Content (MDR-P-65a)	The TU Graz's Policy Attractive Employer aims to position the university as a favoured employer and successfully fill vacant positions. Core components are employer branding, i.e. all measures that generate attention and inspire potential employees to join TU Graz, as well as a consistently positive employee experience throughout the entire employee journey. This journey begins from the first contact, accompanies employees through applications, integration and development phases, and continues until they leave the organisation, and is intended to offer a rewarding, motivating experience.
Addressed material (sub-)topic (MDR-P 65a)	Secure employment Social dialogue
Management of impacts, risks or opportunities (S1-1 17)	Support of positive impacts Risk management
Addressed material IRO (MDR-P 65a)	Onboarding and offboarding Long-term employment Dialogue between employees and management Highly qualified personnel
Objectives (MDR-P 65a)	Branding of TU Graz as an attractive employer.
Monitoring (MDR-P 65a)	Employee survey Employee evaluation
Scope of application (MDR-P 65b)	The scope includes all activities at TU Graz.
Scope in relation to affected stakeholders (MDR-P 65b)	All employees as well as applicants or potential applicants
Addressed groups within own workforce (S1-1 19)	Entire workforce
Responsible organisational level (MDR-P 65c)	TU Graz Rectorate
Reference to standards or initiatives of third parties (MDR-P 65d)	No external standards or third-party initiatives
Consideration of the interests of stakeholders (MDR-P 65e)	–
Accessibility of policy for stakeholders (MDR-P 65f)	All information is available on the TU Graz website as well as the Intranet.

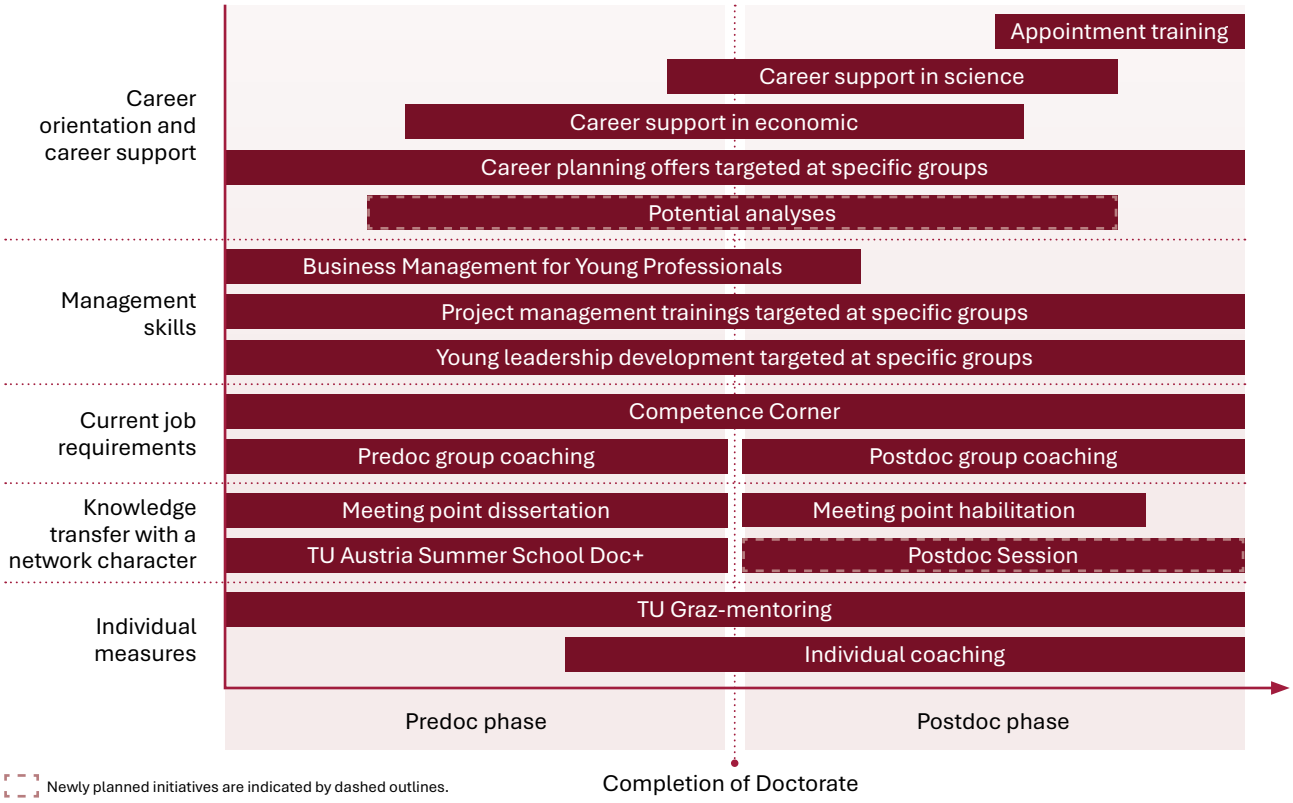
Title of policy (MDR-P 65a)	**Attractive employer** ▪ **Work-life balance** ▪ **Workplace health management** ▪ **Participatory involvement**
Content (MDR-P-65a)	Employee satisfaction and retention at TU Graz are promoted through targeted measures. These include offers to balance work and family life, a broad range of workplace health management services, and opportunities for active participation. These priorities contribute to the long-term retention of existing employees, creating an environment of appreciation and thus strengthening the sense of belonging at TU Graz at all levels.
Addressed material (sub-)topic (MDR-P 65a)	Secure employment Working time Freedom of association, the existence of works councils and the information, consultation, and participation rights of workers Work-life-balance Health and safety
Management of impacts, risks or opportunities (S1-1 17)	Reduction of negative impact Support of positive impact Risk management
Addressed material IRO (MDR-P 65a)	Onboarding and offboarding Long-term employment Flexible framework conditions Dialogue between employees and management Reliable complaint system Flexible time arrangements regarding research and teaching Occupational health management Psychological and physical stress Highly qualified personnel
Objectives (MDR-P 65a)	Branding TU Graz as an attractive employer
Monitoring (MDR-P 65a)	Employee survey Employee feedback evaluation
Scope of application (MDR-P 65b)	The scope includes all activities at TU Graz.
Scope in relation to affected stakeholders (MDR-P 65b)	All employees
Addressed groups within own workforce (S1-1 19)	Entire workforce
Responsible organisational level (MDR-P 65c)	TU Graz Rectorate
Reference to standards or initiatives of third parties (MDR-P 65d)	No external standards or third-party initiatives
Consideration of the interests of stakeholders (MDR-P 65e)	Involvement of works councils, Entire workforce through participatory involvement
Accessibility of policy for stakeholders (MDR-P 65f)	All information is available on the TU Graz website and Intranet.

Title of policy (MDR-P 65a)	**Attractive employer** ▪ **TU Graz work agreements (working time regulations, home office, flexitime, personnel model)** ▪ **Working conditions guidelines** ▪ **Occupational safety and health protection**
Content (MDR-P-65a)	**Work agreements:** The TU Graz offers comprehensive work agreements that ensure flexible and regulated working conditions. These include the working time regulations for scientific and artistic staff (including part-time), flexitime, home office, and the scientific staff model. They define working hours, breaks, compensation for overtime, time recording, home office conditions, and the career paths of scientific staff. This promotes transparency, predictability, and work-life-balance. **Working conditions guidelines:** The TU Graz provides binding guidelines that ensure transparent, uniform, and legally compliant processes in all central areas. These include appointment procedures, procurement, third-party funded projects, travel expenses, company cars and mobile devices, as well as parking regulations and house rules. This ensures quality, predictability and legal certainty in all administrative and project processes. **Occupational safety and health protection:** The TU Graz promotes the health, safety, and well-being of its employees. A holistic safety and health management system is designed to reduce physical and mental stress.
Addressed material (sub-)topic (MDR-P 65a)	Secure employment Working time Freedom of association, the existence of works councils and the information, consultation, and participation rights of workers Work-life-balance Health and safety
Management of impacts, risks or opportunities (S1-1 17)	Reduction of negative impact Support of positive impact Risk management
Addressed material IRO (MDR-P 65a)	Long-term employment Flexible framework conditions Reliable complaint system Flexible time arrangements regarding research and teaching Safety culture Highly qualified personnel
Objectives (MDR-P 65a)	Branding TU Graz as an attractive employer
Monitoring (MDR-P 65a)	Employee survey Employee feedback evaluation
Scope of application (MDR-P 65b)	The scope includes all activities at TU Graz.
Scope in relation to affected stakeholders (MDR-P 65b)	All employees
Addressed groups within own workforce (S1-1 19)	Entire workforce
Responsible organisational level (MDR-P 65c)	TU Graz Rectorate
Reference to standards or initiatives of third parties (MDR-P 65d)	No external standards or third-party initiatives
Consideration of the interests of stakeholders (MDR-P 65e)	Involvement of works councils
Accessibility of policy for stakeholders (MDR-P 65f)	All information is available on the TU Graz website and Intranet.

Title of policy (MDR-P 65a)	**Förderung von Talenten und Kompetenzen** ▪ **Promotion of young scientists** ▪ **Career and tenure track models** ▪ **Future skills** ▪ **Understanding of leadership throughout the entire TU Graz**
Content (MDR-P-65a)	**1. Promotion of young scientists** As part of the promotion of young talent, target group-specific career and skill development measures for pre-doctoral and post-doctoral students are implemented at TU Graz. **2. Career and tenure track path models** The design framework defined by the scientific personnel model is continuously developed to meet current and future requirements as well as university objectives. Adjustments are made as a result of legislative amendments, external recommendations and internal structural and strategic developments. Particular importance is attached to the policy of appointment with regard to scientific excellence. **3. Ensuring future skills** The mission statement of TU Graz emphasises the importance of appreciation, participatory involvement, and targeted support of employees. Targeted professional development measures are therefore being implemented to enhance the university's international profile. **4. Understanding of leadership throughout the entire TU Graz** Managers have a particular responsibility for the strategic implementation of human resources policy. Therefore, TU Graz offers targeted continuing education programmes, including the Advanced Leadership Programme (ALP) for academic managers and the Expert Leadership Programme (ELP) for managers in the field of general personnel.
Addressed material (sub-)topic (MDR-P 65a)	Secure employment Trainging and skill development
Management of impacts, risks or opportunities (S1-1 17)	Support of positive impact
Addressed material IRO (MDR-P 65a)	Long-term employment Further education offerings Structured support programmes Employee development
Objectives (MDR-P 65a)	Promotion of young scientists Constant further development of the scientific personnel model Ensuring future skills for all employee groups Expansion and establishment of a common understanding of leadership.
Monitoring (MDR-P 65a)	Employee survey Employee feedback evaluations
Scope of application (MDR-P 65b)	The scope includes all activities at TU Graz.
Scope in relation to affected stakeholders (MDR-P 65b)	Young researchers (predocs, postdocs) Scientific staff All employees at TU Graz Managers in the scientific and general human resources sector
Addressed groups within own workforce (S1-1 19)	Young researchers (predocs, postdocs) Scientific staff at all career levels Managers All employees with regard to future skills
Responsible organisational level (MDR-P 65c)	TU Graz Rectorate
Reference to standards or initiatives of third parties (MDR-P 65d)	No external standards or third-party initiatives
Consideration of the interests of stakeholders (MDR-P 65e)	Participatory involvement of the groups addressed
Accessibility of policy for stakeholders (MDR-P 65f)	All information is available on the TU Graz website and Intranet.

Figure 6: Target group-oriented support measures for young scientists

Source: cf. TU Graz 2023a



Title of policy (MDR-P 65a)	Emergency Manual TU Graz (cf. TU Graz 2025c)
Content (MDR-P-65a)	The internal Emergency Manual of TU Graz contains clear procedures that specify who should take which measures and when for emergency situations and which bodies should be informed. It includes 19 defined scenarios ranging from fires, accidents and thefts to criminal acts. In addition, it regulates the responsibilities and accountabilities of crisis management within TU Graz.
Addressed material (sub-)topic (MDR-P 65a)	Health and safety
Management of impacts, risks or opportunities (S1-1 17)	Reduction of negative impact Support of positive impact Risk management
Addressed material IRO (MDR-P 65a)	Safety culture Handling of chemicals Handling of work equipment Chemical accident Product leaks
Objectives (MDR-P 65a)	Optimal behaviours can prevent or limit harm to people and the environment in the event of emergencies or imminent danger.

Title of policy (MDR-P 65a)	Emergency Manual TU Graz (cf. TU Graz 2025c)
Monitoring (MDR-P 65a)	–
Scope of application (MDR-P 65b)	The scope includes all activities at TU Graz.
Scope in relation to affected stakeholders (MDR-P 65b)	The emergency plan applies to the entire TU Graz at all its locations and to all persons employed at TU Graz.
Addressed groups within own workforce (S1-1 19)	Entire workforce
Responsible organisational level (MDR-P 65c)	TU Graz Rectorate
Reference to standards or initiatives of third parties (MDR-P 65d)	No external standards or third-party initiatives
Consideration of the interests of stakeholders (MDR-P 65e)	The internal emergency plan of TU Graz was developed in close coordination with the persons responsible for emergency and alarm cases, the Communication and Marketing Department and the Preventive Service of TU Graz.
Accessibility of policy for stakeholders (MDR-P 65f)	Intranet

Title of policy (MDR-P 65a)	Guideline Fire Safty Regulations TU Graz (cf. TU Graz 2025g)
Content (MDR-P-65a)	The Fire Safety Regulations Guideline provides important information on behaviour to ensure safe operation, to avoid endangering health and property, to prevent serious damage caused by fires, and on behaviour in the event of a fire itself.
Addressed material (sub-)topic (MDR-P 65a)	Health and safety
Management of impacts, risks or opportunities (S1-1 17)	Reduction of negative impact Risk management
Addressed material IRO (MDR-P 65a)	Safety culture Handling of chemicals Fire Chemical accident Product leaks
Objectives (MDR-P 65a)	–
Monitoring (MDR-P 65a)	Fire safety organisation of TU Graz
Scope of application (MDR-P 65b)	The activities described in the Fire Protection Regulations are limited exclusively to the land owned and rented by TU Graz.
Scope in relation to affected stakeholders (MDR-P 65b)	This Fire Protection Regulation applies to the entire TU Graz at all its locations and to all persons employed at TU Graz.
Addressed groups within own workforce (S1-1 19)	Entire workforce
Responsible organisational level (MDR-P 65c)	Buildings and Technical Support
Reference to standards or initiatives of third parties (MDR-P 65d)	No external standards or third-party initiatives
Consideration of the interests of stakeholders (MDR-P 65e)	No stakeholders were involved in the development of the policy.
Accessibility of policy for stakeholders (MDR-P 65f)	TU Graz University Gazette Intranet In the buildings

Title of policy (MDR-P 65a)	Data protection and security (cf. TU Graz 2019a, TU Graz 2019b, TU Graz 2023b)
Content (MDR-P-65a)	Data protection and security at TU Graz regulate the responsible handling of personal and non-personal data (e.g. research data, trade and business secrets). Personal data is processed in both scientific results and research projects and is subject to the requirements of the General Data Protection Regulation (GDPR), the Austrian Data Protection Act (DSG) and the Research Organisation Act (FOG). The policy contains the following essential elements: ▪ amended part of the Statute of the Data Protection Act ▪ framework operating agreement ▪ manual data protection ▪ Central Coordination Office for Data Protection.tz
Addressed material (sub-)topic (MDR-P 65a)	Privacy
Management of impacts, risks or opportunities (S1-1 17)	Reduction of negative impact Risk management
Addressed material IRO (MDR-P 65a)	Data protection and privacy Cyber attacks
Objectives (MDR-P 65a)	Data security at TU Graz aims to ensure the confidentiality, integrity, and availability of all necessary data.
Monitoring (MDR-P 65a)	Processing list in accordance with Article 30 GDPR
Scope of application (MDR-P 65b)	Applies to all areas of TU Graz where personal data is processed.
Scope in relation to affected stakeholders (MDR-P 65b)	Students, employees, researchers, cooperation partners, and external persons whose data is processed.
Addressed groups within own workforce (S1-1 19)	Entire workforce
Responsible organisational level (MDR-P 65c)	TU Graz Rectorate
Reference to standards or initiatives of third parties (MDR-P 65d)	No external standards or third-party initiatives
Consideration of the interests of stakeholders (MDR-P 65e)	Data Protection Advisory Committee, Extended Data Protection Advisory Committee
Accessibility of policy for stakeholders (MDR-P 65f)	All information on data protection and data security is available on the TU Graz website and Intranet.

AR 10 – Substantial changes to the strategies adopted in the reporting year

TU Graz is continuously working to improve the working conditions regulations for its own workforce. In the ongoing improvement process, policies are being summarised and revised for better clarity. In 2024, the following guidelines were newly developed and adopted: Procurement Policy, Guidelines for Regulating the Processing of Third-Party Financed Projects, Invoicing of Services, and Inventory Guidelines (cf. TU Graz 2024c; TU Graz 2024e; TU Graz 2025j; TU Graz 2025k)

20 – Relevant human rights policy obligations for the employees

All employees are required by the binding Code of Conduct to strictly prevent discrimination, sexual harassment, forced and child labour, as well as corruption, and to comply with the regulations on health, labour, and data protection (cf. TU Graz 2021). In addition, the TU Graz clearly commits to respecting human rights and promoting equality, diversity and inclusion in the 2024plus (2023a) development plan. A comprehensive compliance system with ethics, equality, and protected whistleblowing channels ensures that these requirements are implemented in accordance with the United Nation (UN) Guiding Principles and the core labour standards of the International Labour Organisation (ILO) (cf. UNIRIC 1948; ILO 2025).

20 a – Respect for human rights, including workers' rights, of persons in own workforce

TU Graz upholds respect for all human and workers' and declares it an explicit guiding principle. Its binding Code of Conduct prohibits any discrimination, harassment, and other unethical behaviour; compliance is monitored by compliance officers, works councils, the Working Group for Equal Opportunities (AkG), the Ethics Committee, and protected whistleblowing channels (cf. TU Graz 2021).

20 b – Involvement of people from the own workforce

The Works Council for Academic Personnel and the Works Council for Administrative Personnel primarily act as representatives of employees' interests in all employment law matters. Freelance-employee representative elections take place at regular intervals. Furthermore, vulnerable groups are represented by the Young Workers' Council or the Disability Liaison Officer. Further ombudsperson offices serve for various topics of the AkG and specifically topics related to safety and health concerning prevention team representatives. All representives act as links between university management and employees (cf. TU Graz 2025a).

20 c – Measures to provide and/or facilitate remedies for human rights impacts

Employees of TU Graz can confidentially submit reports of discrimination, harassment, or other human rights violations to their managers, the works councils, the AkG, or to the Rectorate via protected whistleblowing channels. These reports are objectively examined, and if violations are identified, employment or service law measures and reparations are initiated (cf. TU Graz 2021).

21 – Consistency of policies with relevant internationally recognised instruments, including the United Nations Guiding Principles on Enterprise and Human Rights

The binding Code of Conduct of TU Graz obliges all employees to fully comply with national laws as well as internal guidelines, without explicit reference to international frameworks such as the UN Guiding Principles, the ILO Core Labour Standards, or the OECD Guidelines (cf. TU Graz 2021).

22 – Consideration of the issues of human trafficking, forced labour, and child labour in policies

The Code of Conduct of TU Graz upholds compliance with human rights as a fundamental principle, which includes the prohibition of human trafficking, forced labour, and child labour.

23 – Policies or a management system relating to the prevention of accidents at work

TU Graz operates a legally established occupational safety management system in accordance with the Employees' Protection Act (hereinafter abbreviated as: ASchG; BGBl. Nr. 450/1994 idF BGBl. I Nr. 56/2024) and the Working Hours Act (WHA; BGBl. I Nr. 461/1969 idF BGBl. I Nr. 19/2025). All employees must complete periodic safety instructions, while managers are responsible for ensuring compliance with occupational safety in their area and for promptly reporting potential hazards. The preventive service in particular makes an important contribution to matters relating to technical employee internal protection, as well as fire safety and health protection, through various activities such as advice, instruction, organisation of training courses, etc.

24 a – Specific policies to eliminate discrimination

The binding Code of Conduct of TU Graz expressly prohibits any discrimination based on origin, gender, sexual orientation, disability, age, religion, etc. and thus sets clear standards of conduct for all employees (cf. TU Graz 2021). The 2024plus Development Plan complements this with faculty-specific gender and diversity action plans, anti-discrimination training, and programmes such as Fem in Tech and Leading Women to specifically reduce structural disadvantages (cf. TU Graz 2023a).

24 b – Recording the grounds for discrimination

All grounds for discrimination (skin colour, ethnic origin, social origin, gender, sexual orientation, religion, political or other opinion, membership in a national minority, wealth, age, physical or mental condition, language, official function, appearance) are recorded in the Code of Conduct and the various guidelines and requirements, and law-abiding and ethical rules of conduct are explicitly regulated (cf. TU Graz 2021).

24 c – Specific policy commitments regarding inclusion or support measures

TU Graz obliged by the Disability Employment Act (BEinstG: BGBl. Nr. 22/1970 idF BGBl. I Nr. 50/2025) to employ at least one beneficiary with a disability for every 25 employees.

Persons with a degree of disability (GdB) of at least 50 % are considered to be persons with disabilities. These can be people with physical disabilities[1] as well as people with mental and/or chronic illnesses.

1 The Disability Employment Act defines disability as the effect of a physical, mental, or psychological impairment or sensory im-pairment that is not merely temporary and that is likely to make participation in working life more difficult. A period of more than six months is considered to be not merely temporary.

Depending on individual needs, technical aids or personal assistance in the workplace (PAA) may be provided to enable independent and self-determined participation in working life (BEinstG 2025).

The University Act (UG: BGBl. I No. 120/2002) stipulates equality between women and men and the promotion of women as a task. (§ 3 (9), UG). The TU Graz complies with these legal measures by drawing up a women's promotion plan, an equality plan, and establishing the organisational unit 'Equality, Youth, Care'.

24 d – Implementation of policies through specific procedures

According to the Code of Conduct, violations of equal treatment rules must be reported immediately to the manager or Rectorate; a standardised examination procedure with graduated service and labour law sanctions provides effective relief. An annual equality and diversity monitoring with a published report provides the key figures on the basis of which the faculties decide on participatory action plans and evaluate progress in order to systematically prevent discrimination and specifically reduce identified disadvantages. TU Graz enables all employees to develop gender and diversity skills through needs-based continuing education offerings (cf. TU Graz 2021; TU Graz 2024b).

AR 14 – Method of communicating policies

New policies or changes to guidelines are decided upon in the Rectorate and sent via the TU's internal communication channels, such as the TUGraz newsflash and TUGraz Memo, as well as published on the TU4U Intranet and, if applicable, in the University Gazette. Publications are usually in German and English. Increasing attention is being paid to low-barrier design and good readability for e-readers.

AR 17 b – Executive responsibility for equal treatment and equal opportunities

The Rectorate has overall responsibility for equal treatment and equal opportunities, while the Working Group for Equal Opportunities (AkG), the Office for Gender, Diversity and Equal Opportunities and the Accessible Working support management and monitoring. The Equal Opportunities Plan and the Code of Conduct establish university-wide binding procedures for fair recruiting, anti-discrimination and the handling of benefits (cf. TU Graz 2017b; TU Graz 2023a).

AR 17 c – Anti-discrimination training for employees and managers

In order to strengthen gender and diversity skills at TU Graz, targeted training courses are offered for employees and managers. These include, among other things, mediation on the prevention of sexual harassment and the discrimination- and bias-sensitive design of procedures and tenders. In addition, the certificate course on Gender and Diversity Competencies for Female Scientists at the TU Graz and the lecture series Diversity at the Centre of Research are offered. (cf. TU Graz 2023a)

AR 17 d – Accessible and safe working environment

In 2024, TU Graz published a comprehensive concept for barrier-free lecture halls with clearly designated access routes and structural modifications to ensure safe access for people with mobility impairments. In addition, the Service Centre 'Accessible Work', established in 2023, together with the department Buildings and Technical Support, is continuously removing visible and invisible barriers in all university buildings.

AR 17 e – Testing for discriminatory workplace requirements

With the electronic recruiting tool (ePAS+/Jobportal) introduced in 2022, TU Graz examines all job postings in a data-based manner and conducts recruiting analyses to determine whether requirements profiles disadvantage particular groups and adapts search and selection strategies accordingly. In addition, the Working Group for Equal Opportunities is always involved in the recruiting process. Human resources managers are also be empowered to design job requirements that are inclusive and non-discriminatory through training courses on bias-sensitive job advertising and anti-bias training for appointment and selection bodies.

AR 17 g – Complaints and appeals procedures

Employees can report discrimination at any time, either to their manager or directly to the Rectorate, in accordance with the Code of Conduct. Each notice is objectively examined, and if the violation is confirmed, appropriate employment or service law measures are taken. In addition, the anonymous Hintbox (an electronic mailbox), the Kummerlade (a way to establish analogue or digital contact with the works council) and ombudsperson offices are available, through which information is processed confidentially and, in the event of a confirmed violation, appropriate employment or service law steps are also taken.

AR 17 h – Programmes to promote skills development and access opportunities

TU Graz ensures all employees low-threshold access to competence development by agreeing on individual further training measures in the annual employee evaluation. In addition, a university-wide open In-house Training programme is available, which includes leadership, management and specialist training, including tailor-made courses such as Professional Office Management.

S1-2 – Processes for engaging with own workers and workers' representatives about impacts

27 a, b – Involvement of employees and their perspectives in decision-making processes

Regular employee surveys and the established idea management portal Ideas & Best Practices open the opportunity for all employees to raise concerns and suggestions for improvement. The university administration evaluates these contributions and incorporates the results into the human resources strategy and faculty-specific action plans in order to specifically and evidence-based manage the actual and potential impacts on job satisfaction, equality, and working conditions. In addition, the involvement of employees is carried out by representatives as described under S1-1 20 b.

27 c – Function and highest-ranking position with operational responsibility for inclusion

The operational involvement of employees is carried out by the organisational unit Human Resources Development in the Vice Rectorate for Human Resources and Finance. The Vice Rectorate for Human Resources and Finance, as the highest responsible body, ensures that the regularly conducted employee surveys are evaluated and that the results are incorporated into the personnel strategy and other decisions of TU Graz.

27 d – Agreements on human rights with worker representatives

Respect for all human and labour rights is guaranteed by the binding Code of Conduct, which strictly prohibits discrimination and ensures equal treatment for all employees. In addition, the 2024plus Development Plan anchors the implementation of the UN Agenda 2030 goals as a strategic framework, so that international human rights standards are systematically incorporated into all areas of university action. The TU Graz's clear commitment to human rights is integrated into all agreements, for example, work agreements with employee representatives. (cf. TU Graz 2021; TU Graz 2023a)

27 e – Evaluation of the effectiveness of involvement

Annual employee meetings take place between employees and managers, addressing both individual development goals and mutual feedback. To assess the effectiveness of the involvement, a regularly conducted, anonymous employee survey is also used. This allows for a differentiated analysis of satisfaction and provides data to assess effectiveness and review progress towards implemented measures.

28 – Steps taken to gain insights into the perspectives of particularly vulnerable groups

TU Graz specifically incorporates the perspectives of vulnerable groups. The service centre Accessible Work and care roundtable meetings record the needs of employees with disabilities or care obligations. Concrete areas of action are immediately derived from this feedback and the key figures of the annual gender and diversity report. The International Office – Welcome Centre is the first point of contact for all questions and concerns about internationalisation. In combination with language courses via internal training, linguistic and cultural barriers are broken down.

AR 25 a, b – Involvement of vulnerable persons and consideration of potential barriers to integration

TU Graz analyses potential barriers to interaction through the service centre Accessible Work, which, together with people with disabilities, identifies and specifically reduces visible and invisible barriers and coordinates individual solutions. In addition, a monthly care roundtable meeting, Fit to Care [Pflegefit] courses, care leave for employees in care situations and psychosocial counselling services provide support to effectively prevent disadvantages.

AR 25 c – Understandable and accessible communication for all employees

Guidelines and relevant information are sent to all employees via the TU Graz newsflash and made permanently available on the accessible Intranet TU4U. Current information is also published in the new news section of the TU4U Intranet. New employees will also receive a welcome brochure with further links to TU4U. All information is also made available in English.

AR 25 d – Dealing with conflicts of interest in the workforce

In order to be able to counter conflicts constructively and to manage them professionally and profitably for the benefit of all involved, extensive support services are established at TU Graz. The Conflict Management Guide serves as an important tool (cf. TU Graz 2024d). There are also training programmes within the framework of In-house Training, conflict coaching, conflict moderation, process support by external conflict management experts, and mediation. To coordinate the appropriate solution, all employees and managers at TU Graz have different contact points at their disposal:

- Office of the Works council for Academic Personnel
- Office of the Works council for Administrative Personnel
- Working Group for Equal Opportunities (AkG)
- Arbitration Board
- Disability Liaison Officer
- Young Workers' Council
- Human Resource Development

AR 25 e – Respect for the human rights of all stakeholders

TU Graz upholds the human rights of all stakeholders by applying its binding Code of Conduct to all employees and, at the same time, bindingly regulating appreciative, non-discriminatory behaviour towards students, external partners, the public and all majority shareholdings. In addition, the 2024plus Development Plan elevates the implementation of the UN Agenda 2030 SDGs to a university-wide guiding principle, so that international human rights standards are systematically incorporated into research, teaching, operations and third-mission activities (cf. TU Graz 2021).

S1-3 – Processes to remediate negative impacts and channels for own workers to raise concerns

32 a, c, d, e – General approach and procedure for undertaking or participating in remedial action

Violations are objectively examined by the Rectorate and punished with service or labour law sanctions and reparation measures (cf. TU Graz 2021). Employees can report grievances via the confidential electronic whistleblowing mailbox. Each report is confirmed within 7 days, answered within 3 months, and is secured by comprehensive protection against reprisals (cf. TU Graz 2023c). In the event of allegations of discrimination, the independent arbitration commission restores the rights of those affected and can make binding decisions (cf. TU Graz 2025b). Cases of scientific misconduct are handled by the Commission for Scientific Integrity. After completing its examination, it recommends concrete remedial measures to the Rectorate and optimises its procedures on an ongoing basis.

32 b – Specific channels through which one's own workforce can have their concerns or needs expressed and examined

To report violations or other concerns, all TU Graz employees have access to an electronic whistleblowing mailbox, through which reports are confidentially sent to the rectorate member responsible for personnel and the works council chairpeople. The interest groups also offer a digital anonymous 'chest of grief' (feedback box), as well as regular consultation hours and direct contact options to raise concerns directly with the university administration. In the case of discrimination or equality issues, those concerned can confidentially contact the Working Group for Equal Opportunities, which, if necessary, forwards complaints to the Independent Arbitration Commission. Disputes and allegations of discrimination are decided by the arbitration commission, which has no instructions, according to a formalised procedure, whereby TU Graz ensures an objective internal university legal process.

33 – Knowledge and confidence of one's own workforce in the structures or procedures

TU Graz monitors the awareness and acceptance of its complaint and participation structures through regular employee surveys conducted every three years since 2006, which, among other things, assess the working atmosphere, feedback processes, and trust in internal contact points. Results are published on the TU4U Intranet, reflected on with the works councils and translated into concrete improvement measures so that the effectiveness of the structures is continuously evaluated. Based on the survey and monitoring data, the university expands its support services as needed.

The whistleblowing policy and the Code of Conduct of TU Graz explicitly protect whistleblowers from any reprisals when they use internal reporting channels (cf. TU Graz 2021; TU Graz 2023c).

S1-4 – Taking action on material impacts on own workforce, and approaches to mitigating material risks and pursuing material opportunities related to own workforce, and effectiveness of those actions

The University implements a wide range of measures for its own workforce that are aimed at reducing negative impacts, promoting positive effects, and exploiting significant opportunities. Section S1-4 MDR-A of this report presents key areas of action in a consolidated form in order to present the main activities in a clear and comprehensible manner. The report contains a selection of the most important measures that exemplify the breadth of the university's commitment. The tables provide a compact overview, but do not claim to be exhaustive.

Action package	Measures to promote women (cf. TU Graz 2025d)
Title of action (MDR-A 68a)	▪ Leading Women ▪ Potential programme ▪ Tenure track positions for women ▪ Strategic career planning for doctoral students ▪ Women Universe
Description (MDR-A 68a)	**Leading Women:** The career management programme is aimed at female scientists at TU Graz who hold leadership positions or hold professorships or career positions. **Potential programme:** The continuing education programme includes programmes for scientists at all career levels, students, managers, and scientific and general staff. In addition, multipliers of the equality agendas will be included in the programme. It is organised by the University of Graz; funding is shared by all Graz universities. **Tenure track positions for women:** To specifically promote women's scientific careers, TU Graz advertises professorship career positions that are reserved exclusively for women. **Strategic Career Planning for Dissertation Students:** Special workshops to support career planning for dissertation students.
Addressed material (sub-)topic (MDR-A 68a)	Gender equality and equal pay for work of equal value Measures against violence and harassment in the workplace
Impact, risk or opportunity management (S1-4 38 a, c, 40)	Reduction of negative impact Support of positive impact
Addressed material IRO (MDR-A 68a)	Unequal representation of women or unequal pay Percentage of women in decision-making bodies Bullying and sexual harassment
Addressed policy (MDR-A 68a)	Diversity, equality and inclusion
Contribution to achieving the policy objective (MDR-A 68a)	The measures contribute to the policy's objectives by specifically supporting women at various career levels and opening better opportunities for advancement.
Start (MDR-A 68a, e)	–
Degree of implementation (MDR-A 68a)	Currently in implementation
(Planned) end (MDR-A 68c)	Ongoing
Involvement of workforce and employee representatives (S1-4 AR40a)	Works councils, AkG
Evaluation of action impact (S1-4 38d, 40a)	Intellectual Capital Report Equality Report
(Expected) results (MDR-A 68a; S1-4 AR40b)	Diversity and equality at all levels
Scope in relation to business activities (MDR-A 68b)	The scope includes all activities at TU Graz.
Scope in relation to geographies (MDR-A 68b)	All TU Graz locations
Scope in relation to affected stakeholders (MDR-A 68b)	All university members and bodies as well as applicants, works councils, AkG

Action package	Diversity measures
Title of action (MDR-A 68a)	▪ Gender and Diversity Skills Course for Scientists ▪ Research and teaching measures ▪ Projects and measures on diversity management and gender mainstreaming
Description (MDR-A 68a)	**Gender and Diversity Skills Course for Female Scientists:** The course comprises six modules in which participants can acquire valuable knowledge for a humane and gender- and diversity-sensitive design of technology and science. **Research and teaching measures:** TU Graz offers a wide range of programmes that help students and staff contribute diversity to their studies, research, and teaching. These include courses, training courses, materials provided, personal advice, and the recognition of particularly successful projects with the 'Mind the Gap' Prize. **Projects and measures on diversity management and gender main streaming:** TU Graz is pursuing various measures within the framework of its diversity management and gender main streaming programme to systematically promote equal opportunities and inclusion. These include the implementation of gender-equitable language and imagery, the provision of accessible all-gender toilets, and participatory exchange platforms that enable trans, intersex, and non-binary people to actively participate in the development of measures. **Equality Report:** The Equality Report of TU Graz evaluates statistical data to present developments within the university in terms of studies, employment groups and decision-making bodies based on various diversity categories. The first report (2022/23) focused on gender (cf. TU Graz 2024b).
Addressed material (sub-)topic (MDR-A 68a)	Gender equality and equal pay for work of equal value Measures against violence and harassment in the workplace
Impact, risk or opportunity management (S1-4 38 a, c, 40)	Reduction of negative impact Support of positive impact
Addressed material IRO (MDR-A 68a)	Unequal representation of women or unequal pay Percentage of women in decision-making bodies Bullying and sexual harassment
Addressed policy (MDR-A 68a)	Diversity, equality and inclusion
Contribution to achieving the policy objective (MDR-A 68a)	The measures support the policy by promoting equal opportunities, reducing discrimination, and creating an appreciative, inclusive environment for all higher education members.
Start (MDR-A 68a, e)	–
Degree of implementation (MDR-A 68a)	Currently in implementation
(Planned) end (MDR-A 68c)	Ongoing
Involvement of workforce and employee representatives (S1-4 AR40a)	Works councils, AkG
Evaluation of action impact (S1-4 38d, 40a)	Intellectual Capital Report Equality Report
(Expected) results (MDR-A 68a; S1-4 AR40b)	Diversity and equality at all levels
Scope in relation to business activities (MDR-A 68b)	The scope includes all activities at TU Graz.
Scope in relation to geographies (MDR-A 68b)	All TU Graz locations
Scope in relation to affected stakeholders (MDR-A 68b)	All university members and bodies as well as applicants, works councils, AkG

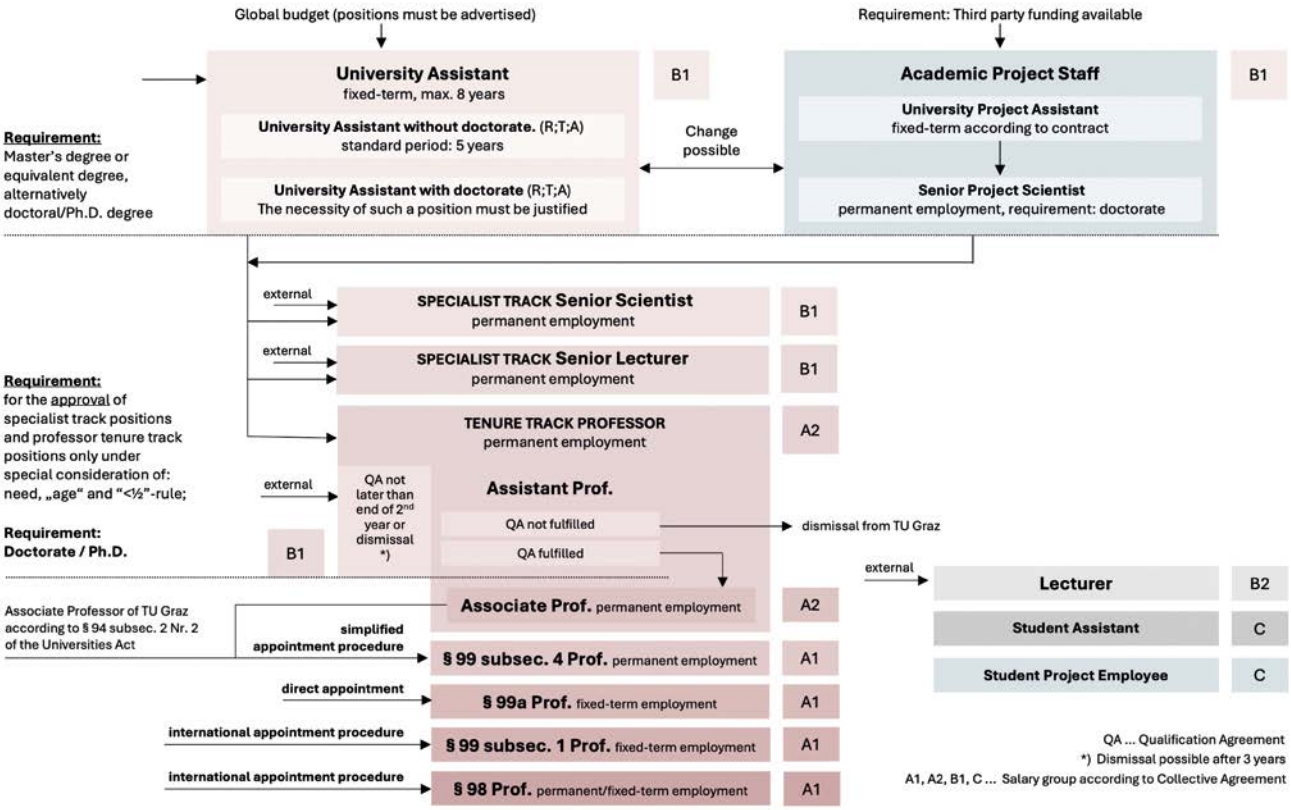
Title of action (MDR-A 68a)	Employer Branding (cf. TU Graz 2023a)
Description (MDR-A 68a)	Employer branding includes all measures with which TU Graz positions itself as an attractive employer in order to attract potential new employees and successfully fill open positions. Employer branding includes both digital and analogue strategies.
Addressed material (sub-)topic (MDR-A 68a)	Secure employment Dialogue
Impact, risk, or opportunity management (S1-4 38 a, c, 40)	Support of positive impact
Addressed material IRO (MDR-A 68a)	Onboarding and offboarding Long-term employment Dialogue between employees and management
Addressed policy (MDR-A 68a)	Attractive employer
Contribution to achieving the policy objective (MDR-A 68a)	All individual measures in this package aim at employee satisfaction and branding as an attractive employer.
Start (MDR-A 68a, e)	–
Degree of implementation (MDR-A 68a)	Currently in implementation
(Planned) end (MDR-A 68c)	Ongoing
Involvement of workforce and employee representatives (S1-4 AR40a)	–
Evaluation of action impact (S1-4 38d, 40a)	–
(Expected) results (MDR-A 68a; S1-4 AR40b)	Expected results of employer branding include increased employer attractiveness, higher application numbers and quality, congruence of values, increased employee retention and satisfaction, and improved positioning of TU Graz in the labour market. In the long term, this can support the strengthening of competitiveness internally and, for society, the safeguarding of skilled workers' needs.
Scope in relation to business activities (MDR-A 68b)	Recruiting
Scope in relation to geographies (MDR-A 68b)	Global
Scope in relation to affected stakeholders (MDR-A 68b)	Applicants and potential applicants

Title of action (MDR-A 68a)	Expansion for career path in teaching and research (cf. TU Graz 2023a)
Description (MDR-A 68a)	The academic personnel model of TU Graz defines the framework for the structure, development, and career paths of academic personnel. It creates transparency about categories of staff, identifies career options, and balances stability and renewal of the staff structure. The focus is on attracting and retaining excellent female scientists, considering non-specialist strengths, securing fields of expertise, broad advertising of career positions and promoting dissertation success. The measure thus supports strategic personnel development and research excellence at TU Graz.
Addressed material (sub-)topic (MDR-A 68a)	Training and skill development
Impact, risk, or opportunity management (S1-4 38 a, c, 40)	Support of positive impact
Addressed material IRO (MDR-A 68a)	Offers for further education Structured, supportive programmes
Addressed policy (MDR-A 68a)	Nurturing of talents and competences
Contribution to achieving the policy objective (MDR-A 68a)	The academic personnel model at TU Graz creates transparency regarding the personnel categories and shows career paths, thereby supporting personnel development and opportunity-based career planning.
Start (MDR-A 68a, e)	–

Title of action (MDR-A 68a)	Expansion for career path in teaching and research (cf. TU Graz 2023a)
Degree of implementation (MDR-A 68a)	Currently in implementation
(Planned) end (MDR-A 68c)	Ongoing
Involvement of workforce and employee representatives (S1-4 AR40a)	Academic works council
Evaluation of action impact (S1-4 38d, 40a)	–
(Expected) results (MDR-A 68a; S1-4 AR40b)	Transparent career paths, higher talent retention, increased research excellence, stronger profile building at TU Graz, broader visibility of senior scientists and senior lecturers
Scope in relation to business activities (MDR-A 68b)	The scope includes academic university personnel
Scope in relation to geographies (MDR-A 68b)	All TU Graz locations
Scope in relation to affected stakeholders (MDR-A 68b)	Academic personnel

Figure 7: Scientific personnel model of TU Graz

Source: cf. TU Graz 2023a



Action package	Employee development (cf. ibid.)
Title of action (MDR-A 68a)	▪ Initiatives and offers within the framework of executive support ▪ Promotion and career support of young scientists ▪ Initiatives for general university staff ▪ Initiatives on future issues ▪ Internal further education and didactics training offerings
Description (MDR-A 68a)	**Leadership development:** The aim is to support managers and employees with growing responsibility in strengthening the skills required for their current and future personnel responsibility in line with the TU Graz's understanding of leadership. **Support for young researchers:** The measure is intended to support young researchers with the aim of developing career prospects at the university, improving employability, and intensifying exchanges between science and industry. **Human resource development:** Initiatives for university staff aim to support employees in coping with professional demands and to open development prospects to them. **Future skills:** Measures on key future topics aim to prepare employees for developments such as digitalisation, generational change, global trends, and changing working environments, as well as to sustainably anchor new work approaches. **Further education & didactics:** Internal further education programmes and didactics training systematically strengthen the professional competence and didactic expertise of employees.
Addressed material (sub-)topic (MDR-A 68a)	Training and skill development
Impact, risk, or opportunity management (S1-4 38 a, c, 40)	Support of positive impact
Addressed material IRO (MDR-A 68a)	Long-term employment Further education offers Structured support programmes Employee development
Addressed policy (MDR-A 68a)	Nurturing of talent and competences
Contribution to meeting policy target (MDR-A 68a)	The measures help to support employees in the further development of their personal and professional skills and to enable them to use their individual potential to successfully meet professional requirements.
Start (MDR-A 68a, e)	–
Degree of implementation (MDR-A 68a)	Currently in implementation
(Planned) end (MDR-A 68c)	Ongoing
Involvement of workforce and employee representatives (S1-4 AR40a)	–
Evaluation of action impact (S1-4 38d, 40a)	–
(Expected) results (MDR-A 68a; S1-4 AR40b)	Improvement of professional and personal skills, greater employability, promotion of talent, higher satisfaction and motivation of employees
Scope in relation to business activities (MDR-A 68b)	The scope includes all activities at TU Graz.
Scope in relation to geographies (MDR-A 68b)	All TU Graz locations
Scope in relation to affected stakeholders (MDR-A 68b)	All employees at TU Graz

Action package	Working conditions (cf. ibid.)
Title of action (MDR-A 68a)	▪ Dual Career Service ▪ Lectures and workshops ▪ Childcare ▪ Support and nursing or care work
Description (MDR-A 68a)	**Dual Career Service:** The measures support new professors, young researchers, and managers as well as their partners and families in settling into the new environment. The aim is to support dual-career couples on professional and private levels, for example by advising on job opportunities for partners, childcare, government channels, housing, and leisure activities. They also facilitate integration into the new environment through networks and events. **Lectures and workshops:** A number of information sessions are offered on the compatibility of science and the family. **Childcare:** TU Graz offers various childcare options, e.g.: crèches and kindergarten at the TU Graz nanoversity, flexible childcare Flexi, conference childcare, summer childcare. **Support and nursing or care work:** TU Graz offers various care services: ▪ support with questions about care and support in the private environment ▪ monthly online care roundtable meeting ▪ coaching offerings in case of acute need ▪ Fit to care courses
Addressed material (sub-)topic (MDR-A 68a)	Work-life balance
Impact, risk, or opportunity management (S1-4 38 a, c, 40)	Support of positive impact Reduction of negative impact
Addressed material IRO (MDR-A 68a)	Flexible framework conditions
Addressed policy (MDR-A 68a)	Nurturing of talent and competences
Contribution to meeting policy target (MDR-A 68a)	The measures support professors, young researchers, and administrative managers at TU Graz in balancing their professional careers with family life and leisure time.
Start (MDR-A 68a, e)	–
Degree of implementation (MDR-A 68a)	Currently in implementation
(Planned) end (MDR-A 68c)	Ongoing
Involvement of workforce and employee representatives (S1-4 AR40a)	–
Evaluation of action impact (S1-4 38d, 40a)	–
(Expected) results (MDR-A 68a; S1-4 AR40b)	Improving the compatibility of career and family life in order to recruit and retain highly qualified staff.
Scope in relation to business activities (MDR-A 68b)	The scope includes all activities at TU Graz.
Scope in relation to geographies (MDR-A 68b)	All TU Graz locations
Scope in relation to affected stakeholders (MDR-A 68b)	All employees at TU Graz

Action package	Health and safety
Title of action (MDR-A 68a)	▪ Accident reports ▪ Safety instructions ▪ Burnout prevention ▪ Semester modules ▪ Mindful Monday ▪ Vibes-Fitness-TV ▪ Psychosocial consultations for employees
Description (MDR-A 68a)	**Accident reporting:** Every accident and near accident must be reported internally. The notifiable accidents are reported to the relevant external bodies. **Safety training:** Every employee is required to complete the planned training on occupational safety and health at regular intervals. **Burnout prevention:** The burnout prevention programme teaches skills to recognise and manage stress early and to strengthen psychological well-being. **Semester modules:** TU Graz offers a comprehensive course programme on corporate health management based on identified needs. **Mindful Monday:** Weekly live relaxation sessions via Webex that teach practical exercises for the office and home office. **Vibes Fitness TV:** Provision of online courses in various subject areas such as cardio, strength training, yoga, and mental exercises that can be used for individual fitness training at any time and regardless of location. **Psychosocial counselling for employees:** Psychological counselling is provided online and in person by psychologists and therapists.
Addressed material (sub-)topic (MDR-A 68a)	Health and safety
Impact, risk, or opportunity management (S1-4 38 a, c, 40)	Reduction of negative impact Support of positive impact
Addressed material IRO (MDR-A 68a)	Handling of work equipment Handling of chemicals Safety culture Corporate health management
Addressed policy (MDR-A 68a)	Attractive employer
Contribution to meeting policy target (MDR-A 68a)	Optimising working conditions and implementing preventive measures against psychological and physical stress promotes the health of employees, thereby reducing absenteeism and ensuring the quality of work. These measures support the objective of positioning the company as an attractive employer.
Start (MDR-A 68a, e)	–
Degree of implementation (MDR-A 68a)	Currently in implementation
(Planned) end (MDR-A 68c)	Ongoing
Involvement of workforce and employee representatives (S1-4 AR40a)	–
Evaluation of action impact (S1-4 38d, 40a)	–
(Expected) results (MDR-A 68a; S1-4 AR40b)	Safe workplaces, safe work processes, prevention of occupational accidents, and health protection
Scope in relation to business activities (MDR-A 68b)	The scope includes all activities at TU Graz.
Scope in relation to geographies (MDR-A 68b)	All TU Graz locations
Scope in relation to affected stakeholders (MDR-A 68b)	All employees at TU Graz

Title of action (MDR-A 68a)	Measures for internationalisation (cf. TU graz 2023a)
Description (MDR-A 68a)	TU Graz specifically promotes internationality among its own workforce in order to strengthen intercultural skills and expand global networking. These include: ▪ International appeals ▪ Targeted further education opportunities such as Staff Weeks ▪ Programmes to promote foreign language and intercultural skills Mobility is supported by exchange programmes, collaborations with partner universities, and virtual, hybrid learning and work formats. In addition, the university offers measures for the integration of international employees, e.g. through the Welcome Centre and the International House to create an open, inclusive and internationally orientated work environment.
Addressed material (sub-)topic (MDR-A 68a)	Training and skill development Diversity
Impact, risk, or opportunity management (S1-4 38 a, c, 40)	Support of positive impact
Addressed material IRO (MDR-A 68a)	Multidimensionality through diversity
Addressed policy (MDR-A 68a)	Attractive employer
Contribution to meeting policy target (MDR-A 68a)	Promoting internationality within the workforce supports the development of intercultural skills among employees and contributes to systematically expanding the company's global networking.
Start (MDR-A 68a, e)	–
Degree of implementation (MDR-A 68a)	Currently in implementation
(Planned) end (MDR-A 68c)	Ongoing
Involvement of workforce and employee representatives (S1-4 AR40a)	–
Evaluation of action impact (S1-4 38d, 40a)	–
(Expected) results (MDR-A 68a; S1-4 AR40b)	Strengthening intercultural skills, improved international cooperation, greater attractiveness of the TU Graz as an employer, integration of international employees
Scope in relation to business activities (MDR-A 68b)	The scope includes all activities at TU Graz.
Scope in relation to geographies (MDR-A 68b)	International
Scope in relation to affected stakeholders (MDR-A 68b)	All employees at TU Graz

38 a, d – Measures taken to prevent or mitigate negative impacts and review their effectiveness

TU Graz offers holistic corporate health management that includes workshops, psychosocial counselling, and burnout prevention to effectively reduce physical and psychological stress on its employees. Additional conflict coaching, moderation, and mediation services reduce work-related tensions at an early stage. Flexible home office options and the company agreement for night work reduce overload and ensure occupational safety.

38 b, d – Measures taken to remedy the situation and review their effectiveness

The effectiveness of all measures is collected in regular employee surveys. Negative results from surveys or risk analyses activate a Plan-Do-Check-Act (PDCA) correction cycle at TU Graz. The adopted measures are implemented, evaluated, and made traceable on the TU4U Intranet. With its integration management, corporate health management creates targeted return paths after illnesses and offers psychosocial counselling and burnout prevention as a remedy for identified stress. For work-related conflicts, a compre-

hensive support portfolio of conflict coaching, facilitation, process support, and mediation are available, which quickly stabilise affected teams or individuals. These remedies thus complement the prevention offers described under 38 a and ensure that actual significant effects are effectively remedied.

38 c – Measures taken to achieve positive impacts

TU Graz strengthens the well-being of its employees through comprehensive corporate health management with lectures, workshops, psychosocial counselling and burnout prevention. Programmes such as Leading Women, Advanced Leadership and Expert Leadership Plus specifically aim to raise potential and increase the proportion of women in leadership roles. The service centre Accessible Work combines structural, digital, and organisational measures to ensure an inclusive work environment for employees with disabilities or chronic illnesses. Participation formats such as The Lunch Lottery and idea management Ideas & Best Practices strengthen networking, innovation culture, and a sense of belonging among the entire staff.

39 – Procedure for identifying the measures for certain actual or potential negative effects on own workforce

The complaint channels described in S1-1 AR 17 g capture individual adverse effects. In addition, TU Graz systematically collects negative or potentially stressful effects through regular employee internal surveys and health/risk analyses, which serve as an analytic tool in the university-wide PDCA control loop.

41 – Measures to avoid significant negative effects on the workforce

TU Graz ensures, through a university-wide PDCA quality control loop, that all processes are continuously tested for risks to employees, measures are derived, and their effects are evaluated in subsequent loops.

43 – Allocation of funds and transparent presentation of handling thereof

TU Graz provides targeted human, material, and financial resources for the management of significant impacts. The service points Accessible Work and Accessible Study are given their own working spaces, staff, and an annual fixed budget to implement inclusion measures. Mandate work in the Working Group for Equal Opportunities is considered working time, which permanently ensures the required personnel capacity. In addition, corporate health management continuously finances workshops, psychosocial counselling, and burnout prevention in order to proactively manage employees' health and stress risks. In addition, a separate organisational unit, In-house Training, has been set up to organise training courses for its own workforce.

AR 41 – Contribution of the initiatives to the Sustainable Development Goals

TU Graz contributes to the promotion of SDG 5 'gender equality' by specifically empowering women in science. Programmes such as Leading Women, specially advertised career positions for women, and strategic career planning workshops for female doctoral students specifically support women's career development, equal opportunities, and participation in science and research.

AR 43 – Measures to mitigate negative impacts on employees that result from the transition to a greener, climate-neutral economy

TU Graz qualifies its employees for green transformation through formats such as the MOOC (Massive Open Online Course) Towards a Climate-Neutral Company, the DeCarb programme and the Green Tech Academy in order to specifically build green skills. Costs for more sustainable mobility will be covered through support for climate tickets (public transportation), as well as for e-bikes and 2,000 TU Graz bicycles. Since 1 May 2024, train and bus travel at TU Graz have been supported with funds from the climate contribution for official air travel in order to strengthen their use in the official context.

Metrics and targets

S1-5 – Targets related to managing material impacts, advancing positive impacts as well as to risks and opportunities

Title of target (MDR-T 80a)	Diversity and equality on all levels (cf. TU Graz 2023a)
Description (MDR-T 80a)	TU Graz pursues the strategic goal of creating a gender- and diversity-conscious overall organisation. This means that gender – and diversity – competent behaviour, teaching, research and management are integrated into the organisational culture as a self-evident norm.
Addressed material (sub-)topic (MDR-T 80a)	Gender equality and equal pay for work of equal value Training and skills development Employment obligation for disabled beneficiaries Measures against violence and harassment at work Diversity
Impact, risk, or opportunity management (S1-5 44a, c)	Reduction of negative impact Support of positive impact
Addressed material IRO (MDR-T 80a)	Unequal representation of women or unequal pay Proportion of women in decision-making bodies Further education opportunities Inclusion supports quality of life Employment obligation for beneficiaries with disabilities Bullying and sexual harassment Multidimensionality through diversity
Addressed policy (MDR-T 80a)	Diversity, Equality, and Inclusion
Type of target (MDR-T 80b)	Qualitative and quantitative targets
Target unit (MDR-T 80b)	**Women:** percentage
Target value (MDR-T 80b)	**Women:** Increase to at least 50 % in all functions
Scope of application in relation to business activities (MDR-T 80c)	All activities at TU Graz
Scope in relation to geographies (MDR-T 80c)	International
Reference year (MDR-T 80d)	–
Reference value (MDR-T 80d)	–
Target year (MDR-T 80e)	Ongoing
Methods and significant assumptions in relation to target (MDR-T 80f; S1-5 AR49c)	No specific methods or assumptions were applied.
Involvement of stakeholders (MDR-T 80h, S1-5 47a)	–
Target performance (MDR-T 80j)	The course Gender and Diversity Competencies for Female Scientists and Graduates was completed for the third time in 2024. The additional certificate Gender & Diversity was finalised in 2024 and will be offered starting in the winter semester of 2025. Together with the University of Graz, the 10th Conference of the Austrian Society for Gender Studies – a scientific conference – was organised, including numerous lectures and panel sessions. A three-month visiting professorship for gender and diversity was also announced. With the programme Leading Women 3 and additional career positions, TU Graz increased the proportion of women among professors. Further programmes such as FEM IN TECH Info Day, Girls Day 2024, and CoMaed computer courses for girls were held. The TU Graz's first equality report was published in 2023. Furthermore, the eighth Diversity Award 'Mind the Gap' was awarded.
Monitoring (MDR-T 80j)	Annual internal short report on gender distribution Biannual public report Intellectual Capital Report
Involvement of own workforce in meeting target (S1-5 47b)	–
Involvement of own workforce in evaluation of improvement opportunities (S1-5 47c)	Inclusion through the Working Group for Equal Opportunities

Title of target (MDR-T 80a)	Accessibility (cf. ibid.)
Description (MDR-T 80a)	TU Graz pursues the goal of consistently promoting equality between people with disabilities and those with physical and/or chronic illnesses in all areas of teaching, research, and administration. The aim is to create an inclusive university that recognises and takes into account the reality of life, diversity, and heterogeneity of all people.
Addressed material (sub-)topic (MDR-T 80a)	Employment obligation for disabled beneficiaries
Impact, risk, or opportunity management (S1-5 44a, c)	Reduction of negative impact Support of positive impact
Addressed material IRO (MDR-T 80a)	Inclusion supports quality of life Employment obligation for beneficiaries with disabilities
Addressed policy (MDR-T 80a)	Diversity, Equality, and Inclusion
Type of target (MDR-T 80b)	Qualitative target
Target unit (MDR-T 80b)	–
Target value (MDR-T 80b)	Gradually break down barriers
Scope of application in relation to business activities (MDR-T 80c)	All activities at TU Graz
Scope in relation to geographies (MDR-T 80c)	All TU Graz locations
Reference year (MDR-T 80d)	–
Reference value (MDR-T 80d)	–
Target year (MDR-T 80e)	Ongoing
Methods and significant assumptions in relation to target (MDR-T 80f; S1-5 AR49c)	No specific methods or assumptions were applied.
Involvement of stakeholders (MDR-T 80h, S1-5 47a)	–
Target performance (MDR-T 80j)	A Day of Inclusion was organised together with the GESTU-Graz service Centre (study successfully study in spite of deafness or being hard of hearing). The programme included awareness-raising lectures, specialist lectures, information booths, and a travelling exhibition on deafness and blindness. TU Graz has developed a document for barrier-free access to the lecture halls, which lists existing access points and shows any necessary optimisation measures. A series of workshops and lectures (e.g. work and disability, mobility restrictions, mental illnesses, neurodivergence, etc.) to raise awareness were held. In addition, a package of measures was developed to increase the proportion of employees with disabilities at TU Graz in the long term. To achieve digital accessibility, training in the creation of accessible documents and PowerPoint slides is conducted twice a year. In addition, in 2024, the Service Centre Accessible Work intensified its activities through a seven-part awareness series on disability in the workplace and piloted an accessible interface in the learning management system.
Monitoring (MDR-T 80j)	Intellectual capital statement
Involvement of own workforce in meeting target (S1-5 47b)	–
Involvement of own workforce in evaluation of improvement opportunities (S1-5 47c)	Employees are specifically involved in finding individual solutions.

Title of target (MDR-T 80a)	Employee satisfaction and loyalty (cf. ibid.)
Description (MDR-T 80a)	TU Graz pursues the strategic goal of attracting, developing, and retaining qualified staff at the university over the long term. Through appreciation, participation, and individual development opportunities, the satisfaction of the employees is strengthened and the TU Graz-wide sense of belonging is promoted at all levels.
Addressed material (sub-)topic (MDR-T 80a)	Secure employment Working time Adequate wages Freedom of association, the existence of works councils and the information, consultation, and participation rights of workers Reconciliation of professional and private life Health and safety,
Impact, risk, or opportunity management (S1-5 44a, c)	Support of positive impact
Addressed material IRO (MDR-T 80a)	Onboarding and offboarding Long-term employment Flexible framework conditions Remuneration Dialogue between employees and management Reliable complaints system Corporate health management Psychological and physical stress
Addressed policy (MDR-T 80a)	Attractive employer
Type of target (MDR-T 80b)	Qualitative target
Target unit (MDR-T 80b)	–
Target value (MDR-T 80b)	–
Scope of application in relation to business activities (MDR-T 80c)	All activities at TU Graz
Scope in relation to geographies (MDR-T 80c)	All TU Graz locations
Reference year (MDR-T 80d)	–
Reference value (MDR-T 80d)	–
Target year (MDR-T 80e)	Ongoing
Methods and significant assumptions in relation to target (MDR-T 80f; S1-5 AR49c)	No specific methods or assumptions were used.
Involvement of stakeholders (MDR-T 80h, S1-5 47a)	–
Target performance (MDR-T 80j)	Employee satisfaction was monitored in 2023 through a survey of employees. A detailed report was submitted for this purpose. In the context of the re-entry, the offer in 2024 included three formats, one of which was on the topic of Motherhood/Mother creates Science?! The impact of old role models and two on the topic Science & Family & Hurdles.
Monitoring (MDR-T 80j)	Employee survey Employee feedback evaluations
Involvement of own workforce in meeting target (S1-5 47b)	Employee feedback evaluations and employee survey results to be published online on TU4U.
Involvement of own workforce in evaluation of improvement opportunities (S1-5 47c)	Results of employee surveys to make improvements

Title of target (MDR-T 80a)	Support, development, and qualification of employees (cf. ibid.)
Description (MDR-T 80a)	Employees should be supported in the further development of their personal and professional skills and enabled to make the best possible use of their individual potential in order to successfully meet current and future professional requirements.
Addressed material (sub-)topic (MDR-T 80a)	Training and skill development
Impact, risk, or opportunity management (S1-5 44a, c)	Support of positive impact
Addressed material IRO (MDR-T 80a)	Further education offerings Structured support programmes Employee development
Addressed policy (MDR-T 80a)	Nurturing of talent and competences
Type of target (MDR-T 80b)	Qualitative target
Target unit (MDR-T 80b)	–
Target value (MDR-T 80b)	–
Scope of application in relation to business activities (MDR-T 80c)	All business activities related to employee development
Scope in relation to geographies (MDR-T 80c)	All TU Graz locations
Reference year (MDR-T 80d)	–
Reference value (MDR-T 80d)	–
Target year (MDR-T 80e)	Ongoing
Methods and significant assumptions in relation to target (MDR-T 80f; S1-5 AR49c)	No specific methods or assumptions were used.
Involvement of stakeholders (MDR-T 80h, S1-5 47a)	Through employee feedback evaluations
Target performance (MDR-T 80j)	Within the framework of human resource development, the continuing education programme Future.Work.Skills was offered, which addresses the topics of agility, flexibility, digital effectiveness, creativity, and innovation. The content is supplemented by the learning platform Future Skills To Go, which enables employees to acquire the aforementioned skills in a self-directed and flexible manner. In addition, the workshops Artificial Intelligence in Everyday University Work and Fact or Fake?! Were carried out.
Monitoring (MDR-T 80j)	Intellectual capital statement Employee feedback evaluations
Involvement of own workforce in meeting target (S1-5 47b)	Employee feedback evaluations
Involvement of own workforce in evaluation of improvement opportunities (S1-5 47c)	Employee feedback evaluations, feedback / surveys after trainings

Title of target (MDR-T 80a)	Supporting young scientists (cf. ibid.)
Description (MDR-T 80a)	Talented PhD students and postdocs should be best supported in their scientific development through targeted funding programmes and event formats.
Addressed material (sub-)topic (MDR-T 80a)	Training and skill development
Impact, risk, or opportunity management (S1-5 44a, c)	Support of positive impact
Addressed material IRO (MDR-T 80a)	Structured support programmes
Addressed policy (MDR-T 80a)	Nurturing of talent and competences
Type of target (MDR-T 80b)	Qualitative target
Target unit (MDR-T 80b)	–

Title of target (MDR-T 80a)	Supporting young scientists (cf. ibid.)
Target value (MDR-T 80b)	–
Scope of application in relation to business activities (MDR-T 80c)	All activities related to young researchers (predoc and postdoc)
Scope in relation to geographies (MDR-T 80c)	All TU Graz locations
Reference year (MDR-T 80d)	–
Reference value (MDR-T 80d)	–
Target year (MDR-T 80e)	Ongoing
Methods and significant assumptions in relation to target (MDR-T 80f; S1-5 AR49c)	No specific methods or assumptions were used.
Involvement of stakeholders (MDR-T 80h, S1-5 47a)	–
Target performance (MDR-T 80j)	The formats Meeting Point Dissertation, Project Management Training, the Management Development Programme with a focus on Creative Leadership and the Young Leaders Programme were carried out. In addition, two group coaching sessions and two workshops take place annually. The scholarship programme for particularly talented candidates for doctoral positions (Lab Rotation Programme) is also implemented annually.
Monitoring (MDR-T 80j)	Survey of the TU Graz young scientists Intellectual capital statement
Involvement of own workforce in meeting target (S1-5 47b)	–
Involvement of own workforce in evaluation of improvement opportunities (S1-5 47c)	Effective measures for the future should be derived on the basis of the survey.

Title of target (MDR-T 80a)	Safety and health at the workplace (cf. ibid.)
Description (MDR-T 80a)	TU Graz aims to ensure health, occupational safety, and well-being through targeted prevention and support measures. The general goal is to reduce physical and psychological stress on TU Graz employees and increase their well-being, and improve health and safety.
Addressed material (sub-)topic (MDR-T 80a)	Health and safety
Impact, risk, or opportunity management (S1-5 44a, c)	Reduction of negative impact Support of positive impact Risk management
Addressed material IRO (MDR-T 80a)	Safety culture Workplace health management
Addressed policy (MDR-T 80a)	Attractive employer
Type of target (MDR-T 80b)	Qualitative target
Target unit (MDR-T 80b)	–
Target value (MDR-T 80b)	Reduction of notifiable occupational accidents, promotion of health and well-being
Scope of application in relation to business activities (MDR-T 80c)	All activities at TU Graz
Scope in relation to geographies (MDR-T 80c)	All TU Graz locations
Reference year (MDR-T 80d)	–
Reference value (MDR-T 80d)	–
Target year (MDR-T 80e)	Ongoing
Methods and significant assumptions in relation to target (MDR-T 80f; S1-5 AR49c)	No specific methods or assumptions were used.
Involvement of stakeholders (MDR-T 80h, S1-5 47a)	–

Title of target (MDR-T 80a)	Safety and health at the workplace (cf. ibid.)
Target performance (MDR-T 80j)	In 2024, there were 16 notifiable work-related accidents among the company's own workforce, corresponding to a rate of 2.889 (<3).
Monitoring (MDR-T 80j)	Presented to the Occupational Safety and Health Committee
Involvement of own workforce in meeting target (S1-5 47b)	Involvement via the Occupational Safety and Health Committee, which also includes the works councils
Involvement of own workforce in evaluation of improvement opportunities (S1-5 47c)	Involvement via the safety representative and the ASA, which also includes the works councils

Title of target (MDR-T 80a)	Internationalisation (cf. ibid.)
Description (MDR-T 80a)	TU Graz pursues the goal of systematically anchoring internationality in all areas of teaching, research, and administration. International networking should be further developed, mobility and intercultural skills should be promoted, and the integration and support of international students and staff should be strengthened.
Addressed material (sub-)topic (MDR-T 80a)	Training and skill development
Impact, risk, or opportunity management (S1-5 44a, c)	Support of positive impact
Addressed material IRO (MDR-T 80a)	Further education offerings Structured promotion programme Employee development
Addressed policy (MDR-T 80a)	Attractive employer
Type of target (MDR-T 80b)	Qualitative target
Target unit (MDR-T 80b)	–
Target value (MDR-T 80b)	–
Scope of application in relation to business activities (MDR-T 80c)	Teaching, research, administration
Scope in relation to geographies (MDR-T 80c)	International
Reference year (MDR-T 80d)	–
Reference value (MDR-T 80d)	–
Target year (MDR-T 80e)	Ongoing
Methods and significant assumptions in relation to target (MDR-T 80f; S1-5 AR49c)	–
Involvement of stakeholders (MDR-T 80h, S1-5 47a)	–
Target performance (MDR-T 80j)	The Welcome Centre established by TU Graz offers support and advice services. These services were used by around 740 people in 2024. In addition, 43 events on social integration and strengthening connection were held, around half of which took place exclusively for international employees. The promotion of foreign language skills included German courses for international employees and their partners. Multicultural snacks for lunch – an online event format to promote intercultural competence – was attended by 97 TU Graz employees in 2024. Together with the Unite! universities, the Unite! Language Tandem Platform was launched, where all employees of the nine Unite! universities have the opportunity to exchange technical and linguistic ideas, especially regarding staff mobility.
Monitoring (MDR-T 80j)	Target performance is monitored through numerous indicators in the knowledge balance.
Involvement of own workforce in meeting target (S1-5 47b)	–
Involvement of own workforce in evaluation of improvement opportunities (S1-5 47c)	–

S1-6 – Characteristics of the University's employees

50 a – Total number of employees

Table 5: Total number of employees at TU Graz, as of: 31.12.2024

Gender	Head count (S1-6 50a, d i)	Equivalent to full-time per year (S1-6 50a, d i)
Male	2,546	1,711.4
Female	1,284	852,9
Diverse	0	0
Not specified	0	0
Total number	3,830	2,564.3

Without parental leave. People with multiple forms of employment are only counted once. (adjusted head count).
Source: (cf. TU Graz 2025o)

50 b i-iii – Employees with permanent and fixed-term contracts

Table 6: Employees with permanent and fixed-term contracts as of: 31.12.2024

	Female	Male	Diverse[1]	Not specified	Total
Number of employees (number of people)	1,313	2,475	0	0	3,788
Number of employees with permanent contracts (number of people)	608	807	0	0	1,415
Number of employees with fixed-term contracts (number of people)	705	1,668	0	0	2,373
Number of employees without guaranteed working hours (number of people)	0	0	0	0	0

The personnel figures presented here differ from those in the intellectual capital report. This is due to different times at which the data is recalled. Since the university's staffing levels are constantly changing, different values can be reported depending on the day, despite the same reference date. (Last updated 09.04.2025)

1 For data protection reasons, various people were not identified separately but assigned to an existing category.

50 c – Employee fluctuation

The employee turnover rate is not reported separately at TU Graz, as it is not meaningful due to the special structure of a university and therefore does not allow for comparison. A large part of the turnover results from temporary positions, limited-time third-party funding positions, and scheduled study and career steps of young researchers.

50 d i-ii – Methods and presumptions regarding data collection

The figures relating to employees are recorded by the organisational unit personnel. The number of employees is expressed in heads and full-time equivalents (FTE) and is reported as of 31 December 2024.

50 e – Background information

The total number of employees at TU Graz is calculated on the basis of the adjusted headcount and reported excluding those on parental leave. Persons with multiple employment contracts are counted only once. For data protection reasons, various persons were not listed separately in the information on permanent and temporary employees, but were assigned to existing categories. In addition, the figures presented here differ in part from those in the intellectual capital report, as the data was retrieved on different days. This is due to the fact that the university's staffing levels are constantly changing and data is updated regularly.

50 f – Cross-reference from the information submitted under S1-6 50 a to the most representative figure in the financial statements

Reports from the TU Graz point to the most relevant figures in the Intellectual Capital Report, especially the personnel figures. Further details on personnel figures can be found in the Intellectual Capital Report, Corporate Governance Report, and the Gender and Diversity Report (cf. TU Graz 2025f; TU Graz 2025i; TU Graz 2025o).

S1-7 Characteristics of non-employee workers in the university's own workforce

The data points for S1–7 are not shown in the present report. A possible inclusion of the data points in future reports will be evaluated internally.

S1-8 – Collective bargaining coverage and social dialogue

60 a, b – Percentage of employees covered by collective agreements as a proportion of the total number of employees

TU Graz ensures that all employees who fall under employment law are covered by a collective agreement. Civil servants and contract employees are subject to the relevant provisions of civil service or contract employee law. This means that 100 % of employees are covered by collective agreements.

63 a – Percentage of employees covered by employee representative bodies

All employees are covered by employee representative bodies.

S1-9 – Diversity metrics

66 a – Gender distribution at the top management level

Table 7: Gender distribution in managing positions as of 31.12.2024

	Female	Male
University Council Chair	1	0
University Council (without Chair)	2[1]	4
Finance Committee	0	2
Compensation Board	1[2]	1
Senate Chair	1	0
Senate (without Chair)	9	16
Rector	0	1
Vice Rector	2	2
Dean	1	6
Dean of Studies	5	21
Head of Institute	10	84
Head of departments	13	15
Total count (heads)	**35**	**133**
Proportion in %	**20.83**	**79.17**

Source: cf. TU Graz 2025i

1 As of 10.04.2024, the University Council of the TU Graz comprised 3 female and 3 male members
2 As of 31.03.2024, the Compensation Board had 2 female and 0 male members

66 b – Distribution of employees according to age group as of: 31.12.2024

Table 8: Age distribution of employees as of: 31.12.2024

	People incl. STUMA/LECTURERS	People excl. STUMA/LECTURERS
Employees aged < 30 years	1,524	966
Employees aged 30 to 50 years	1,574	1,497
Employees aged > 50 years	690	632
Total	**3,788**	**3,095**

(Last updated on 09.04.2025)

S1-10 – Adequate Wages

69, 70 – Reasonable remuneration of employees in accordance with applicable reference values

TU Graz confirms that all its employees receive a reasonable and fair wage in accordance with the applicable reference values.

S1-11 – Social protection

74 a–e – Social protection against loss of earnings due to significant life events

All employees of TU Graz are covered by Austrian social security laws. These include sickness, accident, pension, and unemployment insurance. However, there is no compulsory health and pension insurance for employment with an income below the de minimis threshold. Civil servants are also subject to special provisions regulated by the Civil Service Act 1979. In addition, all employees at TU Graz are entitled to parental leave.

In addition to the statutory pension insurance, TU Graz contributes to retirement provision in the form of a pension fund commitment. In addition, the university offers all employees the opportunity to provide for old age through a model of company future security. The contributions provided for this purpose are financed from untaxed income (§ 3 Section 1 item 15 lit. a EStG) and are limited by law to a maximum of EUR 25 per month. In order to enable reliable and flexible provision, TU Graz, represented by the Rectorate, has concluded framework agreements with several insurance partners.

S1-12 – Persons with disabilities

79, 80 – Proportion of persons with disabilities among employees according to gender

Table 9: Proportion of beneficiary disabled persons at TU Graz, by gender

Gender	Head count	Percentage
Female	20	1.52 %
Male	32	1.29 %
Diverse	0	0.00 %
Total	52	1.37 %

For data protection reasons, various people were not identified separately but rather assigned to an existing category.
Basis for data collection: 1,313 female and 2,475 male people as of: 31.12.2024
(Last updated 09.04.2025)

AR 76 – Contextual information regarding data collection

The definition of 'beneficiary disabled persons' as described under S1-1 24 c from the Disability Employment Act (BGBl. No. 329/1970 idF. BGBl. I No. 50/202).

S1-13 – Training and Skills Development metrics

For different target groups, there are a variety of offers at different career levels to promote and support professional development paths. To this end, the OU Human Resources Development offered a broad, target group-specific portfolio of measures in 2024, which was aimed not only at academic staff but also at general staff.

Among the target group of pre doctoral students, these include the information event Meeting Point Dissertation (in which around 100 people participate annually), workshops on topics such as How to write a paper and My supervisor and me – a dream team, group coaching in small group formats to support the dissertation project, High Potential Coaching – Boost your Productivity and individual career development High Potential Coaching – Career Planning as well as the two-day career planning workshop Career Planning: What are my next career moves?. To prepare for non-university careers, application training was offered again in 2024. This offer has been expanded by the possibility of an application check, during which application documents can be optimised. The already established Young Leaders programme also took place again in 2024. Through this programme, predocs receive impetus for future leadership roles in the university or business environment. Practical services such as management of (research) projects, Project Management Compact and Business Management for Young Professionals were also available to strengthen key competencies in the field of project management and corporate governance. As part of the Competence Corner-continuing education series, in which young researchers can build and strengthen essential skills on changing key topics, two independent workshops on science communication were offered in 2024. In addition, in 2024, a potential analysis programme was piloted for the first time for the target group of university (project) assistants, which aims to identify strengths and potentials early in order to be able to specifically promote them in the future.

Career development measures were also implemented for postdocs in 2024, such as a career planning workshop and appointment training to support external academic careers. In addition, the proven Management Development Programme for Career Position Holders, which took place in 2024 with a focus on Creative Leadership, also made essential contributions to career development. The TU Graz Mentoring also works, where experienced scientists act as mentors to accompany young talent in their professional and personal development. The TU Graz mentoring programme is available to all TU Graz academic staff. A mentoring preparatory seminar was also held in 2024, introducing new mentors to this demanding role.

The Advanced Leadership Programme, which is an integral part of the TU Graz's leadership development, took place again in 2024 for managers of the academic staff. In addition, Get Together was offered for female professors, which focuses not only on imparting knowledge but also on networking between the professors and the rectorate. Likewise, the dialogue-oriented After Work executive forums were again successfully conducted. These forums are aimed not only at scientific managers but also at general staff managers. In addition, the TU Graz managers also took advantage of individual coaching sessions in order to be able to overcome, among other things, demanding challenges in everyday leadership life.

Furthermore, the promotion of general staff is also a focus of the career development programme. Worth mentioning in this regard are the measures and initiatives, such as the online event series Knowledge Talk, which is offered once a semester, or the Future.Work.Skills programme, which will be successfully implemented again in 2024. In addition to this programme, the focus Future Skills 2024 was further expanded, including through the continuation of the self-learning platform Future Skills To Go and three Future Skills Nuggets workshops on ever-changing future topics. Thematically, the content ranged from artificial intelligence to time management to current future trends relevant to the world of work tomorrow. In addition, the institutionalised training phase for new secretarial staff was continued in 2024 for the target group of secretaries. The offer was supplemented by a special exchange meeting that serves to network and exchange experiences.

The Expert Leadership Programme was also continued in 2024 for heads and deputy heads from staff, service units, and deaneries. In addition to a new programme round, regular follow-ups of the previous rounds, which have been running since 2015, have taken place to deepen and further develop leadership skills.

With these numerous measures for a wide variety of target groups, human resources/competence development actively contributes to the sustainable promotion of individual career paths and thus also to maintaining the future viability of TU Graz.

83 a – Percentage of employees who participated in regular performance and career assessments

Employee interviews are an essential tool for exercising personnel responsibility and promoting personnel development in the organisational units of TU Graz. In a confidential one-on-one meeting, a joint agreement on the tasks, goals, and development opportunities of the employees is to be reached. Employee interviews must take place regularly with each employee on an annual basis. Discussions with student employees, student project employees, and employees with an employment level of 25 % (10 h/week) are not taken into account in the evaluation.

The following content is recorded in the minutes of the conversation:

- taking inventory of tasks and results of the last period
- aptitude and interest points as well as career
- management and collaboration
- planning the future
- target agreements and criteria for success
- development measures
- support and qualification measures

Table 10: Employee feedback evaluations quota 2024

Employee feedback evaluations 2024 – rate	
Faculties	91 %
Service and staff units	92 %
TU Graz in total	91 %

83 b – Average number of training hours

The average number of training hours per employee at TU Graz cannot be stated in this document because external training, continuing education within the framework of conferences and numerous other continuing education measures are not centrally recorded.

S1-14 – Health and safety metrics

88 a – Percentage of employees covered by health and safety management system in accordance with legal requirements and/or recognised standards or guidelines

In Austria, the Employees' Protection Act (ASchG: BGBl. No. 450/1994 idF. BGBl. I No. 56/2024) with its regulations form the legal basis for health and safety at work. This means that all employees are covered by occupational health and safety regulations. In addition, all employees and students are covered by the accident reporting system.

88 b – Number of deaths resulting from work-related injuries and work-related illnesses

During the 2024 reporting period, there were no deaths at TU Graz as a result of work-related injuries and work-related illnesses among employees or university members.

88 c – Accidents at work required to be reported

During the reporting period there were 16 work-related accidents that were required to be reported at TU Graz. This relates to a quota of 2.889 (<3).

88 e – Days missed due to work-related injuries

During the reporting period 2024 there were 301 days missed due to work-related injuries.

S1-15 – Work-life-balance

93 a – Proportion of employees who are entitled to leaves of absence due to family reasons

100 % of employees at TU Graz are entitled to take a leave of absence such as maternal and paternal leaves, parental leaves, and leave to care for family.

93 b – Percentage of entitled employees who have taken leaves of absence due to family reasons

Table 11: Employees who have taken leaves of absence due to family reasons

Gender	Absolut 2024	Percentage 2024
Female	151	**11.5 %**
Male	122	**4.93 %**
In total	273	**7.2 %**

Basis of data collection: 1,313 female and 2,475 male persons as of: 31.12.2024 (Last updated 09.04.2025)

S1-16 – Remuneration metrics (pay gap and total remuneration)

97 a – Gender-specific pay gaps

A university-wide gender pay gap is not determined because the various staff categories are only comparable to a limited extent. (cf. TU Graz 2025o). Further details can be found in the 2024 intellectual capital report.

97 c – Contextual information regarding data collection

The key figures shown in Table 12 show the gender pay gap for habilitated staff or career positions, based on all wages and salaries paid by the university in the respective calendar year. The current annual remuneration per person is extrapolated to the full-time annual equivalent and supplemented by non-current remuneration in the calendar year that is not standardised. The median is used to compare the annual salaries of women and men. The category 88 Assistant Professor (collective agreement) (career path according to § 99 paras. 5 and 6 UG) introduced in the amendment to the university and higher education statistics and educational documentation ordinance and the intellectual capital report ordinance 2016 (UHSBV: BGBl II 233/2023) will be included in the calculation for the reporting year 2023 via the category 83 Assistant Professor (CA), From the reporting year 2024, it will be designated as a separate category. In staff groups with fewer than six female employees, no information on the gender pay gap may be provided for data protection reasons. In these cases, n.g. (not specified) is noted (cf. TU Graz 2025o).

98 – Breakdown of the gender pay gap by category of staff

Table 12: Wage gap between women and men (wage gap in selected occupations / gender pay gap)

	Personnel category	Head counts[13]			Gender Pay Gap
		Women	Men	Total	Wages of women correspond to ...% of wages of men
2024	University professor (§ 98 UG, public servant or contractual)[1]	0	20	20	n. g.
	University professor (§ 98 UG, CC)[2]	14	91	105	96.92 %
	University professor (§ 99 para 4 via Univ.doz. or Assoc.Prof.)[3]	1	13	14	n. g.
	University professor fixed-term contract up to 5 years (§ 99 para 1 UG)[4]	2	6	8	n. g.
	Associate professor[6]	5	36	41	n. g.
	Associate professor (§ 99 para 6 UG/§ 27 CC): personnel group of university professors[7]	8	18	26	99.43 %
	Associate professor (CC)[8]	18	55	73	91.44 %
	Assistent professor (CC) / career path pursuant to § 99 para 5 and 6 UG § 99 para 5 and 6 UG[9]	20	32	52	98.82 %
	Assistant professor (CC)[10]	2	0	2	n. g.
	University assistant, tenure track (§ 13b para 3 UG)[11]	3	5	8	n. g.
	Professor according to collective contract (§ 98, § 99 para 1, § 99 para 3, § 99 para 4 UG)[12]	**17**	**108**	**125**	**97.70 %**
2023	University professor (§ 98 UG, public servant or contractual)[1]	0	24	24	n. g.
	University professor (§ 98 UG, CC)[2]	14	88	102	96.00 %
	University professor (§ 99 para 4 via Univ.doz. or Assoc.Prof.)[3]	1	9	10	n. g.
	University professor fixed-term contract up to 5 years (§ 99 para 1 UG)[4]	3	7	10	n. g.
	Associate professor[6]	5	39	44	n. g.
	Associate professor (§ 99 para 6 UG/§ 27 CC): personnel group of university professors[7]	5	12	17	n. g.
	Associate professor (CC)[8]	17	58	75	92.36 %
	Assistant professor (CC)[10]	22	35	57	100.08 %
	University assistant, tenure track (§ 13b para 3 UG)[11]	4	6	10	n. g.
	Professor according to collective contract (§ 98, § 99 para 1, § 99 para 3, § 99 para 4 UG)[12]	**18**	**104**	**122**	**95.01 %**

1 Use 11 (public servant or contractual employee) pursuant to item 3.6 of Annex 9 to the UHSBV
2 Use 11 (CC) pursuant to item 3.6 of Annex 9 to the UHSBV
3 Uses 85 and 86 pursuant to item 3.6 of Annex 9 to the UHSBV
4 Use 12 pursuant to item 3.6 of Annex 9 to the UHSBV
5 Use 81 pursuant to item 3.6 of Annex 9 to the UHSBV. This does not apply to TU Graz and is therefore not included in this table.
6 Use 14 pursuant to item 3.6 of Annex 9 to the UHSBV
7 Use 87 pursuant to item 3.6 of Annex 9 to the UHSBV
8 Use 82 pursuant to item 3.6 of Annex 9 to the UHSBV
9 Use 88 pursuant to item 3.6 of Annex 9 to the UHSBV
10 Use 83 pursuant to item 3.6 of Annex 9 to the UHSBV
11 Use 28 pursuant to item 3.6 of Annex 9 to the UHSBV
12 Professors in collective contracts in uses 11, 12, 81, and 85 and 86 pursuant to item 3.6 of Annex 9 to the UHSBV
13 Headcounts are not analogous to key figures in S1-6 and S1-9, as the wage gap requires an evaluation based on the reporting date, rather than taking into account all persons in the relevant positions who were at the TU Graz during the calendar year (annual evaluation).
Source: cf. TU Graz 2025o

S1-17 – Incidents, complaints and severe human rights impacts

TU Graz aligns itself with international human rights. Incidents, complaints, and serious impacts related to human rights are reported through internal channels or complaint mechanisms (e.g. hint box). All reports received are reviewed in accordance with the Code of Conduct and the whistleblowing policy and – where appropriate – suitable remedial measures are taken. TU Graz applies the phasing-in approach pursuant to ESRS 1, Annex C, and prepares the relevant data in accordance with the specified disclosure requirements.

S1-MDR-M – Metrics in relation to material sustainability matters

Title of metric (MDR-M 76)	Number of employees according to gender
Addressed material (sub-)topic (MDR-M 73)	Secure employment Gender equality and equal pay for work of equal value
Addressed material IRO (MDR-M 75)	Long-term employment
ESRS or entity-specific metric (MDR-M 77)	ESRS
Methods and significant presumptions (MDR-M 77)	Data collection was conducted through personnel file query.
Limitations of used method (MDR-M 77a)	None

Title of metric (MDR-M 76)	Total number of long-term employees
Addressed material (sub-)topic (MDR-M 73)	Secure employment
Addressed material IRO (MDR-M 75)	Long-term employment
ESRS or entity-specific metric (MDR-M 77)	ESRS
Methods and significant presumptions (MDR-M 77)	Data collection was conducted through personnel file query.
Limitations of used method (MDR-M 77a)	None

Title of metric (MDR-M 76)	Total number of fixed-term employees
Addressed material (sub-)topic (MDR-M 73)	Secure employment
Addressed material IRO (MDR-M 75)	Long-term employment
ESRS or entity-specific metric (MDR-M 77)	ESRS
Methods and significant presumptions (MDR-M 77)	Data collection was conducted through personnel file query.
Limitations of used method (MDR-M 77a)	None

Title of metric (MDR-M 76)	Percentage of all employees who are included in collective agreements
Addressed material (sub-)topic (MDR-M 73)	Collective agreement negotiations
Addressed material IRO (MDR-M 75)	Appropriate employment through collective agreements
ESRS or entity-specific metric (MDR-M 77)	ESRS
Methods and significant presumptions (MDR-M 77)	Data collection was conducted through personnel file query.
Limitations of used method (MDR-M 77a)	None

Title of metric (MDR-M 76)	Proportion of employees covered by employee representation
Addressed material (sub-)topic (MDR-M 73)	Freedom of association, existence of work councils and rights of employees to information, consultation and co-determination
Addressed material IRO (MDR-M 75)	Reliable complaint system
ESRS or entity-specific metric (MDR-M 77)	ESRS
Methods and significant presumptions (MDR-M 77)	–
Limitations of used method (MDR-M 77a)	None

Title of metric (MDR-M 76)	Gender distribution of those at the top management level
Addressed material (sub-)topic (MDR-M 73)	Gender equality and equal pay for work of equal value
Addressed material IRO (MDR-M 75)	Unequal representation of women or unequal pay Proportion of women in decision-making bodies
ESRS or entity-specific metric (MDR-M 77)	ESRS
Methods and significant presumptions (MDR-M 77)	Data collection was conducted through personnel file query.
Limitations of used method (MDR-M 77a)	None

Title of metric (MDR-M 76)	Distribution of employees by age group
Addressed material (sub-)topic (MDR-M 73)	Diversity
Addressed material IRO (MDR-M 75)	Multidimensionality through diversity
ESRS or entity-specific metric (MDR-M 77)	ESRS
Methods and significant presumptions (MDR-M 77)	Data collection was conducted through personnel file query.
Limitations of used method (MDR-M 77a)	None

Title of metric (MDR-M 76)	Social protection
Addressed material (sub-)topic (MDR-M 73)	–
Addressed material IRO (MDR-M 75)	–
ESRS or entity-specific metric (MDR-M 77)	ESRS
Methods and significant presumptions (MDR-M 77)	Data collection was conducted through personnel file query.
Limitations of used method (MDR-M 77a)	None

Title of metric (MDR-M 76)	Share of employees with disabilities in own workforce, by gender
Addressed material (sub-)topic (MDR-M 73)	Employment obligation for disabled beneficiaries
Addressed material IRO (MDR-M 75)	Inclusion fosters quality of life Employment obligation for disabled persons in beneficiary positions
ESRS or entity-specific metric (MDR-M 77)	ESRS
Methods and significant presumptions (MDR-M 77)	Data collection was conducted through personnel file query.
Limitations of used method (MDR-M 77a)	None

Title of metric (MDR-M 76)	Percentage of own workforce covered by health and safety management systems on the basis of legal requirements and/or recognised standards/guidelines
Addressed material (sub-)topic (MDR-M 73)	Health and safety
Addressed material IRO (MDR-M 75)	Safety culture Handling of work equipment Handling of chemicals
ESRS or entity-specific metric (MDR-M 77)	ESRS
Methods and significant presumptions (MDR-M 77)	Data collection was conducted through personnel file query.
Limitations of used method (MDR-M 77a)	None

Title of metric (MDR-M 76)	Number of deaths resulting from work-related injuries and work-related illnesses
Addressed material (sub-)topic (MDR-M 73)	Health and safety
Addressed material IRO (MDR-M 75)	Safety culture Handling of work equipment Handling of chemicals
ESRS or entity-specific metric (MDR-M 77)	ESRS
Methods and significant presumptions (MDR-M 77)	Every accident is reported through a form and manually registered.
Limitations of used method (MDR-M 77a)	None

Title of metric (MDR-M 76)	Number of work accidents requiring reporting
Addressed material (sub-)topic (MDR-M 73)	Health and safety
Addressed material IRO (MDR-M 75)	Safety culture Handling of work equipment Handling of chemicals
ESRS or entity-specific metric (MDR-M 77)	ESRS
Methods and significant presumptions (MDR-M 77)	Every accident is reported through a form and manually registered.
Limitations of used method (MDR-M 77a)	None

Title of metric (MDR-M 76)	Rate of work-related accidents requiring reporting
Addressed material (sub-)topic (MDR-M 73)	Health and safety
Addressed material IRO (MDR-M 75)	Safety culture Handling of work equipment Handling of chemicals
ESRS or entity-specific metric (MDR-M 77)	ESRS
Methods and significant presumptions (MDR-M 77)	Every accident is reported through a form and manually registered. Working hours are collected through personnel file query.
Limitations of used method (MDR-M 77a)	None

Title of metric (MDR-M 76)	Number of days missed from work
Addressed material (sub-)topic (MDR-M 73)	Health and safety
Addressed material IRO (MDR-M 75)	Safety culture
ESRS or entity-specific metric (MDR-M 77)	ESRS
Methods and significant presumptions (MDR-M 77)	Data collection was conducted through personnel file query.
Limitations of used method (MDR-M 77a)	None

Title of metric (MDR-M 76)	Proportion of employees entitled to leave for family reasons
Addressed material (sub-)topic (MDR-M 73)	Work-life balance
Addressed material IRO (MDR-M 75)	Flexible framework conditions
ESRS or entity-specific metric (MDR-M 77)	ESRS
Methods and significant presumptions (MDR-M 77)	Data collection was conducted through personnel file query.
Limitations of used method (MDR-M 77a)	None

Title of metric (MDR-M 76)	Percentage of entitled to employees who took leave for family reasons, by gender
Addressed material (sub-)topic (MDR-M 73)	Work-life balance
Addressed material IRO (MDR-M 75)	Flexible framework conditions
ESRS or entity-specific metric (MDR-M 77)	ESRS
Methods and significant presumptions (MDR-M 77)	Data collection was conducted through personnel file query.
Limitations of used method (MDR-M 77a)	None

Title of metric (MDR-M 76)	Breakdown of the gender earnings gap by category of employee
Addressed material (sub-)topic (MDR-M 73)	Gender equality and equal pay for identical work
Addressed material IRO (MDR-M 75)	Unequal representation of women or unequal pay
ESRS or entity-specific metric (MDR-M 77)	University-specific metric
Methods and significant presumptions (MDR-M 77)	Data collection was conducted through personnel file query.
Limitations of used method (MDR-M 77a)	The key figure is limited to the habilitated staff or career positions and uses the median for comparison. An overall gender pay gap is not calculated due to a lack of comparability between the different personnel categories. (cf. TU Graz 2025o)

MDR-M 77b – Validation of measures

None of the measures is validated by an additional external party.

ESRS S4 Consumers and end-users

Through its research and educational achievements, as well as through its work in the context of the 'Third Mission', TU Graz directly but also indirectly influences consumers and end-users and bears responsibility towards those groups that directly benefit from its achievements: students and learners, research and cooperation partners, representatives from industry and business, alumni as well as the public and society. While these groups engage with the university in different roles, students in particular occupy a key position. They are at the heart of a teaching that not only imparts knowledge and skills, but also fosters motivation, responsibility, and enthusiasm for addressing complex social issues.

TU Graz research achievements – from basic to applied research – as well as the application of the resulting scientific findings and innovations contribute to the optimisation and transformation of technical and social systems. These developments support ecological, economic and social improvements. The scientific value creation process at TU Graz is reflected in the close interaction between research and teaching. Research generates new scientific knowledge and technological developments, while teaching ensures that this knowledge is prepared and shared in a target group-oriented manner. Innovations, patents and spin-offs resulting from research activities have a broad impact and make an important contribution to the sustainable development of the economy and society.

Strategy

S4-SBM-3 – Material impacts, risks and opportunities and their interaction with strategy and business model

9 a, b, 11, 12 – Impact on consumers and/or end-users in relation to corporate strategy and business model and resulting risks

The significant impact on consumers and end-users, as well as their relationship to the TU Graz's strategy and business model, are presented in the information to be disclosed in accordance with ESRS 2 in Chapter SBM 3.

Among the group of consumers and end-users, there are also people or groups who are at increased risk of negative impacts. In analysing these impacts and risks, results from student surveys were taken into account, as were the perspectives of relevant representation and counselling units, including the Service-OU Equality, Youth, Care (GJV), the Working Group for Equal Opportunities (AkG), the Disability Liaison Officer (BVP), the Safety Engineer (SFK), a representative of the TU Graz Students' Union (HTU), and the Data Protection and Risk Officer.

10, 11 – Scope and application of ESRS 2 paragraph 48 and the key groups of consumers and end-users

All consumers and/or end-users who may be affected by significant positive or negative impacts are covered by the information disclosed in accordance with ESRS 2. The following groups may be particularly affected:

- **Students:** They constitute the primary user group and 'consume' research-led educational services.
- **Learners:** People who participate in use further education or qualification programmes such as life-long learning formats at TU Graz or open online courses.
- **Researchers and collaboration partners:** This group includes, among others, companies, public institutions, other research and/or higher education institutions, as well as start-ups and spin-offs that use scientific findings and technologies developed at TU Graz.
- **Society:** As direct or indirect end-users, citizens benefit from scientific research and its results. Scientific findings may also inform decision-making by policymakers and public administrators.
- **Economy:** Organisations and companies use products and/or methods developed through research or make use of services provided by TU Graz (e.g. accredited testing services).
- **Alumni:** Former students not only apply the knowledge acquired during their studies, but also make use of services, networks and further education opportunities and apply research results in their professional activities.

Impact, risk and opportunity management

S4-1 – Policies related to consumers and end-users

RESEARCH

Title of policy (MDR-P 65a)	Responsible research at TU Graz
Content (MDR-P 65a)	This policy summarises all guidelines, policies and rules of procedure that provide the framework for responsible research at TU Graz. ▪ Guidelines for Ensuring Good Scientific Practice ▪ Ethics Compass ▪ Code of Conduct ▪ Compliance Policy ▪ Financial Management Guidelines ▪ Section of the Statutes on Plagiarism at TU Graz ▪ Rules of Procedure of the Ethics Committee at TU Graz ▪ Guideline on Armaments Research and Defence research ▪ Guideline for Standardised Indication of Affiliation – Indication for Publications and Research Projects ▪ Procurement Policy ▪ Directive Regulating the Processing of Third-Party Funded Projects ▪ Rules of Procedure of the Commission for Scientific Integrity at TU Graz (CSI)
Addressed material (sub-)topic (MDR-P 65a)	University-specific Privacy Non-discrimination Access to products and services
Impact, risk and opportunity management (S4-1 15)	Support of positive impact Reduction of negative impact Risk management

Title of policy (MDR-P 65a)	Responsible research at TU Graz
Addressed material IRO (MDR-P 65a)	Location enhancement for companies Sustainability in research Data security and protection Know-how – Third Mission Know-how – Information supports sustainability Lack of awareness Know-how – Improving quality of life and protecting the environment
Objectives (MDR-P 65a)	The objective is to systematically ensure good scientific practice and to prevent scientific misconduct.
Monitoring (MDR-P 65a)	Vice Rector for Research
Scope in relation to business activities (MDR-P 65b)	The scope includes all activities in the field of research at TU Graz.
Excluded activities (MDR-P 65b)	No excluded activities
Scope in relation to geographies (MDR-P 65b)	All TU Graz locations
Scope in relation to affected stakeholders (MDR-P 65b)	Scientific staff Students Cooperation collaborators Business collaborators Funding providers
Responsible organisational level (MDR-P 65c)	Vice Rector for Research Quality Management, Evaluation and Reporting
Reference to standards or third-party initiatives (MDR-P 65d)	No external standards or third-party initiatives
Consideration of stakeholder interests (MDR-P 65e)	–
Accessibility of policy for stakeholders (MDR-P 65f)	All information is available on the TU Graz website and Intranet.

Title of policy (MDR-P 65a)	Guidelines on business and economic cooperation (cf. TU Graz 2005b; TU Graz 2007; TU Graz 2020a)
Content (MDR-P 65a)	**Directive on the Exploitation of Intellectual Property Resulting from Economic Cooperation** This directive regulates ownership and exploitation rights, as well as the compensation of project results arising from cooperation – particularly in third-party funded projects – and specifies forms of transfer and utilisation of intellectual property. **Directive on the Economic Exploitation of Research and Development Results** This directive governs the procedures for service inventions, the economic exploitation of research and development results, and the distribution of income and remuneration for inventors. **Directive of the Rectorate on the Supervision of Work in Corporate Cooperation** This policy outlines the process for supervising student work conducted for corporate partners, including the remuneration for additional work and the transfer of know-how.
Addressed material (sub-)topic (MDR-P 65a)	University-specific Privacy
Impact, risk and opportunity management (S4-1 15)	Support of positive impact
Addressed material IRO (MDR-P 65a)	Sustainability in research Data security and protection
Objectives (MDR-P 65a)	Systematic management of intellectual property rights (IPR) in business collaborations and contract research at TU Graz Systematic management of intellectual property (IPR) owned by TU Graz Provision of efficient support for student work in corporate projects and clear definition of the associated process

Title of policy (MDR-P 65a)	Guidelines on business and economic cooperation (cf. TU Graz 2005b; TU Graz 2007; TU Graz 2020a)
Monitoring (MDR-P 65a)	Management of the Service OU Research and Technology House Vice Rector for Academic Affairs
Scope in relation to business activities (MDR-P 65b)	All research and development projects of TU Graz including cooperation with companies Student work on behalf of companies
Excluded activities (MDR-P 65b)	Deviations from the directive require approval by the Vice Rector and general know-how Inventions by students
Scope in relation to geographies (MDR-P 65b)	–
Scope in relation to affected stakeholders (MDR-P 65b)	Scientific personnel Students
Responsible organisational level (MDR-P 65c)	Research and Technology House Higher Education and Programme Development
Reference to standards or third-party initiatives (MDR-P 65d)	No external standards or third-party initiatives
Consideration of stakeholder interests (MDR-P 65e)	Both the interests of inventors and the institutes of TU Graz are taken into account.
Accessibility of policy for stakeholders (MDR-P 65f)	All information is available on the TU Graz website and Intranet.

Title of policy (MDR-P 65a)	Fields of Expertise (FoE) (cf. TU Graz/BMBWF 2024)
Content (MDR-P 65a)	TU Graz brings together high-quality basic research, application-oriented research, and industrial implementation in its five strategic Fields of Expertise (FoE). These forward-looking research areas – Advanced Materials Science, Human & Biotechnology, Information, Communication & Computing, Mobility & Production and Sustainable Systems – are characterised by interdisciplinary collaboration, funding for outstanding projects, and commitment to regional and international networks. In addition, key technologies – including through corporate investments and partnerships – are being developed for industry and trade.
Addressed material (sub-)topic (MDR-P 65a)	University-specific
Impact, risk and opportunity management (S4-1 15)	Support of positive impact
Addressed material IRO (MDR-P 65a)	Location enhancement for companies Sustainability in research
Objectives (MDR-P 65a)	Sharpening the research profile of TU Graz and strengthening its thematic focus Promoting of interdisciplinary collaboration across faculty boundaries Positioning TU Graz as an international leading research institution Support for socially and economically relevant research topics Development of future-oriented fields through lead projects
Monitoring (MDR-P 65a)	Vice Rector for Research
Scope in relation to business activities (MDR-P 65b)	Applies to all research activities of TU Graz in the five fields of expertise
Excluded activities (MDR-P 65b)	–
Scope in relation to geographies (MDR-P 65b)	All of TU Graz
Scope in relation to affected stakeholders (MDR-P 65b)	University members (scientists, students) research collaborators from business and industry public institutions funding bodies international scientific communities.

Title of policy (MDR-P 65a)	Fields of Expertise (FoE) (cf. TU Graz/BMBWF 2024)
Responsible organisational level (MDR-P 65c)	Vice Rector for Research
Reference to standards or third-party initiatives (MDR-P 65d)	No external standards or third-party initiatives
Consideration of stakeholder interests (MDR-P 65e)	–
Accessibility of policy for stakeholders (MDR-P 65f)	All information is available on the TU Graz website and Intranet.

TEACHING

Title of policy (MDR-P 65a)	Strategy of teaching (cf. TU Graz 2024f)
Content (MDR-P 65a)	The strategy of teaching defines the overarching framework for the development and implementation of future actions and will be further developed in close coordination with the relevant university bodies and service units. It focuses the educational mission of TU Graz towards society and the economy on specific priorities, taking into account the entire Student Life Cycle. The focus is on both the qualifications and support of teachers and the needs, starting with prospective students, students and alumni, in order to design educational measures holistically. In addition, TU Graz assumes responsibility towards society and science by providing acquired insights from research and teaching to address current challenges (Third Mission, Responsible Science, SDGs, UNITE!). TU Graz therefore does not focus on a specific period in the lives of its students, but sees its educational responsibility in all stages of the lives of students and teachers in the spirit of lifelong learning. The strategic fields of teaching are derived from the visions and objectives for the individual phases of the student life cycle (see figure 8). In addition, strengthening a constructive feedback culture, consistent implementation of measures and commitment are central elements of the teaching strategy.
Addressed material (sub-)topic (MDR-P 65a)	Access to (high-quality) information Health and safety Non-discrimination Access to products and services Responsible marketing tactics University-specific
Impact, risk and opportunity management (S4-1 15)	Support of positive impacts Reduction of negative impacts Risk management
Addressed material IRO (MDR-P 65a)	Psychological stress Lack of awareness Accessible studying Responsible marketing tactics Know-how – Information supports sustainability Know-how – Third Mission Know-how – Quality of life and personal success Know-how – Improving quality of life and protecting the environment Sustainability in teaching
Objectives (MDR-P 65a)	Quality-assured strategic orientation of teaching to achieve the goals of the TU Graz's overall strategy.

Title of policy (MDR-P 65a)	Strategy of teaching (cf. TU Graz 2024f)
Monitoring (MDR-P 65a, S4-2 20d)	Intellectual capital balance, performance agreement monitoring, BMFWF, surveys of end-users / consumers (e.g. First-year students, student surveys, IHS student social survey, female graduate survey), teacher survey
Scope in relation to business activities (MDR-P 65b)	All of TU Graz
Excluded activities (MDR-P 65b)	No excluded activities
Scope in relation to geographies (MDR-P 65b)	All TU Graz locations
Scope in relation to affected stakeholders (MDR-P 65b)	All TU Graz members
Addressed groups of users/end-users (S4-1 15)	All groups of people from the Student Life Cycle
Responsible organisational level (MDR-P 65c)	Rectorate of TU Graz
Reference to standards or third-party initiatives (MDR-P 65d)	National and EU strategies in education (e.g. B. SDGs, Comprehensive University Development Plan)
Consideration of stakeholder interests (MDR-P 65e)	The teaching strategy was first fully developed in a comprehensive stakeholder and change management process in 2017 and has since been adapted in a rolling process (PDCA cycle). In each case, the involvement of the stakeholders within the feedback culture applies.
Accessibility of policy for stakeholders (MDR-P 65f)	The teaching strategy is accessible in TU4U, the strategy of TU Graz on the website and in the development plan to internal and external stakeholders at any time.

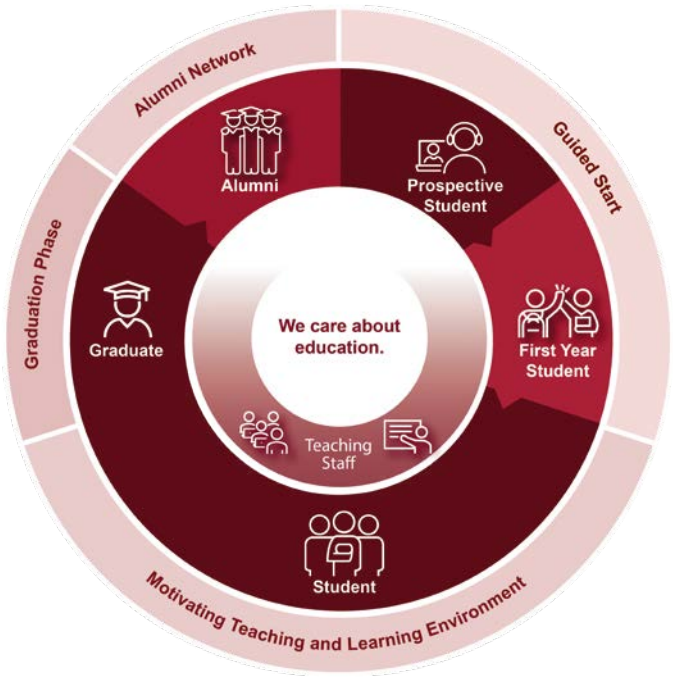


Figure 8: Student Life Cycle at TU Graz

Source: TU Graz 2023a

The Student Life Cycle at TU Graz describes the journey from prospective students to first-year student and active students to alumni who remain connected to the university in the long term. Teachers accompany all phases as the central pillar of excellent, research-led teaching. Each phase pursues a clear vision and a key goal; this creates strategic areas of action that strengthen the TU Graz's positioning as a high-quality educational institution, expand STEM funding and diversity, promote internationalisation, and ensure a structured and supportive start to studies. They create motivating teaching and learning environments, optimise the final phase of studies, promote lifelong learning through continuing education opportunities, and strengthen the Alumni network as a permanent connection between university and graduates (cf. TU Graz 2023a).

SPIN-OFFS:

Title of policy (MDR-P 65a)	Spin-offs (cf. TU Graz 2025o)
Content (MDR-P 65a)	University spin-offs are companies founded by the TU Graz members whose business idea is based on know-how generated, protected, or confidential at the university. TU Graz supports start-ups through consulting, cooperation agreements, the Science Park Graz, and network offerings, but generally does not contribute financially.
Addressed material (sub-)topic (MDR-P 65a)	University-specific
Impact, risk and opportunity management (S4-1-15)	Support of positive impacts
Addressed material IRO (MDR-P 65a)	Location enhancement for companies Know-how – Information supports sustainability Know-how – Third Mission Know-how – Quality of life and personal success Know-how – Improving quality of life and protecting the environment
Objectives (MDR-P 65a)	The objectives of TU Graz regarding spin-offs are the successful exploitation of knowledge, the creation of skilled jobs, and the establishment of long-term cooperation between spin-offs and the university.
Monitoring (MDR-P 65a, S4-2 20d)	Annual survey and analysis of the number of newly established spin-offs.
Scope in relation to business activities (MDR-P 65b)	Applies to all organisational units and research areas of TU Graz in which knowledge and research results with spin-off potential are created.
Excluded activities (MDR-P 65b)	Pure fundamental research without any intention of exploitation, as well as external start-ups without institutional connection or transfer of know-how from TU Graz, are excluded from this scope.
Scope in relation to geographies (MDR-P 65b)	–
Scope in relation to affected stakeholders (MDR-P 65b)	Students, employees, graduates
Addressed groups of users and end-users/consumers (S4-1-15)	Students and graduates as founders of spin-offs The consumers and end-users of the spin-off products and services cannot be defined by TU Graz
Responsible organisational level (MDR-P 65c)	Vice Rector of Research
Reference to standards or third-party initiatives (MDR-P 65d)	No external standards or third-party initiatives
Consideration of stakeholder interests (MDR-P 65e)	–
Accessibility of policy for stakeholders (MDR-P 65f)	Information on spin-offs is available on the TU Graz website.

16 a, 17 – Respect for human rights of consumers and/or end-users

In its Development Plan 2024 plus (2023a), TU Graz is committed to respecting human rights, equality, diversity and inclusion and also applies these principles to consumers and end-users. The binding Code of Conduct applies to all persons employed at TU Graz and its scope extends not only to internal interaction, but also to TU Graz's diverse relationships with students, external partners and the public. A compliance system with ethics, equality and protected whistleblowing channels monitors implementation in accordance with the UN Guiding Principles and ILO core labour standards.

16 b – Involvement of consumers and/or end-users

TU Graz systematically involves consumers and end-users, especially students, in development and decision-making processes. The general communication and dialogue structures (ESRS 2 SBM-2) are complemented in the area of teaching by an established stakeholder and change management process. This includes, among other things, information media (e.g. TU4U, website, email) as well as dialogue-oriented formats such as think tanks, topic-specific workshops and regular sessions. The formats are used differently for idea generation and conception as well as for the implementation and publication of (new) measures and are continuously adapted. Feedback culture is very important for TU Graz and thus the desired quality of teaching at TU Graz is secured or further developed through broad involvement of stakeholders, regular feedback loops and review mechanisms. This is not a one-time process but rather is followed with an iterative approach (PDCA cycle) (cf. Bernhard et al. 2019; TU Graz 2024f).

Students are also involved through the Senate (ESRS 2 SBM-2), Curricula Commissions and Study Commissions Working Groups, as well as other committees. The Ombudsperson's Office for Students serves as a dedicated contact point, receiving, advising on and mediating complaints, suggestions and cases of conflict.

16 c – Measures to provide and/or facilitate remedies for human rights impacts

TU Graz provides those affected with clear and accessible complaint and reporting options in order to be able to respond appropriately to possible impairments of human rights. Reports can be submitted via established mechanisms such as whistleblowing channels or ombudsperson offices, such as the AkG. Detailed information is provided in S1-3 and G1-1.

AR 13 – Types of communication of policies

New policies or changes to guidelines are adopted by the Rectorate and communicated via TU's internal channels such as the TU Graz newsflash and TU Graz memo, as well as published on the TU4U Intranet and, where necessary, via the newsletter. Publications are usually in German and English. Attention is increasingly being paid to low-barrier design and good readability for e-readers.

In addition, innovations in the field of teaching are communicated to all teachers and students in the newsletter of the Vice Rectorate of Academic Affairs and are presented at events and meetings with committees, study representatives, study deans, deans, etc.

S4-2 – Processes for engaging with consumers and end-users about impacts

20, 21, S4-4 32 b, c, AR 33 a – Inclusion of consumers' and/or end-users' perspectives in decisions or activities

The diverse interaction takes place with the consumers/end-users themselves as well as with their representatives in committees or through functional officers.

Wherever reasonable and feasible, consumers and end-users are included into the PDCA cycle (plan, do, check, act)

- Plan: involvement in needs-based development
- Do: ongoing opportunity to provide feedback
- Check: actively seeking feedback and criticism, discussing possible solutions
- Act: ongoing opportunity to provide feedback

Within TU Graz, the Research & Technology Advisory Board supports the Rectorate in strategic research issues. The Forum for Technology and Society – a platform for companies and institutions, in particular for partner companies of TU Graz – has the overall goal of overcoming the challenges of technological progress in the future knowledge society through qualified information and discussion between science, business and society.

NAWI Graz represents an inter-university scientific cooperation between the University of Graz and TU Graz: joint teaching, research and doctoral programmes. All studies in the natural sciences are offered together. This offer is used by around 5,200 students. Further collaborations with Austrian universities (BioTechMed, Teacher Training Development Association South-East, TU Austria, Styrian Higher Education Area, Styrian Entrepreneurship Platform STEP) offer space for the exchange of knowledge and information. The reasons for entering into partnerships with Austrian universities are varied: pooling skills, expanding know-how, strengthening Styria as a knowledge location, being perceived as a strong partner for business and industry, using existing resources, etc.

Student representatives are on various university committees (e.g. Senate) and are constantly in close contact with the university administration (e.g. HTU-Jour Fixe, meetings). In addition, insights into the perspectives of end-users/consumers can be obtained anonymously from various surveys. Responsibility for inclusion, as well as consideration of the resulting results, lies with the Rectorate.

S4-3 – Processes to remediate negative impacts and channels for consumers and end-users can raise concerns

25 a, S4-4 32 a, b – General approach and procedure for undertaking or participating in remedial action

The approach and procedure for implementing remedial measures in the event of negative impacts on consumers and end-users is based on the stakeholder and change management process and the associated PDCA cycle.

25 b, AR22 – Specific channels through which consumers and end-users can have their concerns or needs expressed and examined

TU Graz provides consumers and end-users with numerous feedback options, e.g. meetings, email, TU4U feedback, electronic mailbox for anonymous tips, physical advice box. Malpractices are treated confidentially and with respect for privacy and data protection rights.

25 d, S4-4 32 c – Tracking and monitoring the problems addressed and the effectiveness of the channels

In the spirit of the strong feedback culture at TU Graz, various channels are made available for concerns and then pursued by the person primarily responsible for the communication channel. Depending on the type of concern, feedback will be provided quickly, or other stakeholders will be consulted to answer or resolve the issue.

26 – Determining that consumers and/or end-users know and trust the structures and procedures and strategies to protect against retaliation when using them

In various surveys (e.g. Welcome Days, student surveys), students are asked to express concerns and needs anonymously in connection with specific structures and processes. In structured discussions, trust in structures and processes is explicitly discussed and feedback is actively sought (e.g. Dean of Studies meeting, study representatives meeting, HTU-Jour Fixe, discussions with Dean of Studies). Further information can be found in G1-1.

AR 20 Access to channels for consumers and end-users at the level of the organisation, by which they are affected

Students and consumers of services related to teaching receive relevant emails with information and the newsletter of the Vice Rectorate for Teaching, ‘teaching and learning news’, in accordance with the legitimate interests of TU Graz. Information is also always provided via the TU4U intranet. In addition, there are a number of opt-in options for specific newsletters in order to receive information.

S4-4 – Taking action on material impacts on consumers and end-users, and approaches to managing material risks and pursuing material opportunities related to consumers and end-users, and effectiveness of those actions

RESEARCH

Title of action (MDR-A 68a)	Economic cooperations (cf. TU Graz/BMBWF 2024)
Description (MDR-A 68a)	Leading position in scientific areas of strength, demonstrated by competitive infrastructure and intensive cooperation with international partners from science and industry.
Addressed material (sub-)topic (MDR-A-68a)	Access to products and services University-specific
Impact, risk and opportunity management (S4-4 31 a, c)	–
Addressed material IRO (MDR-A 68a)	Sustainability in research Know-how – Information supports sustainability Know-how – Improving quality of life and protecting the environment Location enhancement for companies
Addressed policy (MDR-A 68a)	Guidelines on business and economic cooperation
Contribution to achieving the policy objective (MDR-A 68a)	–
Start (MDR-A 68a, e)	–
Degree of implementation (MDR-A 68a)	–
(Planned) end (MDR-A 68c)	Ongoing
Assessment of action effectiveness (S4-4 31d, 33a)	–
Proposed target to follow effectiveness (S4-4-36)	–
(Expected) results (MDR-A 68a, e; S4-4 AR 25c; AR 33b)	–
Scope in relation to business activities (MDR-A 68b)	–
Scope in relation to geographies (MDR-A 68b)	–
Scope in relation to affected stakeholders (MDR-A 68b)	–

Title of action (MDR-A 68a)	Co-operations and networks ▪ NAWI Graz Centres ▪ NAWI Graz research ▪ TU Austria ▪ Unite!
Description (MDR-A 68a)	The implementation of Graz Centre of Physics (GCP) and the development of a strategy concept for the NAWI Graz Geocentre, as well as further development of research cooperation. TU Austria brings together the expertise of the three technical universities of Vienna, Leoben and Graz in the areas of research, teaching and university policy in order to act as a partner for business and industry with concentrated competence. TU Austria presence at technology talks: TU Austria will demonstrate a special presence at the AIT Technology Talks, launched in 2024, through active participation in the programme advisory board and as an event partner. Implementation of joint research programmes within the European university network UNITE!. Strengthening research cooperation within Unite!. Both through the Erasmus project and the Unite! Widening Project. Active participation in the defined work packages and increased awareness within Unite! for joint research collaborations.

Title of action (MDR-A 68a)	**Co-operations and networks** ▪ **NAWI Graz Centres** ▪ **NAWI Graz research** ▪ **TU Austria** ▪ **Unite!**
Addressed material (sub-)topic (MDR-A-68a)	University-specific
Impact, risk and opportunity management (S4-4 31 a, c)	–
Addressed material IRO (MDR-A 68a)	Sustainability in research Know-how – Information supports sustainability Know-how – Improving quality of life and protecting the environment Location enhancement for companies
Addressed policy (MDR-A 68a)	Guidelines on business and economic cooperation
Contribution to achieving the policy objective (MDR-A 68a)	–
Start (MDR-A 68a, e)	–
Degree of implementation (MDR-A 68a)	–
(Planned) end (MDR-A 68c)	Ongoing
Assessment of action effectiveness (S4-4 31d, 33a)	–
Proposed target to follow effectiveness (S4-4-36)	–
(Expected) results (MDR-A 68a, e; S4-4 AR 25c; AR 33b)	–
Scope in relation to business activities (MDR-A 68b)	–
Scope in relation to geographies (MDR-A 68b)	–
Scope in relation to affected stakeholders (MDR-A 68b)	–

Title of action (MDR-A 68a)	**Third-party funding ratio**
Description (MDR-A 68a)	▪ Ongoing monitoring ▪ Third-party funding development and trend scouting in the sense of early detection of emerging declines, but also opportunities ▪ Advising researchers on third-party funding acquisition (particularly in the area of application research) ▪ Publications in high quality journals ▪ Media presence with current research topics ▪ Highly qualified graduates ▪ Good performance in rankings ▪ Close networking with international research collaborators ▪ Project support in the F&T House ▪ Funding advice
Addressed material (sub-)topic (MDR-A 68a)	University-specific
Impact, risk and opportunity management (S4-4 31 a, c)	–
Addressed material IRO (MDR-A 68a)	Sustainability in research Third-party funding and fundraising
Addressed policy (MDR-A 68a)	–
Contribution to meeting policy objective (MDR-A 68a)	–
Start (MDR-A 68a, e)	–
Level of implementation (MDR-A 68a)	–
(Planned) end (MDR-A 68c)	–

Title of action (MDR-A 68a)	Third-party funding ratio
Assessment of action effectiveness (S4-4 31d, 33a)	Quarterly financial statements with analyses and forecasts
Proposed target to follow effectiveness (S4-4 36)	–
(Expected) results (MDR-A 68a, e; S4-4 AR 25c; AR 33b)	–
Scope in relation to business activities (MDR-A 68b)	–
Scope in relation to geographies (MDR-A 68b)	–
Scope in relation to affected stakeholders (MDR-A 68b)	–

Title of action (MDR-A 68a)	FoE Sustainable Systems (cf. TU Graz/BMBWF 2024)
Description (MDR-A 68a)	Sustainable Systems is one of the TU Graz's 5 FoEs, which focuses on research on future-oriented urban planning, innovative building technologies and energy systems, renewable energy sources, smart energy networks and green mobility.
Addressed material (sub-)topic (MDR-A 68a)	University-specific
Impact, risk and opportunity management (S4-4 31 a, c)	–
Addressed material IRO (MDR-A 68a)	Sustainability in research Know-how – Information supports sustainability Know-how – Improving quality of life and protecting the environment Location enhancement for companies
Addressed policy (MDR-A 68a)	Fields of Expertise (FoE)
Contribution to meeting policy objective (MDR-A 68a)	–
Start (MDR-A 68a, e)	–
Level of implementation (MDR-A 68a)	Currently in implementation
(Planned) end (MDR-A 68c)	Ongoing
Assessment of action effectiveness (S4-4 31d, 33a)	–
Proposed target to follow effectiveness (S4-4 36)	–
(Expected) results (MDR-A 68a, e; S4-4 AR 25c; AR 33b)	–
Scope in relation to business activities (MDR-A 68b)	Applies to all research activities of TU Graz in relation to sustainable systems
Scope in relation to geographies (MDR-A 68b)	Throughout all of TU Graz
Scope in relation to affected stakeholders (MDR-A 68b)	University members (scientists, students), research collaborators from business and industry, public institutions, funding bodies, international scientific communities.

TEACHING

Title of action (MDR-A 68a)	Education for Sustainable Development (ESD) initiatives (cf. TU Graz 2024f)
Description (MDR-A 68a)	TU Graz assumes responsibility towards society and science and actively makes acquired knowledge from the fields of research and teaching available to address current challenges (Third Mission, Responsible Science, SDGs, UNITE!). All graduates of a degree programme at TU Graz should acquire not only deep professional skills but also fundamental skills for solving social problems or future skills. This will enable students to contribute as future leaders, decision-makers, and multipliers for solving major global challenges (e.g. climate crisis, loss of biodiversity, sustainable development).
Addressed material (sub-)topic (MDR-A 68a)	Access to (high-quality) information Access to products and services University-specific
Impact, risk and opportunity management (S4-4 31 a, c)	Support of positive impacts
Addressed material IRO (MDR-A 68a)	Sustainability in teaching Know-how – Information supports sustainability Know-how – Improving quality of life and protecting the environment Know-how – Quality of life and personal success
Addressed policy (MDR-A 68a)	Strategy of teaching
Contribution to meeting policy target (MDR-A 68a)	TU Graz is implementing a number of measures to integrate sustainability into teaching. These include, for example, the integration of Education for Sustainable Development (ESD) in internal further education, the development and coordination of national further education measures such as the Certificate Education and Sustainable Teaching for Higher Education and Teaching, the Massive Open Online Course (MOOC) Paths of Transformation: Sustainability in Higher Education and Teaching and the Toolbox for the Transformation of Higher Education and Teaching. In addition, the HTU is involved in this area in the Department for Society, Innovation and Sustainability.
Start (MDR-A 68a, e)	Ongoing
Level of implementation (MDR-A 68a)	Currently in implementation
(Planned) end (MDR-A 68c)	Ongoing
Assessment of action effectiveness (S4-4 31d, 33a)	–
Proposed target to track effectiveness (S4-4 36)	All graduates of TU Graz have a basic understanding of sustainable development and the opportunity to acquire a deeper understanding in their own field during their studies.
(Expected) results (MDR-A 68a, e; S4-4 AR 25c; AR 33b)	See setting of objectives
Scope in relation to business activities (MDR-A 68b)	TU Graz; collaborations with universities, initiatives, industry and business, etc.
Scope in relation to geographies (MDR-A 68b)	Due to various cooperations throughout Austria and internationally
Scope in relation to affected stakeholders (MDR-A 68b)	Students and teaching

Title of action (MDR-A 68a)	Guided start (cf. TU Graz 2024f)
Description (MDR-A 68a)	A structured initial phase in teaching and studies as well as comprehensive support measures during the first semesters create an optimal start for students and support teachers.
Addressed material (sub-)topic (MDR-A 68a)	Access to (high-quality) information Access to products and services
Impact, risk and opportunity management (S4-4 31 a, c)	Support of positive impacts
Addressed material IRO (MDR-A 68a)	Know-how – Improving quality of life and protecting the environment Know-how – Quality of life and personal success
Addressed policy (MDR-A 68a)	Strategie der Lehre
Contribution to meeting policy target (MDR-A 68a)	TU Graz is implementing a number of measures to achieve the guided start objectives. These include, for example: intensive mathematics preparatory course and bridging courses, consultations with prospective students, welcome days, first-semester tutorial, booklet for students.

Title of action (MDR-A 68a)	Guided start (cf. TU Graz 2024f)
Start (MDR-A 68a, e)	Ongoing
Level of implementation (MDR-A 68a)	Currently in implementation
(Planned) end (MDR-A 68c)	Ongoing
Assessment of action effectiveness (S4-4 31d, 33a)	Key figure for test-active studies Results from surveys (e.g. Welcome Days, First-Year Students, Student Survey)
Proposed target to track effectiveness (S4-4 36)	Reducing early drop-out and increasing student numbers
(Expected) results (MDR-A 68a, e; S4-4 AR 25c; AR 33b)	See setting of objectives
Scope in relation to business activities (MDR-A 68b)	TU Graz
Scope in relation to geographies (MDR-A 68b)	Due to various cooperations throughout Austria and internationally
Scope in relation to affected stakeholders (MDR-A 68b)	First-semester students

Title of action (MDR-A 68a)	MINKT funding (cf. TU Graz 2023a; TU Graz 2025o)
Description (MDR-A 68a)	It is important to stimulate and maintain interest in STEM subjects at an early stage and to promote talent. An increase in the proportion of women among students is sought.
Addressed material (sub-)topic (MDR-A 68a)	Access to (high-quality) information Responsible marketing tactics Non-discrimination University-specific
Impact, risk and opportunity management (S4-4 31 a, c)	Support of positive impacts
Addressed material IRO (MDR-A 68a)	Responsible marketing tactics Know-how – Information supports sustainability Know-how – Improving quality of life and protecting the environment Know-how – Quality of life and personal success Know-how – Third Mission Lack of awareness
Addressed policy (MDR-A 68a)	Strategy of teaching
Contribution to meeting policy target (MDR-A 68a)	TU Graz is implementing a number of measures to promote MINKT, including the MINKT laboratory, courses for girls and young women, women in technology and school collaborations.
Start (MDR-A 68a, e)	Ongoing
Level of implementation (MDR-A 68a)	Currently in implementation
(Planned) end (MDR-A 68c)	Ongoing
Assessment of action effectiveness (S4-4 31d, 33a)	Equality reporting and intellectual capital balance Results from a survey of first-year students Survey of students at TU Graz, student social survey by the Institute for Advanced Studies (IHS)
Proposed target to follow effectiveness (S4-4 36)	Increase in student numbers, increase in the proportion of women, increase in diversity among students (first generation students, Southeast Europe, cooperation countries)
(Expected) results (MDR-A 68a, e; S4-4 AR 25c; AR 33b)	See setting of objectives
Scope in relation to business activities (MDR-A 68b)	TU Graz, Southeast Europe focus, Unite! Alliance, strategic cooperations, exchange programmes, schools, kindergartens, etc.
Scope in relation to geographies (MDR-A 68b)	Due to various cooperations throughout Austria and internationally
Scope in relation to affected stakeholders (MDR-A 68b)	Women, schools, educational advisors, etc.

SPIN-OFFS

Title of action (MDR-A 68a)	Updating and further developing the existing intellectual property rights, exploitation and participation strategy (cf. TU Graz/BMBWF 2024)
Description (MDR-A 68a)	TU Graz is reviewing and expanding its intellectual property rights and exploitation strategy to improve the handling of intellectual property and provide targeted support for spin-offs. These include clear regulations on intellectual property rights (IPR), training and advisory services, transparent communication, and an annual evaluation of exploitation activities.
Addressed material (sub-)topic (MDR-A 68a)	University-specific
Impact, risk and opportunity management (S4-4-31 a, c)	Support of positive impacts
Addressed material IRO (MDR-A 68a)	Location enhancement for companies Know-how – Information supports sustainability Know-how – Third Mission Know-how – Quality of life and personal success Know-how – Improving quality of life and protecting the environment
Addressed policy (MDR-A 68a)	Spin-offs
Contribution to meeting policy target (MDR-A 68a)	The measure strengthens the legal and organisational basis for spin-offs and facilitates successful spin-offs.
Start (MDR-A 68a, e)	–
Level of implementation (MDR-A 68a)	Currently in implementation
(Planned) end (MDR-A 68c)	Ongoing
Assessment of action effectiveness (S4-4 31d, 33a)	Annual evaluation based on standardised parameters (e.g. invention disclosures, patents, licensing agreements, etc.) via the BMFWF online tool
Proposed target to follow effectiveness (S4-4 36)	Increasing the number of successfully exploited research results and university spin-offs.
(Expected) results (MDR-A 68a, e; S4-4 AR 25c; AR33b)	Improved IPR and utilisation strategy with clear processes, greater legal certainty and strengthened support for spin-offs.
Scope in relation to business activities (MDR-A 68b)	Applies to all organisational units and research areas of TU Graz in which knowledge and research results with spin-off potential are created.
Scope in relation to geographies (MDR-A 68b)	–
Scope in relation to affected stakeholders (MDR-A 68b)	Students, employees, graduates, university service institutions, and collaborators from business, industry and funding institutions

Title of action (MDR-A 68a)	Joint entrepreneurship promotion at the site and spin-off hub (cf. TU Graz/BMBWF 2024)
Description (MDR-A 68a)	The aim of the measure is to establish a cross-site spin-off hub (iHub Graz) for the joint promotion of entrepreneurship, knowledge and technology transfer as well as spin-offs at the three Graz universities – TU Graz, University of Graz and Medical University of Graz. iHub Graz is intended to cover the entire process from idea generation to investment maturity and will be implemented in three phases, building on each other.
Addressed material (sub-)topic (MDR-A 68a)	University-specific
Impact, risk and opportunity management (S4-4-31 a, c)	Support of positive impacts
Addressed material IRO (MDR-A 68a)	Location enhancement for companies Know-how – Information supports sustainability Know-how – Third Mission Know-how – Quality of life and personal success Know-how – Improving quality of life and protecting the environment
Addressed policy (MDR-A 68a)	Spin-offs
Contribution to meeting policy target (MDR-A 68a)	The iHub Graz creates the organisational and strategic platform for promoting spin-offs across locations.

Title of action (MDR-A 68a)	Joint entrepreneurship promotion at the site and spin-off hub (cf. TU Graz/BMBWF 2024)
Start (MDR-A 68a, e)	–
Level of implementation (MDR-A 68a)	Currently in implementation
(Planned) end (MDR-A 68c)	2027
Assessment of action effectiveness (S4-4 31d, 33a)	Number of successfully established spin-offs
Proposed target to follow effectiveness (S4-4 36)	Increasing the number of successfully exploited research results and university spin-offs.
(Expected) results (MDR-A 68a, e; S4-4 AR 25c; AR33b)	Joint, professionally organised spin-off hub of the three universities.
Scope in relation to business activities (MDR-A 68b)	Applies to all organisational units and research areas of TU Graz in which knowledge and research results with spin-off potential are created.
Scope in relation to geographies (MDR-A 68b)	–
Scope in relation to affected stakeholders (MDR-A 68b)	Students, employees, graduates, university service institutions and collaborators from business, industry and funding institutions

Title of action (MDR-A 68a)	Jump start for spin-offs through Science Park Graz (cf. Science Park Graz GmbH 2025)
Description (MDR-A 68a)	Spin-offs from TU Graz receive support in Science Park Graz to develop their business model and successfully master the start-up phase.
Addressed material (sub-)topic (MDR-A 68a)	University-specific
Impact, risk and opportunity management (S4-4-31 a, c)	Support of positive impacts
Addressed material IRO (MDR-A 68a)	Location enhancement for companies Know-how – Information supports sustainability Know-how – Third Mission Know-how – Quality of life and personal success Know-how – Improving quality of life and protecting the environment
Addressed policy (MDR-A 68a)	Spin-offs
Contribution to meeting policy target (MDR-A 68a)	Enables spin-offs to successfully enter the market and achieve sustainable development through targeted support, infrastructure and know-how.
Start (MDR-A 68a, e)	Start of programme: 2002
Level of implementation (MDR-A 68a)	Fully implemented
(Planned) end (MDR-A 68c)	Ongoing
Assessment of action effectiveness (S4-4 31d, 33a)	Number of successfully established spin-offs
Proposed target to follow effectiveness (S4-4 36)	Increasing the number of successfully utilised research results and university spin-offs.
(Expected) results (MDR-A 68a, e; S4-4 AR 25c; AR33b)	Successful market entries of spin-offs Long-term collaborations between spin-offs and TU Graz
Scope in relation to business activities (MDR-A 68b)	Applies to all organisational units and research areas of TU Graz in which knowledge and research results with spin-off potential are created.
Scope in relation to geographies (MDR-A 68b)	–
Scope in relation to affected stakeholders (MDR-A 68b)	Students, employees, alumni

34 – Measures to prevent significant negative impacts on consumers and/or end-users through their own practices

TU Graz shall ensure that the necessary means and resources are made available to prevent or reduce negative impacts on consumers and end-users through appropriate remedial measures. This is accompanied by transparent communication.

35 – Serious human rights problems and incidents related to consumer and end-users

TU Graz aligns itself with international human rights. Incidents, complaints, and serious impacts related to human rights are reported through internal channels or complaint mechanisms (e.g. hintbox). All reports received are reviewed in accordance with the Code of Conduct and the whistleblowing policy and – where appropriate – suitable remedial measures are taken. TU Graz applies the phasing-in approach pursuant to ESRS 1, Annex C, and prepares the relevant data in accordance with the specified disclosure requirements.

Metrics and targets

S4-5 – Targets related to managing material negative impacts, advancing positive impacts, and managing material risks and opportunities

RESEARCH

The strategic objectives and the associated projects in the field of research are bindingly defined in the performance agreement 2025–2027 and form the central framework for the research development of TU Graz. The intellectual capital statement supplements this framework by recording current key figures, developments and indicators to measure research output. Part of this output addresses SDGs and thus establishes a sustainability link. For 2024, the sustainability link of research projects was determined for the first time in the third-party funding report using an AI mapping. In the future, the identification of the SDG reference will be extended to all research activities and will be systematically collected with the introduction of the new reporting process.

Patents represent an important indicator of research output in several respects. On the one hand, they make research results visible and document their innovative content. On the other hand, they enable companies to exploit these results, thereby contributing to direct social benefits. In addition, the reputation of the university can be reflected in the number of patents granted. In the reporting year, 32 patent applications and 6 patent grants were recorded (TU Graz 2025o).

Publication activity is also a key benchmark for measuring the performance of university research. Publications make research results internationally accessible and promote scientific discussion. Other research institutions can build on the lessons learned, thereby accelerating scientific progress overall. In addition, the number of publications contributes significantly to the university's positioning in national and international rankings. In 2024, 2,227 publications were recorded (cf. ibid.).

The funding projects form another key indicator of the impact of the research. In 2024, 1,110 third-party funded projects were ongoing, each with a volume of over 20,000 Euro. This key figure demonstrates the effectiveness of research, as it clarifies in which subject areas external partner, such as public funding bodies, associations or companies, have particular interest and involve TU Graz as an important research partner or use the TU Graz's scientific expertise in their projects. This promotes new research topics and actively involves scientific staff in projects. The processing of these projects also strengthens the university's reputation in national and international research landscapes.

In addition, the university actively participates in international research programmes such as Horizon 2020 and Horizon Europe. There are currently 48 active EU projects, including 7 European Research Council (ERC) grants. These participations underline the international visibility and competitiveness of research. In 2024, the third-party funding budget amounted to 77.7 million Euros (cf. ibid.). It covers both grant-funded and contract research and includes funds from public funding programmes as well as from business and industry.

TEACHING

Title of target (MDR-T 80a)	Increasing students' NH skills (cf. TU Graz 2024f)
Description (MDR-T 80a)	All graduates of a degree programme at TU Graz should acquire not only deep professional skills but also fundamental skills for solving social problems or future skills. This will enable students to contribute as future leaders, decision-makers and multipliers for solving major global challenges (e.g. climate crisis, biodiversity loss, or sustainable development).
Addressed material (sub-)topic (MDR-T 80a)	Access to (high-quality) information Access to products and services University-specific
Impact, risk and opportunity management (MDR-T 80a; S4-5 38)	Support of positive impacts
Addressed material IRO (MDR-T 80a)	Sustainability in teaching Know-how – Information supports sustainability Know-how – Improving quality of life and protecting the environment Know-how – Quality of life and personal success
Addressed policy (MDR-T 80a)	Strategy of teaching
Target type (MDR-T 80b)	Qualitative target
Target unit (MDR-T 80b)	–
Target value (MDR-T 80b)	–
Scope in relation to business activities (MDR-T 80c)	Teaching
Scope in relation to geographies (MDR-T 80c)	TU Graz, cooperation with universities, initiatives, industry and business, etc.
Reference year (MDR-T 80d)	–
Reference value (MDR-T 80d)	–
Target year (MDR-T 80e)	Ongoing
If applicable: Target milestones and target stages (MDR-T 80e)	–
Methods and significant assumptions related to targets (MDR-T 80f; S4-5-41a)	No specific methods were applied or assumptions made when setting targets.
Scientific basis for environmental targets (MDR-T 80g)	This objective is not an environmental objective.
Involvement of stakeholders (MDR-T 80h, S4-5 41)	Consumers/end-users are involved in a variety of ways (e.g. surveys, discussions, committees, meetings).
Target performance (MDR-T 80j)	–
Monitoring (MDR-T 80j)	–
Involvement of consumers/ end-users while following up target achievement (S4-5 41b)	Consumers/end-users are involved in a variety of ways (e.g. surveys, discussions, committees, meetings).
Involvement of consumers and end-users in assessing improvements (S4-5 41c)	Consumers/end-users are involved in a variety of ways (e.g. surveys, discussions, committees, meetings).

Title of target (MDR-T 80a)	Increasing studies with exam requirements
Description (MDR-T 80a)	The increase in exam-active studies (at least 16 ECTS credit points or 8 positively assessed semester hours per academic year) is to be achieved through measures for increasing exam activity and improving ability to study. In 2019, workshops were conducted with all stakeholders, resulting in 101 measures being clustered across four work areas. These measures have been and are being discussed, prioritised and implemented gradually, taking into account regular evaluation (PDCA cycle).
Addressed material (sub-)topic (MDR-T 80a)	Access to (high-quality) information Access to products and services

Title of target (MDR-T 80a)	Increasing studies with exam requirements
Impact, risk and opportunity management (MDR-T 80a; S4-5 38)	Risk management Support of positive impacts
Addressed material IRO (MDR-T 80a)	Budget/Financing Sustainability in teaching Know-how – Information supports sustainability Know-how – Improving quality of life and protecting the environment Know-how – Quality of life and personal success
Addressed policy (MDR-T 80a)	Strategy of teaching
Target type (MDR-T 80b)	Quantitative target
Target unit (MDR-T 80b)	Number of studies with exam requirement
Target value (MDR-T 80b)	8,670
Scope in relation to business activities (MDR-T 80c)	Teaching
Scope in relation to geographies (MDR-T 80c)	TU Graz
Reference year (MDR-T 80d)	2022/23
Reference value (MDR-T 80d)	8,305
Target year (MDR-T 80e)	2025/26
If applicable: Target milestones and target stages (MDR-T 80e)	–
Methods and significant assumptions related to targets (MDR-T 80f; S4-5-41a)	–
Scientific basis for environmental targets (MDR-T 80g)	This objective is not an environmental objective.
Involvement of stakeholders (MDR-T 80h, S4-5 41)	Consumers/end-users are involved in a variety of ways (e.g. surveys, discussions, committees, meetings).
Target performance (MDR-T 80j)	2024: 8,282 students who actively take examinations
Monitoring (MDR-T 80j)	Course support discussions and monitoring
Involvement of consumers/ end-users while following up target achievement (S4-5 41b)	Consumers/end-users are involved in a variety of ways (e.g. surveys, discussions, committees, meetings).
Involvement of consumers and end-users in assessing improvements (S4-5 41c)	Consumers/end-users are involved in a variety of ways (e.g. surveys, discussions, committees, meetings).

Title of target (MDR-T 80a)	Increasing the proportion of female students (cf. TU Graz 2017a; TU Graz 2023a; TU Graz 2025h)
Description (MDR-T 80a)	Increasing the proportion of women among students is pursued as a strategic goal. Due to the still low proportion of women in the core university areas, gender continues to be one of the central dimensions of diversity at TU Graz. Measures to promote women serve to ensure equal opportunities in science and to better exploit existing talent potential. They also contribute to reducing gender inequalities and support the development of a more diverse and innovative teaching, learning and research environment.
Addressed material (sub-)topic (MDR-T 80a)	Social inclusion of consumers and/or end-users Non-discrimination Responsible marketing tactics
Impact, risk and opportunity management (MDR-T 80a; S4-5 38)	Support of positive impacts Reduction of negative impacts
Addressed material IRO (MDR-T 80a)	Raising awareness of inclusion Lack of awareness Responsible marketing tactics
Addressed policy (MDR-T 80a)	Strategy of teaching
Target type (MDR-T 80b)	–

Title of target (MDR-T 80a)	Increasing the proportion of female students (cf. TU Graz 2017a; TU Graz 2023a; TU Graz 2025h)
Target unit (MDR-T 80b)	–
Target value (MDR-T 80b)	–
Scope in relation to business activities (MDR-T 80c)	–
Scope in relation to geographies (MDR-T 80c)	TU Graz
Reference year (MDR-T 80d)	–
Reference value (MDR-T 80d)	–
Target year (MDR-T 80e)	–
If applicable: Target milestones and target stages (MDR-T 80e)	–
Methods and significant assumptions related to targets (MDR-T 80f; S4-5-41a)	–
Scientific basis for environmental targets (MDR-T 80g)	This objective is not an environmental objective.
Involvement of stakeholders (MDR-T 80h, S4-5 41)	Consumers/end-users are involved in a variety of ways (e.g. surveys, discussions, committees, meetings).
Target performance (MDR-T 80j)	–
Monitoring (MDR-T 80j)	Course support discussions and monitoring, equality report
Involvement of consumers/ end-users while following up target achievement (S4-5 41b)	Consumers/end-users are involved in a variety of ways (e.g. surveys, discussions, committees, meetings).
Involvement of consumers and end-users in assessing improvements (S4-5 41c)	Consumers/end-users are involved in a variety of ways (e.g. surveys, discussions, committees, meetings).

S4-MDR-M – Parameter relating to significant sustainability aspects

RESEARCH

Title of metric (MDR-M 76)	Number of patents
Addressed material (sub-)topic (MDR-M 73)	University-specific
Addressed material IRO (MDR-M-75)	Sustainability in research Know-how – Information supports sustainability Know-how – Improving quality of life and protecting the environment Location enhancement for companies
ESRS or entity-specific metric (MDR-M 77)	University-specific
Methods and significant assumptions (MDR-M 77)	No significant assumptions were made
Limitations of used methods (MDR-M 77a)	It was not determined how many of the underlying patents had a sustainability reference (e.g. SDG reference).
Measure validation (MDR-M 77b)	–

Title of metric (MDR-M 76)	Number of publications
Addressed material (sub-)topic (MDR-M 73)	University-specific
Addressed material IRO (MDR-M-75)	Sustainability in research Know-how – Information supports sustainability Know-how – Improving quality of life and protecting the environment Location enhancement for companies
ESRS or entity-specific metric (MDR-M 77)	University-specific
Methods and significant assumptions (MDR-M 77)	Publications are recorded in the internal data collection system PURE.
Limitations of used methods (MDR-M 77a)	It was not determined how many of the underlying publications had a sustainability connection (e.g. SDG reference).
Measure validation (MDR-M 77b)	–

Title of metric (MDR-M 76)	Number of funded projects
Addressed material (sub-)topic (MDR-M 73)	University-specific
Addressed material IRO (MDR-M-75)	Sustainability in research Know-how – Information supports sustainability Know-how – Improving quality of life and protecting the environment Location enhancement for companies
ESRS or entity-specific metric (MDR-M 77)	University-specific
Methods and significant assumptions (MDR-M 77)	The number of funding projects reflects those projects that are actively running in the electronic reporting process for third-party funded projects at TU Graz with a volume below EUR 20,000 within the period of 2024.
Limitations of used methods (MDR-M 77a)	To date, no systematic recording of the sustainability relevance of the funding projects has been implemented. For the reporting year 2024, this reference was made using AI. Teaching projects are not included here. Duplicate reports for projects handled by several faculties have not been corrected.
Measure validation (MDR-M 77b)	–

Title of metric (MDR-M 76)	Number of funding projects that have a positive impact on at least 1 SDG
Addressed material (sub-)topic (MDR-M 73)	University-specific
Addressed material IRO (MDR-M-75)	Sustainability in research Know-how – Information supports sustainability Know-how – Improving quality of life and protecting the environment Location enhancement for companies
ESRS or entity-specific metric (MDR-M 77)	University-specific
Methods and significant assumptions (MDR-M 77)	The assignment of projects to the SDGs was performed using AI, drawing on the abstracts available in TU Graz's electronic reporting system. The results were validated using two different AI applications.
Limitations of used methods (MDR-M 77a)	Duplicate reports for projects handled by several faculties have not been corrected.
Measure validation (MDR-M 77b)	Validation by members of the Research Working Group of the Sustainability Advisory Board

Title of metric (MDR-M 76)	Horizon 2020 and Horizon Europe Projects/ERC Grants
Addressed material (sub-)topic (MDR-M 73)	University-specific
Addressed material IRO (MDR-M-75)	Sustainability in research Know-how – Information supports sustainability Know-how – Improving quality of life and protecting the environment
ESRS or entity-specific metric (MDR-M 77)	University-specific
Methods and significant assumptions (MDR-M 77)	–
Limitations of used methods (MDR-M 77a)	–
Measure validation (MDR-M 77b)	–

Title of metric (MDR-M 76)	Third-party funding budget
Addressed material (sub-)topic (MDR-M 73)	University-specific
Addressed material IRO (MDR-M-75)	Sustainability in research Third-party funding and fundraising
ESRS or entity-specific metric (MDR-M 77)	University-specific
Methods and significant assumptions (MDR-M 77)	–
Limitations of used methods (MDR-M 77a)	–
Measure validation (MDR-M 77b)	–

TEACHING

Title of metric (MDR-M 76)	Studies with exam requirements
Addressed material (sub-)topic (MDR-M 73)	Access to (high-quality) information Access to products and services University-specific
Addressed material IRO (MDR-M 75)	Budget/Financing Sustainability in teaching Know-how – Information supports sustainability Know-how – Improving quality of life and protecting the environment Know-how – Quality of life and personal success
ESRS or entity-specific metric (MDR-M 77)	University-specific key figure
Methods and significant assumptions (MDR-M 77)	–
Limitations of used methods (MDR-M 77a)	None
Measure validation (MDR-M 77b)	–

Research projects

TU Graz is committed to the United Nations Sustainable Development Goals and strengthens its contribution to sustainability and climate change mitigation in research and teaching (cf. TU Graz 2023a). According to the performance agreement, internationally visible research and teaching are increasingly orientated towards science and technology areas that are particularly relevant for the Sustainable Development Goals (SDGs) and green technologies (cf. TU Graz 2024d). A key concern is the transparent presentation of research achievements that address global sustainability challenges.

An internal reporting process will track which SDGs each research project positively affects. In 2024, of 1,110 reported projects, 791 had a positive impact on at least one SDG. Projects were assigned to SDGs using AI based on the abstracts available in TU Graz's electronic reporting system. Two different AI applications were used to validate the results. The outcome was presented to scientists from the Research Working Group of the Sustainability Advisory Board for quality assurance and, where necessary, adjustments were made. Duplicate reports for projects jointly handled by several faculties have not been corrected in the current survey status.

From 2026/2027 onwards, SDGs will be assigned directly by the project managers, enabling an even more precise assessment. Until then, the AI-supported analysis provides an important basis for making the TU Graz's contribution to the global sustainability goals visible. Eleven research projects of particular relevance to sustainability were selected as examples for the TU Graz sustainability report. The projects are introduced below based on a brief description.

Project title: HyTechonomy – Hydrogen Technologies for Sustainable Economies

Collaborators

- Robert Bosch AG
- Verbund Thermal Power GmbH & CO KG
- Profactor GmbH
- Österreichische Postbus Aktiengesellschaft
- LEC GmbH
- Institute of Thermal Engineering – TU Graz
- Institute of Thermodynamics and Sustainable Propulsion Systems – TU Graz
- Institute of Chemical Engineering and Environmental Technology – TU Graz
- Henn GmbH und Co KG
- BEST Research GmbH
- AVL List GmbH
- AIT GmbH
- HyCentA Research GmbH

Brief summary of the research project:

HyTechonomy (COMET project) develops core building blocks for a functioning hydrogen economy: electricity-to-hydrogen (electrolysis), safe storage, and use in fuel cells. The aim is to replace fossil energy in power supply, industry and mobility. Research and application are closely intertwined: laboratory results are validated in experimental facilities and tested in pilot plants. The project is organised into two areas (energy/industry; mobility) with six sub-projects.

Expected results:

Clear test procedures will be provided for measuring and predicting the ageing of electrolysers and fuel cells. Based on measurement series and simulations, operating rules will be defined for efficient start-up, shutdown, load changes and contamination prevention. Practical guidelines for the manufacture and testing of components and hydrogen infrastructure will be developed for practical use. This includes gentle hydrogen compression and planning guidelines for tank and plant siting. These tools will support operators in local public transport, freight transport and industry as they expand their hydrogen systems.

SDGs on which the project has a positive impact:

A strong contribution to SDG 7 (affordable and clean energy) through more efficient hydrogen production and use; to SDG 9 through scalable infrastructure, improved manufacturing technology and digital tool chains; to SDG 11 through integration into public transport; to SDG 13 through demonstrable emission reductions via decarbonisation. Indirectly, the project supports SDG 12 (responsible consumption and production) and SDG 17 (partnerships for the goals).

Project title: Technical advancement of a flexible mini wood-gas CHP plant as a contribution to the energy transition

Collaborators

- Institute of Thermal Engineering
- Hargassner GesmbH

Brief introduction of the research project:

The partial oxidation ('gasification') of biomass, followed by the gas-fired conversion of wood gas into electricity and heat (wood-gas CHP plant) represents a decentralised and CO_2-neutral alternative to conventional energy production. Such wood-gas CHP plants can help replace nuclear-power imports and fossil fuels, especially during water-scarce winters.

However, current series-produced plants suffer from high maintenance requirements and limited fuel flexibility, which hinder widespread deployment. The aim of the current research project is therefore to further develop an existing wood-gas mini-CHP plant in order to strengthen the role of wood-gas-based combined heat-and-power plants in the electricity market.

Expected results:

The project investigates the thermochemical processes of wood gasification in detail. It is already known that fuel distribution in the reactor has a decisive influence on the wood-gas quality. This relationship is specifically analysed to derive approaches for improving existing plants.

In addition, fuel flexibility should be increased: in the future, alternative fuels such as waste wood, branch material, or fuels with higher water content should also useable. Currently, operations are limited to dry logs with a water content below 15 %.

Another objective is to optimise the entire gasification process in order to reduce the previously high maintenance effort and thereby increase the economic efficiency of the technology.

SDGs on which the project has a positive impact:

- SDG-7 – affordable and clean energy
- SDG-9 – industry, innovation and infrastructure
- SDG-13 – climate action
- SDG-17 – partnerships for the goals

Project title: VanillaFlow -AI guided development of vanillin-based flow battery technology

Collaborators

- Ecolyte GmbH (AT)
- Technical University of Darmstadt (DE)
- Technical University Leoben (AT)
- BioPhenix BBD (ES)

Brief summary of the research project:

VanillaFlow aims to develop sustainable, scalable solutions for redox-flow battery technology. These avoid critical raw materials and use environmentally friendly processes to convert them into electrochemically active components for flow batteries that are intrinsically safe to use and operate. The developed flow batteries are tested in various setups and then integrated into a network. Material development, the battery operating process, and system integration are supported by artificial intelligence to develop disruptive, optimal solutions. Although scaling is not the primary focus of the project, each phase is monitored for scalability from both the process and raw-material perspectives.

Expected and achieved results:

In general, environmentally harmful components and processes in flow-battery-based energy-storage systems should be replaced or completely avoided. For this purpose, extensive life-cycle assessment (LCA) studies and techno-economic analyses are/have been carried out to support technology development. A major achievement is the further development of redox-active molecules, which now show no significant human toxicity. Another milestone is the development of an ion-conductive, paper-based membrane that could replace perfluorinated (‘forever chemicals’) membrane materials in many battery technologies. Another goal involves the biotechnological production of precursors for the redox-active molecules. Work is currently underway to integrate a kW-scale storage system into an external grid.

SDGs on which the project has a positive impact:

- SDG-7 – affordable and clean energy
- SDG-9 – industry, innovation and infrastructure
- SDG12 – responsible consumption and production

Project title: Educational campuses as the drivers for Positive Energy Districts (eduPED)

Collaborators

- Project coordinator: The Hague University of Applied Sciences, The Netherlands
- Project collaborators:
  - Politecnico di Torino, Turin, Italy
  - Universitat Politècnica de Catalunya, Spain
  - Universitatea Tehnica din Cluj-Napoca, Romania
  - Graz University of Technology, Austria
  - Romania Green Building Council, Romania
  - DiLT Analytics GmbH, Austria
- Cooperation partners:
  - City of The Hague, The Netherlands
  - URBAN Lab Turin, Italy
  - Municipality of Terrassa, Spain
  - Municipality of Cluj-Napoca, Romania
  - Municipality of Graz, Austria

Brief summary of the research project:

The eduPED project aims to investigate and accelerate the transition to Positive-Energy Districts (PEDs). Universities serve as incubators for the transformation of districts into PEDs. Starting with five Living Labs in the Netherlands, Spain, Austria, Italy and Romania, transition strategies are being developed in close cooperation with stakeholders and citizens.

eduPED aims for tangible, scalable outcomes that encompass technical solutions, socio-economic frameworks, and governance and regulatory considerations, and it seeks to: a) minimise energy consumption; b) maximise local renewable-energy potential and flexibility through smart multi-commodity grids; and c) mitigate the impacts of climate change on comfort.

Expected results:

1. Establishing the most effective remediation and regeneration strategies for PEDs based on the urban morphology of building forms, open spaces, and local mobility and utility infrastructures.
2. Accelerating PED transitions as co-creation processes catalysed, driven and orchestrated by educational institutions.
3. Significant reductions in energy consumption through comprehensive retrofitting of architectural and MEP (mechanical, electrical and plumbing) systems at building, campus and district levels.
4. Mitigating the impact of climate change on PEDs, in particular by neutralising additional energy requirements for cooling and heating.
5. Maximising the generation, storage, flexibility and reliability of local renewable energy through the integration of smart multi-commodity grids and sustainable mobility in urban renewal.

SDGs on which the project has a positive impact:

- SDG 7 – affordable and clean energ
- SDG 9 – industry, innovation and infrastructur
- SDG 11 – sustainable cities and communities
- SDG 12 – responsible consumption and production
- SDG 13 – climate action
- SDG 17 – partnerships for the goals

Project title:
ASSESS – Advanced solid-state electric energy storage systems by knowledge-based design

Collaborators

- Materials Center Leoben (MCL)
- Austrian Centre for Electron Microscopy and Nanoanalysis (ZFE)
- Norges teknisk-naturvitenskapelige universitet (NTNU)
- Technical University of Leoben (MUL)

Brief summary of the research project:

The COMET project ASSESS focuses on developing materials for lithium-based solid-electrolyte batteries. The tasks at FELMI-ZFE centre on developing electron-microscopy analysis methods that enable reproducible characterisation of these sensitive materials. The emphasis is particularly on the development and optimisation of sample preparation and inert-gas transfer methods, as well as on high-resolution transmission electron microscopy investigations under cryogenic conditions.

Expected results:

The aim of the project is to develop industrially relevant methods and competencies for processing and characterisation to increase the performance and long-term stability of ceramic solid-state batteries (CSSBs) for energy storage and power-grid balancing in electromobility and power grid applications. The combination of manufacturing, advanced characterisation and simulation provides a basis to improve CSSBs beyond the state of the art in terms of specific energy and power densities, high-voltage capability, miniaturisation, safety, environmental-friendly performance, and high reliability with low degradation and high mechanical and functional stability over wide temperature ranges.

SDGs on which the project has a positive impact:

The development and improvement of electricity storage will, above all, ensure access to affordable and clean energy (point 7), which is a core objective of the project. In addition, research in this area also represents a major opportunity for the transformation of domestic industry and energy infrastructure (point 9).

Project title: Christian Doppler Laboratory for Waste-based geopolymer construction materials in the CO_2-neutral circular economy (GECCO$_2$)

Collaborators

- Voestalpine Stahl Donawitz GmbH
- Kirchdorfer Fertigteilholding GmbH
- Brantner Österreich GmbH
- Forschungsverein Steine-Keramik
- Gemeinschaft Steirischer Abwasserentsorger (GSA)
- MM Kanal-Rohr-Sanierung GmbH
- CharLine GmbH
- Austrian Federal Railways [ÖBB] – Infrastruktur AG
- RHI Magnesita GmbH

Brief summary of the research project:

The GECCO$_2$ CD Laboratory brings together waste, materials, environmental, geo- and civil-engineering sciences to develop novel, CO_2-neutral, waste-based geopolymers and alkali-activated building materials with high (bio)chemical resistance. The approach seeks to replace primary raw materials through the combined use of inorganic residues (e.g., cinders, ash, mineral waste) and carbon-rich residues (e.g., biochar, oils, pyrolysis products), to store CO_2 and reduce emissions, while simultaneously developing further applications for cement-based building materials. In addition, pre-treatment strategies, life-cycle analyses and application-oriented material developments are integrated.

Expected results:

Expected results include:

- New generation of waste-based geopolymers and alkali-activated building materials with high biochemical resistance and mechanical performance for a wide range of applications.
- Demonstration of practical suitability through prototypes and long-term investigations.
- New scientific understanding of the reactivity, microstructure and durability of waste-based, alkaline-activated binder systems.
- Relevant contribution to the resource transition in Austria through targeted use of national waste and secondary raw material potential.

SDGs on which the project has a positive impact:

- SDG 9 – The project contributes significantly to the formation of a resilient infrastructure as it targets numerous application areas where current building material solutions exhibit corrosion problems due to increased biochemically aggressive environmental conditions.
- SDG 11 – Reduction of per-capita environmental impact through more sustainable and durable building materials.
- SDG 13 – Significant reduction in CO_2 emissions from building-material production and in primary resource consumption, as well as strengthening of the circular economy.

Project title: UserGRIDs – User-Centered Smart Control and Planning of Sustainable Microgrids

User-centered planning and regulation of complex sustainable neighbourhood energy systems

Collaborators

- Institute for Thermal Engineering (project management), TU Graz
- BEST – Bioenergy and Sustainable Technologies GmbH
- Institute of Software Engineering, TU Graz
- Buildings and Technical Support, TU Graz
- EQUA Solutions AG
- Institute of Automation and Control, TU Graz
- STS – Science, Technology and Society Unit (HCC), TU Graz
- Energie Steiermark AG
- Fronius International GmbH
- Federal Real Estate Company [Bundesimmobiliengesellschaft m.b.H.]
- Institute of Building Physics, Services, and Construction, TU Graz
- EAM Systems GmbH
- GREEN ENERGY LAB (assigned)

Brief summary of the research project:

The project takes advantage of new digitalisation opportunities, develops and tests Digital Energy Services that support the operation and transformation of neighbourhood energy systems. An IoT platform acts as middleware between a real energy system and virtual energy services such as fault detection, visualisation, user feedback, indicator calculation, energy management and energy structure planning. The base is the Campus Inffeldgasse of TU Graz (Innovation District Inffeld). As a mixture of office, teaching and project-driven laboratory operations, the campus is equipped with a complex, constantly changing energy system and is therefore an ideal basis for development.

Expected results:

Sensor data from the campus's thermal and electrical power systems is transmitted and stored to the IoT platform, the so-called 'inframonitor'. A portion of the data is checked for plausibility using forecasting models.

As part of the project, a predictive control concept with options for direct user integration will be developed, implemented in a campus building and tested. The aim is to increase thermal comfort while reducing energy consumption.

In energy structural planning, urban information or simulation models of the energy system, buildings and the higher-level campus infrastructure are developed, validated, and used as a basis for concepts of energy technology transformation.

SDGs on which the project has a positive impact:

The tools developed in UserGRIDs serve to better understand, evaluate, operate, and further develop the campus energy system. Forecasting models support the detection of system errors and failures, and new control approaches enable more efficient and resilient operations. Urban information and simulation models evaluate transformation concepts for the increased use of renewable energy sources.

- SDG 7 – affordable and clean energy
- SDG 9 – industry, innovation and infrastructure

Project title: Centre for active mobility [Zentrum für Aktive Mobilität (ZAM)] – interuniversity centre at Uni Graz and TU Graz

Collaborators

- Institute of Urbanism, TU Graz
  - University project assistant (predoc): Barbara Holler (financed by City of Graz)
  - Contributors as part of their research activities: Head of institute: Prof. Aglaée Degros Deputy head of institute.: Dr. Eva Schwab University assistant: Sabine Bauer University assistant: Barbara Russo University project assistant: Markus Monsberger Student project employee
- Institute of Environmental Systems Science, Uni Graz
  - Endowed professorship for active mobility: Nina Hampl (financed by Government of Styria)
  - University project assistant: (predoc): Viktoria Schett (financed by Merkur Versicherung)
  - University project assistant: (predoc): Nina Neundorfer
  - Student project employee
- City of Graz
  - Department of Transport Planning
- Government of Styria
  - A16 – Department for Transport and Building Construction

Brief summary of the research project:

The centre aims to establish active mobility as an inter- and transdisciplinary field of research and to make it visible nationally and internationally. In this context, ZAM combines spatial with environmental and social sustainability goals, thus creating an integrative perspective for sustainable mobility strategies.

In the area of research, the focus is on inter- and transdisciplinary research, close cooperation with related disciplines at the participating universities and beyond (e.g. transport planning, sports and movement sciences) and the acquisition of competitive third-party funding (regional, national, EU) and contract research. The connection to the teaching offerings of the two participating institutes enables the integration of the topic Active Mobility into basic courses with innovative and practice-oriented teaching formats. The results from research and teaching are widely disseminated through knowledge transfer.

Expected results:

We are actively engaged in research to develop a deep understanding of the prerequisites and barriers that influence the acceptance and implementation of active mobility.

Our mission is to develop innovative solutions that make it easier for people to integrate more active modes of transport such as cycling or walking into their daily lives.

Through interdisciplinary efforts, we strive to create awareness of the benefits of active mobility, both for individual health and the environment. We want to inspire society to take more active decisions in the area of mobility.

SDGs on which the project has a positive impact:

- SDG 3 – good health and well-being: ZAM is committed to healthy and sustainable living spaces for all and is researching ways to increase safety in public spaces.
- SDG 11 – sustainable cities and communities: ZAM promotes the sustainable development of cities and towns through research-based, innovative design approaches and collaboration with administration and policy-makers.
- SDG 13 – climate action: Promoting active mobility is intended to reduce emissions and thus make a significant contribution to climate change mitigation.

Project title: V2G-QUESTS – Vehicle to Grid for Equitable Zero-Emission Transitions in positive energy districts

Collaborators

- Delft University of Technology (University; Netherlands)
- University of Deusto (University; Spain)
- University of Tartu (University; Estonia)
- HAN University of Applied Sciences (University; Netherlands)
- Erasmus University Rotterdam (University; Netherlands)
- University of Aveiro (University; Portugal)
- University of Edinburgh (University; United Kingdom)
- Polis (Other non-profit organisation; Belgium)
- Vereniging Elektrische Rijders (EV users in the Netherlands) (special interest group, Netherlands)
- Municipality of Tartu (Urban Public Authority; Estonia)
- Intermunicipal Community of Aveiro (Urban Public Authority; Portugal)
- Eesti Energia (Business – Large Enterprise; Estonia)
- Nationaal Kennisplatform Laadinfrastructuur (Other non-profit organisation; Netherlands)
- Prio.E - Mobility Solutions (Business – Large Enterprise; Portugal)
- Energie-U (Other non-profit organisation; Netherlands)
- Stedin (Business – Large Enterprise; Netherlands)
- District Government of Aradas (Urban Public Authority; Portugal)
- Provincie Utrecht (Urban Public Authority; Netherlands)
- Municipality of Utrecht (Urban Public Authority; Netherlands)
- Wijkcooperatie Kanaleneiland (other non-profit organisation; Netherlands)
- V2G-Liberty (Business; Netherlands)

Brief summary of the research project:

V2G-QUESTS investigates how electric vehicles can strengthen urban energy systems through bidirectional charging (vehicle-to-grid). The project develops strategies to make this technology equitable and accessible to all population groups, not just higher-income populations, thus contributing to socially inclusive, zero-emission and positive-energy districts. Using case studies in Aveiro, Utrecht and Tartu, V2G-QUESTS combines technical optimisation, citizen involvement and regulatory analysis to demonstrate how electromobility can promote the balance between renewable energy supply and demand while strengthening energy equity and resilience. The Institute of Electricity Economics and Energy Innovation at TU Graz is leading the efforts to optimise the integration of electric vehicles into energy systems.

Expected results:

V2G-QUESTS will develop concrete guidelines and models for the equitable and efficient integration of vehicle-to-grid (V2G) solutions into positive energy districts. The project provides open-access optimisation tools, regulatory recommendations, and business models to increase grid flexibility and resilience. Using real-life case studies, it shows how electric vehicles can support renewable energy systems while promoting social inclusion. The results provide cities and policymakers with valuable insights into how to scale V2G solutions across Europe so that the benefits of the energy and mobility transition reach all populations.

SDGs on which the project has a positive impact:

V2G-QUESTS supports SDG 7 (affordable and clean energy) and SDG 11 (sustainable cities and communities) by promoting renewable, flexible urban energy systems. It also contributes to SDG 9 (industry, innovation and infrastructure) through technological innovation, and to SDG 10 (reduced inequalities) by providing inclusive access to clean mobility and energy solutions.

Project title: move2zero

Full title: Complete decarbonisation of an urban public bus system and integration of innovative on-demand services

Collaborators

- Holding Graz Kommunale Dienstleistungen GmbH
- Grazer Energieagentur GmbH
- ARTI – Autonomous Robot Technology GmbH
- Energie Graz GmbH & Co KG
- Energie Steiermark Technik GmbH
- Hoerbiger Wien GmbH
- HyCentA Research GmbH
- Invenium Data Insights GmbH
- PLANUNGXGRUPPE Architekten Generalplaner GmbH
- TU Graz – Institute of Highway Engineering and Transport Planning, Institute of Automotive Engineering
- TECHNOMA Technology Consulting & Marketing GmbH
- Federal Environment Agency
- University Graz – Institute for Statistics and Operations Research
- Upstream – next level mobility GmbH

Brief summary of the research project:

Austria aims to become climate-neutral by 2040. The flagship project move2zero supports this goal by fully converting public transport to zero-emission drive systems and introducing innovative, needs-based services. In addition to the local zero emissions, components with low emission factors and high reusability are preferred. For this purpose, eco-design criteria were developed and lifecycle emissions from various technologies were assessed. As part of the project, a battery-electric and a fuel-cell bus were tested in real operation. At the same time, efficient hydrogen compression processes were researched, and an innovative battery-electric on-demand shuttle service was tested at Graz Airport. Citizens were actively informed and involved.

Results:

The tests of the two bus types provided the basis for a mathematical optimisation model that took into account relevant cost and operating parameters. The model showed that the full use of overnight-charging buses is the cost-optimal solution for Graz. 71 solo buses and 105 articulated buses are required for operation. In hydrogen compression, electrochemical compressors for low pressures and mechanical piston compressors for high flows proved to be particularly suitable. The on-demand shuttle was successfully tested and showed potential for autonomous applications. A guide on decarbonising urban bus fleets summarises the lessons learned and supports cities in their implementation.

SDGs on which the project has a positive impact:

The project move2zero supports several SDGs. It promotes clean energy (SDG 7) through zero-emission propulsion and hydrogen technologies. It contributes to sustainable cities (SDG 11) through environmentally friendly mobility and supports climate action (SDG 13) through CO_2 reduction. It also strengthens innovation and infrastructure (SDG 9) through new technologies and charging solutions.

Project title: BATTBOX

Long title: BATTeryrecycling Best Operations by X-processes for circular battery ecosystem

Collaborator:

- TU Graz, IFT – Institute of Production Engineering
- TU Graz, VSI –Vehicle Safety Institute
- Business Upper Austria – Automobile Cluster
- FILL GmbH
- AVL List GmbH

Brief summary of the research project:

Processes for the sustainable use of drive batteries were optimised in the spirit of the circular economy as part of the BATTBOX project. The objectives were to minimise resource flows and maximise product value over the entire life cycle. To this end, various battery systems were analysed and evaluated in terms of design, structure, and separability. The focus was on developing efficient, safe, and flexible recycling processes that enable component reuse and the recovery of critical raw materials. Regardless of battery cell type and chemistry, different automatable separation processes were investigated and evaluated according to safety-relevant, ecological and economic indicators. From this, requirements and boundary conditions for the battery of the future will be derived according to Eco-Design principles.

Expected results:

Four traction batteries installed in large numbers were analysed in terms of their dismantlability and second-life potential. Depending on the type, used battery cells and modules are suitable for both stationary and mobile applications, while product-specific restrictions were taken into account. Suitable separation processes were selected systematically based on criteria defined in the project. The new PFM^{2}EA method was used for safety assessment, which identifies and prioritises potential product failure mechanisms due to process errors. The results show that non-detachable joining technologies (e.g. welding or bonding) dominate with a share of approximately 75 %, making separation extremely difficult. The project shows that design innovations are necessary to make second use and recycling economically viable.

SDGs on which the project has a positive impact:

- SDG 3: good health and well-being – risk minimisation for occupational diseases, reduction of emissions in urban areas
- SDG 7: affordable and clean energy – promoting sustainable and affordable energy storage
- SDG 8: decent work and economic growth – improving working conditions through automation and robotics, addressing new business models in the circular economy of batteries
- SDG 9: industry, innovation and infrastructure – development of new disassembly, testing and recycling technologies for battery storage of all types and sizes
- SDG 12: responsible consumption and production – recycling of critical raw materials for all common cell types
- SDG 13: climate action – resource conservation in battery production, second or third life of battery modules

Governance information

ESRS G1 Business Conduct

As part of its sustainability reporting, Graz University of Technology (TU Graz) adheres to the requirements of the ESRS. The concepts of university management and university culture, adapted to university context, correspond to those of corporate management and corporate culture within the meaning of the ESRS and encompass responsible and legally compliant conduct in research, teaching, administration and leadership. TU Graz is committed to integrity, transparency and ethical behaviour as fundamental principles of its institution thereby creating the basis for trust and credibility among students, employees, cooperation partners and the public.

The highest level of scientific integrity is of central importance, particularly in research and teaching. In view of growing scepticism towards science and technology in society, TU Graz attaches particular importance to ethical considerations. Its university culture is characterised by appreciation, participatory involvement and open spaces that encourage the exchange of new ideas. Through binding guidelines such as the Code of Conduct and the Whistleblowing Policy, as well as measures in the areas of compliance, equality, data protection and corruption prevention, TU Graz ensures an ethically sound, legally compliant and transparent organisational culture.

Impact, risk and opportunity management

G1-1 – Business conduct policies and corporate culture

Title of policy (MDR-P 65a)	Code of Conduct (Compliance policy) (cf. TU Graz 2021)
Content (MDR-P 65a)	The TU Graz Code of Conduct defines binding guidelines for lawful and ethical behaviour for all persons employed at the university. It describes the general principles, key definitions and core rules of conduct covering topics such as equal treatment, integrity, appreciation, conflicts of interest, data protection and confidentiality. In addition, it explains the procedure to be followed in case of uncertainty and outlines possible sanctions for violations.
Addressed material (sub-)topic (MDR-P 65a)	Corporate culture
Addressed material IRO (MDR-P 65a)	Code of Conduct
Objectives (MDR-P 65a)	Law-abiding and ethically responsible behaviour not only protects the TU Graz, its bodies, and employees from civil and criminal consequences, but also contributes significantly to securing and strengthening trust in the institution and its reputation.

Title of policy (MDR-P 65a)	Code of Conduct (Compliance policy) (cf. TU Graz 2021)
Monitoring (MDR-P 65a)	Misconduct or violations of this policy must be reported immediately to the responsible manager and to the Rectorate. In the event of non-compliance with the Code of Conduct, the Rectorate arranges an objective and transparent investigation of the incident.
Scope of application/area of validity in relation to business activities (MDR-P 65b)	The scope includes all activities of TU Graz.
Excluded activities (MDR-P 65b)	No excluded activities
Scope in relation to geographies (MDR-P 65b)	–
Scope in relation to affected stakeholders (MDR-P 65b)	The Code of Conduct is binding for all persons employed at TU Graz. Its scope covers both the conduct of employees towards each other and relations of TU Graz with students, external partners, and the public. The Code also applies mutatis mutandis to employees of companies in which TU Graz holds a direct or indirect stake of at least 50%.
Responsible organisational level (MDR-P 65c)	TU Graz Rectorate
Reference to standards or initiatives of third parties (MDR-P 65d)	No external standards or third-party initiatives
Consideration of the interest of stakeholders (MDR-P 65e)	No stakeholders were involved in the creation of this policy.
Accessibility of policy for stakeholders (MDR-P 65f)	The Code of Conduct (compliance policy) is publicly available on the website of TU Graz.

Title of policy (MDR-P 65a)	Whistleblowing Policy (cf. TU Graz 2023c)
Content (MDR-P 65a)	The TU Graz Whistleblowing Policy is based on the Austrian Whistleblower Protection Act (HinweisgeberInnenschutzgesetz [HSchG], BGBl. I No. 6/2023) and serves to implement the EU Whistleblowing Directive (Directive [EU] 2019/1937). It regulates the protection of persons who report violations of national or European legislation within the meaning of Section 3 HSchG.
Addressed material (sub-)topic (MDR-P 65a)	Protection of whistleblowers
Addressed material IRO (MDR-P 65a)	Protection of whistleblowers
Objectives (MDR-P 65a)	The aim of this policy is to provide whistleblowers with a secure and confidential means of reporting breaches of legal provisions or other relevant information. The aim is to ensure that both whistleblowers and affected persons are protected from discrimination and damage in reputation.
Monitoring (MDR-P 65a)	Adhering to the process is the duty of the Rectorate member who is responsible for personnel. This person is obligated to handle the procedure and to provide feedback to whistleblowers.
Scope of application/area of validity in relation to business activities (MDR-P 65b)	The scope includes all activities of TU Graz.
Excluded activities (MDR-P 65b)	No excluded activities
Scope in relation to geographies (MDR-P 65b)	International
Scope in relation to affected stakeholders (MDR-P 65b)	This policy applies to all employees of TU Graz. It also applies to third parties, such as students and business partners of TU Graz.
Responsible organisational level (MDR-P 65c)	Member of the Rectorate responsible for human resources; support from the workers council chair and the Legal & Insurance Management department.
Reference to standards or initiatives of third parties (MDR-P 65d)	No external standards or third-party initiatives
Consideration of the interest of stakeholders (MDR-P 65e)	No stakeholders were involved in the creation of this policy.
Accessibility of policy for stakeholders (MDR-P 65f)	The policy is publicly available on the website of TU Graz.

9 – The manner in which university culture is established, developed, promoted and evaluated

TU Graz shapes its university culture through its Code of Conduct, which sets binding rules on conflicts of interest, acceptance of benefits, equal treatment, data protection, and scientific integrity, as well as other topics. In addition, the Ethics Compass (see chapter S1-1 – Policies) contributes to a culture of ethically responsible action in research, teaching, and administration. Managers have a special responsibility to exemplify these values and integrate them into their daily work. To promote ethical awareness and inclusive behaviour, the university invests specifically in the development of leadership skills.

10 a – Identifying, reporting and investigating concerns about unlawful conduct or conduct that is contrary to the Code of Conduct or similar internal rules

Within the framework of its Whistleblowing Policy and Code of Conduct, TU Graz provides clear procedures for dealing appropriately with unlawful or unethical behaviour. Employees, students, and external partners have the opportunity to report concerns or violations confidentially via the electronic mailbox (hintbox). The member of the Rectorate responsible for human resources – in consultation with the persons of the workers council – anonymously forwards incoming information to the OU Legal Matter and Insurance Management for preliminary review. Depending on the content of the information, the member of the Rectorate informs the entire Rectorate and, if necessary, forwards the information to other responsible bodies, such as the OU Internal Auditing, the Ethics Committee, or the Data Protection Advisory Committee. In addition, the member of the Rectorate ensures that the report is processed in a timely manner, that feedback is provided to the whistleblowers, and that any necessary internal coordination is carried out. In the event of confirmed violations of the Code of Conduct or applicable regulations, the Rectorate will initiate appropriate disciplinary or labour law measures (cf. TU Graz 2021; TU Graz 2023c).

10 c i – Internal reporting channels for whistleblowers

TU Graz has an internal whistleblowing system (electronic mailbox). This system enables whistleblowers to report legal violations within the meaning of § 3 HSchG (BGBl. I No. 6/2023) confidentially and securely (cf. TU Graz 2023c).

10 c ii – Measures to protect against retaliation by own workers who are whistleblowers

TU Graz has implemented the legal requirements of EU Directive 2019/1937 on the legal protection of whistleblowers against retaliatory measures in its Whistleblowing Policy. The associated internal process ensures that reports are treated confidentially, reviewed exclusively by authorised persons, and any violations are consistently prosecuted (cf. TU Graz 2023c).

10 g – Policy for internal training courses on university management

TU Graz provides all employees with voluntary online training courses in the form of video modules on the Code of Conduct.

10 h – Functions most at risk in terms of corruption and bribery

Compliance with the Code of Conduct is of central importance to all employees, regardless of their position or function at the university. Every individual bears responsibility for ensuring that ethical standards and legal regulations are observed (cf. TU Graz 2021; TU Graz 2023c).

G1-3 – Prevention and detection of corruption and bribery

At present, no investigation committee independent of the management chain has been established (cf. TU Graz 2021).

20 – Accessibility of policies

The TU Graz Code of Conduct is available on the official website and on the intranet. New employees are familiarised with the content as part of the onboarding process. All employees receive ongoing updates on policy changes.

21 a – Type, scope and depth of training programmes designed to combat corruption and bribery

TU Graz provides a voluntary, computer-based training programme in the form of video modules, consisting of six thematic modules and teaching the essential content of the Code of Conduct.

G1-MDR-A – Actions and resources in relation to material sustainability matters

Title of action (MDR-A 68a)	Trainings on corruption and bribery
Description (MDR-A 68a)	Offer of trainings on corruption and bribery
Addressed material (sub-)topic (MDR-A 68a)	Corruption and bribery
Addressed material IRO (MDR-A 68a)	Corruption and bribery
Addressed policy (MDR-A 68a)	Code of Conduct
Contribution to achieving the policy objective (MDR-A 68a)	Raising employee awareness, promoting transparency and promoting compliance with the Code of Conduct
Start (MDR-A 68a, e)	2021
Degree of implementation (MDR-A 68a)	In progress
(Planned) end (MDR-A 68c)	Ongoing
(Expected) results (MDR-A 68a, e)	Raising awareness of corruption and bribery; no compliance violations
Scope in relation to business activities (MDR-A 68b)	The scope includes all activities at TU Graz.
Scope in relation to geographies (MDR-A 68b)	International
Scope in relation to affected stakeholders (MDR-A 68b)	All employees at TU Graz
Remedial actions (MDR-A 68d)	–

Metrics and targets

G1-MDR-T – Tracking effectiveness of policies and actions through targets

Title of target (MDR-T 80a)	No cases of corruption and bribery
Description (MDR-T 80a)	Prevention of cases of corruption and bribery through measures and training
Addressed material (sub-)topic (MDR-T 80a)	Corruption and bribery
Addressed material IRO (MDR-T 80a)	Corruption and bribery
Addressed policy (MDR-T 80a)	Code of Conduct
Type of target (MDR-T 80b)	Absolute
Measure of target (MDR-T 80b)	Number of documented cases of corruption and bribery
Target value (MDR-T 80b)	Zero incidents
Scope in relation to business activities (MDR-T 80c)	The scope includes all activities at TU Graz.
Scope in relation to geographies (MDR-T 80c)	International
Reference year (MDR-T 80d)	–
Reference value (MDR-T 80d)	–
Target year (MDR-T 80e)	Ongoing
Where applicable: stage or intermediate targets (MDR-T 80e)	None
Methods and significant assumptions for setting targets (MDR-T 80f)	No specific measures or methods were applied.
Consideration of stakeholder interests (MDR-T 80h)	–
Target performance (MDR-T 80j)	Zero incidents
Monitoring (MDR-T 80j)	Vice Rectorate for Human Resources and Finance

Bibliography

Allianz Nachhaltige Universitäten in Österreich (2022):
Schritt für Schritt zu klimaneutralen Universitäten und Hochschulen: Leitfaden der Expert*innen der Allianz Nachhaltige Universitäten in Österreich, [online] https://nachhaltigeuniversitaeten.at/wp-content/uploads/2022/07/2022_06_Leitfaden-Klimaneutralitaet-fuer-Unis-Hochschulen-finale-Version-der-Allianz-1.pdf [Accessed: 29 October 2025].

Allianz Nachhaltige Universitäten in Österreich (2024a):
Allianz Nachhaltige Universitäten in Österreich (2024a): ClimCalc_2017_Version-2024-11-18, [online] https://view.officeapps.live.com/op/view.aspx?src=https%3A%2F%2Fnachhaltigeuniversitaeten.at%2Fwp-content%2Fuploads%2F2024%2F11%2FClimCalc_2017_Version-2024-11-18.xlsx&wdOrigin=BROWSELINK [Accessed: 29 October 2025].

Allianz Nachhaltige Universitäten in Österreich (2024b):
ClimCalc_2021_Version-2024-11-18, [online] https://view.officeapps.live.com/op/view.aspx?src=https%3A%2F%2Fnachhaltigeuniversitaeten.at%2Fwp-content%2Fuploads%2F2024%2F11%2FClimCalc_2021_Version-2024-11-18.xlsx&wdOrigin=BROWSELINK [Accessed: 29 October 2025].

Allianz Nachhaltige Universitäten in Österreich (2025a):
ClimCalc_2022_Version-2025-02-02, [online] https://view.officeapps.live.com/op/view.aspx?src=https%3A%2F%2Fnachhaltigeuniversitaeten.at%2Fwp-content%2Fuploads%2F2025%2F02%2FClimCalc_2022_Version-2025-02-02.xlsx&wdOrigin=BROWSELINK [Accessed: 29 October 2025].

Allianz Nachhaltige Universitäten in Österreich (2025b):
Climate-neutral universities & colleges, [online] https://nachhaltigeuniversitaeten.at/arbeitsgruppen/co2-neutrale-universitaeten/ [Accessed: 29 October 2025].

APCC (2014):
Österreichischer Sachstandsbericht Klimawandel 2014 (AAR14). Austrian Panel on Climate Change (APCC), Wien, Österreich: Verlag der Österreichischen Akademie der Wissenschaften, [online] https://austriaca.at/APCC_AAR2014.pdf [Accessed: 24 June 2025].

Bundesimmobiliengesellschaft m.b.H./TU Graz (2025):
Memorandum of Understanding, [online] https://www.tugraz.at/fileadmin/user_upload/tugrazInternal/TU_Graz/Universitaet/Klimaneutral/MoU_BIG_TUGraz.pdf [Accessed: 26 November 2025].

Bundesministerium für Bildung, Wissenschaften und Forschung (2018):
Verbreiterung von Genderkompetenz in hochschulischen Prozessen, [online] https://www.google.at/url?sa=t&rct=j&q=&esrc=s&source=web&cd=&ved=2ahUKEwikw8vo0IqRAxW0SFUIHeUXCwMQFnoECBAQAQ&url=https%3A%2F%2Fwww.bmfwf.gv.at%2Fdam%2Fjcr%3A5f1ba215-6b40-42ec-8202-419dc490993b%2FHSK_Endbericht-Genderkompetenz_Langfassung-bf.pdf&usg=AOvVaw3EdWWoEqtI39MbsQvPoeNF&opi=89978449 [Accessed: 18 April 2025].

Bundesministerium für Bildung, Wissenschaft und Forschung (2020):
Best Practise Guide for Research Integrity and Ethics, [online] https://acro.ceu.edu/sites/acro.ceu.edu/files/attachment/basicpage/141/bestpracticeguideforresearchintegrityandethics.pdf [Accessed: 19 May 2025].

Bundesministerium für Bildung, Wissenschaft und Forschung (2022):
Der Gesamtösterreichische Universitätsentwicklungsplan 2025-2030, [online] https://pubshop.bmbwf.gv.at/index.php?rex_media_type=pubshop_download&rex_media_file=guep_2025_2030_231031.pdf [Accessed: 25 June 2025].

Bundesministerium für Land- und Forstwirtschaft, Klima- und Umweltschutz, Regionen und Wasserwirtschaft (2025):
Der Klimawandel und seine Folgen, [online] https://www.oesterreich.gv.at/de/themen/umwelt_und_klima/klima_und_umweltschutz/Seite.1000200 [Accessed: 24 November 2025].

Climate Change Centre Austria (CCCA) (Hrsg.) (2025):
Der Weg zur Klimaneutralität, [online] https://ccca.ac.at/fileadmin/00_DokumenteHauptmenue/03_Aktivitaeten/AG_s/AG_Klimaneutralitaet/Klimaneutralitaet_Leitfaden_BF.pdf [Accessed: 16 November 2025].

Chimani, B./G. Heinrich/M. Hofstätter/M. Kerschbaumer/S. Kienberger/A. Leuprecht/A. Lexer/S. Peßenteiner/M.S. Poetsch/M. Salzmann/R. Spiekermann/M. Switanek/H. Truhetz (2016):
ÖKS15 – Klimaszenarien für Österreich. Daten, Methoden und Klimaanalyse Projektendbericht, [online] https://klimaszenarien.at/wp-content/uploads/2025/06/OEKS15__Endbericht__ISBN.pdf [Accessed: 24 June 2025].

Eder, Brigitte/Günter Getzinger (2025):
Roadmap Klimaneutrale TU Graz 2030: Vierter Fortschrittsbericht an das Rektorat der TU Graz, [online] https://www.tugraz.at/tu-graz/universitaet/klimaneutrale-tu-graz/roadmap/ [Accessed: 19 Dezember 2025].

Ensbacher, Florian/Franziska Häller/Günter Getzinger (2024a):
Treibhausgas-Monitoring 2021 der TU Graz und Vergleich mit den THG-Bilanzen 2017 und 2020, Finale Version, [online] https://www.tugraz.at/fileadmin/user_upload/tugrazInternal/TU_Graz/Universitaet/Klimaneutral/THG-Monitoring_TU-Graz_2021.pdf [Accessed: 25 September 2025].

Ensbacher, Florian/Isabella Zieser/Günter Getzinger (2024b):
Vorläufige Treibhausgas-Bilanz 2023 der TU Graz und Vergleich mit den THG-Bilanzen 2017 und 2020 und mit den THG-Monitorings 2021 und 2022, [online] https://www.tugraz.at/fileadmin/user_upload/tugrazInternal/TU_Graz/Universitaet/Klimaneutral/THG-Bilanz_TU-Graz_2023.pdf [Accessed: 25 September 2025].

Ensbacher, Florian/Franziska Häller/Isabella Zieser/Günter Getzinger (2025a):
Treibhausgas-Monitoring 2022 der TU Graz und Vergleich mit den THG-Bilanzen 2017 und 2020 und mit dem THG-Monitoring 2021, Finale Version, [online] https://www.tugraz.at/fileadmin/user_upload/tugrazInternal/TU_Graz/Universitaet/Klimaneutral/THG-Monitoring-2022-DE.pdf [Accessed: 25 September 2025].

Ensbacher, Florian/Isabella Neuhold/Günter Getzinger (2025b):
Vorläufiges Treibhausgas-Monitoring 2024 der TU Graz und Vergleich mit den THG-Bilanzen 2017, 2020 und 2023, sowie mit den THG-Monitorings 2021 und 2022, [online] https://www.tugraz.at/en/tu-graz/university/climate-neutral-tu-graz/roadmap [Accessed: 18 Dezember 2025].

European Union (2012):
Charta of fundamental rights of the European Union (2012/C 202/02), [online] https://eur-lex.europa.eu/legal-content/DE/TXT/PDF/?uri=CELEX:12012P/TXT [Accessed: 20 February 2025].

Getzinger, Günter (2021):
Roadmap Klimaneutrale TU Graz 2030: Erster Fortschrittsbericht an das Rektorat, Finale Version, [online] https://www.tugraz.at/fileadmin/user_upload/tugrazInternal/TU_Graz/Universitaet/Klimaneutral/Klimaneutrale_TU_Graz_Fortschrittsbericht-2021-12.pdf [Accessed: 10 November 2025].

Global Society Institute (2025):
The global impact of mining: Challenges and consequences; [online] https://www.globalsocietyinstitute.org/post/the-global-impact-of-mining-challenges-and-consequences [Accessed: 25 June 2025].

Häller, Franziska/Florian Ensbacher/Günter Getzinger (2024):
Treibhausgasbilanz 2020 der TU Graz und Vergleich mit der korrigierten und ergänzten Treibhausgasbilanz 2017, Finale Version, [online] https://www.tugraz.at/fileadmin/user_upload/tugrazInternal/TU_Graz/Universitaet/Klimaneutral/THG-Bilanz_TU-Graz_2020.pdf [Accessed: 25 September 2025].

Häller, Franziska/Günter Getzinger (2023):
Roadmap Klimaneutrale TU Graz 2030: Zweiter Fortschrittsbericht an das Rektorat, [online] https://www.tugraz.at/fileadmin/user_upload/tugrazInternal/TU_Graz/Universitaet/Klimaneutral/Klimaneutrale_TU_Graz_Fortschrittsbericht-2023-02.pdf [Accessed: 10 November 2025].

Häller, Franziska/Lilia Yang/Günter Getzinger (2024):
Roadmap Klimaneutrale TU Graz 2030: Dritter Fortschrittsbericht an das Rektorat der TU Graz, Finale Version, [online] https://www.tugraz.at/fileadmin/user_upload/tugrazInternal/TU_Graz/Universitaet/Klimaneutral/Klimaneutrale_TU_Graz_Fortschrittsbericht-2024-07.pdf [Accessed: 19 August 2025].

Herry Consult (2024): TU Graz:
Mobilitätsbefragung an steirischen Hochschulen

Hochschülerinnen- und Hochschülerschaft an der Technischen Universität Graz (HTU Graz) (2025):
Your HTU – Your Representation, [online] https://htugraz.at/en/web/htu/translate-to-english-home [Accessed: 26 November 2025].

Holding Graz – Kommunale Dienstleistungen GmbH (2021):
Die Wasserqualität unserer Stadt, [online] https://www.holding-graz.at/de/wasserqualitaet/ [Accessed: 24 June 2025].

Holding Graz – Kommunale Dienstleistungen GmbH (2025):
Kläranlage der Stadt Graz - Holding Graz, [online] https://www.holding-graz.at/de/wasser/klaeranlage-der-stadt-graz/ [Accessed: 24 June 2025].

International Labour Organization (ILO) (2025):
Normlex – Information System on International Labour Standards, [online] https://normlex.ilo.org/dyn/nrmlx_en/f?p=NORMLEXPUB:12010:0::NO: [Accessed: 19 November 2025].

Kahlenborn, Walter/Luise Porst/Maike Voß/Uta Fritsch/Kathrin Renner/Marc Zebisch/Eurac Research/Mareike Wolf/Konstanze Schönthaler/Inke Schauser (2021):
Climate Impact and Risk Assessment 2021 for Germany, [online] https://www.umweltbundesamt.de/en/publikationen/KWRA-English-Summary [Accessed: 24 June 2025].

Land Steiermark (2016):
Klimaszenarien für das Bundesland Steiermark bis 2100, [online]
https://www.umwelt.steiermark.at/cms/dokumente/12594738_178784591/82acdf5e/Factsheet-Steiermark.pdf
[Accessed: 24 June 2025].

Land Steiermark/GIS-Steiermark (2025a):
Naturräumliche Schutzgebiete, [online]
https://gis.stmk.gv.at/wgportal/atlasmobile/map/Natur%20-%20Umwelt/Naturräumliche%20Schutzgebiete
[Accessed: 24 May 2025].

Land Steiermark/GIS-Steiermark (2025b):
ClimaMap, [online]
https://gis.stmk.gv.at/wgportal/atlasmobile/map/Klimatologie%20-%20Meteorologie/Klimawandel%20-%20ClimaMap [Accessed: 19 May 2025].

Millennium Ecosystem Assessment (2005):
Ecosystems and Human Well-being: Synthesis, Island Press, Washington, DC, [online]
https://www.millenniumassessment.org/documents/document.356.aspx.pdf [Accessed: 26 June 2025].

Nagy, Lukas (2024):
Mobilitätsmanagement der Technischen Universität Graz - Einrichtung eines Dashboards, Bachelorarbeit, Informatik, Technische Universität Graz.

Odilien-Institut für Menschen mit Sehbehinderung oder Blindheit (2025):
Odilien-Institut, [online]
https://www.odilien.at/ [Accessed: 03 October 2025].

Passer, Alexander/Stephan Maier (2020):
THG-Bilanz TU Graz 2017, [online]
https://www.tugraz.at/fileadmin/user_upload/tugrazInternal/TU_Graz/Universitaet/Klimaneutral/THG-Bilanz_TU-Graz_2017.pdf [Accessed: 19 November 2025].

Science Park Graz GmbH (2025):
Science Park: The High Tech Incubator Graz, [online]
https://www.sciencepark.at
[Accessed: 01 December 2025].

Time and Date AS (2025):
Klima & Durchschnittstemperaturen in Graz, Steiermark, Österreich, [online]
https://www.timeanddate.de/wetter/oesterreich/graz/klima
[Accessed: 02 June 2025].

TU Graz (2005a):
Abfallwirtschaftskonzept der TU Graz – Teilbericht A: Nicht gefährliche Abfälle und Problemstoffe. Unpublished.

TU Graz (2005b):
Richtlinie für die wirtschaftliche Verwertung von Ergebnissen aus Forschung und Entwicklung an der Technischen Universität Graz, [online]
https://mibla-archiv.tugraz.at/05_06/Stk_2/Verwertungsrichtlinie.pdf [Accessed: 18 November 2025].

TU Graz (2007):
Richtlinie der Technischen Universität Graz über die Verwertung von Geistigem Eigentum aus Wirtschaftskooperationen, [online]
https://mibla-archiv.tugraz.at/06_07/Stk_8/Richtlinie_TUGraz_Verwertung_Geistiges_Eigentum_aus_Wirtschaftskooperationen.pdf [Accessed: 18 November 2025].

TU Graz (2017a):
Part of the Statute Action Plan for the Advancement of Women of the Graz University of Technology, [online]
https://www.tugraz.at/fileadmin/public/Studierende_und_Bedienstete/Statute_and_rules_of_procedure/Statute_part_Action_Plan_for_the_Advancement_of_Women.pdf
[Accessed: 23 October 2025].

TU Graz (2017b):
Part of the Statute Affirmative Action Plan of the Graz University of Technology, [online]
https://www.tugraz.at/fileadmin/public/Studierende_und_Bedienstete/Statute_and_rules_of_procedure/Statute_part_Affirmative_Action_Plan.pdf
[Accessed: 23 October 2025].

TU Graz (2019a):
Rahmenbetriebsvereinbarung über die automatisationsgestützte Verarbeitung personenbezogener Daten von Arbeitnehmerinnen und Arbeitnehmern, [online]
https://www.tugraz.at/fileadmin/user_upload/redaktion/Betriebsvereinbarungen/Datenschutz_Rahmenbetriebsvereinbarung.pdf
[Accessed 15 October 2025].

TU Graz (2019b):
Satzungsteil Datenschutzordnung der Technischen Universität Graz, [online]
https://www.tugraz.at/fileadmin/public/Studierende_und_Bedienstete/Satzung_und_Geschaeftsordnungen_der_TU_Graz/Datenschutzordnung_Satzungsteil_7.8.2019.pdf
[Accessed: 20 October 2025].

TU Graz (2020a):
Directive of the Rectorate of Graz University of Technology on the Supervision of Academic Papers and Theses Written in University-Business Cooperation [online]
https://www.tugraz.at/fileadmin/public/Studierende_und_Bedienstete/Directives_and_regulations_of_TU_Graz/Supervision_of_Academic_Papers_and_Theses_Written_in_University-Business_Cooperation.pdf
[Accessed: 24 November 2025].

TU Graz (2020b):
Entwicklungsplan 2021plus der Technischen Universität Graz, [online]
https://unidata.gv.at/Publikationen/Berichtswesen%20Universit%c3%a4ten/Entwicklungsplan/Technische%20Universit%c3%a4t%20Graz/EP%20TU%20Graz%202021+%20(17.12.2020).pdf
[Accessed: 19 November 2025].

TU Graz (2020c):
Rektoratsbeschluss, Roadmap Klimaneutrale TU Graz 2030. Unpublished.

TU Graz (2020d):
TU Graz Nachhaltigkeitsbericht 2020, [online] https://www.tugraz-verlag.at/gesamtverzeichnis/interdiszipinaeres/tu-graz-nachhaltigkeitsbericht-2020-ebook/
[Accessed: 05 May 2025].

TU Graz (2021):
Code of Conduct (Compliance Policy), [online] https://www.tugraz.at/fileadmin/public/Studierende_und_Bedienstete/Directives_and_regulations_of_TU_Graz/Verhaltenskodex_Compliance_Policy_Code_of_Conduct.pdf
[Accessed: 20 August 2025].

TU Graz (2023a):
Entwicklungsplan 2024plus der Technischen Universität Graz, [online] https://www.tugraz.at/fileadmin/public/Studierende_und_Bedienstete/Information/TU_Graz/Entwicklungsplan/Entwicklungsplan_2024plus.pdf
[Accessed: 17 September 2025].

TU Graz (2023b):
Manual Data Protection: Handling personal data at TU Graz, [online] https://www.tugraz.at/fileadmin/public/Studierende_und_Bedienstete/Guidelines/Handbuch_Datenschutz_-_Manual_Data_Protection_TU_Graz.pdf
[Accessed: 02 September 2025].

TU Graz (2023c):
Whistleblowing Policy, [online] https://www.tugraz.at/fileadmin/public/Studierende_und_Bedienstete/Directives_and_regulations_of_TU_Graz/Whistleblowing_Policy.pdf
[Accessed: 20 August 2025].

TU Graz (2024a)
EMH-Energiemanagementhandbuch. Unpublished.

TU Graz (2024b):
Gleichstellungsreport 2022/23, [online] https://www.tugraz.at/fileadmin/user_upload/tugrazInternal/TU_Graz/Universitaet/Diversity/Gleichstellungsreport01_Web.pdf
[Accessed: 06 May 2025].

TU Graz (2024c):
Guideline for the invoicing of services, [online] https://tu4u.tugraz.at/fileadmin/user_upload/redaktion/Richtlinien/Fakturierung_von_Leistungen_Richtlinie_Guideline_for_invoicing_of_services.pdf?sword_list%5B0%5D=Guideline&sword_list%5B1%5D=for&sword_list%5B2%5D=Billing&sword_list%5B3%5D=of&sword_list%5B4%5D=Services&no_cache=1
[Accessed: 04 November 2025]. Unpublished.

TU Graz (2024d):
In a Nutshell: Guideline conflict management, [online] https://tu4u.tugraz.at/fileadmin/user_upload/redaktion/Anleitungen/Conflict_management_in_a_nutshell-_Konfliktmanagement_Kurz_und_Buendig.pdf?sword_list%5B0%5D=Conflict&sword_list%5B1%5D=-Management&sword_list%5B2%5D=Guide&no_cache=1
[Accessed: 19 November 2025]. Unpublished.

TU Graz (2024e):
Richtlinie zur Regelung der Abwicklung von durch Dritte finanzierte Vorhaben, [online] https://tu4u.tugraz.at/fileadmin/Studieren-de_und_Bedienstete/Anleitungen/Strategie_der_TU_Graz.pdf?sword_list%5B0%5D=kurz&sword_list%5B1%5D=und&sword_list%5B2%5D=b%C3%BCndig&sword_list%5B3%5D=strategie&no_cache=1
[Accessed: 26 November 2025]. Unpublished.

TU Graz (2024f):
Strategy of academic affairs at TU Graz, [online] https://www.tugraz.at/fileadmin/user_upload/tugrazInternal/Studium/Lehre/2024-04-22_Strategy_of_academic_affairs_at_TU_Graz_01.pdf
[Accessed: 18 November 2025].

TU Graz (2025a):
ABC for (new) employees, [online] https://tu4u.tugraz.at/en/for-employees/my-employment/abc-for-new-employees?sword_list%5B0%5D=abc&-cHash=eb69758b788d14c416e5c41a3c017717
[Accessed:18 November 2025]. Unpublished.

TU Graz (2025b)
Arbitration Board of TU Graz, [online] https://www.tugraz.at/en/tu-graz/organisational-structure/representative-bodies-for-members-of-tu-graz/arbitration-board-of-tu-graz
[Accessed: 01 December 2025].

TU Graz (2025c):
Emergency Manual TU Graz, [online] https://tu4u.tugraz.at/fileadmin/user_upload/redaktion/Anleitungen/Emergency_Manual.pdf?sword_list%5B0%5D=emergency&no_cache=1
[Accessed: 18 November 2025]. Unpublished.

TU Graz (2025d):
Equity, Youth, Care – Gender, Diversity & Equity Unit, [online] https://tu4u.tugraz.at/fileadmin/Studierende_und_Bedienstete/Information/Serviceeinrichtungen/GJV/Broschuere_Gender_Diversitaet_Chancengleichheit_EN.pdf?sword_list%5B0%5D=Equality%2C&sword_list%5B1%5D=Youth&sword_list%5B2%5D=%26&sword_list%5B3%5D=Work-Life&sword_list%5B4%5D=Balance%2C&sword_list%5B5%5D=Gender%2C&sword_list%5B6%5D=Diversity&sword_list%5B7%5D=%26&sword_list%5B8%5D=Equal&sword_list%5B9%5D=Opportunities&sword_list%5B10%5D=Office&no_cache=1
[Accessed: 19 November 2025]. Unpublished.

TU Graz (2025e):
Ethic Compass of Graz University of Technology, [online] https://www.tugraz.at/fileadmin/user_upload/tugrazExternal/02bfe6da-df31-4c20-9e9f-819251ecfd4b/2024_2025/Stk_21/Ethikkompass_TU_Graz_022025_15072025_eng.pdf [Accessed: 20 August 2025].

TU Graz (2025f):
Gender, Diversity and Equal Opportunity, [online] https://www.tugraz.at/en/tu-graz/university/key-objectives-and-focus-areas/diversity/gender-diversity-and-equal-opportunity [Accessed: 25 November 2025].

TU Graz (2025g):
Guideline Fire Safety Regulations Graz University of Technology, [online] https://www.tugraz.at/fileadmin/public/Studierende_und_Bedienstete/Directives_and_regulations_of_TU_Graz/Fire_Safety_Regulations_TU_Graz_-_Brandschutzordnung_Richtlinie.pdf [Accessed: 03 November 2025].

TU Graz (2025h):
In a Nutshell: The Strategy of TU Graz, [online] https://tu4u.tugraz.at/fileadmin/Studierende_und_Bedienstete/Guidelines/Strategy_of_TU_Graz_in_a_Nutshell_-_Leitfaden_Strategie_der_TU_Graz.pdf?sword_list%5B0%5D=Kurz&sword_list%5B1%5D=und&sword_list%5B2%5D=Bündig%5C%3A&sword_list%5B3%5D=Die&sword_list%5B4%5D=Strategie&sword_list%5B5%5D=der&sword_list%5B6%5D=TU&sword_list%5B7%5D=Graz&sword_list%5B8%5D=englisch&no_cache=1 [Accessed: 19 November 2025]. Unpublished.

TU Graz (2025i):
Public Corporate Governance Bericht der Technischen Universität Graz, [online] https://www.tugraz.at/fileadmin/user_upload/tugrazInternal/TU_Graz/Serviceeinrichtungen_und_Stabstellen/Controlling/PublicCorporateGovernanceBericht_2024_TU_Graz.pdf [Accessed: 04 November 2025].

TU Graz (2025j):
Procurement policy, [online] https://tu4u.tugraz.at/fileadmin/user_upload/redaktion/Richtlinien/Beschaffung_Richtlinie_Procurement_guidelines.pdf?sword_list%5B0%5D=Procurement&no_cache=1 [Accessed: 04 November 2025].

TU Graz (2025k):
Richtlinie zum Inventar, [online] https://www.tugraz.at/fileadmin/user_upload/tugrazExternal/02bfe6da-df31-4c20-9e9f-819251ecfd4b/2024_2025/Stk_9/RL_Inventar_28012025.pdf [Accessed: 04 November 2025].

TU Graz (2025l):
Roadmap, Climate-Neutral TU Graz TU Graz [online] https://www.tugraz.at/en/tu-graz/university/climate-neutral-tu-graz/roadmap [Accessed: 02 September 2025].

TU Graz (2025m):
Super Science Team, [online] https://super-science-team.tugraz.at [Accessed: 01 December 2025].

TU Graz (2025n):
Universitäre Spin-offs, [online] https://tu4u.tugraz.at/bedienstete/forschung/beteiligungsunternehmen/universitaere-spin-offs?sword_list%5B0%5D=spin&sword_list%5B1%5D=offs&no_cache=1 [Accessed: 25 November 2025]. Unpublished.

TU Graz (2025o):
Wissensbilanz 2024, [online] https://www.tugraz.at/fileadmin/public/Studierende_und_Bedienstete/Information/TU_Graz/Wissenbilanzen/Wissensbilanz_TU_Graz_2024.pdf [Accessed: 04 November 2025].

TU Graz/BMBWF (2021):
Leistungsvereinbarung 2022-2024, [online] https://unidata.gv.at/Publikationen/Berichtswesen%20Universitäten/Leistungsvereinbarung/Periode%202022-2024/Technische%20Universität%20Graz/Technische%20Universität%20Graz.pdf [Accessed: 26 November 2025].

TU Graz/BMBWF (2024):
Leistungsvereinbarung 2025-2027, [online] https://www.tugraz.at/fileadmin/public/Studierende_und_Bedienstete/Information/TU_Graz/Leistungsvereinbarung_2025-2027.pdf [Accessed: 03 November 2025].

Umweltbundesamt Gesellschaft mit beschränkter Haftung (UBA-GmbH) (2023):
PFAS – per- und polyfluorierte Alkylsubstanzen, [online] https://www.umweltbundesamt.at/umweltthemen/stoffradar/pfas [Accessed: 24 June 2025].

Umweltbundesamt GmbH (2025):
Evaluierung Projekt „Klimaneutrale TU Graz 2030“, [online] https://www.tugraz.at/fileadmin/user_upload/tugrazInternal/TU_Graz/Universitaet/Klimaneutral/Klimaneutrale-TU-Graz-Evaluierungsbericht-Umweltbundesamt_2025.pdf [Accessed: 29 October 2025].

United Nations (n.d.a):
Committee on the Elimination of Discrimination against Women (CEDAW), [online] https://www.ohchr.org/en/treaty-bodies/cedaw [Accessed: 19 November 2025].

United Nations (n.d.b):
Sustainable Development Goals, [online]
https://sdgs.un.org/goals [Accessed: 14 November 2025].

United Nations Framework Convention on Climate Change (UNFCCC) (2016):
THE PARIS AGREEMENT, [online]
https://unfccc.int/sites/default/files/resource/parisagreement_publication.pdf
[Accessed: 09 September 2025].

United Nations Regional Information Centre (UNIRIC) (1948):
Universal Declaration of Human Rights, [online]
https://www.un.org/en/about-us/universal-declaration-of-human-rights [Accessed: 05 November 2025].

Universität Graz (2025):
Climate data archive of the University from 2001 to 2004, [online]
https://climatephysics.uni-graz.at/en/climate-data-archive/2001-2004/ [Accessed: 24 June 2025].

Wegener Center für Klima und Globalen Wandel (WEGC) (2022):
Externe Evaluierung des Projekts „Klimaneutrale TU Graz 2030“ 1. Evaluationsbericht 2022, [online]
https://www.tugraz.at/fileadmin/user_upload/tugrazInternal/TU_Graz/Universitaet/Klimaneutral/Klimaneutrale_TU_Graz_WEGC-Evaluationsbericht_2022-10.pdf
[Accessed: 05 May 2025].

Weiger, Thomas M./Marion Chatelain/Michael Traugott/Mareike Mittag/Isabella Klebinger/Andreas Tribsch/Andrea Höltl (2025):
Biodiversitätsleitfaden für Universitäten der Allianz Nachhaltige Universitäten in Österreich, [online]
https://www.tugraz.at/fileadmin/user_upload/tugrazInternal/TU_Graz/Organisationsstruktur/Beiraete/Biodiversitaetsleitfaden_fuer_Universitaeten.pdf
[Accessed: 05 June 2025].

World Business Council for Sustainable Development (WBCSD)/World Resources Institute (WIR) (2004):
The Greenhouse Gas Protocol, A corporate accounting and reporting standard - Revised Edition, [online]
https://ghgprotocol.org/sites/default/files/standards/ghg-protocol-revised.pdf [Accessed: 10 June 2025].

2025 Verlag der Technischen Universität Graz
TU Graz Sustainability Report 2024
ISBN E-Book: 978-3-99161-086-1
DOI http://dx.doi.org/10.3217/978-3-99161-086-1