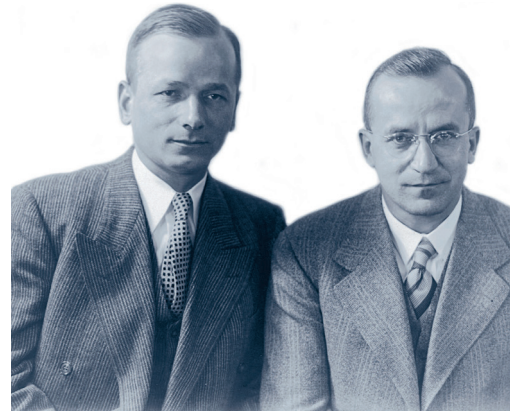




From an early stage,

our company founders, Hermann and Dr. Ernst Mahle, associated corporate success with social responsibility.



After more than 100 years, MAHLE is now a company active world-wide and was always aware of its social responsibility. We believe that our most important task is to balance sustainable development and technological progress. Our goal is to be an innovative driving force for efficient and environmentally compatible mobility. Through our long-term planning, we strive to reconcile the economic success of our company with the requirements of the environment, society and our employees. Sustainability is an important operational principle for the foundation-owned company MAHLE.

MAHLE ESG Facts & Figures - At a Glance

With this ESG Fact Sheet, MAHLE provides an overview of important sustainability aspects. The embedded links will take you to publications with further information. If you have any further questions or suggestions, please do not hesitate to contact the MAHLE Investor Relations team: investor.relations@mahle.com.

ESG-RELATED INFORMATION

Sustainability Report	Link
Roadmap Zero CO₂	Link
The MAHLE Business Code	Link
Supplier Code of Conduct	Link
Annual Report	Link
Investor Call Presentations	Link
Key figures - at a glance	Link

ENVIRONMENT

		2021	2022
Environmental Management System	Certified in accordance with the environmental management system ISO 14001 or EMAS (number of production locations)	142 of approx. 160	140 of 152
	Scope 1 (kt CO ₂ e)	210	197
CO₂ Emissions*	Scope 2 (kt CO ₂ e)	866	747
	Scope 3 (kt CO ₂ e)	30,726	31,172
Energy	Total electricity consumption (GWh)	2,118	2,139
	▪ of which renewable (GWh)	338	336
	Total Energy consumption (GWh)	3,141	3,184
	Relative energy consumption as measured against sales (GWh/EURmn sales)	287	256
Water	Total water withdrawal** (ML)	8,285	9,166
	Recycled water (ML)	45	85
Waste	Metals (tons)	93,938	93,938
	Plastics (tons)	5,215	5,454
	Non-hazardous waste for recycling (tons)	38,180	40,854
	Non-hazardous waste for landfill/incineration (tons)	32,396	33,187
	Hazardous waste for recycling	14,787	15,160
	Hazardous waste for landfill/incineration	16,441	17,568
	Total Generated Waste (tons)	200,957	206,161
	Overall generated waste as measured against sales (tons/EURmn sales)	18	17

* All GHG emissions are calculated as CO₂ equivalents in accordance with the Greenhouse Gas Protocol.

** including recycled water

ADDITIONAL INFORMATION / TARGETS

Climate Targets*	<ul style="list-style-type: none"> Scope 1+2: -49% until 2030 (base year 2019); carbon-neutral by 2040 in terms of all direct CO₂ emissions Scope 3 (cat. 1 + cat. 11): -28% until 2030 (base year 2019)
SBTi**	<ul style="list-style-type: none"> SBTi Commitment Letter submitted for Scope 1-3**
Energy Targets	<ul style="list-style-type: none"> MAHLE aims to increase energy efficiency by 2% every year

* Scope 3 category 1 (purchased goods and services) and Scope 3 category 11 (use of sold products) comprise >95% of total Scope 3 greenhouse gas emissions (year 2022)

** SBTi Commitment is available here: <https://sciencebasedtargets.org/companies-taking-action#table>

SOCIAL

		2021	2022
Health & Safety Management	ISO 45001 certified Health and Safety Management System (number of production locations)	93 of approx. 160	103 of 152
Health & Safety	Accident Rate* (accidents per mn working hours)	4.2	3.5
Workforce / Diversity	Total number of employees worldwide	71,298	71,947
	▪ thereof female	25%	26%
	▪ thereof Europe/Africa	32,764	31,983
	▪ thereof America	22,152	23,532
	▪ thereof Asia/Pacific	16,382	16,432
	Average age of global workforce	41	41
	Global proportion of female executives (first executive level)	7.0%	8.3%
	Global proportion of female executives (second executive level)	10.2%	11.2%
Working conditions	Employees covered by collective bargaining agreements (% of employees worldwide)	75%	72%

* Accidents are recorded if they caused at least one day of absence, restrictions in work activity, or transfers to other workplaces.

ADDITIONAL INFORMATION / TARGETS

Health & Safety Targets	▪ Certify all production plants in accordance with ISO 45001
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GOVERNANCE

		2021	2022
Quality Management Systems	ISO 9001 or IATF 16949 certified Quality Management Systems (% of production locations)	100%	100%
Ratings	EcoVadis	56/100	57/100
	CDP Climate Change	B	B
	CDP Water Security	C	B-
Product Innovation	Employees in research and development	5,120	5,456
	Number of new patents registered	387	462
	Investment in research and development (EURmn)	666	671
	Investment in research and development (in % of sales)	6.1%	5.4%
Compliance	Total number of employees trained in prevention of corruption and antitrust law*	4,423	25,741
Management Board	Members	6	7
	▪ thereof female	2	2
Remuneration	Total remuneration of Management Board (MAHLE GmbH) (EURmn)	11.1	17.1
	Supervisory Board (EURmn)	0.9	0.8

* Refresher trainings for the target groups take place every two years.

ADDITIONAL INFORMATION / TARGETS

Corporate Structure	<ul style="list-style-type: none"> ▪ The nonprofit MAHLE Foundation controls 99.9 percent of the company's shares, 0.1 percent of the shares are held by Verein zur Förderung und Beratung der MAHLE Gruppe e.V. (MABEG), which also holds all of the voting rights and thus exercises the shareholder rights.
Sustainability Management	<ul style="list-style-type: none"> ▪ Strategic Decisions related to sustainability goals are made in the Management Board ▪ Sustainability management is regularly reviewed by the Sustainability Steering Committee consisting of members of the Management Board, Corporate Sustainability and Sales
Sustainability Report	<ul style="list-style-type: none"> ▪ MAHLE's Sustainability Reports are prepared in accordance with the Global Reporting Initiative (GRI) Standards ▪ Sustainability Reports are externally audited with limited assurance
Remuneration and ESG	<ul style="list-style-type: none"> ▪ Bonus System on Executive Level has been adjusted in order to better comply with the transformation requirements

SDGs relevant to the MAHLE Group

SDG	Goals	2022 Status
	<ul style="list-style-type: none"> ▪ Certify all production plants in accordance with ISO 45001 by 2023 ▪ Further reduce the DART accident rate, goal for 2022: 2.66 accidents/million working hours. 	<ul style="list-style-type: none"> ▪ ISO 45001: 103 production plants certified ▪ DART accident rate 2022: 3.5*
	<ul style="list-style-type: none"> ▪ 20% representation of women on Supervisory Board for employee representatives ▪ 5% for German MAHLE companies for First Executive Level, 10% representation for Second Executive Level by 2022 	<ul style="list-style-type: none"> ▪ Target of 20% representation of women on Supervisory Board for employee representatives met <ul style="list-style-type: none"> ▪ 8% on First Executive Level and ▪ 11% on Second Executive Level were reached in 2022. ▪ New targets for proportion of women were set: <ul style="list-style-type: none"> Until 2025 25% in the Supervisory Board Until 2027 29% in the Management Board Until 2027 10% on First Executive Level and 15% on Second Executive Level ▪ Equal pay guarantee ▪ Global Diversity & Inclusion Commitment
		
	<ul style="list-style-type: none"> ▪ Identify locations with water risks 	<ul style="list-style-type: none"> ▪ Eight locations with water risks identified ▪ Improved water reporting to the CDP Water, Rating B-
	<ul style="list-style-type: none"> ▪ Operate our own PV systems ▪ Increase energy efficiency by 2% every year 	<ul style="list-style-type: none"> ▪ Energy consumption as measured against sales: 256 MWh/1 Million € (-11% YoY) ▪ 33 locations with certified energy management system, ▪ 13 according to ISO50001, 24 according to EMAS ▪ PV installation in Montblanc went in operation ▪ 100% use of renewable electricity in Germany and Austria
	<ul style="list-style-type: none"> ▪ Ensure high quality working conditions 	<ul style="list-style-type: none"> ▪ Communication with employee representation bodies ▪ Conform with statutory regulations and offer supplementary benefits at many locations ▪ MAHLE Business Code ▪ Mahle Guidelines on Social Responsibility released in 2022
	<ul style="list-style-type: none"> ▪ Contribute to sustainable mobility 	<ul style="list-style-type: none"> ▪ Affirmed strategic focus on electric vehicles, thermal management and highly efficient combustion engines
	<ul style="list-style-type: none"> ▪ Assess environmental impacts of products ▪ Increase the share of recycled content 	<ul style="list-style-type: none"> ▪ New PCF/LCA methodologies implemented ▪ 2% recycling content of resins (deceased from 5.9%) ▪ Waste as measured against sales: 17 tons/1 Million € (-6% YoY)
	<ul style="list-style-type: none"> ▪ Become CO₂ neutral by 2040 (Scope 1 & 2) ▪ Determine Scope 3 emissions ▪ Develop science-based targets 	<ul style="list-style-type: none"> ▪ Report carbon emissions to CDP, Rating B ▪ Scope 1 and 2 emissions as measured against sales: 76 kt/EUR million sales (-23% YoY) ▪ German locations set CO₂e neutral ▪ Scope 3 methodology developed, Scope 3 emissions determined and submitted to Science-Based Targets Initiative for validation together with Scope 1 and 2 emission reduction

SDGs chosen based on analyses of customer requirements and the MAHLE Materiality Matrix.

* Accidents are recorded if they caused at least one day of absence, restrictions in work activity, or transfers to other workplaces.