

The title "Principles of Social Responsibility in the MAHLE Group" is located in a dark blue rectangular box at the bottom of the page. The text is white, bold, and sans-serif. The background of the page is a photograph of several people's hands stacked on top of each other, symbolizing teamwork and unity. The people are wearing light blue and striped shirts. The background is a bright, slightly blurred outdoor setting, possibly a beach or a park.

Principles of Social Responsibility in the MAHLE Group

Preamble

MAHLE has always regarded internationalization as part of its corporate strategy as it offers the company and its employees tremendous opportunities. With this international approach comes a social responsibility to ensure humane working conditions globally. MAHLE considers compliance with the following principles of social responsibility to be indispensable for a corporate culture geared towards sustainability.

By adhering to the following principles, MAHLE supports the protection of human rights in a globalized world and views this as a contribution to the preservation of social peace. As a foundation-owned company, MAHLE is particularly committed to the following principles and the values that they express. MAHLE will continuously develop these principles.

The principles described below are based on the core labor standards of the International Labour Organization (ILO).

Wherever the term “employees” is used in the following, it refers to all staff, including managers.

1. Human rights

MAHLE supports the observance of human rights and is especially committed to the following principles:

- MAHLE undertakes to provide its employees with equal opportunities and to refrain from any form of discrimination. Employees will not be treated differently on the grounds of gender, ethnic and cultural origin, religion, political views, nationality, membership of an employee organization, disability, age, or sexual orientation, unless national law allows for different treatment. In this regard, the specific national legal provisions and criteria apply, provided that their application does not constitute a violation of human rights.
- Employees are neither favored nor disadvantaged because of their membership in a labor union or company employee representation body.
- Employment in the MAHLE Group is voluntary. We reject forced or compulsory labor (ILO Convention No. 105, Protocol of 2014 to ILO Convention No. 29).
- MAHLE respects the dignity of children worldwide and promotes their health and uninhibited development. MAHLE is therefore committed to the effective abolition of all forms of child labor and observes the regulations of ILO Conventions No. 138 and No. 182.

2. Working conditions

- MAHLE complies with the legally applicable standards for appropriate working conditions and does not tolerate coercion, harassment, or bullying in the workplace.
- MAHLE promotes health and safety at work and sees this as a contribution to the provision of humane working conditions.
- MAHLE guarantees compliance with the respective national regulations and applicable agreements (including collective agreements) on working hours, remuneration, and regular recreational leave.
- MAHLE actively promotes the qualification of its employees as a contribution toward their employability and personal development, in addition to this being a prerequisite for high-quality products and services that offer substantial customer benefits.

3. Cooperation with employees and their representation bodies

- MAHLE strives for good cooperation with all employees and respects their right to freedom of association.
- MAHLE honors the fundamental human right of individuals to form labor unions, and it does not prevent people from exercising this right or hinder their personal freedom of choice. The company recognizes the right to collective bargaining.
- MAHLE strives to provide information and encourage involvement and participation in its cooperation with all employees in order to foster personal development and motivation for mutual benefit. Leadership behavior and rules regarding the interaction of employees are based on this principle.
- MAHLE strives for constructive cooperation with all employees as well as with employee representation bodies within the framework of the nationally or regionally applicable provisions - provided that these are in accordance with ILO Convention No. 98. MAHLE aims to strike a balance between the interests of economic success, taking customer requirements into account, and the interests of employees regarding fair working conditions. Even when disputes arise, the goal is to find amicable solutions and ensure lasting cooperation based on trust.

4. Implementation

These principles apply to all legal entities and locations of the MAHLE Group. The principles will be communicated to the employees in the form customary at the respective locations.

When it comes to compliance with these principles, the Management Board and executives of the MAHLE Group bear a special responsibility. They must take reasonable steps to ensure that no violations of legal regulations, internal guidelines, or these principles occur within their area of responsibility that could have been prevented or impeded by the proper fulfillment of supervisory and organizational duties. They must also ensure that any violations are detected, investigated, and remedied. However, this does not release the employees from their own responsibility.

All employees must be accountable for their own personal conduct. They are obligated to comply with the principles set forth in this document. MAHLE reserves the right to take action under labor law in the event of violations.

MAHLE will not do business with suppliers who persistently refuse to adhere to the principles outlined above. Suppliers must undertake to comply with these principles as part of the MAHLE Supplier Code of Conduct.

Compliance with these principles is verified by means of regular audits conducted by Corporate Internal Audit (CA).

MAHLE Management Board

