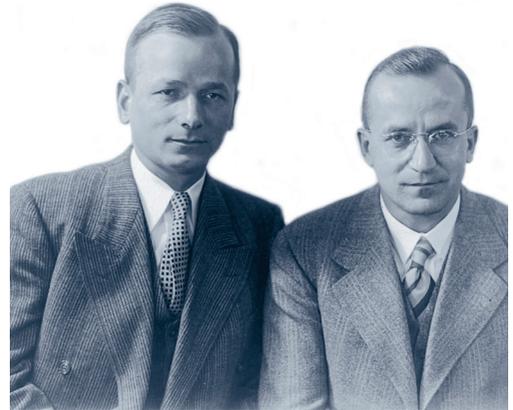




From an early stage,

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 worldwide 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
ESG Ratings & Awards	Link
The MAHLE Business Code	Link
Supplier Code of Conduct	Link
Annual Report	Link
Half-Year Financial Information	Link
Investor Call Presentations	Link
Key figures – at a glance	Link

ENVIRONMENT

		2023	2024
Environmental Management System	Certified in accordance with the environmental management system ISO 14001 or EMAS (number of production locations)	145 of 148	132 of 135
	Scope 1 (kt CO ₂ e)	186	174
CO₂ Emissions	Scope 2 (kt CO ₂ e)	637	601
	Scope 3 (kt CO ₂ e)	32,760	29,966
	Total electricity consumption (GWh)	2,174	2,069
Energy	▪ of which renewable (GWh)	372	337
	Total Energy consumption (GWh)	3,189	3,025
	Relative energy consumption as measured against sales (MWh/EURmn sales)	249	259
Water	Total water withdrawal (ML)	6,048	5,485
	Recycled water (ML) / reused water	69	68
Waste****	Non-hazardous waste for incineration (tons)	2,022	1,664
	Non-hazardous waste for landfill (tons)	33,564	30,658
	Non-hazardous waste for material recycling (tons)	94,555	121,413
	Non-hazardous waste for thermal or other recycling (tons)	5,786	6,192
	Non-hazardous waste in preparation for reuse (tons)	3,218	2,536
	Hazardous waste for incineration (tons)	4,797	4,518
	Hazardous waste for landfill (tons)	5,626	3,026
	Hazardous waste for material recycling (tons)	16,671	14,385
	Hazardous waste for thermal or other recycling (tons)	4,894	6,876
	Hazardous waste in preparation for reuse (tons)	7,469	6,873
	Total Generated Waste (tons)	178,601	198,142
	Overall generated waste as measured against sales (tons/EURmn sales)	14	17

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

ADDITIONAL INFORMATION / TARGETS

Climate Targets*	▪ Scope 1+2: -49% until 2030 (base year 2019); carbon-neutral by 2040 in terms of all direct CO ₂ emissions
SBTi**	▪ Climate targets 2030 have been externally validated by SBTi
Energy Targets	▪ 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). These two categories make up 96 percent of our Scope 3 emissions in 2024.

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

SOCIAL

		2023	2024
Health & Safety Management	ISO 45001 certified Health and Safety Management System (number of production locations)	123 of 148	121 of 135
Health & Safety	Accident Rate* (accidents per mn working hours)	2.8	2.1
Workforce / Diversity	Total number of employees worldwide	72,373	67,708
	▪ thereof female	27%	27%
	▪ thereof Europe/Africa	32,483	30,014
	▪ thereof America	23,749	22,300
	▪ thereof Asia/Pacific	16,141	15,394
	Average age of global workforce	42	42
	Global proportion of female executives (first executive level)	8.4%	8.9%
	Global proportion of female executives (second executive level)	11.1%	10.9%
Working conditions	Employees covered by collective bargaining agreements (% of employees worldwide)	71%	72%

* LTIR accident rate considering accidents leading to days away per one million working hours (≥1 day).

ADDITIONAL INFORMATION / TARGETS

Health & Safety Targets	▪ MAHLE aims to certify all production plants in accordance with ISO 45001
	▪ Further reduce the LTIR accident rate

GOVERNANCE

		2023	2024
Quality Management Systems	ISO 9001 or IATF 16949 certified Quality Management Systems (% of production locations)	100%	100%
	EcoVadis	61/100	66/100
Ratings	CDP Climate Change	B	A
	CDP Water Security	B	A-
	Employees in research and development	5,726	5,234
Product Innovation	Number of new patents registered	341	427
	Investment in research and development (EURmn)	673	626
	Investment in research and development (in % of sales)	5.3%	5.4%
	Members	7	4
Management Board	▪ thereof female	2	1
	Total remuneration of Management Board (MAHLE GmbH) (EURmn)	12.1	15.8
Remuneration	Supervisory Board (EURmn)	1.0	1.1

ADDITIONAL INFORMATION

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 & Occupational Health, Safety & Environment and other departments such as Sales.
Sustainability Report	<ul style="list-style-type: none"> ▪ MAHLE's Sustainability Reports are prepared in accordance with the Global Reporting Initiative (GRI) Standards. ▪ MAHLE received the ESG Transparency Award from EUPD Research in 2024 and was recognized as a "Leading Company".
Remuneration and ESG	<ul style="list-style-type: none"> ▪ Bonus System on Executive Level has targets to drive transformation requirements.

SDG Index

UN Sustainable Development Goals relevant to the MAHLE Group

SDG	Goals	2024 Status
	<ul style="list-style-type: none"> ▪ Certify all production plants in accordance with ISO 45001 ▪ Further reduce the accident rate, goal for 2024; 2.8 lost time accidents/million working hours 	<ul style="list-style-type: none"> ▪ ISO 45001: 114 certified production locations, seven certified Tech Centers ▪ Accident rate 2024: 2.1 lost time accidents/million working hours
	<ul style="list-style-type: none"> ▪ Targets for proportion of women were set: by 2025, 25% in the Supervisory Board by 2027, 29% in the Management Board by 2030, 13% on first executive level ▪ Equal pay guarantee 	<ul style="list-style-type: none"> ▪ 30% representation of woman in Supervisory Board ▪ 25% in the Management Board ▪ 8.9% on first executive level and 10.9% on second executive level were reached in 2024 ▪ Global Diversity & Inclusion commitment
		
	<ul style="list-style-type: none"> ▪ Identify locations with water risks 	<ul style="list-style-type: none"> ▪ CDP water rating A- ▪ 24 locations with water risks identified
	<ul style="list-style-type: none"> ▪ Operate PV systems ▪ Increase energy efficiency by 2% every year 	<ul style="list-style-type: none"> ▪ Reduction of Scope 1 and 2 emissions by 47% compared to 2019 ▪ Share of renewable energy is 16% ▪ Energy consumption as measured against sales: 259 MWh/€ million sales
	<ul style="list-style-type: none"> ▪ Ensure high-quality working conditions 	<ul style="list-style-type: none"> ▪ Communication with employee representation bodies ▪ MAHLE Business Code ▪ MAHLE Policy Statement on Social Responsibility
	<ul style="list-style-type: none"> ▪ Contribute to sustainable mobility 	<ul style="list-style-type: none"> ▪ Affirmed strategic focus on Electrification, Thermal Management and highly efficient Internal 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"> ▪ ISO 14001: 123 certified production locations, nine certified Tech Centers ▪ 3.1% recycling content of resins ▪ Over 135,000 tons of waste were sent to mechanical material recycling ▪ Waste as measured against sales: 17 tons/€ million sales ▪ ESG Quick Check tool ▪ Global Bio Mobility Center
	<ul style="list-style-type: none"> ▪ Become CO₂ neutral by 2040 (Scope 1 and 2) ▪ Reduce Scope 1 and 2 emissions by 49% by 2030 ▪ Reduce Scope 3 emissions Cat. 01 and Cat. 11 by 28% by 2030 	<ul style="list-style-type: none"> ▪ CDP Climate rating A ▪ Scope 1 and 2 emissions as measured against sales: 64 tons CO₂e/€million sales

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