


Sustainability Report 2023

GRI CONTENT INDEX



MANN+HUMMEL International GmbH & Co. KG has reported in accordance with the GRI Standards for the period January 1 to December 31, 2023. We publish the facts and figures of environmental, social, and governance topics that are relevant to MANN+HUMMEL.

The material topics are derived from the analysis we conducted in 2021 with employees from Corporate Responsibility Management, Quality & Health Safety and Environment, Original Equipment, Production, Legal, Innovation, Purchasing, Strategy, Research & Development, Corporate Communications and Marketing, Finance, Human Resources, and IT.

When communicating relevant topics, MANN+HUMMEL takes into account the concerns of those stakeholder groups that are crucial to MANN+HUMMEL's success. These are, in particular, customers and suppliers, employees and their elected employee representatives, shareholder representatives, non-profit organizations, and politicians.

The GRI Standards used also refer to one or more principles of the United Nations Global Compact (UNGC), which are noted separately. In addition, reference is made to the respective contribution to the United Nations Sustainable Development Goals (SDGs).

Unless otherwise stated, all facts and calculations presented follow the GRI 1 | Foundation 2021 standard.

Statement of the Board of Management on sustainability



Dear Reader,

As management, we consider it our special duty to consider the ecological, social and economic consequences of our actions. At a time when the challenges of climate change, social inequalities and rapid technological change present us with new tasks every day, our commitment to sustainability remains firmly integrated into our business strategy.

The year 2023 marks another significant step in our development towards sustainable and future-oriented corporate management. In the area of human rights, the year was marked by the German Supply Chain Due Diligence Act, which is relevant for the MANN+HUMMEL Group. The creation of transparency regarding working conditions in our supply chain and in our own company is part of this legal requirement. To this end, we have

established a corresponding risk management system, appointed a human rights officer, added a human rights statement to our Code of Conduct/Social Charta and introduced operational processes. Respect for human rights and fair working conditions has always been part of our business ethics, including an open speak up culture.

This Sustainability Report, prepared in accordance with the recognized guidelines of the Global Reporting Initiative (GRI Standard 2021), provides you with a comprehensive overview of our efforts and achievements in 2023. It highlights not only the progress we have made together with our employees, partners and stakeholders, but also the challenges we have encountered along the way.

Our sustainability strategy is based on three central pillars: protecting our planet, promoting social prosperity and strengthening responsible governance structures. These pillars are anchored in all areas of our company and guide us in every decision we make.

As a technology company, we can continue to provide optimized solutions to separate useful from harmful influences in addition to these three pillars of sustainability.

Last year, we made further progress in reducing our CO₂ emissions, further developed our circular economy models and expanded our initiatives to promote occupational safety. As a result, we were able to determine the lowest incidence and severity rate for occupational

accidents since records began 10 years ago. These positive developments are overshadowed by a death during working hours. Our condolences go out to the family of our colleague.

We recognize that there is still much to be done. Sustainability is a continuous process that requires constant learning and adaptation. We are therefore committed to intensifying our efforts, embracing new technologies and innovations, and working with our stakeholders to develop sustainable solutions that create long-term value and support our customers on their journey towards greater sustainability.

In conclusion, we would like to express our sincere thanks to everyone who has contributed to this progress. Our success is the result of hard work, collaboration and a shared belief in a sustainable future.

We look forward to continuing on this path and shaping a world together in which economic success and sustainable development go hand in hand.

Our guiding principle for sustainability remains:

Perform to Transform!

Kurk Wilks (CEO) & Emese Weissenbacher (EVP & CFO)



General Information

The MANN+HUMMEL Group is one of the leading providers of filtration solutions. The current business model is divided into two business areas: Transportation and Life Sciences & Environment.

Transportation comprises the Original Equipment (OE) and Aftermarket (AA) business units. We support the automotive industry (Automotive Solutions) with air filter systems, intake systems and liquid filter systems. Manufacturers of construction and agricultural machinery, rail vehicles, ships and energy technology also rely on MANN+HUMMEL technologies.

Life Sciences & Environment (LS&E) is divided into the Air Filtration and Water & Membrane Solutions business units. In LS&E, we develop pioneering solutions for air and water filtration. These include filters for indoor and outdoor use, for clean rooms and industrial applications, as well as stationary and mobile air cleaners with HEPA filters for the reliable separation of viruses, bacteria, and other microorganisms. MANN+HUMMEL air filtration solutions can be found in offices, schools, commercial and industrial buildings, as well as in hazardous areas such as offshore oil platforms. Stationary systems for the filtration of fine dust and nitrogen dioxide as well as for improving outdoor air quality are also part of our product portfolio.

Abbreviations

AA	Automotive Aftermarket
EBC	Executive Board Committee
ESG	Environmental, Social, and Governance
HSE	Health, Safety, and Environment
LkSG	Lieferkettensorgfaltspflichtengesetz (Supply Chain Act)
MBC	Management Board Committee
MMS	MANN+HUMMEL documented business Management System
OE	Original Equipment
SDG	Sustainable Development Goals
SLT	Senior Leadership Team
UNGC	United Nations Global Compact

GRI Content Index

For the Content Index - Essentials Service, GRI Services reviewed that the GRI content index is clearly presented, in a manner consistent with the Standards, and that the references for disclosures 2-1 to 2-5, 3-1 and 3-2 are aligned with the appropriate sections in the body of the report.

For the SDG Mapping Add-on, GRI Services reviewed that the GRI disclosures included in the content index are appropriately mapped against the SDGs.

Disclosure Titles	Direct answers	SDG	UNGC
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GRI 1: Foundation 2021

MANN+HUMMEL International GmbH&Co.KG has reported in accordance with the GRI Standards for the period January 1 to December 31, 2023.

GRI 2: General Disclosures 2021

GRI 2-1	Organizational details	MANN+HUMMEL International GmbH&Co.KG, Ludwigsburg, has reported in accordance with the GRI Standards for the period from January 1 to December 31, 2023, Nature of ownership and legal form: See No. 1 "Corporate structure" on page 57 and No. 40 "Related party disclosures" on page 124 of the Notes in the MANN+HUMMEL Annual Report 2023 Countries of operation
GRI 2-2	Entities included in the organization's sustainability reporting	List of entities, see disclosure No. 46 "List of shareholdings" on page 127 of the Annual Report 2023
GRI 2-3	Reporting period, frequency and contact point	MANN+HUMMEL reports annually on sustainability, in each case for the period of the previous calendar year, in line with the annual report. Contact
GRI 2-4	Restatements of information	The "High-Performance Plastic Parts" division was sold on October 1, 2022. The MANN+HUMMEL production sites in Bad Harzburg, Sonneberg (both Germany) and Laval (France) with around 1,500 employees were transferred to Mutares SE & Co. KGaA. There was no retroactive adjustment of key ESG figures (energy consumption, number of employees) for 2022. In the year under review, MANN+HUMMEL found a strategic partner in the form of a majority holding in the M-Filter Group, whose sales focus is on Scandinavia and the Baltic states.
GRI 2-5	External assurance	No external assurance

Disclosure Titles

Direct answers

SDG UNGC

GRI 2-6 Activities, value chain and other business relationships
 With over 80 locations worldwide, MANN+HUMMEL is a leading manufacturer of filtration solutions with a global presence. The company has its headquarters in Ludwigsburg and is mainly involved in international business-to-business. For the Group's Business Model, activities, value chain, and other business relationships, see pages 15 - 16 of the Group Management Report in the [Annual Report 2023](#).

GRI 2-7 Employees

	2023	Europe	Americas	Asia Pacific	2022	2021
Employees, total	21.332	11.571	6.986	2.775	22.666	23.326
thereof women	9.069	5.255	2.939	875	9.445	9.612
thereof women %	43	45	42	32	42	41
thereof men	12.229	6.316	4.013	1.900	12.770	13.714
thereof men %	57	55	57	68	56	59
thereof other/non-binary	26	0	26	0	143	
thereof not disclosed	8	0	8	0	308	
thereof permanent employees	18.640	10.430	6.399	1.811	19.824	20.830
thereof women	7.777	4.665	2.645	467	8.165	8.432
thereof women %	42	45	41	26	41	40
thereof men	10.836	5.765	3.727	1.344	11.239	12.398
thereof men %	58	55	58	74	57	60
thereof other/non-binary	26	0	26	0	112	
thereof not disclosed	1	0	1	0	308	
thereof temporary employees	2.692	1.141	587	964	2.842	2.496
thereof women	1.299	590	301	408	1.280	1.180
thereof women %	48	52	51	42	45	47
thereof men	1.393	551	286	556	1.531	1.316
thereof men %	52	48	49	58	54	53
thereof other/non-binary	0	0	0	0	31	
thereof not disclosed	0	0	0	0	0	

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Disclosure Titles		Direct answers				SDG	UNGC
GRI 2-7	Employees	2023	Europe	Americas	Asia Pacific	2022	2021
	Workforce by contract type	21.332	11.571	6.986	2.775	22.666	23.326
	thereof full-time	19.839	10.143	6.949	2.747	21.142	21.761
	thereof women	7.850	4.051	2.930	869	8.129	8.298
	thereof women%	40	40	42	32	38	38
	thereof men	11.956	6.092	3.986	1.878	12.563	13.463
	thereof men%	60	60	57	68	59	62
	thereof other/non-binary	25	0	25	0	192	
	thereof not disclosed	8	0	8	0	258	
	thereof part-time	1.493	1.428	37	28	1.524	1.565
	thereof women	1.219	1.204	9	6	1.316	1.314
	thereof women%	82	84	24	21	86	84
	thereof men	273	224	27	22	207	251
	thereof men%	18	16	73	79	14	16
	thereof other/non-binary	1	0	1	0	0	
	thereof not disclosed	0	0	0	0	1	
GRI 2-8	Workers who are not employees	2023	Europe	Americas	Asia Pacific	2022	2021
	Total	795	619	88	88	1.459	n. a.

Disclosure Titles		Direct answers	SDG	UNGC
GRI 2-9	Governance structure and composition	<p>The leading organization for the entire Group is MANN+HUMMEL International GmbH & Co. KG. It is led by the Management Board Committee (MBC), which consists of President & Chief Executive Officer (CEO) Kurk Wilks and Executive Vice President & Chief Financial Officer (CFO) Emese Weissenbacher.</p> <p>Further information: Our Management and Senior Leadership Team</p> <p>The President & CEO and the CFO are members of the Executive Board Committee (EBC). The EBC is responsible for the strategic direction of the MANN+HUMMEL Group and also includes the two representatives of the shareholders of the Mann (Thomas Fischer) and Hummel (Dr. Klaus-Peter Fouquet) families. They meet approximately twelve times a year with the MANN+HUMMEL Management Board for an information and decision-making session. The aim of these meetings is to provide the shareholder representatives with regular and timely information on current events and developments.</p> <p>With effect from September 29, 2022, MANN+HUMMEL International Verwaltungs GmbH, based in Austria joined MANN+HUMMEL International GmbH & Co. KG and the MANN+HUMMEL Verwaltungs GmbH left with effect from the end of September 30, 2022. There is no obligation to establish a Supervisory Board for MANN+HUMMEL International Verwaltungs GmbH.</p>		
GRI 2-10	Nomination and selection of the highest governance body	<p>The Supervisory Board of both MANN+HUMMEL Holding GmbH and MANN+HUMMEL GmbH consists of half representatives of the owner families and half representatives of the employees and senior executives.</p> <p>The shareholder representatives are appointed by the shareholders' meeting. The employee representatives are elected to the Supervisory Board by the employees of both companies at the elections held every five years. They are divided into employee representatives, management representatives and trade union representatives.</p> <p>The employee and management representatives are elected by the eligible employees and managers for a term of five years. The basis for German companies is the law on employee co-determination (Mitbestimmungsgesetz - MitbestG). The respective groups are free to choose their own candidates.</p>		
GRI 2-11	Chair of the highest governance body	MANN+HUMMEL International Verwaltungs GmbH is not obliged to establish a Supervisory Board.		

Disclosure Titles		Direct answers	SDG	UNGC
GRI 2-12	Role of the highest governance body in overseeing the management of impacts	<p>The Executive Board of the MANN+HUMMEL Group (MANN+HUMMEL International GmbH & Co. KG) is responsible for sustainability and corporate responsibility. The CEO oversees the global sustainability strategy, while all members of the Executive Board are involved in reviewing, controlling, and developing sustainability goals. The Executive Board actively monitors and promotes sustainability.</p> <p>In 2021, the Executive Board adopted the MANN+HUMMEL “Carbon Zero Strategy”. The strategy aims to achieve CO₂ neutrality throughout the value chain by 2050. In 2022, we adopted a holistic strategy for sustainable transformation in the areas of ecology, economy, and social affairs, as well as the area of technology that is particularly relevant to MANN+HUMMEL. We defined the most important factors influencing MANN+HUMMEL based on a dual materiality analysis. Also, in 2021, MANN+HUMMEL made a clear statement on corporate responsibility by joining the UN Global Compact. Our CEO renewed this commitment in November 2022.</p>		
GRI 2-13	Delegation of responsibility for managing impacts	<p>The management of the MANN+HUMMEL Group (MANN+HUMMEL International GmbH & Co. KG) is responsible for the topics of sustainability and corporate responsibility. Since February 2022, the topic of Corporate Social Responsibility (CSR) and the CSR strategy and resulting activities, including the external reporting of the Group, have been managed and answered for by a newly created function, Director Global Corporate Social Responsibility.</p> <p>The head of the unit (Director G-CSR) reports directly to the CEO of the MANN+HUMMEL Group (MANN+HUMMEL International GmbH & Co. KG). Progress controlling for the achievement of the company's sustainability goals is carried out at least monthly or ad hoc by the Corporate Social Responsibility department on behalf of the CEO. Operational responsibility for implementation lies with the assigned companies and organizational units.</p> <p>In addition, MANN+HUMMEL has appointed a Human Rights Officer in accordance with Section 4 (3) Lieferkettensorgfaltspflichtengesetz (LkSG), who monitors the risks in the areas of human rights and the environment.</p>		

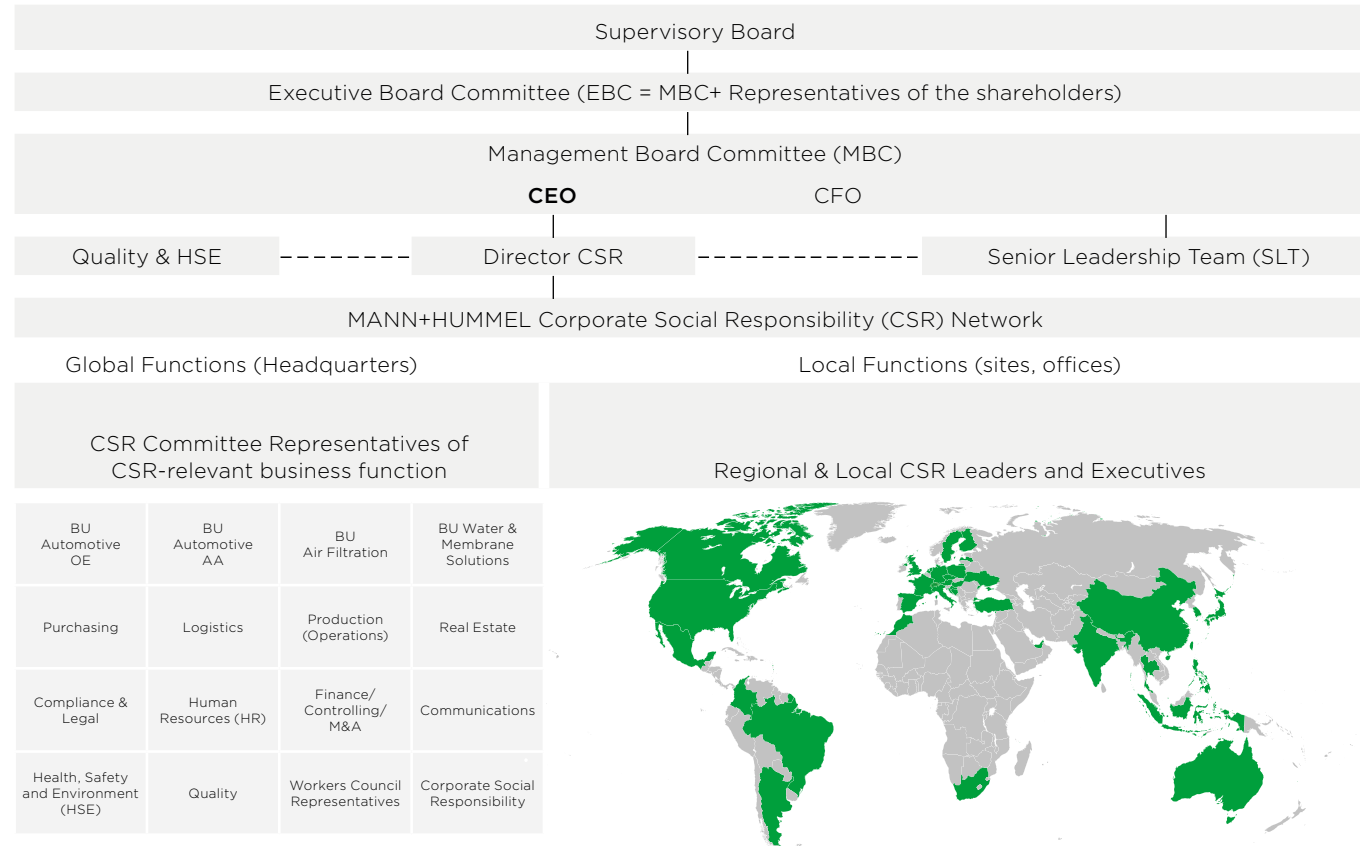
Disclosure Titles

Direct answers

SDG UNGC

GRI 2-13 Delegation of responsibility for managing impacts

MANN+HUMMEL Corporate Social Responsibility (CSR) Organization (2022)



A CSR Committee was introduced to promote the cross-company and cross-functional achievement of sustainability targets. The cross-functional committee is made up of members of the Executive Board, the Senior Leadership Team, and the Vice President level, as well as employee representatives. The committee brings together the key functions involved in achieving MANN+HUMMEL's sustainability goals, including the Business Units (BU), Purchasing/Supply Chain, Research & Development, Operations (Production), Marketing, Communications, Finance, Sales, Employee Representatives, and Corporate Sustainability.

The CEO chairs the CSR Committee. In addition to the committee, there are other international, group-wide information and specialist exchange formats, for example, on topics such as human rights and CO₂ neutrality including life cycle assessments (LCA).

Statement of the Board		GRI 1	GRI 2	GRI 3	Material Topics	
Disclosure Titles		Direct answers			SDG	UNGC
GRI 2-14	Role of the highest governance body in sustainability reporting	The CEO of the parent company MANN+HUMMEL International GmbH & Co. KG is responsible for approving and releasing the data and information of the sustainability reporting prior to publication. Prior to approval, the main changes compared to the previous year and additions to the scope of the report are discussed and presented. The plausibility of the underlying data is checked in accordance with the dual control principle.				
GRI 2-15	Conflicts of interest	The Code of Conduct states that conflicts of interest must be avoided and that employees must disclose any conflicts of interest immediately to the company. This also applies to our highest governance bodies, the Management Board Committee (MBC) and Executive Board Committee (EBC). Members of both bodies (MBC & EBC) are well versed in our conflict of interest provisions in the Code of Conduct and therefore know their duty to disclose any such conflicts of interest. Potential conflicts of interests are collected and reported in the course of the preparation of the annual report.				
GRI 2-16	Communication of critical concerns	Critical concerns are communicated to the Management Board Committee via risk management, quarterly updates, and ad hoc meetings in case of urgent issues. In the reporting year, 54 potential compliance cases were received via the Whistleblowing Channel and accordingly reported.				
GRI 2-17	Collective knowledge of the highest governance body	The "Sustainability Council" met three times in the past reporting period. In addition to the Sustainability Council, the departments including Global CSR are in close contact with the other members of the Senior Leadership Team as well as with the management of the subsidiaries.				
GRI 2-18	Evaluation of the performance of the highest governance body	Only candidates who distinguish themselves through their active commitment to sustainability will be selected for the highest supervisory body.				
GRI 2-19	Remuneration policies	Remuneration policies are not publicly disclosed.				
GRI 2-20	Process to determine remuneration	The procedures for reconciling the compensation of the Supervisory Board and the Board of Management and other employee groups are confidential and subject to non-disclosure agreements.				
GRI 2-21	Annual total compensation ratio	The compensation of the Supervisory Board, Board of Management and other employee groups is subject to confidentiality and non-disclosure agreements.				
GRI 2-22	Statement on sustainable development strategy	See Statement of the Board of Management				

Disclosure Titles	Direct answers	SDG	UNGC
GRI 2-23 Policy commitments	<p>At MANN+HUMMEL, we take responsibility for our actions and employees. We act with integrity, comply with laws, and provide training to internalize values and guidelines for joint success. Compliance</p> <p>Our resolute commitment to respecting human rights is publicly defined in our Code of Conduct, in our Social Charter and in the Declaration of Principles pursuant to Section 3 (1) LkSG / Human Rights Policy Statement. Code of Conduct Social Charter Human Rights Policy Statement</p> <p>In addition, we expect our business partners to have appropriate structures to prevent, mitigate, and remedy human rights abuses they have caused or contributed to and to ensure this for their downstream partners throughout the value chain. We set out the requirements for our suppliers in our Supplier Code of Conduct. Code of Conduct for Suppliers</p> <p>Success is not possible without constant and reliable quality. Our management system ensures that we can keep our quality promises at all our sites worldwide. Certification according to recognized standards is proof of our quality. MANN+HUMMEL Management Policy Certificates</p> <p>MANN+HUMMEL protects its employees, customers, and suppliers from circumstances that could endanger or negatively affect their health and safety. As a leader in filtration solutions, we are aware of our social responsibility. Therefore, occupational health and safety and environmental protection are linked to our FILTER values and are key elements of our strategy. Health, Safety & Environment Values</p> <p>The HSE Big Rules create a common understanding and increased awareness of HSE (Health, Safety, and Environment) at MANN+HUMMEL worldwide. They show all employees the correct behavior for health protection, occupational safety and environmental protection. The HSE Big Rules also strengthen awareness of the responsibility that each individual bears for HSE. The HSE Big Rules apply to all employees worldwide – whether in production or non-production areas. We are trained to work with equipment and hazardous substances.</p> <ul style="list-style-type: none"> ▪ We never bypass or switch off protection and safety measures. ▪ We always wear defined personal protective equipment (PPE). ▪ We keep concentrated on the task we are doing. ▪ We assure immediate containment for every risk and accident and notify our supervision. ▪ We take care of the environment by reducing energy consumption and waste. 		1,4

Statement of the Board		GRI 1	GRI 2	GRI 3	Material Topics	
Disclosure Titles	Direct answers			SDG	UNGC	
GRI 2-23	Policy commitments	<p>The Human Resources department is responsible for identifying and mitigating human rights risks within the MANN+HUMMEL workforce. Internally applicable requirements for all MANN+HUMMEL employees include:</p> <p>Human Rights Policy MANN+HUMMEL has appointed a Human Rights Officer. He is supported by a cross-functional team that carries out annual and ad hoc risk assessments and defines measures to minimize human rights risks. In addition to our Code of Conduct and Social Charter, the purpose of our Human Rights Policy is to communicate, respect, and preserve the principles of Human Rights. This policy is primarily guided by the following:</p> <ul style="list-style-type: none"> ▪ The principles of the UN Global Compact (MANN+HUMMEL membership since 2021) ▪ The International Labor Standards of the International Labor Organization ▪ The German Supply Chain Due Diligence Act (“Lieferkettensorgfaltspflichtengesetz”) and the Conventions stated herein concerning the protection of human rights. <p>Our Commitment Human rights and the environment are intrinsically intertwined: A clean, healthy, and sustainable environment is essential to our human rights, while polluted, hazardous, and otherwise unhealthy environments potentially violate our human rights. By creating outstanding filtration solutions in all our business segments, we are committed to enabling cleaner mobility, cleaner air, cleaner water and cleaner industry and are therefore also determined to support human rights worldwide.</p> <p>Human Rights Risk Management and Due Diligence Procedure The purpose of our internal Human Rights Risk Management and Due Diligence Procedure is to ensure that human rights, working conditions and environmental protection are respected in our own company and in the immediate supplier network. Our human rights policy statement, our code of conduct, our social charter, our environmental management standards, our supplier code of conduct, and the applicable standards and laws, such as the German Supply Chain Due Diligence Act (SCDDA) and other national laws in the respective countries form the basic standards for this procedure, and are binding for all MANN+HUMMEL locations and business units worldwide. At MANN+HUMMEL, we prioritize product quality and fostering lasting relationships with both our customers and suppliers. We hold our suppliers to the highest standards and expect them to embody this same attitude while strictly adhering to our guidelines. Suppliers Suppliers Documents</p>				1,4

Statement of the Board		GRI 1	GRI 2	GRI 3	Material Topics	
Disclosure Titles		Direct answers			SDG	UNGC
GRI 2-24	Embedding policy commitments	<p>Our ongoing commitment to respecting human rights is set out publicly in our Human Rights Policy Statement, Code of Conduct and Social Charter. Human Rights Policy Statement Compliance Code of Conduct Social Charter</p> <p>We expect both our employees and all our business partners to comply with internationally applicable human rights and to uphold the principles of this statement towards colleagues, business partners, and the community. In addition, we expect our business partners to have appropriate structures to prevent, mitigate, and remedy human rights abuses they have caused or contributed to and to ensure this for their downstream partners throughout the value chain. We set out the requirements for our suppliers in our Supplier Code of Conduct. Code of Conduct for Suppliers</p>				1,4
GRI 2-25	Processes to remediate negative impacts	<p>Internal Processes The MANN+HUMMEL Management System (MMS) describes the processes, policies, and procedures to which we have jointly committed ourselves and which must be implemented in order to achieve our corporate objectives and the needs of all relevant interested parties. The foundation for the MMS can be found in ISO 9001 (the international standard that specifies requirements for a quality management system (QMS)) and IATF 16949 for Quality (an international standard for quality management systems in the automotive industry), ISO 14001 for Environmental (globally accepted and applied standard for environmental management systems) as well as ISO 45001 for Occupational Health and Safety Management Systems. The requirements of these standards are supplemented by applicable legal, regulatory, and customer requirements. All documents and information within the MMS are of confidential nature and for internal use only. Therefore, only high-level reference to these can be provided.</p> <p>MANN+HUMMEL has also published a declaration on human rights. We expect our employees and business partners to comply with internationally applicable human rights and to adhere to the principles of this policy in their dealings with colleagues, business partners and local institutions. We have also appointed a Human Rights Officer, who is supported by a cross-functional team that carries out both periodic annual and ad hoc risk assessments and defines measures to minimize human rights risks.</p> <p>Anonymous Whistleblowing We encourage our employees – and also our business partners – to pass on information about possible irregularities in the company. The MANN+HUMMEL Whistleblower System provides the possibility to submit reports to the Corporate Compliance Officer about violations of laws and/or internal regulations, for example the MANN+HUMMEL Code of Conduct, first of all for employees, but also for business partners and other third parties.</p> <p>The system is designed, set up, and operated to ensure the confidentiality of the identity of the reporting person. All relevant information is summarized in the internal policy MANN+HUMMEL Whistleblower System. Each piece of information is important and gives us the opportunity to correct possible infringements and to improve processes. Information can be passed on anonymously using the MANN+HUMMEL whistleblower system “SpeakUp”, which is available in 20 languages. Speakup Website</p> <p>Additionally, the procedure “Personnel Standards + Labor Relations” is binding for all MANN+HUMMEL locations in Germany. It sets out the generally applicable framework for labor relations between MANN+HUMMEL and its employees. These rules include that all employees can complain to their supervisors or to the Works Council if they feel disadvantaged by other employees or by the employer. The local HR BP is responsible for handling complaints, if necessary in coordination with the Manager HR Labor Relations.</p>				

Statement of the Board		GRI 1	GRI 2	GRI 3	Material Topics		
Disclosure Titles	Direct answers			SDG	UNGC		
GRI 2-25	Processes to remediate negative impacts	<p>MANN+HUMMEL has implemented a Compliance Case Process procedure, which gives an overview of how compliance cases within MANN+HUMMEL are being handled by the Corporate Compliance Office. It is binding for all MANN+HUMMEL companies worldwide. Specifics of the process are for internal use only.</p> <p>We also have defined global procedures for handling external quality, logistics, or HSE-related complaints. This procedure describes the binding rules, processes, instruments, and their continuous monitoring and evaluation. In the event of serious quality, logistics, or HSE violations, top management is informed in accordance with the globally implemented alert procedure. In addition to the communication process, this procedure also includes a problem-solving process. In accordance with our Corporate Quality & HSE Governance Plan, a status review is conducted on a monthly basis at local, regional, and global levels.</p>					1,4
GRI 2-26	Mechanisms for seeking advice and raising concerns	<p>See Code of Conduct Social Charter See Anonymous Whistleblowing See Human Rights Policy Statement For more information, see Compliance.</p>					10
GRI 2-27	Compliance with laws and regulations	No violations came to light in the reporting year.					7,8

Disclosure Titles		Direct answers	SDG	UNGC	
GRI 2-28	Membership associations	<ul style="list-style-type: none"> ▪ AFBW ▪ Allianz Wasserstoffmotor e.V. ▪ American Filtration and Separation Society ▪ BDSV Exhibitions (Bundesverband der deutschen Sicherheits- und Verteidigungsindustrie) ▪ BUJ ▪ CLEPA ▪ Cluster Brennstoffzelle Baden-Württemberg ▪ Cluster Elektromobilität Süd-West ▪ CVC Südwest (Commercial Vehicle Cluster - Nutzfahrzeug GmbH) ▪ DECHEMA ProcessNet Gasreinigung ▪ DECHEMA ProcessNet Mechanische Flüssigkeitsabtrennung ▪ Deutsche Kautschuk Gesellschaft e.V. DKG ▪ Deutsche Reinrauminstitut ▪ diruj ▪ European Battery Alliance ▪ European Clean Hydrogen Alliance ▪ ovent ▪ FILTECH Exhibitions Germany GmbH & Co KG/FILTECH ▪ Förderverein neue Materialien Bayreuth ▪ Förderverein Zentrum für Brennstoffzellen ZBT ▪ Forschungs-Gesellschaft Verfahrenstechnik GVT ▪ Forschungsvereinigung Verbrennungskraftmaschinen FVV ▪ Forschungsvereinigung Verbrennungsmotoren e.V. ▪ Fraunhofer IPA Stuttgart ▪ Graduate School of Excellence advanced Manufacturing Engineering GSaME ▪ Hydrogen Council 	<ul style="list-style-type: none"> ▪ IHK ▪ IHK für Oberfranken Bayreuth Industrial Consortium SimTec e.V. ▪ ISO International Standardization Organization ▪ IUTA Förderverein des Instituts für Energie- und Umwelttechnik e.V. ▪ KIT Filterkonsortium ▪ Maschinenraum ▪ NC Chamber of Commerce ▪ Nonwovens Institute (NWI) ▪ OESA/MEMA ▪ Pfalz Metall ▪ PLM-Benutzergruppe e.V. ▪ Pro Klima ▪ PRO3 ▪ RWTH Aachen – Arbeitskreis Funkenerosion ▪ Society of Automotive Engineers (SAE) ▪ STFI Sächsisches Textilforschungsinstitut e.V. ▪ Stiftung Familienunternehmen ▪ Südwestmetall ▪ UN GLOBAL COMPACT ▪ United States Hydrogen Alliance ▪ VDA VDA Aftermarket Ausschuss & Arbeitskreis Handel ▪ VDI Wissensforum ▪ VDMA ▪ Verband der Bahnindustrie in Deutschland e.V. ▪ VERT ▪ ViProNet 		1,4

Statement of the Board		GRI 1	GRI 2	GRI 3	Material Topics		
Disclosure Titles	Direct answers				SDG	UNGC	
GRI 2-29	Approach to stakeholder engagement	<p>In determining the content and communication of these key topics, MANN+HUMMEL considers the concerns of stakeholder groups that significantly influence and are crucial to MANN+HUMMEL's success. In particular, these are customers and suppliers, employees and their elected employee representatives, shareholder representatives, charitable organizations, and politicians.</p> <p>Our goal in stakeholder engagement is to provide accurate and complete information to all parties involved, in order to establish reliable and prosperous business partnerships.</p> <p>Our organization strives to establish genuine connections with our stakeholders by building trust. We prioritize respecting their time and aim to provide valuable interactions and information, whether it be through customer meetings, online channels, newsletters, or other platforms. Our ultimate goal is to offer the best products and solutions while facilitating the exchange of useful information.</p>					1,4
GRI 2-30	Collective bargaining agreements	<p>MANN+HUMMEL does not collect data in the global organization on what percentage of the workforce is paid according to a collective agreement. We promote fair working conditions in accordance with international standards, such as ILO standards, and expect our business partners to behave accordingly.</p>					3



Materiality

MANN+HUMMEL has a clear understanding of corporate social responsibility: As one of the market leaders in filtration, we support our customers in their quest for greater sustainability.

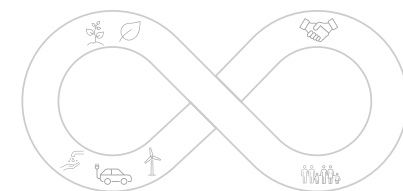
As a company, we take responsibility for our business, our employees, our value chain and our planet. We promote entrepreneurial action in line with our business interests and legal requirements.

Our corporate social responsibility strategy takes a holistic approach to continuously improve environmental, economic, social, and technological outcomes.

Our Carbon Zero Strategy, adopted in 2021, points the way for our company to achieve carbon neutrality along the entire value chain by 2050.

ECOLOGICAL

ECONOMICAL



TECHNOLOGICAL

SOCIAL

Material Topics

GRI 3 Material Topics 2021

GRI 3-1	Process to determine material topics	<p>In 2022, MANN+HUMMEL carried out a materiality analysis in accordance with the principle of dual materiality as scheduled. For this purpose, internal representatives were defined for internal and external stakeholders. On the basis of structured interviews, the representatives evaluated 38 topics in the areas of environment, social affairs, and corporate governance, each from the perspectives of “inside-out” and “outside-in”.</p> <p>All topics were rated by the participants on a scale from 0 (irrelevant) to 4 (complete impact on the topic) in each of the “inside-out” and “outside-in” dimensions. The mean value for each dimension was calculated from all the ratings for a topic. A maximum of four points could be achieved per dimension. These values were weighted equally. The result of the matrix analysis can be seen in the graphic.</p> <p>Based on this evaluation, we defined ten focus topics with high priority for our sustainability strategy that correlate with the GRI Sustainability Reporting Standards and SDG targets. To define prioritization, we multiplied the two dimensions In-side-out and Outside-in. The respective results define the ranking of relevance for our sustainability efforts. (To simplify the process in the analysis phase, we have combined individual GRI topics into groups.)</p>
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Disclosure Titles

Direct answers

GRI 3-2	List of material topics	GRI Disclosure: Order by materiality (descending in the sustainability dimensions; highest rated on top)	MANN+HUMMEL SUSTAINABILITY CLUSTER	No. in diagram	
Environment	GRI 305: Emissions 2016		Climate Change	305	
	GRI 302: Energy 2016		Energy use (own operations/upstream)	302	
	GRI 301: Materials 2016		Material Management/Resource efficiency	301	
	GRI 204: Procurement Practices 2016		Sustainable materials	204	
	GRI 308: Supplier Environmental Assessment 2016				
	GRI 414: Supplier Social Assessment 2016				
	GRI 306: Waste 2020		Operational waste management incl. waste water	306	
	GRI 304: Biodiversity 2016		Biodiversity (e.g., land use)	304	
	GRI 303: Water and Effluents 2018		Water management	303	
		GRI 3-3: Innovation		Innovation (product & service): circular economy and end-of-life	MH10
Social	GRI 405: Diversity and Equal Opportunity 2016		Diversity & Inclusion Remuneration guidelines	405	
	GRI 406: Non-discrimination 2016		Non-Discrimination	406	
	GRI 407: Freedom of Association and Collective Bargaining 2016		Labor conditions (e.g., fair compensation)	402	
	GRI 401: Employment 2016		New work (e.g., flexible working conditions, work from home)	401	
	GRI 408: Child labor 2016		Child labor/forced labor	408	
	GRI 409: Forced or Compulsory Labor 2016				
	GRI 403: Occupational Health and Safety 2018		Occupational health & safety incl. wellbeing	403	
	GRI 404: Training and Education 2016		Training and continued education	404	
	GRI 413: Local Communities 2016		Social engagement/local responsibility	413	
	GRI 417: Marketing and Labeling 2016		Responsible marketing/product labeling	417	
Governance	GRI 416: Customer Health and Safety 2016		Product Safety	416	
	GRI 308: Supplier Environmental Assessment 2016		Sustainable supply chains	308	
	GRI 2-27 Compliance with laws and regulations		General compliance & Business ethics	2-27	
	GRI 205: Anti-corruption 2016		Anti-corruption & Anti-competitive Behavior	205	
	GRI 206: Anti-competitive Behavior 2016				
		GRI 3-3: Intellectual property rights		Intellectual property rights	MH30
	GRI 207: Tax 2019		(Tax) transparency	207	
	GRI 418: Customer Privacy 2016		Data security (Cybersecurity)/data privacy	418	
		GRI 3-3: Product quality		Product quality	MH34
	GRI 203: Indirect Economic Impacts 2016		Risk management	MH35	
Technology	GRI 201: Economic Performance 2016		Profitable growth and financial stability	201	
		GRI 3-3: Sustainable Solutions	Sustainable Solutions: cleaner mobility, cleaner air, cleaner water, cleaner industry	MH39	

Disclosure Titles

Direct answers

GRI 3-2 List of material topics





Economic Performance

The MANN+HUMMEL Group's sales revenue fell by 2.6% or € 124.3 million to € 4,702.1 million in the past fiscal year 2023 (previous year: € 4,826.4 million). Research and development costs amounted to 117.9 million euros in the reporting year (previous year: 114.3 million euros). The MANN+HUMMEL Group's expenditure on research and development thus increased slightly.

This underlines the importance of investments in new, sustainable technologies and the underlying strategic orientation of our company in existing and new business areas.

Intellectual property rights

GRI 3 Material Topics 2021

GRI 3-3	Management of material topics	<p>Since our foundation more than 80 years ago, we have built up extensive filtration know-how. This experience, together with the numerous patents, patent applications, and utility models we hold, represents a competitive advantage that positively impacts all Group brands.</p> <p>MANN+HUMMEL can currently claim to have more than 4,500 patents and patent applications. These provide a legally secure basis for stand-alone solutions.</p> <p>To the same extent that we protect our patents and knowledge, we respect the patents of others. To ensure this, we constantly and carefully check our products and product ideas for risks regarding patent infringements. We take consistent action against the unlawful use of our patents, trademarks, and counterfeit products.</p> <p>See legal notice</p>
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Product quality

GRI 3 Material Topics 2021

GRI 3-3	Management of material topics	<p>One of our core corporate values at MANN+HUMMEL is our commitment to excellence. Here the quality of our products is decisive for our success. Our management system ensures that we achieve and exceed the quality demanded by our customers. And we keep to our quality commitment. This is verified by numerous internationally recognized neutral certificates.</p> <p>MANN+HUMMEL's management system ensures that we are able to maintain our commitment to quality at all our locations around the world. Certification according to recognized standards verifies our quality. We follow our quality vision of "zero defects with a focus on 'Quality always'".</p> <p>In addition to the ISO9001:2025 quality management standard, many companies are certified according to IATF16949:2016; ISO 14001:2015 and ISO45001:2018.</p> <p>For more information, see our certificates and Management Policy</p>
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Disclosure Titles

Direct answers

SDG UNGC

Sustainable Solutions: cleaner mobility, cleaner air, cleaner water, cleaner industry

GRI 3 Material Topics 2021

GRI 3-3	Management of material topics	<p>MANN+HUMMEL has stood for leadership in filtration for over 80 years. Our products provide filtration solutions for cleaner mobility, cleaner air, cleaner water and cleaner industry.</p> <p>As a global filter manufacturer, we equip industries, individuals, and municipalities with filters against viruses and bacteria, fine dust, harmful gases and more. Our filtration solutions make vehicles and machines safer and more efficient and our environment more livable. And with the possibilities offered by digitalization, we're already creating pioneering filters for the future. Which is why we're one of the world's leading filter companies, setting standards with pioneering filtration. This is how we create new opportunities for a cleaner world every day.</p> <p>Our products and solutions are used in a variety of applications every day, all across the globe. Amongst others, they apply in motor cars, combine harvesters, compressors, heating, ventilation and air conditioning systems, and in water purification or wastewater treatment systems. Therefore, it is not surprising that our wide range of solutions has made us one of the global market leaders in filtration.</p> <p>See filtration and products</p>
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Innovation (product & service): circular economy and end-of-life

GRI 3 Material Topics 2021

GRI 3-3	Management of material topics	<p>Our vision: Leadership in Filtration</p> <p>Through our innovations, we will continue to enable our customers to be more sustainable. At the same time, we take responsibility for our business, our employees, our value chain, and our planet. We intend to promote company actions in harmony with our business interests as well as regulations.</p> <p>We want to further expand our lead in numerous product categories of filtration technology and grow in new business areas. More than 750 employees of the MANN+HUMMEL Group work in research and development (R&D). In 2023, the company spent 117.9 million euros on R&D.</p>
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General compliance & Business ethics

GRI 3 Material Topics 2021

GRI 3-3	Management of material topics	See Compliance
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GRI 2 General Disclosures 2021

GRI 2-27	Compliance with laws and regulations	See Compliance
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Profitable growth and financial stability

GRI 3 Material Topics 2021

GRI 3-3	Management of material topics		8
	<p>MANN+HUMMEL stands for filtration. (See Annual Report 2023)</p> <p>The current business model consists of two business units: Transportation and Life Sciences & Environment. Transportation comprises the Original Equipment (OE) and Aftermarket (AA) businesses. For example, we supply the automotive industry (Automotive Solutions) with air filter systems, intake systems, and liquid filter systems. Manufacturers of construction and agricultural machinery, rail vehicles, ships and energy technology also rely on MANN+HUMMEL technologies.</p> <p>Life Sciences & Environment (LS&E) comprises the Air Filtration and Water & Membrane Solutions business units. In LS&E, we develop pioneering solutions for air and water filtration. These include filters for indoor and outdoor, clean-room and industrial applications, as well as stationary and mobile air cleaners with HEPA filters for the safe removal of viruses, bacteria, and other microorganisms. Some of the cabin air filters have anti-allergenic and antimicrobial functions. Air filtration solutions from MANN+HUMMEL are used in a variety of environments, including offices, schools, commercial and industrial buildings, and even in hazardous locations such as offshore oil platforms.</p> <p>Stationary systems for the filtration of fine dust and nitrogen dioxide and for the improvement of outdoor air quality are also part of our product portfolio.</p> <p>Our water filtration systems have many applications, from treating water and wastewater in municipal and industrial applications to conserving scarce freshwater resources through efficient use and recycling. In addition, our systems are suitable for specialized applications in industries such as food, biotechnology, and ultrapure water applications such as microelectronics.</p> <p>Our portfolio increasingly includes digital services and intelligent solutions designed to meet the unique needs of our customers. These include the Internet of Things (IoT), cloud-based data analytics, specially developed algorithms and user-friendly applications</p> <p>The Transportation business unit generates approximately 91% of our sales, while the LS&E business unit generates the remaining 9%. Both business units are strategically focused on meeting the growing demand for innovative filtration products that contribute to cleaner mobility, cleaner air, cleaner water, and cleaner industry.</p>		

Disclosure Titles

Direct answers

SDG

UNGC

GRI 201 Economic Performance 2016

GRI 201-1	Direct economic value generated and distributed	See consolidated financial statements on pages 65-70 of the Annual Report 2023	8																				
GRI 201-2	Financial implications and other risks and opportunities due to climate change	<p>Our internal Group Risk Management Policy covers Health, Safety, and Environment, as well as climate change topics. Opportunities and risks in this scope are evaluated by Group Treasury and Risk Management. The basis is the GRC platform "Alyne", which offers a high degree of transparency with regard to HSE-relevant risks.</p> <table border="1"> <thead> <tr> <th>Rating</th> <th>No.</th> <th>Type</th> <th>Risk avoidance measure</th> </tr> </thead> <tbody> <tr> <td>Critical</td> <td>1</td> <td>not applicable</td> <td> <ul style="list-style-type: none"> not applicable </td> </tr> <tr> <td>High</td> <td>1</td> <td>Non-Compliance with HSE law (production / product)</td> <td> <ul style="list-style-type: none"> HSE Management System, ISO 14001 in all production sites ISO 45001 in all production sites (excl. MPUS) Local compliance procedure is a mandatory document for all production sites HSE compliance audits / evaluations </td> </tr> <tr> <td>Medium</td> <td>7</td> <td> <ul style="list-style-type: none"> Serious occupational accidents Loss of HSE certification Lack in HSE audit program CO₂ Taxes Weaknesses in waste management Weaknesses in emergency preparedness Unawareness of industry/statutory requirements </td> <td> <ul style="list-style-type: none"> Certified HSE Management System Risk Assessment Process Global HSE Audit Program (internal / external) Global HSE Audit Program Review Carbon Zero Strategy, KPI 50, KPI 50a Global Standards for disposal companies Global Emergency Preparedness Standards Global PP Guideline </td> </tr> <tr> <td>Low</td> <td>4</td> <td> <ul style="list-style-type: none"> Environmental pollution Inadequate personnel/plant safety Non-compliance with HSE standards Lack of adequate HSE processes </td> <td> <ul style="list-style-type: none"> EDD Process Chemical Safety Standards HSE Audit Process, LPA, Gemba Walks HSE Training Academy incl. HSE Leadership Training Regional HSE Calls Management Reviews Representationletter for plant managers </td> </tr> </tbody> </table>	Rating	No.	Type	Risk avoidance measure	Critical	1	not applicable	<ul style="list-style-type: none"> not applicable 	High	1	Non-Compliance with HSE law (production / product)	<ul style="list-style-type: none"> HSE Management System, ISO 14001 in all production sites ISO 45001 in all production sites (excl. MPUS) Local compliance procedure is a mandatory document for all production sites HSE compliance audits / evaluations 	Medium	7	<ul style="list-style-type: none"> Serious occupational accidents Loss of HSE certification Lack in HSE audit program CO₂ Taxes Weaknesses in waste management Weaknesses in emergency preparedness Unawareness of industry/statutory requirements 	<ul style="list-style-type: none"> Certified HSE Management System Risk Assessment Process Global HSE Audit Program (internal / external) Global HSE Audit Program Review Carbon Zero Strategy, KPI 50, KPI 50a Global Standards for disposal companies Global Emergency Preparedness Standards Global PP Guideline 	Low	4	<ul style="list-style-type: none"> Environmental pollution Inadequate personnel/plant safety Non-compliance with HSE standards Lack of adequate HSE processes 	<ul style="list-style-type: none"> EDD Process Chemical Safety Standards HSE Audit Process, LPA, Gemba Walks HSE Training Academy incl. HSE Leadership Training Regional HSE Calls Management Reviews Representationletter for plant managers 	7
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Remark: Physical climate risks and local natural risks (e.g. floods) are in the ownership of Corporate Real Estate.

Disclosure Titles Direct answers SDG UNGC

GRI 201-3	Defined benefit plan obligations and other retirement plans	Estimated values of the share of pension obligations in the company assets	EUR
		Bosnia	456,932
		France	649,643
		Germany	328,871,975
		Italy	2,152,378
		Mexico	464,375
		Poland	639,713
		Thailand	50,600
		Turkey	234,211
		USA	874,782
		Total	334,394,609

Data from 2022, not updated in 2023 Not all liabilities relate to pension plans, but also to similar obligations such as severance payments, etc.

The values for Brazil, China, Czech Republic, Spain, and India cannot be determined.

Re 201-3 b. see [Annual Report 2023](#) page 112 and page 113 tables 1 and 2.

Re 201-3 c. The following applies to Germany: Coverage is checked at the start of benefits (when the insured event occurs). If the liability is not fully covered, the difference is paid once at the start of benefits in order to achieve full coverage. The allocation is not applicable to the other regions.

Re 201-3 d. In France, the employer contributes 5% of salary, the employee 0%. In Germany (BAV 21): Employer: 1% of annual payroll tax gross and an additional 3% for the amount above the BBG (contribution assessment ceiling). Employees: voluntary, at least 1/160 of the reference amount of the statutory pension insurance, maximum 6 months' basic salary per year. In Italy, employer and employee each contribute 1.56%. In Poland, the employee contributes 2%; the employer 1.5%. In the USA, the average employee contribution is 5%; however, they can contribute up to 85%. The company contributes a maximum of 4.5%. The allocation is not applicable to the other regions.

Ad. 201-3 e. In France, all employees participate in the pension plan; in Germany, participation is also 100% (binding for all with entry date by December 31, 2020). In Italy, 7% participate; in Poland, 36% and in the USA, 86% of eligible employees participate in the retirement plan. The allocation is not applicable for the other regions.

GRI 201-4	Financial assistance received from government	In the reporting year, EUR 3.5 million (previous year: EUR 2.7 million) was received in government grants. See page 123 of the Annual Report 2023
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Risk management

GRI 3 Material Topics 2021

GRI 3-3	Management of material topics	<p>The aim of MANN+HUMMEL's risk management system is to regularly and continuously identify all material risks to the Group at an early stage, to assess them and estimate their consequences (including countermeasures), and to ensure that the risk management process and its results are adequately documented.</p> <p>In 2022, we further developed the risk management system and automated the standard process to a high degree by implementing a risk management tool. To increase the accuracy of risk assessment, we have enhanced the process so that reported risks are validated in a two-step process. As part of this process, risk coordinators review the extent to which previously reported risks are still valid and the extent to which new risks reported by risk owners are appropriate, taking into account the context of the area of responsibility. After the initial validation, a final review of the reported risks is performed by Corporate Risk Management, taking into account the entire organization.</p> <p>Risk management is integrated into the existing MANN+HUMMEL organization. It covers all organizational units, functions and processes, is based on common standards such as COSO and ISO, and is precisely tailored to MANN+HUMMEL's conditions. It provides optimum support for all those responsible by means of a company-wide planning, reporting and controlling system and precisely defines responsibilities as well as targets and processes. Risk officers are responsible for identifying, assessing, managing, and reporting risks. They reassess their risk situation annually and report their risk portfolio to Group Risk Management.</p> <p>The organizational framework for our risk management is provided by the Group Treasury & Risk Management function. It reports directly to the Group Chief Financial Officer.</p> <p>Based on this information, Group Risk Management determines the Group's current risk portfolio, which is reported to the Executive Committee and the Board of Directors in an annual report with detailed explanations. This includes the mathematical aggregation of risks at the Group level. Similar risks are aggregated and their Group-wide dependency or impact is taken into account to ensure that overarching risks are identified and managed with overarching measures. In addition, significant changes in the assessment of known risks as well as new significant risks are reported at any time and communicated to the Executive Committee on an ad hoc basis.</p>
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Disclosure Titles	Direct answers	SDG	UNGC
GRI 203-1 Infrastructure investments and services supported	Brazil Quarterly donation to the Community Fund for Children and Youth (FUMCRI) and Seniors (FUMDI)	The money supports nonprofit organizations in the city that help children, youth and seniors.	Charitable
	Cultural sponsorship - theatrical performances, recycled materials workshop.	For children from the community and public schools	Charitable
	Sports sponsorship	Free access to sports facilities for wheelchair users, children and young people	Charitable
	Tanzania Construction of a water tower with a capacity of 3,000 liters connected to the municipal water network, which can be filled at night to enable canteen service and cultivation of the village school garden during the day.	Drinking water supply for a remote village that previously only had a government supply two days a week. This meant that the school canteens could not cook for the children.	Charitable
GRI 203-2 Significant indirect economic impacts	No information to include in report.		

Sustainable materials | Sustainable supply chains

GRI 3 Material Topics 2021

GRI 3-3	Management of material topics	<p>Products and services are only sustainable if they are sustainable along the entire value chain, from raw materials to recycling or disposal.</p> <p>Suppliers must strictly comply with our purchasing conditions and the Supplier Code of Conduct.</p> <p>Suppliers of conflict materials such as wolframite, cassiterite, columbite, tantalite or gold are obliged to supply only materials in accordance with the Responsible Minerals Initiative (RMI). We publish an annual report on these materials for the benefit of maximum transparency.</p> <p>We regularly check compliance with our guidelines and also ask our suppliers to join the EcoVadis cooperation platform in order to have their sustainability measures checked and documented.</p> <p>Measures to ensure sustainability are constantly being expanded and updated; a human rights declaration, an updated code of conduct for suppliers and the appointment of a globally responsible human rights officer are planned for the near future. Reporting is also being significantly expanded in line with the German law on due diligence in the supply chain and the new reporting standard of the UN Global Compact.</p>
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GRI 204 Procurement Practices 2016

GRI 204-1	Proportion of spending on local suppliers	Information not available
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GRI 308 Supplier Environmental Assessment 2016

GRI 308-1	New suppliers that were screened using environmental criteria	<p>MANN+HUMMEL expects its suppliers to comply with our Supplier Code of Conduct, which we refer to with every order. This forms the basis for cooperation and defines our expectations regarding social and environmental standards. In 2023, 66% of the purchasing volume of new suppliers that exceeded a purchasing volume of more than € 3,000 in the Transportation division and are defined as active suppliers were audited according to social and environmental criteria. The number of screenings carried out is to be further increased by improving processes and data quality. In 2024, a process change will be introduced to enable CSR risk screening during the boarding process.</p>
GRI 308-2	Negative environmental impacts in the supply chain and actions taken	<p>As a part of MANN+HUMMEL's sustainable procurement program, a regular risk assessment of all active suppliers is conducted. (In 2023, MANN+HUMMEL's Transportation business unit has around 9,500 active suppliers, thereof around 2,100 suppliers for Production material). The suppliers are screened for potential environmental risk based on industry risks, country risks, but also economic relevance to MANN+HUMMEL. Of the active suppliers, 6,936 suppliers were assessed for environmental impacts. 612 suppliers were identified as having significant potential negative environmental impacts. To mitigate potential risks of the initial assessment, we request our suppliers to conduct an extensive CSR assessment on the collaboration platform EcoVadis. This platform enables suppliers to provide their customers with the most important data concerning their sustainability strategy and processes. Even better, business partners can share the results with other business partners, which is a benefit for the supplier. We continuously monitor our active supplier base for significant actual environmental impacts. In 2023, 58 events were identified. No relationships were terminated. There is no data available to identify significant actual and potential negative environmental impacts in the supply chain.</p>

Disclosure Titles

Direct answers

SDG

UNGC

GRI 414 Supplier Social Assessment 2016

GRI 414-1	New suppliers that were screened using social criteria	In 2023, 8,186 suppliers were audited (previous year: 7994).
GRI 414-2	Negative social impacts in the supply chain and actions taken	See GRI 308-2

Disclosure Titles

Direct answers

SDG

UNGC

Anti-corruption & Anti-competitive Behavior

GRI 3 Material Topics 2021

GRI 3-3	Management of material topics	See Compliance			10
<p>Protecting our Intellectual Property and respecting the Intellectual Property of others is of great importance to MANN+HUMMEL. Protecting the ideas and innovations that our creative minds around the globe come up with contributes to the success of our products and services and supports our vision - Leadership in Filtration. Avoidance of third-party Intellectual Property contributes to the reduction of financial risks and helps to conduct a sustainable business. IP activities can be clustered in the following categories: IP-Generation and Portfolio Management, IP-Enforcement, IP-Defense, and IP-Transactions. Processes and forms supporting various processes in these clusters are established with focus on the most relevant types of registered IP: Patents, Trademarks and Designs.</p>					

GRI 205 Anti-corruption 2016

GRI 205-1	Operations assessed for risks related to corruption	In the reporting year, 71 relevant audit sites were assessed as part of the annual audit plan. The respective audit population included the Corruption Perception Index (CPI) as one of the selection criteria. Subsequently, 28 of the 71 (39.4 %) sites were part of internal audits where the audit process examined any corruption risks within the processes included in the audit scope. Significant corruption risks were identified at one of the audited sites. The results were sent to the Executive Board with the audit report.	16		10
GRI 205-2	Communication and training about anti-corruption policies and procedures	Three e-learning training courses on compliance were offered in the reporting year and two in the previous year; 4,312 employees took part in 2023.	16		10
GRI 205-3	Confirmed incidents of corruption and actions taken	There were no confirmed incidents of corruption in the reporting year.	16		10

Disclosure Titles

Direct answers

SDG UNGC

GRI 206 Anti-competitive Behavior 2016

GRI 206-1	Legal actions for anti-competitive behavior, anti-trust, and monopoly practices		2023	2022	2021
	Legal violations/convictions not yet enforced in the reporting period	Number	2	2	2
	Legal violations/legally effective convictions in the reporting period	Number	0	1	1
	Legal violations/convictions not yet legally effective in the reporting period - Potential fines	Mio. EUR	16,00	0	43,34
	Legal violations/legal convictions in the reporting period - Fines paid	Mio. EUR	0	0	0

An antitrust case in Brazil remains pending.

Disclosure Titles

Direct answers

SDG UNGC

(Tax) transparency**GRI 3 Material Topics 2021**

GRI 3-3 Management of material topics See page 62 of ("Taxes"), as well as GRI 207-3 and 207-4 (below)

GRI 207 Tax 2019

GRI 207-1 Approach to tax See [Annual Report 2023](#) page 47 "Taxes" 1,10

GRI 207-2 Tax governance, control, and risk management See page 39 "Opportunity and risk report" and page 47 "Taxes" of the Management Report of the [Annual Report 2023](#) 1,10

GRI 207-3 Stakeholder engagement and management of concerns related to tax The basis for tax compliance are transparency and appropriate documentation. MANN+HUMMEL communicates openly and trustfully with our stakeholders, especially with all responsible statutory authorities. A professional and transparent relationship with all tax authorities and an open exchange of information is part of our spirit of cooperative compliance. We monitor the development of legislation in the countries in which we operate in order to respond appropriately, as well as to the prevailing discussions among the various stakeholders involved in the topic of taxation. We actively participate in the tax committees of the respective institutions, which aim to ensure both a fair share of tax payments while at the same time taking into account the needs of the companies. 1,10

GRI 207-4 Country-by-country reporting In compliance with the OECD BEPS Actions, and in line with the existing EU Directive (2016/881) and German tax law, MANN+HUMMEL International GmbH & Co. KG prepares a Country-by-Country report (CbCR) and provides it to the German tax authorities. Due to tax confidentiality, MANN+HUMMEL does not publish this CbCR. The necessary transparency is ensured with the tax authorities, which can assess the figures and data pursuant to applicable tax law regulations. 1,10



Ecology | Environmental Impact

MANN+HUMMEL is committed to protecting the environment from pollution and to reducing environmental hazards and risks to an acceptable level.

Our commitment to the UN Global Compact and the SDGs of the United Nations as well as international standards, associations or laws provide us with the framework for action. In 2050, we want to be CO₂-neutral along the entire value chain. For the manufacture of our products, we currently still rely on thermal processes using fossil fuels.

Our goal, however, is to achieve CO₂-neutral production in the middle of the next decade. In addition, we want to reduce our need for raw materials and consumables to a minimum and ensure compliance with human and environmental rights in our supply chain.

The principle of circular economy as a basic component of our material requirements is our guiding principle here.

Disclosure Titles

Direct answers

SDG UNGC

Material Management/Resource efficiency

GRI 3 Material Topics 2021

GRI 3-3	Management of material topics	<p>MANN+HUMMEL pursues the goal of establishing a circular economy from the procurement of input materials to the end of the product's service life. Our goal is to reduce the need for "virgin materials" and to achieve maximum recyclability. This includes both the origin of the materials and the recyclability at the end of use of our products.</p> <p>Our challenge with filtration media in the context of recyclability: Our products separate the useful from the harmful. Our filters clean the air we breathe or the water we drink. In this way, our products contribute to the achievement of SDG 3 (Health and Well-being) or SDG 6 (Clean Water). However, this comes at a price: The elements of a filter that come into contact with the contaminated media and perform the cleaning task are currently recyclable only to a limited extent. Here, too, we are working on solutions.</p> <p>To this end, we have defined a focus topic as part of our sustainability strategy. In the dimensions "Materials from sustainable sources", "Material efficiency", "Secondary first" and "Waste prevention and recyclability in the downstream life cycle". With interdisciplinary teams and external partners, we are working on solutions to obtain our raw materials from sustainable sources, reduce the quantities required for production and packaging, steadily increase the proportion of recycled materials used, and launch recyclable products on the market.</p> <p>In this way, we are pursuing the transformation goal of the EU Green Deal to a circular economy by the year 2050 and to make a significant contribution to UN SDG Goal 12 "Sustainable Consumption and Production".</p>
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GRI 301 Materials 2016

GRI 301-1	Materials used by weight or volume	Information not available.
GRI 301-2	Recycled input materials used	Information not available.
GRI 301-3	Reclaimed products and their packaging materials Glossary	Information not available.

Disclosure Titles

Direct answers

SDG UNGC

Energy use (own operations/upstream)**GRI 3 Material Topics 2021**

GRI 3-3 Management of material topics MANN+HUMMEL is a globally active company with 64 of its own production sites. With the help of energy, filtration solutions are produced from supplied raw materials and semi-finished products. The main, own energy sources are electricity (approx. 2/3 Scope 2) and gas (approx. 1/3 Scope 1).

With its Carbon Zero Strategy, MANN+HUMMEL is pursuing the goal of “CO₂ neutrality along the entire value chain” by the year 2050, thereby supporting the EU Green Deal target of CO₂ neutrality for Europe and the other regions of our business activities and supporting SDG 12.

In the context of energy, our Carbon Zero Strategy consists of two elements: increasing energy efficiency and gradually switching to renewable energy. We will convert our electricity demand to “100 % electricity from renewable sources” by 2025 through renewable energy tariffs, power purchase agreements (PPAs), or renewable energy certificates (EACs). In parallel, we are working to increase energy efficiency and reduce our energy demand in Scope 1 & 2) with specific targets for each region.

GRI 302 Energy 2016

GRI 302-1	Energy consumption within the organization		2023	2022	2021	2020	12,13	7,8,9
Locations Transportation (incl. Headquarter)		Number	33	32	37	37		
	Locations with ISO 14001-certification	Number	30	30	35	35		
	Coverage of ISO 14001-certification, based on locations	%	91	94	95	95		
	Coverage of ISO 14001-certification, based on production output	%	100	100	100	100		
	Energy Efficiency	kWh/PO	0,20	0,25	0,27	0,3		
Locations LS&E		Number	22	26	21	0		
	Locations with ISO 14001-certification	Number	6	4	3	0		
	Coverage of ISO 14001-certification, based on locations	%	27	15	14	0		
	Coverage of ISO 14001-certification, based on production output	%	27	26	21	0		
	Energy Efficiency	kWh/PO	0,11	0,11	0,14	n. a.		

Disclosure Titles	Direct answers		2023	2022	2021	2020	Δ vs. PY%	SDG	UNGC
GRI 302-1	Energy consumption within the organization							12,13	7,8,9
	Total energy consumption	GWh	566	636	677	584	-15		
	thereof from non-renewable sources	GWh	438	522	637	583	-16		
	thereof electricity consumption from fossil sources incl. nuclear energy	GWh	220	247	348	342	-11		
	thereof offset by CO ₂ certificates	GWh	214	264	272	0	-17		
	thereof natural gas consumption	GWh	225	272	278	226	-29		
	thereof fuel oil/diesel consumption	GWh	4	6	9	5	-44		
	thereof LPG/propane consumption	GWh	4	7	6	7	-31		
	thereof gasoline	GWh	0	0	4	0	-24		
	thereof district heating	GWh	2	3	5	3	-2		
	thereof from renewable sources	GWh	97	121	48	1	-19		
	thereof renewable electricity (external procurement)	GWh	95	118	45	0	-19		
	thereof renewable electricity (own generation)	GWh	0	1	1	0	-58		
	thereof solar thermal (own generation)	GWh	0	0	0	0	0		
	thereof geothermal energy (own generation)	GWh	1	1	2	1	0		
	thereof biogas consumption (possible shares in natural gas as well)	GWh	0	0	0	0	0		
	thereof bio-heating oil/bio-diesel consumption	GWh	0	0	0	0	0		
	thereof bio-LPG/bio-propane consumption	GWh	0	0	0	0	0		
	thereof organic biofuel/bioethanol	GWh	0	0	0	0	0		
	thereof district heating generated from renewables	GWh	0	0	0	0	0		
	Electricity consumption	GWh	315	366	393	342	-14		
	Correction for countries with 100 % green power tariffs	GWh	-15	-16	0	0	-6		
	Electricity consumption, to compensate	GWh	300	350	0	0	-14		
	thereof offset by CO ₂ certificates	GWh	163	357	0	0	-54		
	Compensation rate through EAC	%	54	102			-47		
	Thermal energy consumption	GWh	n. v.						
	Cooling energy consumption	GWh	n. v.						
	Steam consumption	GWh	0						
	Energy consumption outside the organization	GWh	n. v.						
	Reduction of energy requirements for products and services	GWh	n. v.						
	Share of renewable energies in total energy demand (Scope 1&2) / UN GC E.10	%	56						

Statement of the Board		GRI 1	GRI 2	GRI 3	Material Topics												
Disclosure Titles	Direct answers				SDG	UNGC											
GRI 302-2	Energy consumption outside of the organization	No data is available on energy consumption outside the organization.				8,12,13	7,8,9										
GRI 302-3	Energy intensity	<table border="1"> <thead> <tr> <th></th> <th>2023</th> <th>2022</th> <th>2021</th> <th>2020</th> </tr> </thead> <tbody> <tr> <td>Total energy intensity</td> <td>0,12</td> <td>0,14</td> <td>0,16</td> <td>0,15</td> </tr> </tbody> </table>					2023	2022	2021	2020	Total energy intensity	0,12	0,14	0,16	0,15	8,12,13	7,8,9
	2023	2022	2021	2020													
Total energy intensity	0,12	0,14	0,16	0,15													
GRI 302-4	Reduction of energy consumption	<table border="1"> <thead> <tr> <th></th> <th>2023</th> <th>2022</th> <th>2021</th> <th>2020</th> </tr> </thead> <tbody> <tr> <td>Change in total energy consumption compared with previous year %</td> <td>-15,0</td> <td>-6,0</td> <td>15,9</td> <td>n. v.</td> </tr> </tbody> </table>					2023	2022	2021	2020	Change in total energy consumption compared with previous year %	-15,0	-6,0	15,9	n. v.	12,13	7,8,9
	2023	2022	2021	2020													
Change in total energy consumption compared with previous year %	-15,0	-6,0	15,9	n. v.													
GRI 302-5	Reductions in energy requirements of products and services	No related data is currently available to give any company-wide conclusions. We are currently working on establishing methods to have a first assessment of the overall CO ₂ footprint of our products and therefore plan to provide information for the 2023 CSR report.															

Water management

GRI 3 Material Topics 2021

GRI 3-3	Management of Material Topics	MANN+HUMMEL is committed to protecting the environment from pollution, eliminating environmental hazards and reducing environmental risks to an acceptable level. We have introduced global standards to prevent soil and groundwater contamination and the pollution of water bodies in order to protect habitats. In parallel, we aim to reduce water demand. To this end, we have introduced global monitoring and control instruments. In our Supplier Code of Conduct, we call on our suppliers to introduce comparable standards and also anchor them in their supply chain. In order to externally validate our status and progress in dealing with water and wastewater and to develop further in this area, MANN+HUMMEL joined the CDP Water Security Program in this reporting period. The initial assessment according to the CDP Water Security Rating Scheme was completed with a "C" rating. The potential for improvement identified in the rating was evaluated and incorporated into environmental management.	7,8,9
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GRI 303 Water and Effluents 2018

GRI 303-1	Interactions with water as a shared resource	Water stress levels for the various sites were assessed (Aqueduct Water Risk Atlas). The results and the identified risks and opportunities are part of the Alyne Risk Report.	6	7,8,9
GRI 303-2	Management of water discharge-related impacts	In accordance with local legal requirements and water law permits, the individual sites monitor wastewater parameters. At most sites, wastewater monitoring is limited to production wastewater, which is treated in the company's own wastewater treatment plants. No fixed parameters are defined; each site has individual regional parameters.	6	7,8,9

Disclosure Titles	Direct answers				SDG	UNGC
GRI 303-3	Water withdrawal	A 17% reduction in water intensity was observed in the year under review.				
			2023	2022	2021	
	Total water intensity	m ³ /Mio. EUR	119,05	140,61	155,64	
	Water withdrawal, total	m ³	524.191	619.141	598.125	
	thereof surface water	m ³	21.153	10.495	20.535	
	thereof ground water	m ³	67.091	81.506	93.479	
	thereof sea water	m ³	0	0	0	
	thereof produced water	m ³	0	0	0	
	thereof water from a third party	m ³	435.947	527.141	484.111	
	Water withdrawal (in areas of high or very high water stress according to Aqueduct Water Risk Atlas), total	m ³	181.429	273.115	n.v.	
	thereof surface water	m ³	0	0	n. v.	
	thereof ground water	m ³	22.486	22.742	n. v.	
	thereof sea water	m ³	0	0	n. v.	
	thereof produced water	m ³	0	0	n. v.	
	thereof water from a third party	m ³	158.943	250.373	n. v.	
GRI 303-4	Water discharge		2023	2022	2021	
	Water recirculation, total	m ³	477.046	607.301	589.983	
	thereof surface water	m ³	23.097	66.688	84.504	
	thereof ground water	m ³	0	0	0	
	thereof sea water	m ³	0	0	0	
	thereof water from a third party	m ³	424.399	483.875	471.627	
	Depending on local legal requirements and water law permits, the sites carry out monitoring of wastewater parameters. At most sites, wastewater monitoring is limited to production wastewater, treated in our own purification plants. No fixed intervals are defined; every site is specific.					
GRI 303-5	Water consumption		2023	2022	2021	
	Total consumption of water from all areas	m ³	47.145	11.841	8.142	
	Total consumption of water from areas with high or very high water stress	m ³	19.215	5.210	n. v.	
	The increase in the reporting year is due to improved data collection methods and the integration of additional locations. The figures for previous years were not adjusted retrospectively.					

Disclosure Titles

Direct answers

SDG UNGC

Biodiversity (e.g., land use)**GRI 3 Material Topics 2021**

GRI 3-3	Management of material topics	Our goal is to reduce the impairment, especially of protected and biodiversity-sensitive habitats on our company premises to zero. Within MANN+HUMMEL, the relevant departments such as Real Estate, HSE, Plant Management, Logistics, and Production work closely together to meet this responsibility. When procuring raw materials, we pay attention to responsible sources and business partners. In the coming years, we will develop appropriate framework conditions for our core raw materials and integrate them into our supply chain to meet our responsibilities. In the next two years, we will expand the necessary management systems and establish global control instruments.
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GRI 304 Biodiversity 2016

GRI 304-1	Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas	All MANN+HUMMEL production sites are located outside a 5 km radius of protected areas and areas of high biodiversity value.	14,15
GRI 304-2	Significant impacts of activities, products and services on biodiversity	Currently there is no process established to monitor direct or indirect impacts on biodiversity on a global level.	
GRI 304-3	Habitats protected or restored	Currently there is no process established to monitor activities for habitats on a global level.	

Climate Change

GRI 3 Material Topics 2021

GRI 3-3	Management of material topics	<p>MANN+HUMMEL is an industrial manufacturing company, which means we inevitably require energy to produce our goods. As a result, we consume natural resources, resulting in CO₂ and other emissions. We are aware that our value-added process has an impact on the environment and are continuously working to minimize this.</p> <p>In 2021, we adopted our company-wide climate protection strategy, "Carbon Zero". It envisages that we will operate in a CO₂-neutral manner along the entire value chain by 2050. We aim to achieve this target in our production operations by 2035. In addition to the business sectors that significantly influence the Group's carbon footprint, our employee representatives were also involved in developing the climate protection strategy.</p> <p>With our Carbon Zero Strategy, we are consistently pursuing the path to becoming a climate-neutral company and thus contributing to achieving the Paris Climate Agreement and the United Nations' Sustainability Development Goal 13, "Climate action". To bring our "Carbon Zero" strategy to life, we have defined a road map. In it, we have defined medium- and long-term milestones for our climate protection activities and set out the levers and tools that will help us achieve these goals. Four levers have been defined for achieving the targets: Energy efficiency, renewable energies, sustainable supply chains, and sustainable products.</p>
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Disclosure Titles

Direct answers

SDG UNGC

GRI 305 Emissions 2016

GRI 305-1 Direct (Scope 1) GHG emissions 2023 2022 2021 2020 12,13

		2023	2022	2021	2020
Total greenhouse gas emissions	1,000 t CO ₂	1.633	1.653	2.037	1.816
Greenhouse gas intensity change from previous year	%	-1	-19	12	
Greenhouse gas intensity, total	t CO ₂ /Mio, EUR	347	343	485,0	477,9
Greenhouse gas emissions, by source	1,000 t CO ₂			2	
Own greenhouse gas emissions, total (Scope 1 + 2 market-based)	1,000 t CO ₂	197	221	198	220
Greenhouse gas emissions (Scope 1)	1,000 t CO ₂	48	65	66	47
Greenhouse gas emissions (Scope 2 market-based)	1,000 t CO ₂	160	167	143	173
Greenhouse gas emissions (Scope 2 location-based)	1,000 t CO ₂	183	206	211	
Greenhouse gas emissions (Scope 3.1) purchased goods and services	1,000 t CO ₂	1.107	1.231	1.562	1.596
Greenhouse gas emissions (Scope 3.3) fuel and energy-related emissions	1,000 t CO ₂	22	27	50	
Greenhouse gas emissions (Scope 3.4) Transportation and distribution (upstream)	1,000 t CO ₂	233	116	124	
Greenhouse gas emissions (Scope 3.6) Transportation and distribution (upstream)	1,000 t CO ₂	9	3	2	
Greenhouse gas emissions (Scope 3.7) Transportation and distribution (upstream)	1,000 t CO ₂	20	25	26	
Greenhouse gas emissions (Scope 3.9) Transportation and distribution (downstream)	1,000 t CO ₂	34	23	67	
Nitrogen oxides (NOx)	t	n. v.	n. v.	n. v.	n. v.
Sulfur dioxide (SOx)	t	n. v.	n. v.	n. v.	n. v.
Fine particles	t	n. v.	n. v.	n. v.	n. v.
Emissions of ozone-depleting substances	t	n. v.	n. v.	n. v.	n. v.

Note: The values for 2020 have been adjusted. The calculation of greenhouse gas emissions is based on the emission factors of the VDA (2017) and the Probas database of the German Federal Environment Agency. Supplier-specific emission factors were used to determine Scope 2 (market-based).

Scope 3.1, Scope 3.4 and Scope 3.5 greenhouse gas emissions are calculated using an accepted input-output model. This model uses the multiregional input-output accounting method and quality-assured data from international environmental, resource, and social statistics (OECD, BEA, World Bank indicators, and EXIOBASE).

Scope 3.3: See next page

Disclosure Titles	Direct answers	SDG	UNGC
GRI 305-1 Direct (Scope 1) GHG emissions	Scope 3.3 greenhouse gas emissions are calculated using DEFRA emission factors (2022) and German Federal Environment Agency emission factors (2021, renewable energy emission balance). The calculation of upstream chain emissions and T&D losses is based on the emission sources considered for Scope 1 (natural gas, heating oil, propane, methanol) and Scope 2 (electricity, district heating). The correction of the previous year's emissions results from a methodology adjustment to calculate the KTT factor for energy sources in the emission factor sources used (DEFRA and UBA) in order to more appropriately account for indirect emissions. The year-on-year increase in emissions in the area of transport and distribution was mainly due to the massive disruptions to global supply chains caused by the COVID-19 pandemic. Due to the poor availability of sea freight, we had to make increased use of special air freight shipments to avoid interruptions to production processes. The 2021 figure is based on a current projection.		
GRI 305-2 Energy indirect (Scope 2) GHG emissions	See GRI 305-1	12,13	
GRI 305-3 Other indirect (Scope 3) GHG emissions	See GRI 305-1	12,13	
GRI 305-4 GHG emissions intensity	See GRI 305-1	13	
GRI 305-6 Emissions of ozone-depleting substances (ODS)	No data is collected on a global basis.	12	
GRI 305-7 Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions	MANN+HUMMEL operates corresponding plants at some production sites where these parameters are relevant (e.g., painting plants). The relevant sites, e.g., Marklkofen or Zaragoza (MHES) have installed corresponding monitoring programs in order to ensure compliance with the emission limits. Exceedances are recorded and controlled via the HSE Alert System. The respective targets and threshold values are derived from the local specifications for the operation of these plants. There are currently no global key figures, KPIs or global targets for reducing air emissions. In the 2023 reporting year, there was a substantiated environmental violation at the Fayetteville site (NC; USA). Due to a software error, a temperature sensor in the exhaust gas system of the thermal exhaust gas aftertreatment system failed. This incident was penalized with a fine of USD 37,968 in accordance with the US Clean Air Act. The exhaust gas aftertreatment system was not affected and functioned without restriction.	12	

Disclosure Titles

Direct answers

SDG UNGC

Operational waste management incl. waste water**GRI 3 Material Topics 2021**

GRI 3-3	Management of material topics	MANN+HUMMEL aims to minimize hazardous waste by continuously reviewing and improving production processes and returning waste to material cycles whenever possible and lawful. MANN+HUMMEL has implemented global indicators for recycling rates and waste efficiency to manage waste performance. Targets are set at global, regional, and local levels.
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GRI 306 Waste 2020

GRI 306-1	Waste generation and significant waste-related impacts			2023	2022	2021	2020	Change vs. previous year%	3,6,12	7,8,9
	Waste generation, total	1,000 t	70,1	77,5	79,5	70,8	-10,6			
	thereof hazardous waste	1,000 t	2,5	1,9	2,1		25			
	thereof non-hazardous waste	1,000 t	63,7	72,5	75,8		-14			
	thereof waste for disposal	1,000 t	2,8	3,6	2,8	3,8	-27			
	thereof waste for recycling	1,000 t	67,2	73,9	76,7	67,0	-10			
	thereof scrap and metals, total	1,000 t	35,0	37,4	42,7	38,7	-7			
	Recycling rate, total (material+thermal)	%	94,8	95,8	96,8	94,6	-1			
	Waste intensity (tons per million EUR production output)		14,9	16,1	18,9		-8			
	Share of hazardous waste	%	3,6	2,5	2,6					

GRI 306-2	Management of significant waste-related impacts	Waste management is defined within our documented business management system (MMS) in the Non-Production Material Procurement Instruction document. This document clarifies selection of and audits at disposal companies. Audit reports are created according to internal procedures: Health, Safety and Environmental Audits and Disposal Audit Plan for Hazardous and Non-Hazardous Waste Categories.	3,6,12	7,8,9
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GRI 306-3	Waste generated		2023	2022	2021	2020	3,6,12	7,8,9
	Waste generation, total	1,000 t	70,1	77,5	79,5	70,8		

Disclosure Titles	Direct answers							SDG	UNGC
GRI 306-4	Waste diverted from disposal			2023	2022	2021	2020	3,12	7,8,9
	Waste for recycling	1,000 t		67,2	73,9	76,7	67,0		
GRI 306-5	Waste directed to disposal			2023	2022	2021	2020		
	Waste for disposal	1,000 t		2,8	3,6	2,8	3,8		

Waste that has been thermally recycled is still included in category 306-4.



Employees and Social Affairs

“Zero violations against human rights”

Human rights and compliance with them are a matter of course for MANN+HUMMEL. As an internationally active group, diversity in all its forms is a daily practice.

This is also reflected in our membership of the UN Global Compact: We do not tolerate child or forced labor or any form of discrimination.

As an employer, the health of our employees and customers always comes first. We also expect our suppliers to comply with these values and requirements.

New work (e.g., flexible working conditions, work from home)

GRI 3 Material Topics 2021

GRI 3-3	Management of material topics	<p>We want to stand out as an attractive employer in the competition for qualified specialists and workers. Our Management Policy states: "We are committed to taking responsibility for our employees and offering them a first-class working environment." We promote the talents of our employees and adopt a corporate culture based on a spirit of partnership that meets employees' needs.</p> <p>Our Code of Conduct describes our efforts to offer all employees opportunities for personal and professional development. For MANN+HUMMEL, a corporate culture based on a spirit of partnership also means that business decisions, strategic plans, and structural changes must be effectively communicated. That is why we inform our employees about innovations at the right time and involve employee representatives in change processes at an early stage and in accordance with the relevant legal and collective agreement requirements. In Germany, MANN+HUMMEL supports the works council in holding a meeting of all members yearly, including a report from management. (Source: https://www.mann-hummel.com/en/career/life-at-mann-hummel.html)</p> <p>We believe in enablement, empowerment, and trust. At MANN+HUMMEL we are convinced that "Everybody has talent", which also forms the foundation of our talent management approach.</p> <p>Not everyone has a leadership profile or wants to become a leader. Some do have the skill and talent to develop in an expert or a project career and others more qualify for cross-functional careers. We develop and manage our talents along our business needs to ultimately achieve our goals – today and in the future.</p> <p>We believe in the concept of diversity and Co-Creation by means of involving a variety of stakeholders with different personal and professional profiles in the talent management & development process.</p> <ul style="list-style-type: none"> ▪ We capitalize on the skills, personal initiative, and fairness of our employees and place great importance on flat hierarchies. We support you in following your personal career path through personalized qualification programs. ▪ We consider the needs of our employees one of our main priorities. As an employer, we would like to meet these needs in the best way possible. ▪ We see job satisfaction and the personal life planning of our employees as a key priority. The promotion of health and healthcare is therefore just as important to us as your company pension scheme. ▪ Flexible working-time models enable you to reconcile your professional and private life, for an optimal work life balance. ▪ We firmly believe that each and every employee brings their own specific skills to the table, which is why we provide you with the requisite support in line with your expertise and aptitudes, regardless of the area you work in. By doing so, we give you the necessary scope to hit the ground running, both in your personal and your professional life.
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For more Information see [Life at MANN+HUMMEL](#)

Disclosure Titles

Direct answers

SDG UNGC

GRI 401 Employment 2016

GRI 401-1 New employee hires and employee turnover		2023	Europe	Americas	Asia-Pacific	2022	8
Fluctuation		15,8	5,8	31,7	16,2	9,91	
Entries, total	Number	7.502	2.224	4.708	570	10.004	
thereof women	Number	3.215	1.002	2.056	157	3.143	
thereof women in the age group < 30 years	Number	1.288	468	751	69	1.422	
thereof women in the age group 30–50 years	Number	1.431	419	930	82	1.435	
thereof women in the age group > 50 years	Number	496	115	375	6	286	
thereof men	Number	4.054	1.222	2.419	413	4.516	
thereof men in the age group < 30 years	Number	1.828	605	1.011	212	2.187	
thereof men in the age group 30–50 years	Number	1.706	479	1.037	190	1.938	
thereof men in the age group > 50 years	Number	520	138	371	11	391	
thereof other/non-binary	Number	233	0	233	0	35	
thereof not disclosed	Number	0	0	0	0	1.845	
thereof without age specification	Number	0	0	0	0	465	
Leavings, total	Number	6.928	2.148	4.254	526	11.400	
thereof women	Number	2.675	948	1.573	154	3.526	
thereof women aged < 30 years	Number	950	349	563	38	1.364	
thereof women aged 30–50 years	Number	1.142	373	675	94	1.689	
thereof women aged > 50 years	Number	583	226	335	22	473	
thereof men	Number	3.817	1.200	2.245	372	5.613	
thereof men aged < 30 years	Number	1.424	466	820	138	2.163	
thereof men aged 30–50 years	Number	1.672	485	980	207	2.534	
thereof men aged > 50 years	Number	721	249	445	27	916	
thereof other/non-binary	Number	77	0	77	0	505	
thereof not disclosed	Number	359	0	359	0	1.460	
thereof without age specification	Number	0	0	0	0	296	

Fluctuation: The figures are based on the fluctuation per country, followed by the average per region and then the Group average.

Statement of the Board		GRI 1	GRI 2	GRI 3	Material Topics		
Disclosure Titles	Direct answers			SDG	UNGC		
GRI 401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	<p>The scope of company benefits in the MANN+HUMMEL Group differs according to (national) companies and regions. The company benefits for employees of the German companies of MANN+HUMMEL GmbH and MANN+HUMMEL International GmbH&Co.KG are presented here as an example. These company benefits include supplementary health insurance, eldercare, canteen, company car (depending on function), subsidized bicycle leasing, company doctor, company pension scheme, sports groups, and others.</p> <p>We offer part-time employees the same benefits as full-time employees: however, they are partially subsidized in proportion to their working hours. In some cases, these benefits are also available to temporary employees.</p>			3,8	6	
GRI 401-3	Parental leave	<p>The MANN+HUMMEL Group's "parental leave" policies vary by national companies and regions, and are primarily based on statutory provisions and regulations. No global data collection was conducted in the reporting year.</p>			5,8	6	

Disclosure Titles

Direct answers

SDG UNGC

Occupational health & safety incl. wellbeing

GRI 3 Material Topics 2021

GRI 3-3	Management of material topics	<p>Safety First, Quality Always!</p> <p>No workplace accidents is our goal. We prioritize holistic occupational health and safety. MANN+HUMMEL takes responsibility for employee safety, ensures legal compliance, and promptly addresses grievances.</p> <p>MANN+HUMMEL's management policy outlines the guiding principles for our business and the application of the MANN+HUMMEL Management System (MMS). It also sets the framework for achieving the company's strategic objectives. This policy is essential for our certification to the management system standards ISO 9001, IATF 16949, ISO 14001 and ISO 45001, and applies to all MANN+HUMMEL employees.</p>
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GRI 403 Occupational Health and Safety 2018

GRI 403-1	Occupational health and safety management system	<p>The Management Policy of MANN+HUMMEL describes the guiding principles for our business and for applying the MANN+HUMMEL Management System (MMS). It also describes the framework for setting and meeting the business' strategic objectives. It is a fundamental requirement for our certification to the ISO 9001, IATF 16949, ISO 14001 management system standards, and ISO 45001. It is applicable for all MANN+HUMMEL employees.</p> <p>The requirements of these standards are ISO 45001 for Occupational Health and Safety Management Systems. The globally applicable standard formulates the requirements for occupational health and safety management systems. The requirements of these standards are supplemented by applicable legal, regulatory, and customer requirements.</p> <p>At locations with several legal entities or several business units, a location manager is appointed who has overall responsibility for the entire location. In general, the top management (MBC) is responsible for occupational health & safety and environmental (HSE) protection issues. The MBC delegates operational responsibility to the respective general managers and plant managers. This delegation takes place in written form and in consideration of local legal requirements. At these locations, the following regulations are observed: The HSE Specialists are appointed for all legal entities/business units operating at the location and report to the location management. In the case of plant-specific appointments, a different regulation is possible (e.g., emission protection, laser protection). The local H&S committee is appointed for the entire location. Representatives of all legal entities/business units at the location must be represented in this Health & Safety committee. The scope of HSE-relevant documents includes all legal entities/business units located at the site. In the case of technically specific documents, a different regulation is possible. HSE-relevant KPI are calculated for the entire location. In addition, these KPI can also be calculated for individual legal entities/business units.</p> <p>Certificates overview</p>	8
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Statement of the Board	GRI 1	GRI 2	GRI 3	Material Topics	
Disclosure Titles	Direct answers			SDG	UNGC
GRI 403-2	Hazard identification, risk assessment, and incident investigation	<p>The following HSE-relevant procedures are stored within the MANN+HUMMEL Management System (MMS). They are of confidential nature and for internal use only. Therefore, it's only possible to provide a high-level reference within this report.</p> <ol style="list-style-type: none"> Health, Safety & Environmental Risk Management Procedure The purpose of HSE risk management is to identify and evaluate HSE issues, hazards, risks and opportunities with the goal of eliminating, substituting or controlling potential negative impacts of planned activities before they occur so that risk-reducing activities can be planned and implemented. Investigation of HSE Related Incidents and Occupational Illnesses Procedure This procedure defines the activities and responsibilities for the preparation, execution, and documentation of incidents, like near misses, first aid cases, accidents, emergencies, or occupational illnesses as well as the implementation of the necessary countermeasures developed during the incident investigation. 		8	
GRI 403-3	Occupational health services	During the reporting year, 30 sites cooperated with occupational health service providers (internal or external).		8	
GRI 403-4	Worker participation, consultation, and communication on occupational health and safety	<p>The MANN+HUMMEL HSE Standards address Health, Safety, and Environmental Protection. They support the MANN+HUMMEL Group Management Policy. The HSE Standards are an integral element of MANN+HUMMEL's commitment to Sustainable Development as it is outlined in the MANN+HUMMEL FILTER values as well as in the internal Corporate Business Manual.</p> <p>This policy covers all HSE Governance aspects of MANN+HUMMEL's business along the value chain that have the potential to significantly impact HSE. Specific principles related to HSE, as described in the Group Management Policy and the HSE Big Rules (created in 2016, practiced at all sites and are part of team meetings and actions; they raise awareness of the responsibility that each individual also bears for health protection and occupational safety and are binding for all employees) commit MANN+HUMMEL to keeping risks as low as reasonably achievable, complying with and moving beyond legal requirements where appropriate, and continually improving the overall HSE performance. Specific regional and local procedures and instructions may be necessary elements for the implementation. The HSE Policy is an integrated part of the Group Management Policy, the Code of Conduct of the MANN+HUMMEL Group, and the HSE Big Rules. The HSE Policy applies to all MANN+HUMMEL locations as described in the internal MANN+HUMMEL Corporate Business Manual. The Management Board Committee (MBC) ensures the involvement and participation of employees/employee representatives in any revision of the Management Policy. Regular meetings (local, regional, global) which serve the communication of HSE-relevant topics are listed in the Corporate Quality HSE Governance Plan in tabular form, incl. defined frequencies, hosts, and participants. Additionally, HSE topics are an integral part of any ad hoc or regular operations team meeting to ensure the highest levels of health protection and safety as well as environmental protection.</p> <p>Relevant HSE topics are, e.g.,</p> <ul style="list-style-type: none"> ▪ adaptations and planned changes in the design of work areas, processes ▪ relevant changes of HSE procedures and regulations ▪ results of HSE risk assessments ▪ results of root cause assessments resulting from incidents or near misses ▪ status of HSE KPI performance ▪ suggestions for improvement activities ▪ status of corrective or preventive actions <p>The communication of HSE-relevant topics with the general works council and the local employee representatives takes place at numerous different levels and is described in several internal procedures. Optionally, additional required processes for consultation and participation of employees and employee representatives are defined at local level.</p>		8	6

Statement of the Board	GRI 1	GRI 2	GRI 3	Material Topics	
Disclosure Titles	Direct answers			SDG	UNGC
GRI 403-5 Worker training on occupational health and safety	<p>General Rules are defined in our internal HSE Governance Policy. Based on task related competencies and qualifications, the employees are familiarized with HSE-related hazards, risks, and regulations. This ensures that all employees are sufficiently qualified and instructed referring to their task to make them aware of the impact of their actions or omissions on HSE-relevant aspects. The introduction, e.g., for new employees, includes HSE topics, comprising:</p> <ul style="list-style-type: none"> ▪ HSE Policy ▪ HSE objectives and the employees' contribution to the effectiveness of the HSE Management System ▪ HSE requirements, responsibilities and tasks ▪ Actual and potential effects of, hazards and risks related to the work performed and potential consequences of deviations ▪ Protective measures and lessons learned from incidents and ▪ Emergency preparedness <p>The relevant supervisor is responsible for the instruction and its documentation. Generally, the introduction of HSE-relevant content should be repeated periodically according to the local regulations incl. the check of effectiveness of it, e.g., by observation of behavior, interviews, or examination. All internal and external training and instructions are planned, performed, and recorded according to internal procedure "Training and Awareness", which governs how training is approached at MANN+HUMMEL. Contractors receive sufficient instructions regarding protective HSE measures before entering the premises, based on internal procedure management of external contractors working on the premises of MANN+HUMMEL. For visitors, local regulations are in place and applied.</p> <p>The organization of HSE-relevant training is included in the global training procedure "Training and Awareness". In the internal HSE Training Academy multiple training presentations are available with the focus on global HSE procedures.</p>			8	
GRI 403-6 Promotion of worker health	Global requirements for the implementation of local health promotion programs are defined in our HSE Governance Policy.			3	6
GRI 403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	Mitigation of occupational health and safety risks directly linked by business relationships are outlined in our internal HSE Governance Policy.			8	

Disclosure Titles	Direct answers		2023	2022	2021	2020	2019	SDG	UNGC
GRI 403-8	Workers covered by an occupational health and safety management system							8	
	Number of production & development sites incl. headquarters with ISO 45001	Number	29	25	21	18	0		
	Degree of ISO 45001 coverage (based on sites)	%	88	78	57	49	0		
	Degree of ISO 45001 coverage (in relation to employees)	%	89	60	53	45			
	Degree of ISO 45001 coverage (based on production output)	%	92	83	74				
GRI 403-9	Work-related injuries							3,8	
	Lost Time Incidents (LTIR)	LTIR	2,1	2,4	2,7	3,1	2,7		
	Fatal incidents	Number	1	1	0	0	0		
	Total number of incidents causing lost days and restricted days	Number	74	92	118	n. a.	n. a.		
	LTIR: Measured by Lost Time Injury Rate, i.e., accidents at work resulting in one or more lost working days per million hours worked. Employees incl. temporary workers, persons in training and internships.								
GRI 403-10	Work-related ill health								
	Number of work-related illnesses	Number	0	0	3	n. a.	n. a.		
	Deaths due to work-related diseases	Number	0	0	0	0	0		

Disclosure Titles

Direct answers

SDG

UNGC

Training and continued education

GRI 3 Material Topics 2021

GRI 3-3	Management of material topics	The development and training of employees is crucial for MANN+HUMMEL's success. Role and function-specific offers are provided, along with global cooperation with "LinkedIn Learning" for independent learning. Mandatory training courses are also available, such as compliance and occupational health and safety, mainly given online. MANN+HUMMEL's specific training courses are continuously expanding, especially in sustainability-related topics. Employee Benefits
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GRI 404 Training and Education 2016

GRI 404-1	Average hours of training per year per employee	No report available for this information.
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GRI 404-2	Programs for upgrading employee skills and transition assistance programs	MANN+HUMMEL offers outplacement consultations in the context of termination agreements. In some cases, sabbaticals with a return guarantee are also granted.	8	6
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GRI 404-3	Percentage of employees receiving regular performance and career development reviews	All employees receive yearly performance reviews including individual development plans. This is supported by our one-to-one conversation process for white collar employees.	5,8,10
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Disclosure Titles

Direct answers

SDG UNGC

Diversity & Inclusion | Remuneration guidelines

GRI 3 Material Topics 2021

GRI 3-3	Management of material topics	See GRI 2-23 "Human Rights Policy" and "Human Rights Risk Management and Due Diligence Procedure" Employees Benefits
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GRI 405 Diversity and Equal Opportunity 2016

GRI 405-1	Diversity of governance bodies and employees	The highest controlling body of the MANN+HUMMEL Group is the shareholders' meeting (GV) of MANN+HUMMEL International GmbH & Co.KG, whose members are not published.	5,8	6
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		2023	Europe	Americas	Asia-Pacific
Management Board	Number	2	1	1	0
Age structure/proportion < 30 Years	%	0	0	0	0
Age structure/proportion 30-50 Years	%	0	0	0	0
Age structure/proportion > 50 Years	%	100	100	100	0
Vice President	Number	10	6	1	3
Proportion of women	%	10	17	0	0
Age structure/proportion < 30 Years	%	0	0	0	0
Age structure/proportion 30-50 Years	%	10	17	0	0
Age structure/proportion > 50 Years	%	0	0	0	0
Employees with a leading function	Number	1.105	806	148	151
Age structure/proportion < 30 Years	%	1	2	1	1
Age structure/proportion 30-50 Years	%	59	57	51	78
Age structure/proportion > 50 Years	%	39	41	48	21
Employees without leading function¹⁾	Number	20.225	10.763	6.838	2.624
Age structure/proportion < 30 Years	%	18	16	20	21
Age structure/proportion 30-50 Years	%	54	52	50	70
Age structure/proportion > 50 Years	%	28	32	31	9
Proportion of women in relation to leaders, total	%	21	20	18	30
Employees with a leading function	%	3	3	1	5
Employees without leading function	%	97	97	99	95
Proportion of women in relation to the workforce, total	%	43	45	42	32

¹⁾ Leaders are defined as employees with a disciplinary management function according to internal MH-POL-022.

Disclosure Titles	Direct answers					SDG	UNGC	
GRI 405-1 Diversity of governance bodies and employees	Proportion of women in management bodies	2023	Europe	Americas	Asia-Pacific	5,8	6	
	Women without leading function	%	94,5	96,8	99,1			94,6
	Women with a leading function	%	5,5	3,2	0,9			5,4
GRI 405-2 Ratio of basic salary and remuneration of women to men	No information is available on this subject.							
Non-Discrimination								
GRI 3 Material Topics 2021								
GRI 3-3 Management of material topics	See Section 1.2 of the MANN+HUMMEL Social Charter “No Discrimination” Social Charter							
GRI 406 Non-discrimination 2016								
GRI 406-1 Incidents of discrimination and corrective actions taken	There were complaints in the reporting year; however, none of these complaints could be verified.						5,8	6

Disclosure Titles

Direct answers

SDG UNGC

Labor conditions (e.g., fair compensation)**GRI 3 Material Topics 2021**

GRI 3-3	Management of material topics	<p>Fair and comparable pay for our employees is a matter of course for us. Freedom of association and collective bargaining with employee representatives is standard practice in the Group.</p> <p>In its Social Charter, MANN+HUMMEL expressly recognizes the right of all employees to form collective representative bodies for employees and to engage in collective bargaining to regulate working conditions. The management and site managers work with the employee representatives constructively and in a spirit of trust - even on contentious topics. Our managers bear a special responsibility for communicating with our employees. They are called upon to consciously live our values and to promote them among their staff.</p> <p>They are therefore responsible for informing their employees comprehensively and in good time about all important issues. They are supported in this by the central Corporate Communications department.</p>	
Suppliers see GRI 414: Supplier Social Assessment 2016			

GRI 407 Freedom of Association and Collective Bargaining 2016

GRI 407-1	Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	<p>There are no known organizations or suppliers that restrict the freedom of association, trade unions, or collective bargaining. MANN+HUMMEL takes its commitment to trustful cooperation with all elected employee representatives and trade unions worldwide very seriously. The same applies to compliance with all legal or respective collective bargaining requirements. Our commitment and processes are defined with the internal HR Standards and Labor Relations Policy.</p>	8	2,3
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Disclosure Titles

Direct answers

SDG

UNGC

Child labor/forced labor**GRI 3 Material Topics 2021**

GRI 3	Material Topics 2021	<p>MANN+HUMMEL uses the progressive globalization of goods and capital markets to create worldwide production and distribution networks. This global network entails a social responsibility to which MANN+HUMMEL is committed. The basic principles of human coexistence and work are to be respected everywhere. Forced labor and child labor is not acceptable under any circumstances. On this basis, we utilize the opportunities for successful business activities and employment while mitigating possible risks. Ultimately, this is also important in terms of international competitiveness.</p> <p>In the period up to the end of 2022, the existing risk management and due diligence processes for group-wide purchasing were further expanded with regard to compliance with human and environmental rights. For this purpose, extensive analysis, information and evaluation tools were introduced and integrated into the standard processes – both in our own workforce and in our supply chain. Suppliers were informed and asked to cooperate with/implement international standards such as the UN Global Compact, OECD and ILO standards. The basis for this is our General Terms and Conditions of Purchase and our Supplier Code of Conduct. Further measures will be implemented in 2023, e.g., a human rights statement, an updated supplier code of conduct, or the appointment of a globally responsible human rights officer. In line with the German Supply Chain Due Diligence Act and the new UN Global Compact reporting standard, reporting will also be significantly expanded; a globally responsible human rights officer was appointed.</p> <p>Any concerns can be raised either directly with management or through the whistleblower system (including anonymously). MANN+HUMMEL ensured non-retaliatory and neutral processing of reported cases and implemented appropriate processes for this purpose.</p>
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GRI 408 Child labor 2016

GRI 408-1	Operations and suppliers at significant risk for incidents of child labor	<p>MANN+HUMMEL expects suppliers to comply with the Supplier Code of Conduct, which we refer to in every purchase order. This is the basis for cooperation and sets out our expectations with regard to respect for human rights and working conditions in accordance with the fundamental principles of the United Nations Global Compact and the International Labor Organization (ILO) and includes, in addition to national laws, ILO Conventions Nos. 29, 87, 98, 100, 105, 111, 138 and 182, as well as Conventions: ICCPR; ICESCR; Minamata (mercury) and POPs (chemicals).</p> <p>A regular risk assessment of all active suppliers is conducted as part of the sustainable procurement program. Suppliers are assessed for potential labor and human rights risks (including child labor and forced labor) based on industry risks, country risks, but also economic relevance for MANN+HUMMEL.</p> <p>In order to mitigate potential risks of the initial assessment, we require our suppliers to perform a comprehensive Corporate Social Responsibility assessment on the EcoVadis cooperation platform. This platform enables suppliers to provide their customers with key data on their sustainability strategy and processes. Business partners can share the results with other business partners; this is beneficial for the supplier. This transparency ensures that critical aspects and optimization opportunities are identified and that we achieve our sustainability goals together with the supplier. In addition, suppliers are continuously monitored for current labor and human rights incidents. In the event of an alarm, countermeasures are defined, implemented, and documented.</p>	8	5
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Disclosure Titles	Direct answers	SDG	UNGC
GRI 409	Forced or Compulsory Labor 2016		
GRI 409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labor	8	4

Social engagement/local responsibility

GRI 3	Material Topics 2021		
GRI 3-3	Management of material topics	Sustainability at MANN+HUMMEL Responsibility	
GRI 413	Local Communities 2016		
GRI 413-1	Operations with local community engagement, impact assessments, and development programs	No data were collected in the reporting year. In 2022, 18 % of our operations have implemented local community engagement, impact assessments, and/or development programs.	
GRI 413-2	Operations with significant actual and potential negative impacts on local communities	See GRI 308-2	

Disclosure Titles

Direct answers

SDG UNGC

Product Safety

GRI 3 Material Topics 2021

GRI 3-3	Management of material topics	<p>We aim to take responsibility for our products across the entire supply chain. One of the biggest challenges and one of our strategic corporate goals is to apply sustainability requirements to our entire global supply chain. To this end, we involve our suppliers and consider all applicable laws, such as the EU chemicals regulation REACH and RoHS, and the EU directive on restricting the use of certain hazardous substances in electrical and electronic equipment.</p> <p>The MANN+HUMMEL Management System (MMS) and all quality assurance and risk management processes and standards contribute to the safety and health protection of our customers. In particular, we point out safety-relevant features that are specifically checked as part of the reliability analysis FMEA (including validations and process monitoring) in order to avoid risks to health and safety. In addition, we inform end users and service personnel about the correct handling of our products. If necessary, we also provide appropriate training.</p> <p>In compliance with the “Automotive Quality Management System Standard” IATF 16949 requirements, we have anchored the aspects of “product safety” in our product development process. These describe the process from the initial development of a product to the initiation of necessary measures in the event of incidents relevant to product safety. The production sites and the central functions are subject to regular internal and external audits. In this way, we ensure compliance with and continuous improvement of our management system and the associated processes.</p>
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GRI 416 Customer Health and Safety 2016

GRI 416-1	Assessment of the health and safety impacts of product and service categories	MANN+HUMMEL solutions do not conceal hazards, but prevent and eliminate them in line with the company's overarching goal of separating the useful from the harmful. The products themselves are subject to the highest quality standards and therefore effectively minimize any risks that could arise from their use. Their use, in turn, significantly reduces the potential for other risks to health and safety.
GRI 416-2	Incidents of non-compliance concerning the health and safety impacts of products and services	MANN+HUMMEL has installed a global alert system on the subject of “health & safety impacts of products and services“. In 2023, there were no corresponding alerts on this topic.

Disclosure Titles

Direct answers

SDG UNGC

Responsible marketing/product labeling

GRI 3 Material Topics 2021

GRI 3-3	Management of material topics	MANN+HUMMEL believes it has a responsibility, especially in the area of labeling and marketing “sustainable”, “green” or “CO ₂ -free” products, to critically evaluate the effect of the products and to communicate the effects transparently. For this purpose, we use external partners for verification and use/orient ourselves to the specifications, such as the ISO series of standards ISO14020ff “Ecolabelling Standards”, Eurovent and others. See GRI 417-1 (below)
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GRI 417 Marketing and Labeling 2016

GRI 417-1	Requirements for product and service information and labeling	At MANN+HUMMEL, we adhere to strict standards and regulations to ensure that our products meet the highest quality standards. We place great emphasis on complying with applicable laws and regulations for product safety and on labeling and describing our products appropriately. In Transportation, we follow the labeling and traceability requirements of IATF 16949. Important aspects of our responsibility with regard to product information are also governed by various regulations (e.g., REACH or ROHS), which regulate the registration, evaluation, approval, and restriction of materials. At MANN+HUMMEL, we fulfill the resulting information obligations with regard to the materials we use. We document the materials used in our products in accordance with automotive best practices and make this information available to our customers. This is done through registration in the global IMDS database (International Material Data System) and the exchange of information via the GADSL (Global Automotive Declarable Substance List).
GRI 417-2	Incidents of non-compliance concerning product and service information and labeling	There were no known violations in the year under review.
GRI 417-3	Incidents of non-compliance concerning marketing communications	There were no known violations in the year under review.

Data security (Cybersecurity)/data privacy)**GRI 3 Material Topics 2021**

GRI 3-3	Management of material topics	<p>The protection of data and information is a very high priority for MANN+HUMMEL. Our commitment to data protection and privacy: We respect the privacy of every individual. Our policies and data processing agreements help us comply with relevant laws.</p> <p>We monitor the global regulatory landscape to implement safeguards that protect the fundamental rights of all individuals whose data is processed by MANN+HUMMEL, including customers, suppliers, business partners, employees, and job applicants.</p> <p>Appropriate roles and responsibilities have been implemented to comply with the respective country laws and MH standards. Central coordination is performed by a Corporate Data Protection Officer (CDPO). This is supported by Local Data Protection Coordinators (DPC).</p>
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GRI 418 Customer Privacy 2016

GRI 418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	<p>There were no complaints from external parties or regulatory authorities during the reporting period. There were also no identified leaks, thefts, or losses of customer data.</p> <p>As there were no complaints, anomalies, or leaks, any investigations or responses were not necessary.</p>
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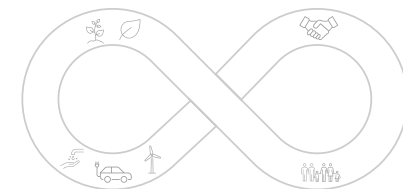
Technologies

Filtration technologies play a crucial role in promoting sustainability and environmental responsibility in a world that is increasingly focused on protecting the environment. From engine oil to coolant, intake air, cabin air and wastewater treatment, effective filtration systems are essential to reduce pollutants, increase efficiency and protect both human health and the environment.

MANN+HUMMEL has been developing these filtration systems for generations and is continuously researching ways to make further improvements. From humid filtration in fuel cells to air purification in polluted public places and treatment of wastewater - when it comes to separating the harmful from the useful and thus making a significant contribution to sustainable, ecologically oriented technology, MANN+HUMMEL is committed to working alongside solution-oriented companies and institutions worldwide.

ECOLOGICAL

ECONOMICAL



TECHNOLOGICAL

SOCIAL

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