



From an early stage,

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



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

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

POLICIES, PRINCIPLES & OTHER ESG-RELATED INFORMATION

Annual Report (including Sustainability Report)	Link
ESG Ratings & Awards	Link
The MAHLE Business Code	Link
Policy Statement on Social Responsibility in the MAHLE Group	Link
Supplier Code of Conduct	Link
Half-Year Financial Information	Link
Investor Call Presentations	Link
Key figures – at a glance	Link

ENVIRONMENT

		2025	2024
Environmental Management System	Certified in accordance with the environmental management system ISO 14001 or EMAS (number of production locations)	123 of 127	123 of 135
	Employees covered by the environmental management system ISO 14001 or EMAS	93%	95%
CO₂ Emissions *	Scope 1 (kt CO ₂ e)	171	174
	Scope 2 (kt CO ₂ e)	594	601
	Scope 1 and 2 reduction compared to the base year 2019	47%	47%
	Scope 3 (kt CO ₂ e)	27,761	29,966
	Scope 3 reduction compared to the base year 2019	23%	17%
Energy	Total electricity consumption (GWh)	2,034	2,069
	▪ from fossil sources (GWh)	1,684	1,731
	▪ from renewable sources (GWh)	350	337
	Total energy consumption (GWh)	2,970	3,025
	Relative energy consumption as measured against sales (MWh/€ million sales)	264	259
	Share of renewable electricity	17%	16%
Materials	Share of recycled materials (in the total use of plastics)	3.3%	3.1%
Water	Total water withdrawal (ML)	5,301	5,485
	Reused water (ML)	72	68
	Relative water withdrawal as measured against sales (ML/€ million sales)	0.47	0.47
	Locations with high and very high water risk	21	24
Waste	Non-hazardous waste for preparation for reuse (t)	2,794	2,536
	Non-hazardous waste for material recycling (t)	140,899	121,413
	Non-hazardous waste for thermal or other recycling (t)	6,284	6,192
	Non-hazardous waste for incineration (t)	1,492	1,664
	Non-hazardous waste for landfill (t)	26,438	30,658
	Hazardous waste for preparation for reuse (t)	7,796	6,873
	Hazardous waste for material recycling (t)	16,173	14,385
	Hazardous waste for thermal or other recycling (t)	7,084	6,876
	Hazardous waste for incineration (t)	4,241	4,518
	Hazardous waste for landfill (t)	2,517	3,026
	Overall generated waste (t)	215,717	198,142
	Relative generated waste as measured against sales (t/€ million sales)	19	17

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

SOCIAL

		2025	2024
Health & Safety Management	Certified in accordance with the occupational health and safety management system ISO 45001 (number of production locations)	117 of 127	114 of 135
	Employees covered by occupational health and safety management system ISO 45001	92%	87%
Health & Safety	Accidents with lost days	224	286
	Lost Time Incident Frequency Rate (LTIR) *	1.7	2.1
Workforce / Diversity	Total number of employees worldwide	64,242	67,708
	▪ thereof female	27%	27%
	▪ thereof Europe/Africa	28,087	30,014
	▪ thereof North America	12,619	22,300
	▪ thereof South America	8,579	
	▪ thereof China	6,394	
	▪ thereof India	4,622	15,394
	▪ thereof East Asia	3,941	
	Average age of global workforce	42.5	42
	Monthly average employee turnover rate	1.4%	1.5%
	Proportion of women in the Supervisory Board	30%	30%
Proportion of women in the Management Board	25%	25%	
Global proportion of female executives (first executive level)	11%	9%	
Global proportion of female executives (second executive level)	11%	11%	
Working Conditions	Employees covered by collective bargaining agreements (% of employees worldwide)	70%	72%
	Number of learning activities	84,856	84,274
	Completion rate of Annual Performance and Development Dialogue	96%	93%
Human Rights	Confirmed human rights violations (reported via whistleblower platform)	0	n.a.
	Completion rate of Human Rights training (managers)	99%	n.a.
Quality Management System	ISO 9001 or IATF 16949 certified Quality Management Systems (% of production locations)	100%	100%










* LTIR indicates the number of workplace accidents that lead to at least one day of absence, based on one million working hours.

GOVERNANCE

		2025	2024
Compliance	Completion rate of the training on antitrust law and corruption prevention (of nominated employees)	98%	94%
	Completion rate of the training on Compliance @MAHLE (of nominated employees)	93%	95%
Ratings	EcoVadis	82/100	66/100
	EcoVadis Medal	Gold/Top 5%	-
	CDP Climate Change	A	A
	CDP Water Security	A-	A-
	Number of new patents registered	361	427
	Investment in research and development (€ million)	607	630
	Investment in research and development (in % of sales)	5.4%	5.4%
Management Board	Members	4	4
	▪ thereof female	1	1
Remuneration	Total remuneration of Management Board (MAHLE GmbH) (€ million)	8.5	15.8
	Supervisory Board (€ million)	1.1	1.1

SDG INDEX

SUSTAINABLE DEVELOPMENT GOALS (SDGS) RELEVANT TO THE MAHLE GROUP

SDG	Goals	Status 2025
	<ul style="list-style-type: none"> ▪ Certify all production locations according to ISO 45001 ▪ Further reduction of the Lost Time Incident Frequency Rate; upper limit for 2025: 2.7 	<ul style="list-style-type: none"> ▪ ISO 45001: 117 certified production locations, 8 certified Tech Centers ▪ Lost Time Incident Frequency Rate 2025: 1.7
	<ul style="list-style-type: none"> ▪ By 2025: 30% women in the Supervisory Board ▪ By 2027: 29% women in the Management Board ▪ By 2030: 13% women on first executive level, 18% women on the second executive level 	<ul style="list-style-type: none"> ▪ 30% women in the Supervisory Board ▪ 25% women in the Management Board ▪ 11% women on the first executive level, 11% women on the second executive level
		
	<ul style="list-style-type: none"> ▪ Reduction of water withdrawal ▪ Identification of locations with water risks 	<ul style="list-style-type: none"> ▪ Water withdrawal reduced by 3% ▪ 21 locations with water risks identified
	<ul style="list-style-type: none"> ▪ Increase the share of renewable electricity ▪ Operation of PV systems ▪ Increase energy efficiency by 2% annually 	<ul style="list-style-type: none"> ▪ Share of renewable electricity is 17% ▪ Implementation of 23 energy sprints
	<ul style="list-style-type: none"> ▪ Ensuring good working conditions ▪ Ensuring fair competition ▪ Invest in projects with positive environmental impacts 	<ul style="list-style-type: none"> ▪ Collective bargaining coverage for more than 70% of the workforce ▪ Implementation of a risk assessment regarding potential human rights violations ▪ 98% of assigned employees have completed the training on antitrust law and prevention of corruption
	<ul style="list-style-type: none"> ▪ Development of sustainable products ▪ Increase in the use of recycled materials ▪ Reduction of CMR substances ▪ Prevention of waste ▪ Transparency in the supply chain 	<ul style="list-style-type: none"> ▪ Research and development on the use of bio-based raw materials ▪ Use of secondary materials ▪ Recycled content in used plastics is 3.3% ▪ 84% of total waste generated was reused or recycled ▪ Implementation of around 200 ESG Quick Checks in MAHLE supplier network
		
	<ul style="list-style-type: none"> ▪ CO₂ neutrality by 2040 (Scope 1 and 2) ▪ Reduction of Scope 1 and 2 emissions by 49% by 2030 ▪ Reduce Scope 3 emissions (category 1 and 11) by 28% by 2030 	<ul style="list-style-type: none"> ▪ Reduction of Scope 1 and 2 emissions by 47% compared to 2019 ▪ Reduction of Scope 3 emissions (category 1 and 11) by 23% compared to 2019

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