

An aerial photograph showing a winding asphalt road with yellow double lines, curving through a dense green forest. To the left of the road is a large, calm blue lake. The sky is reflected in the water. Three cars are visible on the road: a red car in the distance, an orange car in the middle, and a dark car in the foreground. The text 'CORPORATE RESPONSIBILITY REPORT 2020' is overlaid in white, bold, sans-serif font in the center of the image.

CORPORATE RESPONSIBILITY REPORT 2020

MANN+HUMMEL

At MANN+HUMMEL, we separate the useful from the harmful through our filtration products and solutions. We firmly believe that filtration is a technology for which there will always be a demand. With our products and solutions, we contribute to a cleaner future through cleaner mobility, cleaner air and cleaner water. Sustainability, mobility, and digitalization are topics that drive our ongoing transformation and from which we draw the necessary innovative strength and perseverance to continuously adapt our company to the challenges of the times.

SEGMENTS

- Transportation
- Life Sciences & Environment

BRANDS

- MANN-FILTER
- WIX Filters
- FILTRON
- Purolator
- Seccua
- Qlair
- i2m

BUSINESS UNITS

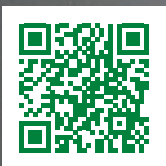
- Original Equipment
- Aftermarket
- Air Filtration
- Water Solutions

A MANN+HUMMEL COMPANY

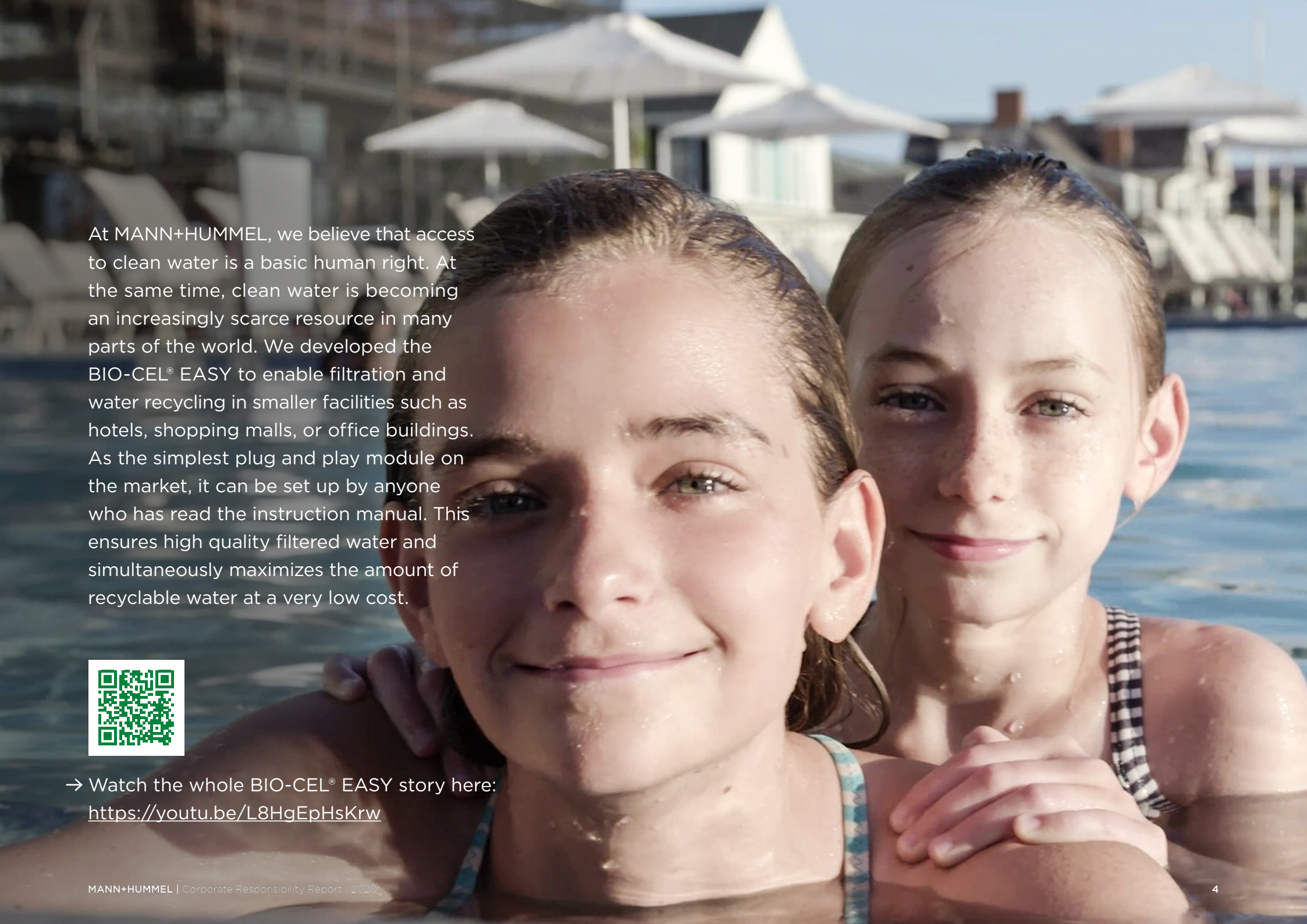
- MICRODYN-NADIR
- OurAir
- Senzit
- Tri-Dim
- Tri-DimHardy
- helsa Functional Coating



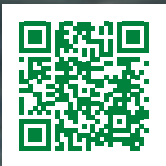
The COVID-19 pandemic challenged us all. But as specialists for clean air, we felt compelled to take action. So to tackle the challenge, we fundamentally changed the way we worked together: New meeting formats, faster turn-around times, and new processes that took agility and iteration to a new level. This enabled us to develop four mobile air filtration products that were deployed in stores, schools and doctors' offices in just 90 days.




→ Watch the full story on this project here:
https://youtu.be/XWxs6_i8sE8

A close-up photograph of two young girls with wet hair, smiling and looking towards the camera. They are in a swimming pool, with water droplets on their faces and hair. In the background, there are white patio umbrellas and a building, suggesting a resort or poolside setting.

At MANN+HUMMEL, we believe that access to clean water is a basic human right. At the same time, clean water is becoming an increasingly scarce resource in many parts of the world. We developed the BIO-CEL® EASY to enable filtration and water recycling in smaller facilities such as hotels, shopping malls, or office buildings. As the simplest plug and play module on the market, it can be set up by anyone who has read the instruction manual. This ensures high quality filtered water and simultaneously maximizes the amount of recyclable water at a very low cost.



→ Watch the whole BIO-CEL® EASY story here:
<https://youtu.be/L8HgEpHsKrw>



Fuel cells are one of the most exciting options when it comes to cleaner mobility for the future. But they need clean cooling fluids to function properly. As a leading expert in filtration, we wanted to develop a truly outstanding solution for this. We came up with IONFREE, an ion exchanger that cleans the coolant to prevent system failures and malfunctions. For the process to move forward, we had to build a liquid filter test rig internally from scratch. The risk paid off – in the end, we received the first series order for a major customer.



→ Watch the full IONFREE story here:
<https://youtu.be/OAiV5BuAlwQ>

MANN+HUMMEL AT A GLANCE¹

Sales	EBIT	Investments in R&D	Energy consumption
3.8	165	108	584
billion euros	million euros	million euros	GWh
Total assets	EBIT margin	Employees in R&D	CO ₂ -Emissions
3.9	4.3%	>1,000	220
billion euros		People	1'000 t CO ₂ e
Employees	Locations	Absenteeism rate	Expenditures for charitable purposes
21,480	80+	4.9%	0.25
worldwide			million euros

All figures are rounded. This may lead to minor discrepancies when totaling sums and when determining percentages.

TABLE OF CONTENTS

8 FOREWORD	19 OUR ENVIRONMENT	38 GRI CONTENT INDEX
10 ABOUT MANN+HUMMEL	21 Sustainable supply chain	45 IMPRINT/CONTACT
10 Ownership and management structure	24 OUR EMPLOYEES	
10 Values and standards of conduct	24 Occupational health and safety	
11 ABOUT THIS REPORT	26 Employment and communication	
12 MATERIALITY MATRIX	29 Training and continued education	
13 OUR VALUE ADDED	30 Diversity and equality	
13 Business development	31 Local responsibility and commitment	
14 Innovation	34 OUR GOVERNANCE	
17 Customer health, safety, and product information	34 Anti-corruption and fair competition	
	36 Environmental- and socio-economic compliance	
	36 Prevention of child labor, forced labor, and compulsory labor	

For reasons of readability, the language forms male, female and diverse (m/f/d) are not used simultaneously. All references to persons apply equally to all genders.

FOREWORD



DEAR READER,

Corporate Responsibility begins at the core of who we are and what we do at MANN+HUMMEL. Founded in our FILTER values, acting as one team towards one goal, we believe that to live our vision of “Leadership in Filtration” and best pursue our mission to “Separate the Useful from the Harmful”, we must accept and live up to common responsibility for ensuring a better and sustainable future for all.

Driving customer-centric filtration solutions for Cleaner Air, Cleaner Water, and Cleaner Mobility while continuously increasing our transparency around corporate responsibility, demonstrates with clear actions our commitment to bring sustainable and positive change to our employees, shareholder families, customers, suppliers, and the industries in which we operate.

This report, now our 4th in as many years, shares a clear and transparent overview of MANN+HUMMEL’s practices and accountability on important issues such as sustainability, human rights, corruption, and other topics we view as having a high impact on our sustainable development or on our stakeholders.

Within this report, we share all necessary information required in accordance with the Global Reporting Initiative (GRI) standards, as well as additional information we believe will be useful in understanding our commitment to Corporate Responsibility.

In 2020, our common resource, air, came into sharp focus. As a filtration company with over 80 years experience and know-how, we were proud to be able to quickly adapt and provide our products and solutions to help mitigate the COVID-19 pandemic. However, we also know that ensuring a cleaner and sustainable future requires implementing practical and preventative measures today.

As a company, we have implemented sustainable practices and strategies throughout our Group – in how we produce, in what we produce, and in our overall impact on this planet and its inhabitants. We are therefore excited and fully-committed to supporting an internal Carbon Zero Strategy, which states our aim to have carbon neutrality along our entire value chain by 2050. You can find more information about our Carbon Zero Strategy on our website, www.mann-hummel.com.

Wishing you all an enjoyable and informative read,

Kurk Wilks	Emese Weissenbacher	Nicolaas Zerbst
President & CEO	EVP & CFO	COO

ABOUT MANN+HUMMEL

MANN+HUMMEL is a global leader in filtration technology. At over 80 locations on six continents, the Group develops high-performance and innovative filtration systems for diverse industries and applications. It is our commitment and desire to use our technological edge to provide people all over the world with access to cleaner mobility, cleaner air, and cleaner water. In this way, we contribute to a better quality of life and create solutions for challenges that we and our environment face every day. This motivates us every day and spurs us on to top performance.

OWNERSHIP AND MANAGEMENT STRUCTURE

MANN+HUMMEL is a family-owned company. The families of the two company founders, Adolf Mann and Dr. Erich Hummel, each hold half of the company shares. Since January 1, 2016, the MANN+HUMMEL Group's management company has been MANN+HUMMEL International GmbH & Co. KG. It is organized as a partnership. The operational management of the business, including all economic, ecological, and social issues, is the responsibility of the members of the Management Board. The Supervisory Board advises the Management Board on the management of the company and reviews the budget as well as all major investment and acquisition projects. The representatives of the two families play a significant role in this as active members (shareholder representatives).

VALUES AND STANDARDS OF CONDUCT

CORPORATE VALUES

Focus, Innovation, Leadership, Trust, Empowerment, and Results. These values form the basis of our daily actions and behavior towards customers, employees, and our environment. If you combine the first letters of each word, the result is the word: "FILTER".

We understand these values as guiding principles for action, which we believe in and by which we orient ourselves and allow ourselves to be measured. They are more than just words; they are a clear statement of purpose.

CODE OF CONDUCT

The MANN+HUMMEL Code of Conduct comprises the fundamental behavioral guidelines for both staff and business partners across the entire Group.

SOCIAL CHARTER

The Social Charter is a joint declaration of the Group Management as well as national and international employee representatives regarding the principles of social responsibility in the MANN+HUMMEL Group.

MANAGEMENT POLICY

The Management Policy describes the guiding principles of our business activities and the application of the

MANN+HUMMEL Management System (MMS). It complies with the certification requirements according to the management system standards ISO 9001, IATF 16949, ISO 45001 and ISO 14001.

In 2020, MANN+HUMMEL was once again awarded silver by EcoVadis – a result to be proud of. MANN+HUMMEL is among the top 18% of companies rated by EcoVadis in the category of manufacturers of parts and accessories for the automotive industry.

The EcoVadis rating covers a wide range of CSR requirements. These include the aspects of environment, occupational safety, human rights, ethics and sustainable procurement.

RISK MANAGEMENT AND PRECAUTIONARY PRINCIPLES

MANN+HUMMEL aims to identify both potential and negative effects of current and future developments at an early stage and to anticipate their consequences. For this purpose, action plans are available that can be implemented quickly. All measures are supported by a company-wide planning, reporting, and controlling system.

The Management Board Committee (MBC) and the Supervisory Board are regularly informed about potential problems and decide on the appropriate action plans in a timely manner.

ABOUT THIS REPORT

For the fourth year in a row, MANN+HUMMEL presents the complete overview of its corporate responsibility in the form of a Corporate Responsibility Report. This report has been prepared in accordance with the GRI Standards: Core option. We highlight the focus of our corporate responsibility using the four areas of “Our Value Creation”, “Our Environment”, “Our Employees”, and “Our Governance”.

In determining the content and communication for these key topics, MANN+HUMMEL takes into account the concerns of stakeholder groups which have a significant influence on, and who are crucial to MANN+HUMMEL’s success. In particular, these would be customers and suppliers, employees and their elected employee representatives, shareholder representatives, charitable organizations, and politicians.

One of the factors contributing to MANN+HUMMEL’s value creation is our innovative strength. Research into pioneering technologies for human health and mobility is part of our daily agenda. We protect our environment by using natural resources responsibly – and we expect the same from our suppliers.

Our employees benefit from attractive working conditions. We attach particular importance to occupational safety and the health of our workforce.

Furthermore, we maintain partnerships with non-profit organizations and support our employees in their social engage-

ments. The Code of Conduct and Management Policy at MANN+HUMMEL includes an explicit commitment to compliance with all legal regulations and binding obligations, and encompasses our activities to prevent corruption and violations of competition and other laws.

We determined the focus topics in our materiality analysis in 2017. In this process, MANN+HUMMEL assessed which sustainability topics are particularly relevant for the Company and its stakeholders with the participation of representatives from Innovation & Strategy, Human Resources, Legal, Quality & HSE, Property Management, Purchasing & Supply Chain Management, Marketing, and Corporate Communications.

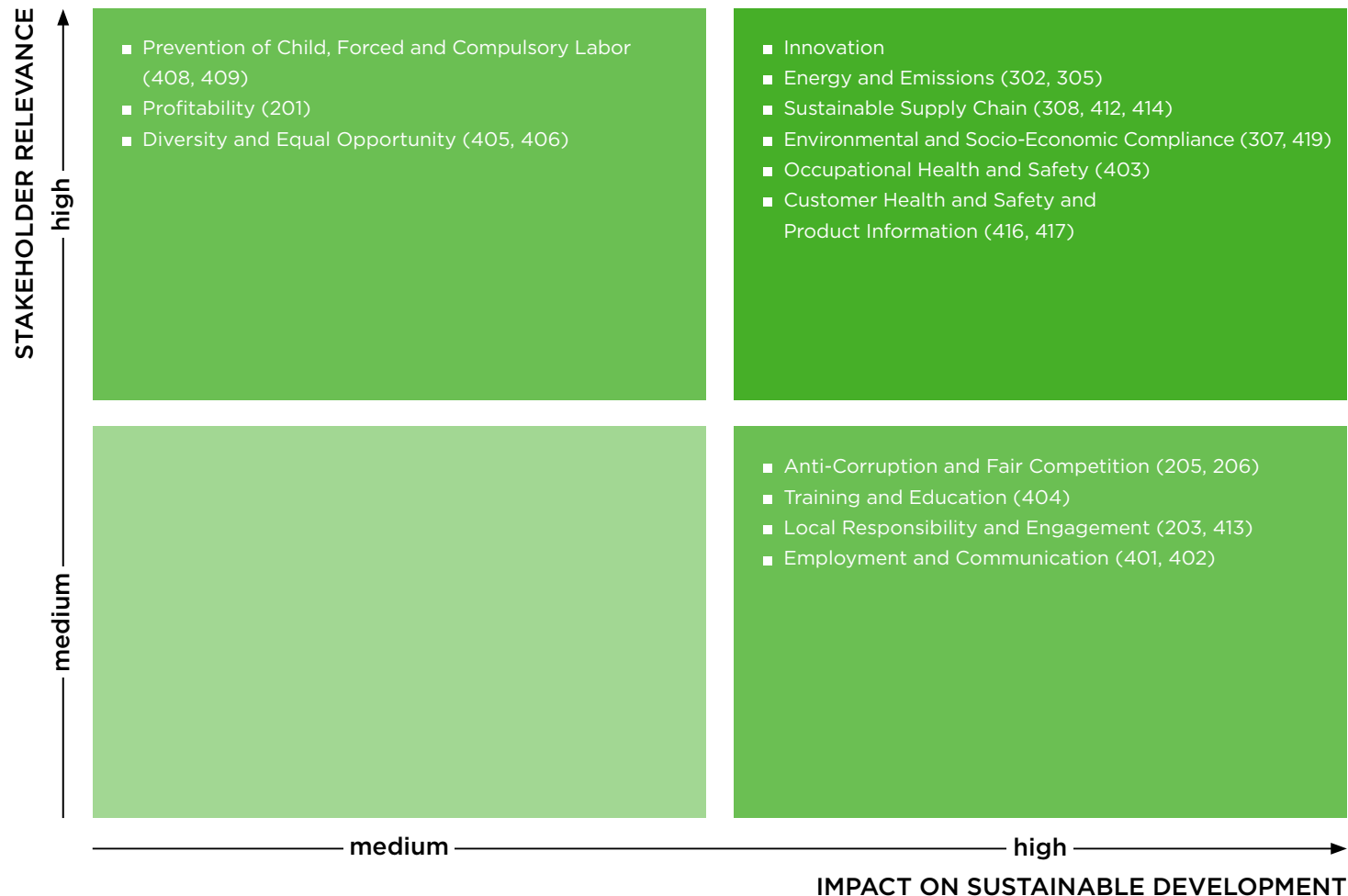
In 2020, we then reviewed and refined the identification and assessment of the material topics. In two cases, we consolidated topics to reflect underlying structures within the company. This relates to the areas of “Energy” and “Emissions” as well as “Customer health and safety” and “Product information”. The material topics are shown in the materiality matrix on page 12.

The information in this report relates, as much as possible, to the entire corporate Group. However, due to the internal reporting channels still being developed and several acquisitions in recent years, some information only provides information on parts of the MANN+HUMMEL Group. Information on the scope of consolidation of the MANN+HUMMEL

Group can be found in the Annual Report 2020 on pages 67 to 69. For reasons of readability, the language forms male, female and diverse (m/f/d) are not used simultaneously. All references to persons apply equally to all genders.

This page contains, among other things, the following information from the GRI Standards: 102-40, 102-42, 102-43, 102-44, 102-45, 102-46, 102-49.

MATERIALITY MATRIX



MANN+HUMMEL's materiality matrix lists the topics that have a high relevance both for stakeholders and for the company, as well as on the basis of the economic, ecological and social impact of MANN+HUMMEL's business activities. The numbers in brackets refer to the GRI standards assigned to the material topics.

This page contains, among other things, the following information from the GRI Standards: 102-47.

OUR VALUE ADDED

MANN+HUMMEL sees value added as a holistic concept that takes into consideration both financial and non-financial aspects in addition to meeting financial targets. This involves many areas both inside and outside of our company. These include: Health and safety of customers and users of our products, as well as information, innovation, technology, marketing, and economic performance. Here, continuous structural adaptation to future challenges is essential in order to grow in our markets. A decisive factor in this value added is our innovative strength. The aim of our R&D is to advance our partners, customers and their customers and to offer them real added value. We develop pioneering filtration technologies to protect both human health and the environment because, as a company and a global citizen, we think and act responsibly to create a better future for us all.

BUSINESS DEVELOPMENT

Since our foundation 80 years ago, we have built up extensive filtration know-how. This experience, together with the many patents, patent applications and utility models we hold, represents a competitive advantage that has a positive impact on all Group brands. Here, we are increasingly focusing on sustainable ideas that help conserve resources,

make mobility more environmentally friendly, and ensure that air and water are kept clean, used in a resource-conserving manner, and are reusable.

We are continuously improving our operational efficiencies and are adapting our organization and processes to meet the challenges of the future. These challenges include a globally declining and rapidly changing automotive industry in which, for example, new drive technologies are becoming increasingly relevant. Even though the majority of CO₂ emissions occur in the “use phase” of our products, we attach great importance to ensuring that our products have the smallest possible CO₂ footprint within the manufacturing phase.

MANN+HUMMEL attaches great importance to close cooperation with partners from industry, politics, and business in order to strengthen trust in the company and its brands. We are also constantly working to secure our competitiveness and generate added value for our customers.

SOLUTIONS FOR CLEAN MOBILITY

Our focus continues to center on cleaner mobility, cleaner air, and cleaner water. We continue to work intensively on filtration products for new fuel cells and electric vehicles. At the same time, we are making an important contribution to

reducing particulate matter with our brake dust particle and front-end filters. We are confident that we will continue to develop and offer first-class solutions in the field of mobility in the future.

FILTER TECHNOLOGY TO PROTECT AGAINST VIRUSES AND HARMFUL PARTICULATE MATTER

In 2020, we continued our growth and expansion strategy within the Life Sciences & Environment segment. This enabled us to significantly expand our market share in the air filtration business. We recognized very early on that our air filtration solutions could make an important contribution to combating the Coronavirus, led by our HEPA filters that capture more than 99.9 percent of viruses and variants.

We have also expanded our capabilities in the production of high-efficiency HVAC air filters. These not only trap airborne particles, but also have anti-allergenic and antimicrobial functions. In addition, we have expanded our market presence in air filtration of offices, schools, commercial, and industrial buildings. Our outdoor and semi-enclosed air filtration activities, which we group under the name “Public Air Solutions,” are also developing very positively. Furthermore, we are working on numerous international projects ranging from busy road intersections to subway stations and amusement parks.

OPERATING PROFIT IN DIFFICULT TIMES

We are very satisfied with our business performance in 2020. With sales of 3.8 billion euros, we recorded a decline in sales of 8.9 percent from the previous year. This was mainly due to the general, pandemic-related slowdown in the global economy. While we were unable to reach our overall sales target for this reason, we were able to achieve an operating profit (EBIT) of 165 million euros thanks to sustained cost-saving measures. This represents an increase of 7.6 percent compared to 2019. This performance improvement and our strong focus on working capital led to a positive development of free cash flow compared to the previous year. Consequently, we were able to reduce the debt-equity ratio as planned.

DECISIVE ACTION DURING THE PANDEMIC

In 2020, with the outbreak of the COVID-19 pandemic, the MANN+HUMMEL Group took swift and clear action to navigate the company through exceptionally uncertain times. Three objectives were central to this:

1. **Keep our people safe.** We implemented fast responses, setting up COVID-19 steering committees, increased information sharing, and took the necessary safety measures to ensure our people could work safely. Early in the crisis, we quickly shifted a portion of our manufacturing capabilities to produce masks when none could be found on the market. We adapted workspaces to ensure sufficient distance

could be observed and further applied safety barriers when work required closer collaboration.

2. **Keep our customers in focus and supported.** We increased communications to all our customers and worked with great tenacity to keep our factories running and producing critical products for our respective markets.
3. **Ensure our financial stability.** We quickly formed teams to focus on measures to control spending where possible. We also reduced our working capital needs and secured our liquidity.

INNOVATION

Research and development are a central component of our competitiveness. Our research and development costs amounted to EUR 108.1 million in 2020 (previous year: EUR 134.4 million). As a percentage of sales, they decreased slightly from 3.2 percent in 2019 to 2.8 percent in 2020. The decrease compared to the previous year is mainly due to the crisis-related cost-saving measures in all areas of research and development. However, overall expenditures remained at a high level. This demonstrates the importance of investment in new technologies and the associated strategic alignment of our company in existing and, in particular, new areas of business. In line with our vision of "Leadership in Filtration", we aim to be the technology leader in filtration.

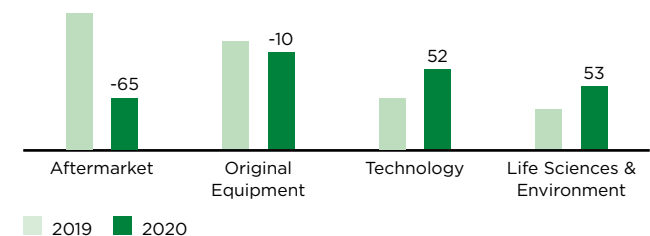
INTO NEW BUSINESS AREAS

Our R&D activities are crucial for growth in new business areas. We therefore want to increase the number of innovation projects in new business areas. We are also increasingly focusing on promoting innovations in companies we have acquired.

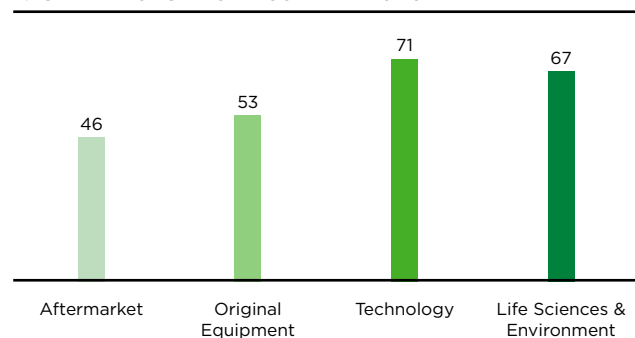
A clear milestone in 2020 was the acquisition of the German air filter company *helsa* by MANN+HUMMEL. *helsa* specializes in filtration solutions for air and gases, using filter media based on activated carbon. The company is active in numerous private, commercial and industrial application areas such as automotive, air conditioning and ventilation, environmental technology or kitchens.

INNOVATION PROJECTS BY AREA

Expressed as %



PROJECT PROGRESS OF INNOVATION PROJECTS, % OF MILESTONES PASSED IN 2020



In the 2020 fiscal year, the number of innovation projects fell from 307 to 259. In the Technology and Life Sciences & Environment segment, however, the number increased by over 50 percent compared to the previous year. The decline in innovation projects in the Aftermarket can be explained by the short time working during the COVID-19 pandemic and the strong focus on operational business activities, which had the goal of ensuring supply to our customers and maintaining supply chains.

R&D NETWORK

The main responsibility for research and development lies with the Development departments within the business areas and corporate functions. The employees working in these departments collaborate closely with colleagues from different business areas. The interaction of cross-functional

teams consisting of operations, sales, marketing and the legal department plays a part in the success of innovations. In this context, our patent department is of key importance as a relevant team for protecting our innovations.

The R&D standards for Automotive are organized within a development network. The Centers of Competences (CoC) exercise global policy authority, Engineering Centers have authority for product and material approvals at regional level, and Application Centers have no approving authority.

INNOVATION PROCESS

At MANN+HUMMEL, the innovation process is divided into four phases. This process applies to all units of the Group: Ideation, Study, Incubation and Acceleration. In the Ideation phase, ideas are generated and collected.

In the Study phase, a better understanding of the ideas is generated within short projects. These are then tested for their commercial potential and technical feasibility. If the idea passes this stage, the next step in the incubation phase is to develop concrete product solutions, validate them, evaluate them economically and plan their market launch.

The acceleration phase begins with the approval and implementation of market entry plans. This is where the active market launch begins with the production and sale of products or services.

The MANN+HUMMEL Group is constantly working to keep the time from idea generation to marketable product (time to market) as short as possible. To achieve this, we rely on agile methods such as Scrum and Design Thinking, cross-business technology platforms and a practical standardization of processes and materials. This makes us faster, more effective and more flexible.

COLLABORATION WITH CUSTOMERS AND SUPPLIERS

Proper networking is an essential factor for successful innovation. For this reason, we work together with suppliers and partners who have a strong development track record. For example, we benefit from the research infrastructure at universities and enable students to conduct practical research in our company as part of internships and final dissertations. In addition, start up companies are also systematically screened for potential cooperation.

Characteristic of our development activities is the close cooperation with the Original Equipment sector in the automotive and mechanical engineering industries. Here, we continuously compare our results in the development phase with customer expectations. In the Aftermarket business, our customer-focused Customer Relations Management system helps us to understand customers' requirements and, in the best-case scenario, to anticipate them. Furthermore, we are in regular exchange with workshops and other customers.

More than 1,000 employees are already part of the MANN+HUMMEL Group's Research and Development division, working around the world to provide innovative filtration solutions and filtration-related products. In 2020, MANN+HUMMEL was able to claim over 3,200 patents and patent applications and thus continues to be a leader in the filtration industry.

INNOVATIONS AT MANN+HUMMEL

	2020 ¹	2019 ²	Difference
Number of employees in R&D	> 1,000	> 1,100	-9%
R&D expenditures in EUR million	108	134	-19%
R&D expenditures as a percentage of sales	2.8	3.2	-13%
Number of patents	> 3,200	-	-

FILTER TECHNOLOGIES TO COMBAT THE SPREAD OF CORONAVIRUSES

In 2020, we succeeded in developing efficient solutions to help combat the Coronavirus in a very short time. In just two months, we designed, certified and delivered Tri-Kleen 500UV, an antiviral air purifier for use in medical facilities, to the US market. For the European and Asian markets, we designed antiviral air purifiers for various room sizes: OurAir SQ500, TK850 and SQ2500.

Furthermore, we were able to successfully transfer existing filter media and process technologies for use in personal protective equipment and mouth-nose masks.

With our internal start up, Purar, we succeeded in launching a fashionable N95/KN95 mask variant and matching filter media inserts that take particular account of fit and visual aspects.

FROM HEALTH PROTECTION TO CIRCULAR ECONOMY

We have also made progress in the area of environmental sustainability. In the case of an RO (reverse osmosis) membrane, we succeeded in replacing a potentially harmful solvent with a non-critical alternative. This makes the manufacturing process more ecological and improves health protection for our employees. Resulting wastewater streams are also less contaminated with critical solvents in this process.

We have also found environmentally friendly substitutes for petroleum-based base chemicals. In the biorefinery sector, we developed new filtration and separation solutions that are used to process and utilize waste materials from the paper and pulp industry and thus to recover raw materials that were previously purely petroleum-based.

Furthermore, new designs for components in membrane bioreactors and filter housings ensure that material use and

energy requirements in wastewater treatment are reduced – thus also reducing the carbon footprint. For membrane products, we use our digital tool Streametric. Among other things, this supports us in developing optimal cleaning strategies for membrane filters and making them available to our customers. This leads to optimized, i.e., minimal, use of cleaning chemicals and water requirements during cleaning.

In the complex topic of air quality, MANN+HUMMEL has positioned itself with several projects designed to monitor and improve the quality of the air we breathe. By using sensors that measure the level of pollutants in both outdoor and indoor air, new ventilation and filtration strategies can be implemented for cleaner air.

A concrete example is provided by our internal start up qlair, whose team has developed an air quality analytics platform to make sense of raw data from these sensors. The software solution translates data into effective recommendations for improved building health and efficiency, such as using Carbon Dioxide levels to properly maintain ventilation systems. This allows facilities teams to ensure occupant productivity is balanced with energy-reduction goals.

PRODUCT LIFE CYCLE CALCULATIONS

Another milestone was to develop the basis for Product Carbon Footprint (PCF) and Product Life Cycle Assessment (LCA) calculations. We were able to develop the cor-

responding system in accordance with the ISO 14040/44 standard. With the help of LCA software and on the basis of extensive data, for example on material compositions, supply chain and logistics, we were able to analyze two specific filtration products and show their influences on the carbon footprint. With the data calculated in this way, we can derive recommendations for CO₂-optimized product design.

The task for the future is to now consistently use the PCF and LCA tools to optimize products in terms of CO₂ and other environmental impacts. These tools will help us meet the increasing expectations of our B2B and end customers for sustainable products and services.

Specific processes have also been defined for the end-of-life of our products: Used filters are sorted in workshops and, if appropriate equipment is available, shredded. This enables us to separate steel, aluminum and oil for material recycling of residual materials. The residual materials are usually thermally recycled. Customers who install and remove filter modules themselves can take their used filters to service garages.

CHALLENGES IN E-MOBILITY AND LIFE SCIENCES

Further challenges for MANN+HUMMEL include new filtration and separation applications in the mobility sector – especially for e-mobility and hydrogen drives – as well as in the Life Sciences & Environment (LS&E) segment. LS&E is concerned, for example, with environmental technology,

closing material cycles, and recovering valuable materials from waste, exhaust air, and wastewater. Together with its customers, MANN+HUMMEL develops sustainable processes and material flow concepts in which new filtration and separation products are used.

In LS&E, however, we are not only concerned with filtering out useful substances, but also with improving safety for people and the environment. That is why we are placing a further focus on water filtration and developing new ways of filtering out harmful organic trace substances in the molecular level.

Our product and service portfolio also includes sustainable solutions for the use and recycling of our products. With these solutions, we aim to reduce Scope 3 greenhouse gas emissions. As our products and services serve to protect health and the environment, we intend to make even greater use of public funding opportunities in the future.

CUSTOMER HEALTH, SAFETY, AND PRODUCT INFORMATION

PRODUCT SAFETY

We want to take responsibility for our products throughout 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. Today,

we involve our suppliers and take into account all applicable laws, such as the EU chemicals regulation REACH and RoHS, as well as the EU directive on the restriction of the use of certain hazardous substances in electrical or electronic equipment.

The MANN+HUMMEL management system 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, which are specifically checked during reliability analysis FMEA (including validations and process monitoring) in order to avoid risks to health and safety. Furthermore, we inform end users and service personnel about the proper handling of our products. If necessary, we also offer appropriate training.

In accordance with the requirements of the “Automotive Quality Management System Standard” IATF 16949, we have anchored the aspects of “product safety” within our product development process. These describe the process from the initial development of a product to the introduction of necessary measures in the event of incidents relevant to product safety.

Both the production sites and central functions are subject to regular internal and external auditing. In this way, we ensure compliance with and the continuous improvement of our management system and associated processes.

PRODUCT INFORMATION

With appropriate labeling of our products and documentation of product properties, we fulfill both the specified legal regulations and the requirements of our customers. We provide information about the components and properties of our products and define the scope of services. In this way, we prevent damage claims and complaints.

MANN+HUMMEL labels products with information on hazardous substances as well as for transport, storage, and disposal in accordance with relevant specific regulations. With the International Material Data System IMDS, we use the globally standardized exchange and management system for material data in the automotive industry, in which the chemical composition of materials, components, and products is declared. In the spare parts business, we provide information for our customers on the correct handling of products by means of installation instructions and assembly videos. We also offer product trainings as necessary.

OUR ENVIRONMENT

MANN+HUMMEL uses resources responsibly. We consume only as much energy as necessary and continuously reduce our emissions. We also expect our suppliers to take responsibility and to comply with our defined sustainability standards. We maintain consistent business relationships with partners who share our commitment to sustainability.

ENERGY AND EMISSIONS

MANN+HUMMEL is a manufacturing industrial company. This means that we inevitably require energy to produce our goods. Thus, we consume natural resources, resulting in CO₂ and other emissions. We are aware that our value-added process has a negative impact on the environment and work continuously to minimize this.

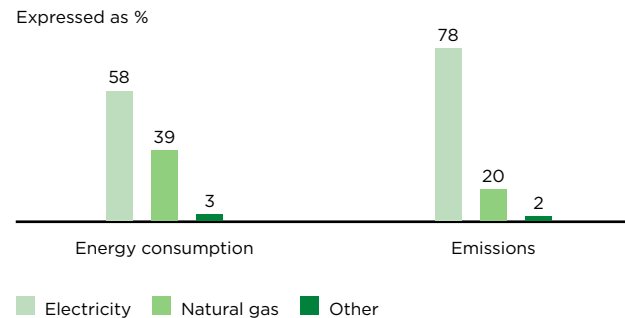
Due to their relevance, we focus on the impact and sustainability of our production and auxiliary processes, such as compressed air supply and mold cooling. Other starting points for saving energy relate to air conditioning and lighting in buildings. This brings not only ecological but also economic benefits.

At the same time, many of our customers from the automotive and mechanical engineering industries expect transparency regarding our energy consumption and emissions. This gives us an additional incentive to leverage potential

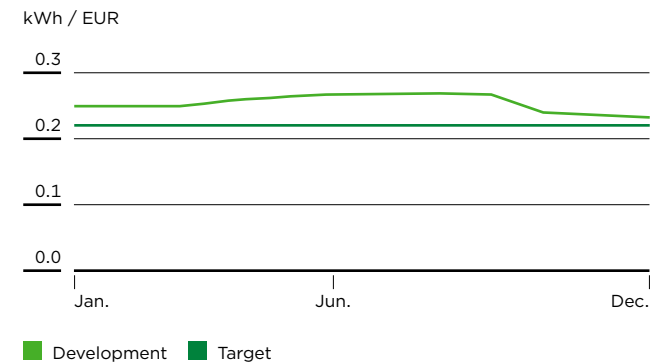
savings and reduce the carbon footprint of our company and thus also that of our customers' end products. In this way, we increase MANN+HUMMEL's competitiveness and also meet growing social expectations.

Since 2018, all production sites of the MANN+HUMMEL Group in the Transportation business segment - which accounts for 93 percent of sales - have been certified in accordance with the internationally applicable ISO 14001 standard for environmental management systems. In addition, our German sites are validated by external environmental auditors in accordance with EMAS (EU Eco Management and Audit Scheme). In 2020, MANN+HUMMEL participated in the Carbon Disclosure Project (CDP) for the fifth time and disclosed its energy and CO₂ emissions data to its customers.

ENERGY AND EMISSIONS BY ENERGY SOURCE 2020



ENERGY EFFICIENCY DEVELOPMENT IN 2020



Energy efficiency describes the ratio of energy consumption to the production volume in kWh/EUR. Shown is the actual development rolling average over 12 months and the target for 2020.

INCREASING ENERGY EFFICIENCY, REDUCING EMISSIONS

"Operations" is responsible for energy-efficient and low-emission production processes and building utilization for the Group. This includes plant and production planning, facility management, and maintenance and repair. The corporate department "Quality & HSE" (Health Safety and Environment) analyzes energy consumption and CO₂ emissions at the individual sites and reports on this in the management review. It supports initiatives, shares best practices and promotes standardization.

Supply Chain Management is responsible for the purchase and shipment of goods as well as the associated energy consumption and CO₂ emissions. MANN+HUMMEL strives to continuously reduce the environmental impact per product manufactured. Most of this impact is associated with the consumption of energy. Increases in energy efficiency are therefore key to further reducing emissions.

RESPONSIBILITY OF OUR LOCATIONS

We monitor emissions at site level and implement improvements based on the analysis of production processes and site-specific requirements. To this end, the Quality & HSE corporate department has created an HSE improvement program together with the MANN+HUMMEL Group sites. Within this program, ideas with which the sites can minimize their energy consumption and emissions are developed through to specific projects and are continuously monitored. Progress is reviewed monthly by the central department and shared with those responsible from the respective regions and at company level.

By replacing furnaces in our Marklkofen location, energy consumption (gas, electricity) was reduced by 1.4 GWh. This corresponds to a calculated emission savings of 285 tons of CO₂. Further savings are attributable to the expanded use of natural light via skylights and the replacement of incandescent bulbs with LEDs. In the process, electrical energy consumption was also reduced by a further 670 MWh. This corresponds to a calculated emission saving of 340 tons of CO₂.

By replacing compressors and actively detecting and repairing leaks, electrical energy consumption was reduced by 50 MWh. This corresponds to a calculated emission saving of 23 t CO₂. The expanded the use of waste heat in production, the insulation of heated equipment, and the control of equipment in production with a focus on standby operation when equipment is not in use, as well as corresponding shutdown initiatives which enabled savings of 740 MWh. The resulting calculated emission savings amount to 660 t CO₂.

FURTHER DEVELOPMENT OF DATA ANALYSIS AND STANDARDS

In the reporting year, MANN+HUMMEL continued to complete and subdivide the information on greenhouse gas emissions as part of its internal optimization processes. Since 2017, Scope 1 and Scope 2 emissions have now been considered alongside Scope 3 emissions.

We have considered the carbon footprint of MANN+HUMMEL and its supply chain on the basis of consumption, available literature sources, and projections. This enables us to make the relevant influencing variables visible. Here, the major importance of the supply chain became clear. In order to make the complete carbon footprint, including the use phase of our products, visible, we carried out an LCA (Life Cycle Assessment) for a typical MANN+HUMMEL product segment as part of a pilot project.

ENVIRONMENTAL INDICATORS¹

	2020	2019	Delta in %
Energy consumption in MWh	584,059	501,927	16
Electricity	341,640	313,006	9
District heating	3,291	2,048	61
Geothermal energy	567	653	-13
Combustibles	237,762	185,495	28
Natural gas	226,175	171,494	32
LPG/propane	6,901	9,348	-26
Heating oil	4,687	4,653	1
Fuels	800	724	10
Diesel	769	679	13
Gasoline	30	46	-34
Energy consumption in MWh/Mio. EUR sales	152	119	28
GHG-Emissions in tCO₂e	220,074	169,811	30
Scope 1 ²	46,672	29,117	60
Combustibles	46,451	28,901	61
Fuels	221	216	2
Scope 2 ³	173,402	140,694	23
Electricity	171,370	139,478	23
District heating	2,032	1,216	67
GHG-Emissionen in tCO ₂ e/Mio. EUR Umsatz	57	40	42

¹ Since 2020, this data has included not only the consumption of the parent company MANN+HUMMEL, but also from WIX/Filtron. In total almost 93% of the sales of the entire MANN+HUMMEL Group is covered. The expansion of the scope has resulted in a sharp increase in the figures in some cases.

² Scope 1 emissions arise from the combustion of fuels in our own heating systems and engines.

³ Scope 2 emissions arise from the production of electricity and district heating, which MANN+HUMMEL purchases externally.

OUTLOOK: A NEW STRATEGY FOR CLIMATE NEUTRALITY (CARBON ZERO)

An important goal of the MANN+HUMMEL Group is “Carbon Zero”. In 2020, work began on the development of a company-wide “Carbon Zero” climate protection strategy. With this Carbon Zero Strategy, we will take into account environmental and social expectations as well as the expectations of our customers and employees. It will be necessary to describe medium- and long-term goals in a roadmap and identify the levers and tools needed to achieve these goals.

The global climate protection strategy “Carbon Zero” will become part of the overarching CR strategy and be closely linked to the company-wide business strategy.

All business units that have a significant impact on the Group’s carbon footprint, as well as our employee representatives, will be involved in the development process of the company-wide climate protection strategy “Carbon Zero”.

The project plan is to adopt and communicate the Carbon Zero Strategy in 2021.

SUSTAINABLE SUPPLY CHAIN

Value-based corporate management and responsibility for the economy, environment and society do not stop at company borders. MANN+HUMMEL attaches great impor-

tance to ensuring that the impact of its suppliers’ business activities on the environment and society is, and remains, as low as possible. That is why we work closely with suppliers who share our expectations and commitment to sustainable business practices.

Likewise, our customers are increasingly interested in the impact our path has not only on our business, but also on that of our suppliers, and are therefore asking us to be transparent. This applies to the entire global supply chain and is therefore of great importance to all parts of the MANN+HUMMEL Group.

Adherence to all legal requirements in this area is therefore not only necessary from a compliance perspective, but also has a direct impact on our competitiveness. This is another reason why every new supplier at MANN+HUMMEL undergoes a central, multi-stage approval process. In this process, specific information on the corporate responsibility of the supplier is requested and checked on a workflow basis.

The selection of our suppliers as well as the communication of our expectations is the responsibility of the Purchasing department within the MANN+HUMMEL Group together with our specialist departments. ISO 14001 certification is relevant when accepting new suppliers for production materials and when awarding new contracts. We therefore request certification from them and also use it as part of the evaluation process ([Vendor Rating System](#)). In the course

of these new admissions, relevant CR aspects are requested via the supplier portal and form the basis for our audit planning, among other things. All related [documents for suppliers](#) can be found on our website.

ENVIRONMENTAL PROTECTION

MANN+HUMMEL requires its suppliers to monitor and improve their processes with regard to their environmental impact and to be certified in accordance with EMAS, ISO 14001, or comparable standards. We require a self-disclosure from every new supplier of production material. This includes questions on environmental protection. In this way, we ensure that they have written environmental guidelines and that environmental protection targets are in place.

We also audit every new supplier of production materials according to our specifications. In addition to quality aspects, their environmental management system and aspects such as hazardous substances, water and wastewater, waste management and technology also play a decisive role. The MANN+HUMMEL Purchasing Conditions state that the supplier must comply with all environmental protection laws applicable to them. Furthermore, the continuous improvement of operational environmental protection and the avoidance of environmental pollution must be systematically ensured.

PURCHASING AT A GLANCE

EMPLOYEES



260 in the Purchasing department

PURCHASING VOLUME



2,397 million Euros

MAIN PURCHASING REGIONS



Europe, America, Asia

MAIN APPLICATION AREAS OF BOUGHT-IN GOODS



Manufacture of filtration systems and technical plastic parts for the automotive and mechanical engineering industries

KEY PRODUCT GROUPS



Filter media, steel, and stamped parts, plastic granulates and parts, rubber parts and seals

PRODUCTION MATERIAL AND TRADING GOODS



60% production material, 10% trading goods and 30% non-production material

HUMANE AND ENVIRONMENTALLY RESPONSIBLE EXTRACTION OF MATERIALS

Our purchasing conditions include an obligation for each supplier to comply with the requirements of the EU chemicals regulation [REACH](#). Products that do not fully comply with these requirements may not be supplied to MANN+HUMMEL. Likewise, we enter into quality assurance agreements with suppliers for production materials, by which they commit to using only certain materials. These must meet the requirements of all applicable legal and safety regulations in the areas of health, safety, and the environment, as well as all relevant technical standards in the country of production and internationally.

Our [supplier manual](#), which MANN+HUMMEL makes available to all its suppliers, also contains information and regulations on topics such as REACH and [IMDS](#) (International Material Data System). For those in the automotive industry, we require the use of IMDS. Outside this industry, we require comparable declarations on REACH, which must be updated twice a year.

All suppliers using the conflict minerals wolframite, cassiterite, columbite, tantalite or gold are required to disclose the origin of these materials. If they source conflict minerals from unregistered smelters or refiners, we ask them to bring them to a Responsible Minerals Initiative (RMI) registration or change their sources of supply. We also ask them to provide appropriate regulations to their suppliers as well.

FAIR WORKING CONDITIONS

In order to prioritize this issue, MANN+HUMMEL has published a separate [Code of Conduct for suppliers](#). This Code of Conduct is an integral part of the contracts with our suppliers. By signing the MANN+HUMMEL Terms and Conditions of Purchase, suppliers confirm that they have received the Code of Conduct when performing their services.

In addition, in accordance with our social charter, they undertake to uphold human rights, comply with labor standards and not tolerate any discrimination, forced or child labor. Likewise, by accepting the general terms and conditions, the supplier commits to forbidding corruption.

Each of our orders as well as the supplier manual also contain a direct reference to the Code of Conduct. If these obligations are violated, MANN+HUMMEL is entitled to withdraw from the contract without prejudice. MANN+HUMMEL uses supplier audits to check whether their suppliers are producing in an environmentally and socially responsible manner. The topics of occupational health and safety as well as human rights, child labor and forced labor are also taken into account. From 2021 we will also be able to show how many and for which suppliers an audit with regard to ISO 14001 and CSR issues is planned.

To date, MANN+HUMMEL has never had to end a business relationship due to a violation of applicable laws or the

Code of Conduct. In the future we will continue to systematically discuss and track goals and progress towards sustainable management.

GROWING RESPONSIBILITY IN THE SUPPLY CHAIN

To better monitor any risks in this area, we introduced an IT monitoring system in 2020 that also takes sustainability aspects into account. Furthermore, we have structured customer requirements with regard to sustainability in the supply chain and incorporated them into our corporate strategy. As part of the implementation of the internal CR strategy, we also plan to train employees in purchasing specifically on sustainable procurement.

We expect the requirements for supply chain responsibility to increase further in the future, for example as a result of the Supply Chain Act in Germany. In order to continue to be well prepared for these requirements, we will adapt the Code of Conduct for our suppliers, among other things.

OUR EMPLOYEES

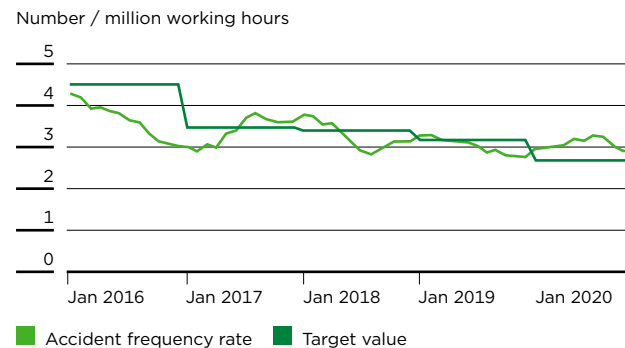
At MANN+HUMMEL, we are consistently working to create an environment of trust in order to enable top performance and growth. After all, our organization is only successful if each individual makes a contribution. We act decisively and always responsibly. The values of our company form the basis of productive cooperation. We focus on our strengths and see ourselves as a learning organization. One of the tasks of our managers is to promote the potential of every employee. We strive to make everyone feel comfortable and safe in our company. That's why we make no compromises when it comes to occupational safety and care about the health of our employees. We take our local responsibility seriously and promote the volunteer work of our employees.

OCCUPATIONAL HEALTH AND SAFETY

MANN+HUMMEL bears responsibility for the safety of its employees. Everyday work involves risks, particularly in connection with production processes. But upstream and downstream work, for example in logistics, can also pose risks for our personnel. If our employees have an accident or fall ill, this is above all a personal burden for those affected, but our productivity can also suffer as a result.

Our Social Charter makes it clear how important occupational safety is in our company: "Work, health, and environmental protection, as well as occupational safety, have a high priority in the MANN+HUMMEL Group." We also aim for "zero accidents" and in our Code of Conduct we emphasize the responsibility that MANN+HUMMEL bears for all employees: "As part of internal processes, the establishment of health-oriented workplaces is ensured and any grievances are rectified without delay."

DEVELOPMENT OF THE ACCIDENT FREQUENCY RATE AND TARGET VALUE IN THE LAST 5 YEARS



The graph shows the rolling average of the accident frequency rate over the last five years, as well as the target value. The accident frequency rate quantifies the number of accidents that resulted in a loss of at least one working day. In the period from the beginning of 2016 to the end of 2020, MANN+HUMMEL was able to reduce the accident frequency rate from 4.3 to 3.1 accidents per million working hours. This corresponds to a reduction of 28 percent.

UNIFORM GENERAL CONDITIONS

We take health protection and occupational safety into account in all relevant business processes. Within the MANN+HUMMEL Group, Operations plans and monitors production processes and properties. These include plant planning, production planning, facility management, maintenance and production. Here, working conditions are evaluated and the right framework conditions for occupational safety and health are created.

The responsible persons are trained and supported by experts for health, safety and environment (HSE) at the respective sites. In this way, we create the basis for healthy and safe work.

The HSE Big Rules, created in 2016, are 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. They are binding for all employees worldwide.

HSE BIG RULES

EQUIPMENT



We are trained to work with equipment and hazardous substances.

ENVIRONMENT



We take care of the environment by reducing energy consumption and waste.

SAFETY DEVICES



We never bypass or switch off protection and safety measures.

PROTECTION



We always wear defined personal protective equipment (PPE).

CONCENTRATION



We keep concentrated on the task we are doing.

ATTENTION



We assure immediate containment for every risk and accident and notify our supervisor.

CONTINUOUS MONITORING

The corporate department Quality & HSE manages and coordinates the topic of occupational safety at a global level. This department looks at data relating to accident rates and accident severity per month at the site, regional, and international levels. With an HSE improvement program and the associated global database, MANN+HUMMEL makes individual plants' plans for improving occupational safety transparent for other sites. In this way, we promote comparable initiatives across the Group. MANN+HUMMEL uses uniform methods for employee safety at all sites, in particular for HSE governance, HSE risk analyses, and HSE root cause analysis.

GLOBAL MANAGEMENT SYSTEM FOR OCCUPATIONAL HEALTH AND SAFETY

In 2019, we started to introduce our global occupational health and safety management system in accordance with ISO 45001 in our Transportation segment. This is designed to systematically and preventively identify hazards in the workplace and continuously minimize risks. In this way, health hazards and occupational accidents can be largely avoided. Here we are taking advantage of our joint integrated management system: Existing global business processes have been expanded and HSE processes have been standardized Groupwide where appropriate.

In 2020, the first 17 Transportation production sites were certified to ISO 45001. These certifications took place in Germany at the Bad Harzburg, Marklkofen, Ludwigsburg, Sonneberg, and Speyer sites, in Spain at the Zaragoza site, in the United Kingdom at the Wolverhampton site, in the Czech Republic at the Uhersky Brod and Okříšky sites, in Bosnia and Herzegovina at the Tešanj site, in China at the Changchun, Jiading, and Jinan sites, in South Korea at the Munmak site, in India at the Tumkur and Bawal sites, and in the United States at the Dunlap site. The above-mentioned sites employ 46 percent of all MANN+HUMMEL Group employees.

Four further Transportation production sites will be certified in 2021. A total of 56 percent of all employees will then be working under a certified occupational safety management system.

If patterns for hazardous situations are identified across several sites, these are incorporated into the further development of our HSE risk assessment. As we aim to increasingly identify hazardous situations at the planning stage and thus take preventive action, we launched the "Risk Assessment PLUS" program in 2020 to strengthen the risk assessment tool.

OCCUPATIONAL HEALTH AND SAFETY

	2020 ¹	2019 ²	
Accident frequency rate	3.1	2.7	Number per million hours worked
Accident severity rate	89.3	81.4	Days per million working hours
Absence rate	4.9	4.5	%

¹ The list covers MANN+HUMMEL Transportation incl. WIX/Filtron, excluding LS&E. For 2020, this covered a share of sales of just under 93%.

² Excluding the WIX/Filtron acquisitions and LS&E.

The accident frequency rate counts accidents that have a loss of at least one working day. The accident severity rate counts the total number of working days lost. The absence rate includes absences due to illness, accidents, healing and therapy. There were no fatalities in 2020.

THE EFFORT IS PAYING OFF

The figures show: The MANN+HUMMEL Group's commitment to occupational health and safety is paying off. At each of our sites in Bawal, Changchun, Dillon, Fayetteville, Gostyn Longkou, Okrisky and Queretaro, one million working hours were completed without any absences due to accidents. At the Tumkur site in India and the Portage site in the USA, there were even two million working hours without any lost time due to accidents. Two American sites in Allen and Dunlap even achieved three million working hours without reportable accidents.

HEALTH MANAGEMENT

MANN+HUMMEL promotes processes that give employees a greater degree of self-determination over their health and enable them to strengthen and maintain their health.

Occupational health management is located in the corporate department Human Resources. Starting in 2021, MANN+HUMMEL will continue to drive this issue forward with its own resources.

EMPLOYMENT AND COMMUNICATION

In the competition for qualified specialists and workers, we want to stand out as an attractive employer. Our management policy states: "We are committed to taking responsibility for our employees and offering them a first-class working environment." We believe that every employee has talents and that a corporate culture based on a spirit of partnership will meet employees' needs.

In our Code of Conduct, we describe our efforts to offer all employees challenging, meaningful and satisfying opportunities for personal and professional development. For MANN+HUMMEL, a corporate culture based on partnership also means that corporate decisions, strategic plans, and structural changes must be well 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 holding of a full works council meeting once a year, which includes a report from the management.

EMPLOYER BRAND CONVEYS APPRECIATION

MANN+HUMMEL attaches great importance to its employer brand. It is important to us that employees feel recognized and valued by our employer promise. The core statements of our employer branding convey to employees and applicants that the support of our colleagues is the basis of our success. At MANN+HUMMEL, everyone can excel, take on responsibility, and go above and beyond.

We expect our employees to think outside the box, keep their eyes open, understand problems and offer solutions. Our employer value proposition is therefore also part of our hiring process. The Human Resources department is primarily responsible for this. Ultimately, however, all employees, managers and leaders play their part in our corporate culture.

DIGITAL DIALOG

MANN+HUMMEL's management policy supports dialog and understanding with external stakeholders as well as within the organization. The employee app "M+H Connect" offers a corresponding communication offering, which is increasingly being used. The app, which can be used worldwide and also on private devices, proved particularly helpful during the COVID-19 pandemic. Here, we were forced to change

our communication behavior from one day to the next in order to reach employees who could no longer come on-site.

In order to master the challenges of the pandemic, MANN+HUMMEL also established a global steering committee as well as local committees on the subject of COVID-19. It is in no small part thanks to these committees that all necessary measures were implemented promptly and uniformly at the plants. In this way, we were able to offer home office workplaces to all employees who did not necessarily have to be on-site in a very short time as well as thanks to the support of IT.

COOPERATION WITH EMPLOYEE REPRESENTATIVES

In its Social Charter, MANN+HUMMEL expressly recognizes the right of all employees to form collective employee representatives and to engage in collective bargaining to regulate working conditions (GRI 102-41). The management and site managers work together with the employee representatives in a trusting and constructive manner. Even in the event of disputed issues, the aim remains to maintain a viable working relationship in the long term.

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 employees. 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.

ATTRACTIVE WORKING CONDITIONS

On the one hand, the HR managers and plant managers at our locations are responsible for creating promising working conditions. On the other hand, the central Human Resources department assumes a controlling function for the entire MANN+HUMMEL Group.

We provide employees from the administrative areas with work equipment that facilitates flexible and location-independent working. As an internationally active group, we give our employees the opportunity to work in cross-border teams. We also focus on the attractiveness of each location in terms of infrastructure and employee benefits. Company pension schemes and supplementary health insurance are part of the employee benefits offered at individual sites.

COMPOSITION OF THE WORKFORCE

Headcount (as of 31.12.2020)	Male	Female	Total
Workforce by employment contract	13,352	9,188	22,540
Permanent	12,142	8,230	22,372
Temporary ¹	1,210	958	2,168
Workforce by workload	13,352	9,188	22,540
Full-time	13,107	7,889	20,996
Part-time	245	1,299	1,544

¹ Without 270 apprentices, 28 interns and 1967 lease/agency workers

RETAINING TALENT

Locations in particularly dynamic economic regions have to deal with high fluctuation and strong competition on the recruitment market. These include Queretaro in Mexico, Shanghai in China, and Okrisky and Uhersky Brod in the Czech Republic. Exacerbated by the COVID-19 crisis, we also see higher turnover in the USA. We are responding to these challenges with, among other things, employee referral programs and attractive benefits.

We focus on first-class compensation, flexible working as far as possible, and a positive environment at all our sites. At our largest production plant in Marklkofen, we currently offer our approximately 3,000 employees more than 100 different part-time models geared to their individual needs. To check how successful our HR management is, we measure fluctuation rates on a consistent basis.

ECONOMIC CHALLENGES

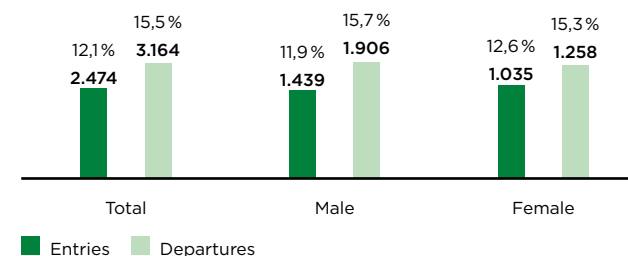
The MANN+HUMMEL Group bears responsibility for the future viability of the company with more than 21,000 employees worldwide. This requires continuously reviewing our sites with regard to their competitiveness.

Against this background, MANN+HUMMEL unfortunately had to announce last year that the production of automotive equipment at the Ludwigsburg site cannot be continued. Production at the site will cease at the end of 2022. Ludwigsburg will remain the company's headquarters with its research and development center. Investments will also continue to be made in the technology center.

MANN+HUMMEL also made the difficult decision in 2020 to close its plants in Dillon, USA, Chongqing and Liuzhou, China, and Wolverhampton, UK. These closures are not a reflection of the great teams that worked there, but rather a result of the MANN+HUMMEL Group's overall plan to optimize production capacity.

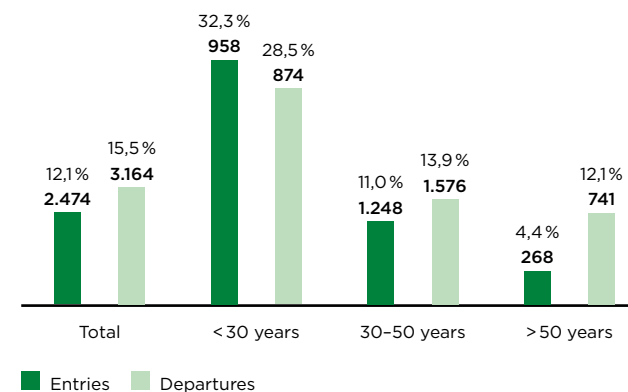
EMPLOYEE TURNOVER BY GENDER

Expressed as a percentage %¹ and in absolute terms



EMPLOYEE TURNOVER BY AGE GROUP

Expressed as a percentage %¹ and in absolute terms



¹ The percentage indicates the rate of employees joining/leaving the company in the respective employee segment. The numbers above the bars indicate the number of employees who have left/joined the company. Permanent employees only, excluding retirees.

TRAINING AND CONTINUED EDUCATION

MANN+HUMMEL can only be the market leader in filtration with qualified employees. At the same time, an employee's vocational training is merely the basis of his or her qualification. Working life offers changing challenges and thus the opportunity and necessity for further development. That is why MANN+HUMMEL supports its employees in their life-long learning process. Responsibility for further development lies with both the employee and his or her managers. Human Resources also plays a key role. The central department designs concepts in the areas of talent management, continued education and career planning and supports its implementation.

TRAINING AND TARGET AGREEMENTS

We focus on the systematic development of our employees. This includes professional, operationally necessary training, as well as annual target agreements and feedback. Function-related training courses and academies offer our employees opportunities to gain qualifications in various areas of work and expand their professional expertise. In this way we align employee development even more closely with our business strategy. The aim is to maintain and further increase our competitiveness through qualified employees.

As a resource for training and development, we currently use the internal MS SharePoint site for our department-

specific academies. There, content and procedures are correspondingly structured. Our global "Training & Awareness Procedure" regulates, among other things, awareness training and training in the context of occupational safety. These are mandatory for all employees and must be repeated annually.

All training courses are subject to evaluation by the employee and the respective manager. The main focus is on efficiency and effectiveness. In addition, Human Resources regularly assesses the success of individual programs and makes changes where necessary.

FURTHER DEVELOPMENT OF THE ACADEMIES

In the past year, MANN+HUMMEL focused on the further development of its internal, department-specific academies. Standardization has been achieved in the project management academy. There are now uniform documents, guidelines and a global training concept in place. MANN+HUMMEL was also able to impress external parties with its training concept and received the "Best Supplier 2020 - Training & Webinars Award" from the International Trading Group (ITG).

OFFERS FOR EMPLOYEES WORLDWIDE

In 2020, the company set the course for a global "Learning Curriculum". This is to be established in 2021 and 2022. Based on a global learning needs analysis, MANN+HUMMEL will develop specific training courses. An initial analysis al-

ready took place in 2018. It will now be repeated in order to record current requirements and address them in suitable training modules.

In addition, MANN+HUMMEL is introducing a global learning management system. This IT tool offers employees a globally uniform training portal with standardized training processes, evaluations, and certificates. Until the launch of this dedicated learning portal, we will roll out the global learning platform "LinkedIn Learning" for our employees worldwide and evaluate it for possible continuation.

In addition, we have prepared a pilot in the area of "Trainings for Data Analytics" with the StartUp "Edyoucated" in 2020. In 2021, we will implement and evaluate the project. The focus is on individual learning opportunities based on the learner's prior knowledge. We will also take a new approach to the topic of management development in order to meet current challenges even better.

HIGH STANDARDS IN EMPLOYEE DEVELOPMENT AND RETENTION

100 percent of MANN+HUMMEL employees receive regular performance and career development reviews. Another focus is on employee retention among top performers. The "top talent retention rate" is defined at 95 percent. The company's target is for to have created development plans for 100% of the identified top performers. Our managers are required to talk to employees about their future plans and

develop development plans with proposed career steps. Human Resources is responsible for designing and supporting the overall process.

The “About Me” platform provides employees, managers and HR managers with a common basis for discussing career aspirations. We also practice systematic succession management. This helps identify succession risks at an early stage and initiate career steps for employees who are expected to fill specific positions in the future.

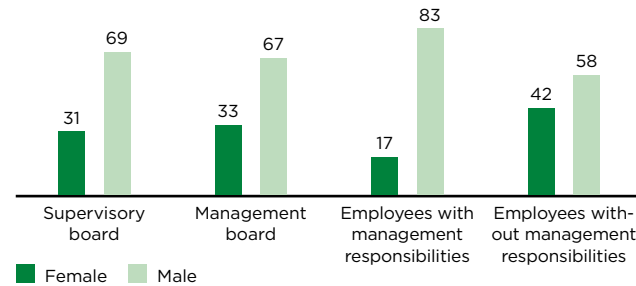
MANAGERS COACH EMPLOYEES

Our Code of Conduct describes the role of managers in their interaction with their employees: They should strengthen identification with the company and develop a trusting and open approach to cooperation and teamwork. In addition, it is their task to regularly assess employees fairly and to challenge and support them individually as coaches.

DIVERSITY AND EQUALITY

DIVERSITY BY GENDER

Expressed as %



DIVERSITY BY AGE GROUP

Expressed as %



MANN+HUMMEL is responsible for ensuring that all employees are treated equally and fairly. The company also

pays attention to equal treatment of stakeholders. Anyone who discriminates against others in the company must expect consequences under the labor law. In 2020, there were no recorded cases of discrimination throughout the Group. Our Code of Conduct makes it clear: “The diversity of people and an appreciative attitude and way of dealing are the basis of MANN+HUMMEL’s success.”

EQUAL TREATMENT AND OPPORTUNITIES

We accept and respect the personal and individual differences of all employees. The MANN+HUMMEL Group ensures equal opportunities and equal treatment, regardless of background, race, gender, religion, and nationality. This applies equally to sexual orientation and political views, insofar as the latter are based on democratic principles and tolerance of those with different opinions. This is stated in our Social Charter, which is included in our Code of Conduct.

Employees are neither favored nor disadvantaged because of their membership in a trade union or workplace labor representation. Employees are selected and promoted on the basis of their skills and qualifications. MANN+HUMMEL always observes the legally guaranteed minimum wages, the minimum standards of the national economic sectors and orients itself on the respective labor market.

DIVERSITY BRINGS ADVANTAGES

MANN+HUMMEL promotes diverse teams. The diverse backgrounds and experiences of colleagues help us better

understand new markets. Managers and HR are responsible for properly leveraging the skills and expertise of employees across a diverse workforce so that creative solutions emerge and productivity increases. In the future, we want to collect and measure our own key performance indicators (KPIs) for diversity and are currently facing the challenge of planning an appropriate system.

WOMEN IN MANAGEMENT POSITIONS

We aim to have 25 percent of our management positions filled by qualified female employees and have developed concepts for areas where this target will not be met in the next 2–5 years:

1. If there is generally a lack of women employed in a specific area, help can be provided by focusing on hiring women in the recruiting process.
2. If women lack the necessary qualifications for management tasks in an area, targeted training programs can ensure equal opportunities.
3. If there are enough well-qualified women in an area, but there are still hardly any women in management positions, the framework conditions must be examined and adjusted.

EVERYONE BEARS RESPONSIBILITY

Every employee has the right and duty to report violations of the law or the Social Charter to his or her supervisor or employee representative. He or she can also turn to external ombudspersons or use the whistleblower platform “Speak-

Up”. Persons who report violations will not be penalized for doing so. We take reports of possible discrimination in the company very seriously and clarify the circumstances in detail. Under certain circumstances, this also includes taking legal action to ensure compliance with anti-discrimination rules. Investigating cases of discrimination is the responsibility of the Corporate Compliance Officer. For more information see the chapter “Our Governance” (page 34).

TRAININGS RELATED TO THE SOCIAL CHARTER

MANN+HUMMEL communicates the contents of the Social Charter in consultation with local employee representatives and as part of the Group’s overall communication strategy. The Social Charter is communicated in the local languages of our sites and is circulated through online training, among other things. In 2020, we again used our “Metacompliance” platform to conduct our Code of Conduct training in the predefined cycles.

LOCAL RESPONSIBILITY AND COMMITMENT

A commitment to local communities has a long tradition at MANN+HUMMEL. The company’s founders already demonstrated their engagement in the 1950s and 1960s through housing programs for their employees and the establishment of a company health insurance fund. Today, MANN+HUMMEL continues to contribute to local commu-

nities at its various sites. We maintain partnerships with non-profit organizations and support our employees in their volunteer work. In total, more than EUR 250,000 was donated across all sites in 2020.

THE MANN+HUMMEL FOUNDATION

The MANN+HUMMEL Foundation was established in 1991 on the occasion of the 50th anniversary of MANN+HUMMEL GmbH at which time it was funded with capital of DM 500,000. On the occasion of its 75th company anniversary in 2016, MANN+HUMMEL increased the foundation’s capital to 750,000 euros. The purpose of the foundation is to promote youth welfare, in particular youth exchanges between different countries.

ACTIVELY COMBATING THE PANDEMIC

In 2020, our social commitment as well as our local projects were mainly focused on the COVID-19 pandemic. Thanks to our extensive filtration know-how, we were able to help particularly in the area of “clean air”. We are proud that we were able to provide filter products, especially HEPA filters, quickly and unbureaucratically to protect those at risk.

We have also leveraged our manufacturing and product capabilities to contribute to the containment of the Coronavirus including face masks, as well as mobile and stationary OurAir air purification systems. Using 3D printers, we also produced special face shields for groups of people who have close occupational contact with vulnerable groups.

We have also donated these protective shields to support disaster control and fire departments in the district of Landshut and the district of Dingolfing-Landau.

AIR PURIFICATION SYSTEMS FOR CLINICS

To protect medical personnel treating COVID-19 patients, MANN+HUMMEL worked with Ford to develop and produce engine-powered respirators. We developed and sold the HEPA filter elements, while Ford produced the respirators that were supplied to medical facilities in the United States.

MANN+HUMMEL Brazil supported the fight against the Coronavirus at the Augusto de Oliveira Camargo Hospital at its Indaiatuba site. There, we provided OurAir air purifiers as well as isolation bubbles free of charge to the clinic to reduce the risk of infection with COVID-19 and support the recovery of patients.

DONATION OF AIR PURIFIERS AND MASKS

Due to the COVID-19 pandemic, it was difficult to do on-site charity work in 2020. Nevertheless, MANN+HUMMEL and its employees did their utmost to continue supporting a variety of social projects around the world. For example, MANN+HUMMEL donated two OurAir TK 850 air purifiers to the Stuttgart Children's and Youth Hospice and face masks to the Stuttgart food banks, the latter of which provides food to people in need. Furthermore, MANN+HUMMEL also supplied the Spanish hospital Royo Villanova de Zaragoza with protective masks.

DIVERSE SOCIAL ENGAGEMENT

MANN+HUMMEL maintains partnerships with charitable or public institutions at many locations. In Brazil, we were awarded the "Child-Friendly Company" certificate by the Municipal Council for Children and Adolescents (CMDCA) for the 12th time in a row. Here, our annual donations give hope to hundreds of children and young people and offer them new opportunities. In addition, MANN+HUMMEL Brazil was recognized by the Fundação Educar of the Paschoal Group for more than ten years of partnership in the "Read with me!" project. As part of this initiative, MANN+HUMMEL has already donated more than 40 million books to public schools, libraries and organizations with educational projects. In Raleigh, North Carolina, our employees took part in a construction project with "Habitat for Humanity". With the support of volunteers, this initiative creates housing for people who could not otherwise afford it.

We were also active in Germany: In 2020, for example, our employees once again collected and donated gifts and useful items for children and families in need in cooperation with Caritas, the Christian Youth Village and the Johanniter.

DONATIONS FOR CLEAN WATER

In India, donations even made it possible to build a sports arena. The sports facility is available to around 300 children at a school that previously had no sports infrastructure. Three drinking water facilities were also financed. One of the facilities was built at the Siddaganga Mutt, a Hindu tem-

ple with an attached school. Here, 1,500 students now have access to clean drinking water nearby. Two other plants were built in villages, where a total of almost 1,000 people now have access to clean water without having to first walk several kilometers.

MEMBERSHIPS AND EXTERNAL INITIATIVES

In 2020, the MANN+HUMMEL Group was represented through its companies or representatives in the following business, research, and trade associations:

- American Filtration & Separation Society
- Cluster Elektromobilität Süd-West
- DECHEMA e. V./VDI-GVC
- Deutsche Kautschuk-Gesellschaft e. V.
- Filtech Exhibitions Germany GmbH & Co. KG/Filtech
- IUTA Förderverein des Instituts für Energie- und Umwelttechnik e. V.
- Förderverein Zentrum für Brennstoffzellen ZBT
- Forschungs-Gesellschaft Verfahrenstechnik e. V.
- Forschungsvereinigung Verbrennungskraftmaschinen e. V.
- Fraunhofer IPA Stuttgart, Graduate School of Excellence advanced Manufacturing Engineering Universität Stuttgart
- IHK für Oberfranken Bayreuth
- Industrial Consortium SimTech e. V.
- Institut für Energie- und Umwelttechnik e. V.
- International Standardisation Organisation (ISO)
- Förderverein Neue Materialien Bayreuth
- PLM-Benutzergruppe e. V.

- Sächsisches Textilforschungsinstitut e. V.
- Verband der Automobilindustrie e. V. (VDA)
- Verband Deutscher Maschinen- und Anlagenbau e. V.
- European Battery Alliance
- European Clean Hydrogen Alliance
- Hydrogen Council
- Society of Automotive Engineers (SAE)
- Cluster Brennstoffzelle Baden-Württemberg
- KIT Filterkonsortium
- Common Purpose Deutschland
- Stiftung Familienunternehmen

OUR GOVERNANCE

MANN+HUMMEL takes responsibility today for the future. Our vision is “Leadership in Filtration” and our mission is to separate the useful from the harmful. This is the basis of all our activities. We develop filtration products and solutions that contribute to cleaner mobility, cleaner air, and cleaner water for all. Through our groundwork and performance, we are equipping our company for the future.

We have equally high ambitions for corporate governance: We are committed to both society and the environment, promoting the potential of our employees and offering them a fair working environment. We expect all our business partners, like MANN+HUMMEL, to comply with all laws and to act ethically and sustainably. Our company’s Code of Conduct reflects our values and is the basis for our actions and our business success.

ANTI-CORRUPTION AND FAIR COMPETITION

In its Code of Conduct, MANN+HUMMEL expressly commits to the applicable laws and to general social, environmental and ethical principles. They form the basis of all corporate decisions. The Code of Conduct contains clear regulations to ensure fair competition and prevent bribery. Observing and complying with local laws is part of MANN+HUMMEL’s overall risk management. Violations of the law in one’s own

company can result in legal and financial penalties, reputational damage, and economic losses. MANN+HUMMEL’s comprehensive compliance structure ensures that the competitiveness and integrity of the entire Group are maintained. To this end, we rely on a structured compliance management system.

COMPLIANCE MANAGEMENT SYSTEM

The basis of our compliance management system is formed by a firmly established compliance culture. This is expressed in the Code of Conduct and in our values. It is our declared aim, supported in every way by management, to live our corporate values and conduct our business in compliance with all legal requirements. To achieve this, we rely on a strong global compliance organization to support employees in implementing these goals. Risk analyses form the basis of these programs. MANN+HUMMEL regularly reviews the effectiveness of this system in the case of newly acquired companies (see graphic on page 35).

CODE OF CONDUCT

The MANN+HUMMEL Code of Conduct comprises the fundamental behavioral guidelines for the entire corporate group and is our main instrument for implementing compliance objectives. It includes guidelines on essential behavior, dealings with business partners and third parties, and the avoidance of conflicts of interest.

In very basic terms, our Code of Conduct states: “Violations of laws, contracts or the Code of Conduct will not be tolerated and may result in sanctions under labor law.”

More specifically, we address possible antitrust violations here: “Competition encourages top performance. However, stable business cooperation for the benefit of all can only exist with fair competition and strict compliance with the legal system.”

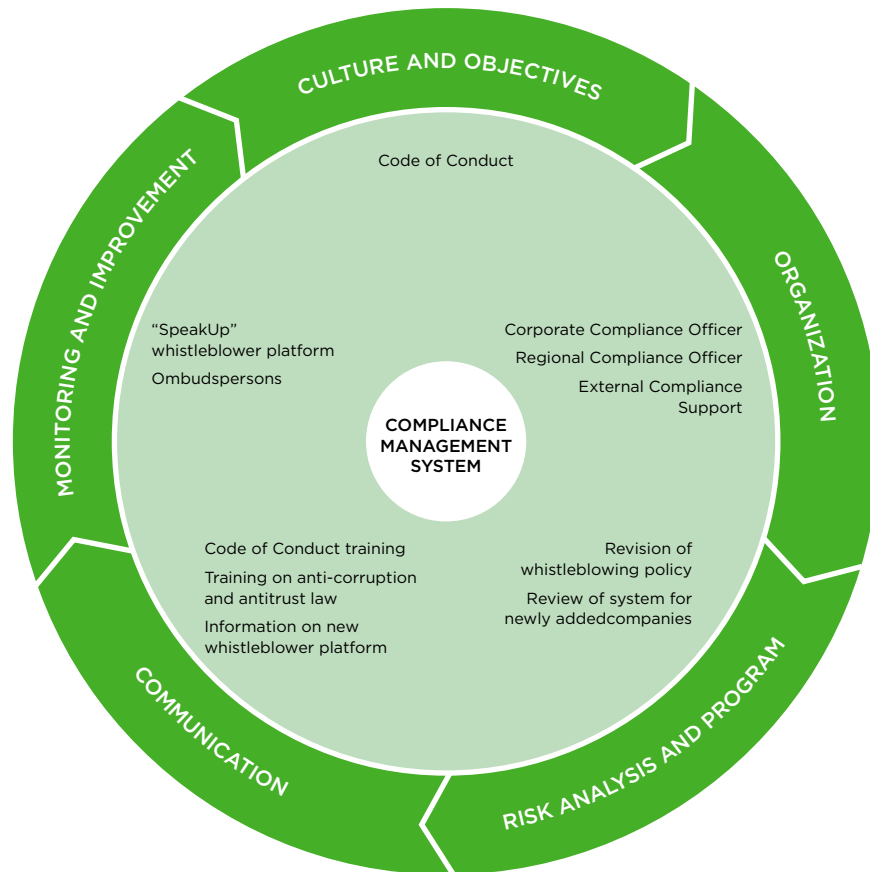
CLEAR RESPONSIBILITIES

Each unit of the MANN+HUMMEL Group bears responsibility for ensuring that our business activities are conducted within the framework of applicable laws. Our compliance management system is overseen by the Corporate Compliance Officer. This officer is supported by regional compliance officers in different parts of the world. Detailed practical guidance on correct conduct toward business partners enables our employees to make the appropriate decisions themselves.

DIVERSE TRAINING COURSES

On the subject of compliance, we offer e-learning and face-to-face training in various languages to reach our employees in the best possible way and raise awareness of the importance of the topic. In these training sessions, we make it clear that every employee is obligated to respect and consistently comply with national and international rules of fair

COMPLIANCE MANAGEMENT SYSTEM



competition and antitrust law. We teach our employees to react cautiously and prudently to gifts, invitations and other benefits. For their part, employees should not offer business partners anything that could be seen as influencing their business decisions.

Certain groups of employees, such as sales, purchasing and all managers, are required by their areas of responsibility to deal competently with compliance issues. For this reason, we provide our employees with targeted training on the topics of anti-corruption and antitrust law. In 2020, MANN+HUMMEL began in-depth antitrust law training for purchasing and sales in South and North America. In 2021, purchasing and sales in Asia and Europe will also undergo this training.

MONITORING AND IMPROVEMENT

Our compliance management system is subject to regular review. Here, various reporting channels help to uncover potential violations. In 2017, MANN+HUMMEL introduced the “SpeakUp” whistleblower platform, which is operated by an external, independent provider. Employees, customers, and suppliers can use this platform to report possible violations – anonymously if they wish.

“SpeakUp” is an effective instrument for uncovering misconduct and identifying and remedying weaknesses. Alternatively, employees can choose direct contact with the Corporate Compliance Officer or the indirect route via external

ombudspersons. MANN+HUMMEL has appointed ombudspersons in all countries with their own sites. These ombudspersons are obligated to maintain confidentiality and forward reports anonymously to the Corporate Compliance Officer at the employee's request. If necessary, the Corporate Compliance Officer submits ad hoc reports to the Executive Board and the shareholder representatives and also informs them every three months about compliance cases.

The Supervisory Board and the Works Council are informed once a year. MANN+HUMMEL was not involved in any legal proceedings in 2020 due to anti-competitive behavior or violations of antitrust law.

ENVIRONMENTAL AND SOCIO-ECONOMIC COMPLIANCE

MANN+HUMMEL ensures legally compliant and ethical conduct through its Compliance Management System and Code of Conduct (see also "Compliance Management System" and "Code of Conduct" on page 34). The MANN+HUMMEL Code of Conduct comprises the fundamental behavioral guidelines for the entire corporate group. It is our main instrument for implementing objectives in the area of compliance. These include: respect for environmental, safety and health guidelines, laws, and regulations. Violations of the Code of Conduct may result in sanctions under labor laws.

EFFECTIVE ORGANIZATION

Every entity in the MANN+HUMMEL Group worldwide is responsible for compliance with the law. Those responsible act on the basis of the respective legal framework conditions in plant planning, production planning, facility management, as well as maintenance and repair. If requirements are not met in individual cases, these must be reported and remedied immediately.

PROTECTIVE MEASURES IN THE EVENT OF COMPLIANCE VIOLATIONS

When potential environmental and socio-economic compliance violations are reported, we record them in an alert system and also in the Health, Safety and Environment database (HSE database). In 2020, there were a total of three complaints related to COVID-19 measures. The authorities investigated these reports through unscheduled visits to the respective plants. No violations of Corona protection requirements were found in any of the cases. Consequently, all complaints were deemed unfounded.

PREVENTION OF CHILD LABOR, FORCED LABOR, AND COMPULSORY LABOR

MANN+HUMMEL uses the progressive globalization of goods and capital markets to create worldwide production and distribution networks. This global network is accompa-

nied by 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 are not acceptable under any circumstances. On this basis, we utilize the opportunities for corporate and employment success while at the same time limiting possible risks. Ultimately, this is also important for international competitiveness.

THE SOCIAL CHARTER IS THE BASIS FOR OUR ACTIONS

The Group management and the national and international employee representatives have agreed on the basic principles of social responsibility applicable to the entire MANN+HUMMEL Group in a social charter and have agreed on common goals. They are based on the labor and social standards of the International Labor Organization (ILO). The Social Charter is part of the corporate culture and an expression of the MANN+HUMMEL Group's identity. It serves as the basis for the internal and external actions of the company and its employees.

MANN+HUMMEL positions itself expressly in favor of the free choice of employment and in opposition to discrimination. We reject forced and compulsory labor, bonded labor and involuntary prisoner labor. Child labor is not accepted at MANN+HUMMEL under any circumstances. The general requirements concerning the minimum age for employment are observed in the MANN+HUMMEL Group.

CLEARLY DEFINED RESPONSIBILITIES

The corporate Human Resources department is responsible for defining employment relationships within the MANN+HUMMEL Group. The examination of possible violations of the legal framework falls under the responsibility of the Corporate Compliance Officer. In the event of questions regarding the Social Charter or indications of a possible violation, each employee can contact his or her supervisor directly, the local employee representative body, or the external ombudspersons appointed by MANN+HUMMEL. We have established the SpeakUp Whistleblowing System for reporting violations, which can be used both internally and externally. Employees who report a possible violation of the law or the Social Charter do not have to fear any disadvantages as a result.

We also emphasize the importance of the regulations in the Social Charter and the corporate values in the MANN+HUMMEL management system: “We are committed to taking responsibility for our employees and offering them a first-class working environment.”

Adherence to these goals as well as the implementation of the guiding principles of the Social Charter are discussed once a year with the participation of the Euro Works Council.

GRI CONTENT INDEX

GRI CONTENT INDEX



**MATERIALITY
DISCLOSURES SERVICE**

2021

COMPANY AND REPORT PROFILE

GRI-General Standard Disclosures	Title	Information / Page number
GRI 101:2016 FOUNDATION		
GRI 102:2016 GENERAL DISCLOSURES		
Organizational Profile		
102-1	Name of the organization	MANN+HUMMEL GmbH
102-2	Activities, brands, products, and services	2
102-3	Location of headquarters	Ludwigsburg, Germany
102-4	Location of operations	Annual Report 2020: 135-138
102-5	Ownership and legal form	10
102-6	Markets served	2, 10
102-7	Scale of the organization	6
102-8	Information on employees and other workers	6
102-9	Supply chain	17, 20, 21, 22, 23
102-10	Significant changes to the organization and its supply chain	Annual Report 2020: 36, 37, 38, 39
102-11	Precautionary principle or approach	10, 11
102-12	External initiatives	32, 33
102-13	Membership of associations	32, 33
Strategy		
102-14	Statement from senior decision-maker	8, 9
Ethics and Integrity		
102-16	Values, principles, standards, and norms of behavior	10
Governance		
102-18	Governance structure	Annual Report 2020: 8, 9
Stakeholder Engagement		
102-40	List of stakeholder groups	11
102-41	Collective bargaining agreements	27
102-42	Identifying and selecting stakeholders	11
102-43	Approach to stakeholder engagement	11
102-44	Key topics and concerns raised	11

For the Materiality Disclosures Service, GRI Services verified that the GRI Content Index is clearly presented and the references for disclosures 102-40 to 102-49 are consistent with the corresponding parts of the report.

The GRI Materiality Disclosures Service was performed on the German version of the report.



COMPANY AND REPORT PROFILE

GRI-Standards und Angaben	Titel	Information/Page number
GRI 101:2016 GRUNDLAGEN		
GRI 102:2016 ALLGEMEINE ANGABEN		
Reporting Practice		
102-45	Entities included in the consolidated financial statements	11
102-46	Defining report content and topic boundaries	11
102-47	List of material topics	12
102-48	Restatements of information	None
102-49	Changes in reporting	None
102-50	Reporting period	1. January – 31. December 2020
102-51	Date of most recent report	July 2019
102-52	Reporting cycle	Annual
102-53	Contact point for questions regarding the report	45
102-54	Claims of reporting in accordance with the GRI-Standards	11
102-55	GRI content index	39, 40, 41, 42, 43, 44
102-56	External assurance	No external assurance was performed



MATERIAL TOPICS

Disclosure	Title	Information/Page number	Omission
INNOVATION			
GRI 103:2016 103-1/103-2/103-3	Management approach	14, 15	
	Innovationsprojekte	14, 15	
PROFITABILITY			
GRI 103:2016 103-1/103-2/103-3	Management approach	13	
GRI 201:2016 ECONOMIC PERFORMANCE			
201-1	Direct economic value generated and distributed	6, 14	
LOCAL RESPONSIBILITY AND ENGAGEMENT			
GRI 103:2016 103-1/103-2/103-3	Management approach	31	
GRI 203:2016 INDIRECT ECONOMIC IMPACTS			
203-1	Infrastructure investments and services supported	31, 32	
GRI 413:2016 LOCAL COMMUNITIES			
413-1	Operations with local community engagement, impact assessments, and development programs	32	
ANTI-CORRUPTION AND FAIR COMPETITION			
GRI 103:2016 103-1/103-2/103-3	Management approach	34, 35, 36	
GRI 205:2016 ANTI-CORRUPTION			
205-2	Communication and training about anti-corruption policies and procedures	34, 35	
GRI 206:2016 ANTI-COMPETITIVE BEHAVIOUR			
206-1	Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	36	



MATERIAL TOPICS

Disclosure	Title	Information/Page number	Omission
ENERGY			
GRI 103:2016 103-1/103-2/103-3	Management approach	19, 20, 21	
GRI 302:2016 ENERGY			
302-1	Energy consumption within the organization	21	
302-3	Energy intensity	19	
302-4	Reduction of energy consumption	20	
EMISSIONS			
GRI 103:2016 103-1/103-2/103-3	Management approach	19, 20	
GRI 305:2016 EMISSIONS			
305-1	Direct (Scope 1) GHG emissions	21	
305-2	Energy indirect (Scope 2) GHG emissions	21	
305-5	Reduction of GHG emissions	20	
ENVIRONMENTAL AND SOCIOECONOMIC COMPLIANCE			
GRI 103:2016 103-1/103-2/103-3	Management approach	36	
GRI 307:2016 ENVIRONMENTAL COMPLIANCE			
307-1	Non-compliance with environmental laws and regulations	36	
GRI 419:2016 SOCIOECONOMIC COMPLIANCE			
419-1	Non-compliance with laws and regulations in the social and economic area	36	



MATERIAL TOPICS

Disclosure	Title	Information/Page number	Omission
SUSTAINABLE SUPPLY CHAINS			
GRI 103:2016 103-1/103-2/103-3	Management approach	21, 22, 23	
GRI 308:2016 SUPPLIER ENVIRONMENTAL ASSESSMENT			
308-1	New suppliers that were screened using environmental criteria	21, 22	
GRI 412:2016 HUMAN RIGHTS ASSESSMENT			
412-2	Employee training on human rights policies or procedures	23	
GRI 414:2016 SUPPLIER SOCIAL ASSESSMENT			
414-1	New suppliers that were screened using social criteria	23	
EMPLOYMENT AND COMMUNICATION			
GRI 103:2016 103-1/103-2/103-3	Management approach	26, 27, 28	
GRI 401:2016 EMPLOYMENT			
401-1	New employee hires and employee turnover	28	
GRI 402:2016 LABOR/MANAGEMENT RELATIONS			
402-1	Minimum notice periods regarding operational changes	26, 27	
OCCUPATIONAL HEALTH AND SAFETY			
GRI 103:2016 103-1/103-2/103-3	Management approach	24, 25, 26	
GRI 403:2018 OCCUPATIONAL HEALTH AND SAFETY			
403-1	Occupational health and safety management system	25	
403-2	Hazard identification, risk assessment, and incident investigation	24	
403-3	Occupational health services	25, 26	
403-4	Worker participation, consultation, and communication on occupational health and safety	26	
403-5	Worker training on occupational health and safety	24	
403-6	Promotion of worker health	26	
403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	26	
403-8	Workers covered by an occupational health and safety management system	26	
403-9	Work-related injuries	26	
403-10	Work-related ill health	26	



MATERIAL TOPICS

Disclosure	Title	Information/Page number	Omission
TRAINING AND EDUCATION			
GRI 103:2016 103-1/103-2/103-3	Management approach	29, 30	
GRI 404:2016 TRAINING AND EDUCATION			
404-2	Programs for upgrading employee skills and transition assistance programs	29, 30	
404-3	Percentage of employees receiving regular performance and career development reviews	29	
DIVERSITY AND NON-DISCRIMINATION			
GRI 103:2016 103-1/103-2/103-3	Management approach	30, 31	
GRI 405:2016 DIVERSITY AND EQUAL OPPORTUNITY			
405-1	Diversity of governance bodies and employees	31	
GRI 406:2016 NON-DISCRIMINATION			
406-1	Incidents of discrimination and corrective actions taken	30	
PREVENTION OF CHILD, FORCED AND COMPULSORY LABOR			
GRI 103:2016 103-1/103-2/103-3	Management approach	36, 37	
GRI 408:2016 CHILD LABOR			
408-1	Operations and suppliers at significant risk for incidents of child labor	37	
GRI 409:2016 FORCED OR COMPULSORY LABOR			
409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labor	37	
CUSTOMER HEALTH AND SAFETY			
GRI 103:2016 103-1/103-2/103-3	Management approach	17, 18	
GRI 416:2016 CUSTOMER HEALTH AND SAFETY			
416-1	Assessment of the health and safety impacts of product and service categories	17, 18	
PRODUCT INFORMATIONEN			
GRI 103:2016 103-1/103-2/103-3	Management approach	18	
GRI 417:2016 MARKETING AND LABELING			
417-1	Requirements for product and service information and labeling	18	

IMPRINT/CONTACT

PUBLISHER

MANN+HUMMEL
International GmbH & Co. KG
Ludwigsburg / Germany

RESPONSIBLE

Gudmund Semb
Chief Marketing and Communications Officer
MANN+HUMMEL

PROJECT MANAGEMENT

Kathrin Sauter
Vice President Corporate Marketing & Communications
MANN+HUMMEL

Danielle Silvester
Corporate Design & Services
MANN+HUMMEL

CONSULTANT FOR MATERIALITY AND GRI REPORTING

Sustainserv GmbH,
Zurich/Switzerland and Boston/USA

LAYOUT AND PRODUCTION

wob AG
Viernheim / Germany

PICTURE CREDITS

123rf: Page 1
Dissolve: Page 4
MANN+HUMMEL: Page 8
VOLLBILD FILM: Page 3, 5

CONTACT

If you have any further questions, you can submit them to:

Info@mann-hummel.com

www.mann-hummel.com

www.mann-hummel.com/responsibility

