

# Sustainability Report 2021



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# Foreword

Dear Reader,

The past financial year has been eventful, especially regarding sustainability. By joining the UN Global Compact, MANN+HUMMEL demonstrates its commitment to the Ten Principles of the UN Global Compact in the areas of human rights, labor, environment and anticorruption, and presents its progress achieved in this regard. In this annual “Communication on Progress,” we describe our activities to continuously expand the integration of the Global Compact and its principles into our business strategy, culture, and daily business activities. We are also committed to sharing this information with our stakeholders through our primary communication channels.

Joining the UN Global Compact also impacts this report: Starting with this issue, we will no longer be reporting solely per the requirements of the Global Reporting Initiative but will also be providing information on the progress we have made regarding the UN Global Compact.

For us, sustainability is more than a trend. It is deeply embedded in our company’s DNA and in the application of our solutions. Filtration is sustainability. Because:

With our portfolio of solutions, we are actively contributing to cleaner mobility, cleaner air, and cleaner water, and, therefore, to protecting people and the environment. Our goal is continuous improvement – which is why we consistently worked on our contribution to corporate sustainability in 2021. What else has driven us regarding sustainability over the past year? Without a doubt, our new “Carbon Zero” Strategy, with which we have set ourselves the goal of making our manufacturing and ultimately our entire value chain 100 percent carbon neutral by 2050. We are also living up to our corporate responsibility in our supply chain, as seen in other areas. For instance, last year, we revised our Supplier Code of Conduct and made it an integral part of our Terms and Conditions of Purchasing.

This work is paying off and is noticeable in improved key performance indicators. One example is the certification of four additional plants according to ISO45001, which means that 21 of our plants are now operating to this standard. This success is measurable: Our accident frequency rate has fallen by almost 50 percent over the past eight years. In the 2021 financial year, our Energy Improvement Program helped us save 3.2 GWh of energy, equivalent to about 1,600 tons of carbon dioxide.

Our commitment was again acknowledged by third parties in 2021. For example, we achieved Gold status for this first time in the EcoVadis sustainability ranking, placing us in the top 5 percent of all companies assessed by EcoVadis in our industry. This rating is a massive motivation for us to continue working on achieving our sustainability goals.

As a corporate citizen, we also run many community projects in the countries where we operate. A project undertaken by our colleagues in India during the reporting year is worthy of special mention: They supplied a hospital and school with the necessary equipment and provided funds for construction work.

This report aims to provide transparent and understandable information regarding the achievements and progress we have made regarding environmental, social, and corporate governance. We would be pleased to have you with us on our sustainability journey now and in the future, and we wish you an enjoyable read.

Kurk Wilks  
CEO

Emese Weissenbacher  
EVP & CFO

# About MANN+HUMMEL

## Our Segments, Business Units, and Brands

Segments	Business Units	Brands	a MANN+HUMMEL company
<ul style="list-style-type: none"> <li>• Transportation</li> <li>• Life Sciences &amp; Environment</li> </ul>	<ul style="list-style-type: none"> <li>• Original Equipment</li> <li>• Aftermarket</li> <li>• Life Sciences &amp; Environment Air Filtration</li> <li>• Life Sciences &amp; Environment Water &amp; Fluid Solutions</li> </ul>	<ul style="list-style-type: none"> <li>• MANN+HUMMEL</li> <li>• MANN-FILTER</li> <li>• WIX Filters</li> <li>• FILTRON</li> <li>• Purolator</li> <li>• OurAir</li> <li>• qlair</li> <li>• Senzit</li> <li>• Streametric</li> </ul>	<ul style="list-style-type: none"> <li>• TRI-DIM</li> <li>• PAMLICO-AIR</li> <li>• MANN+HUMMEL Molecular Filtration</li> <li>• I2m</li> <li>• Seccua</li> <li>• HYDROMATION</li> </ul>



## Key figures 2021

Sales (billion euros)

**4.2**

EBIT (million euros)

**191**

Investments in R&D  
(million euros)

**113**

Energy consumption  
(GWh)

**651**

Total assets  
(billion euros)

**4.3**

EBIT margin (%)

**4.6**

Employees in R&D

**> 800**

CO<sub>2</sub> emissions (1,000 t  
CO<sub>2</sub>e, Scope 1 & 2)

**187**

Employees

**23,326**

Locations

**80+**

Expenditures for  
charitable purposes  
(million euros)

**0.3**

Saved CO<sub>2</sub> - emissions  
(t CO<sub>2</sub>e)

**1,615**

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

## MANN+HUMMEL

MANN+HUMMEL is a leading global expert in filtration technology. The Group, headquartered in Ludwigsburg, Germany, has more than 80 locations on six continents. MANN+HUMMEL offers filtration solutions on the international markets in the business-to-business sector. Its current business model is divided into two business segments: Transportation and Life Sciences & Environment.

**Transportation** comprises the **Original Equipment (OE)** and **Aftermarket (AA)** business units, which supply sectors such as the automotive industry (Automotive Solutions) with air filter systems, intake systems, liquid filter systems, and technical plastic parts. Construction and agricultural machinery manufacturers, rail vehicles, ships, and energy technology also rely on MANN+HUMMEL technologies.

**Life Sciences & Environment (LS&E)** consists of the **Air Filtration** and **Water & Fluid Solutions** divisions. In LS&E, we develop pioneering solutions for air and water filtration. These include filters for indoor and outdoor spaces, clean rooms, and industrial applications, as well as stationary and mobile air purifiers with HEPA filters for the safe separation of viruses, bacteria, and other microorganisms. Some of the cabin air filters have anti-allergenic and anti-microbial functionality. MANN+HUMMEL solutions can be found in offices, schools, commercial and industrial buildings as well as in explosive zones such as offshore oil platforms. Stationary systems for the filtration of fine dust and nitrogen dioxide and for improving outdoor air quality are also part of our product portfolio.

Our water filtration systems are used for water and wastewater treatment in municipal and industrial applications. This allows scarce freshwater resources to be efficiently used and recycled. Special applications in the food sector, biotechnology, or other ultra-pure water areas such as microelectronics are further areas of application.

We are increasingly rounding out our portfolio with **digital services** and **intelligent solutions** tailored to customers' individual needs, including product connectivity via the Internet of Things (IoT), data analysis in the cloud, customized algorithms, and user-friendly apps. The Transportation business field accounts for about 91 percent of our sales, while the LS&E business field makes up approximately nine percent. From a strategic point of view, both business fields serve the growing demand for innovative filtration products.

### STRATEGIC INVESTMENTS

One of our company's goals is to help build a more sustainable future through strategic investments in start-ups that develop new, sustainable technologies. In 2021 MANN+HUMMEL invested in two companies that, thanks to their ecological innovations, have the potential to complement and expand its core business in the areas of Transportation and Life Sciences & Environment (LS&E) in a meaningful way. Both investments open opportunities to replace processes that are currently harmful to the environment with sustainable ones. Our existing investments continued to perform strongly in 2021.

### EVER MORE EFFICIENT FOR OUR CUSTOMERS

Our aim and responsibility are to use technologies to help ensure that people worldwide have access to cleaner mobility, cleaner air, and cleaner water. In this way, we contribute to a better quality of life and create solutions to the challenges of our time. This gives us renewed motivation every day and spurs us on to achieve even greater things.

Each day, we develop and produce the best filtration solutions for our customers and their areas of activity. Our work as a global champion is focused on customer- and market-driven innovations, sustainable production, and efficient operations.

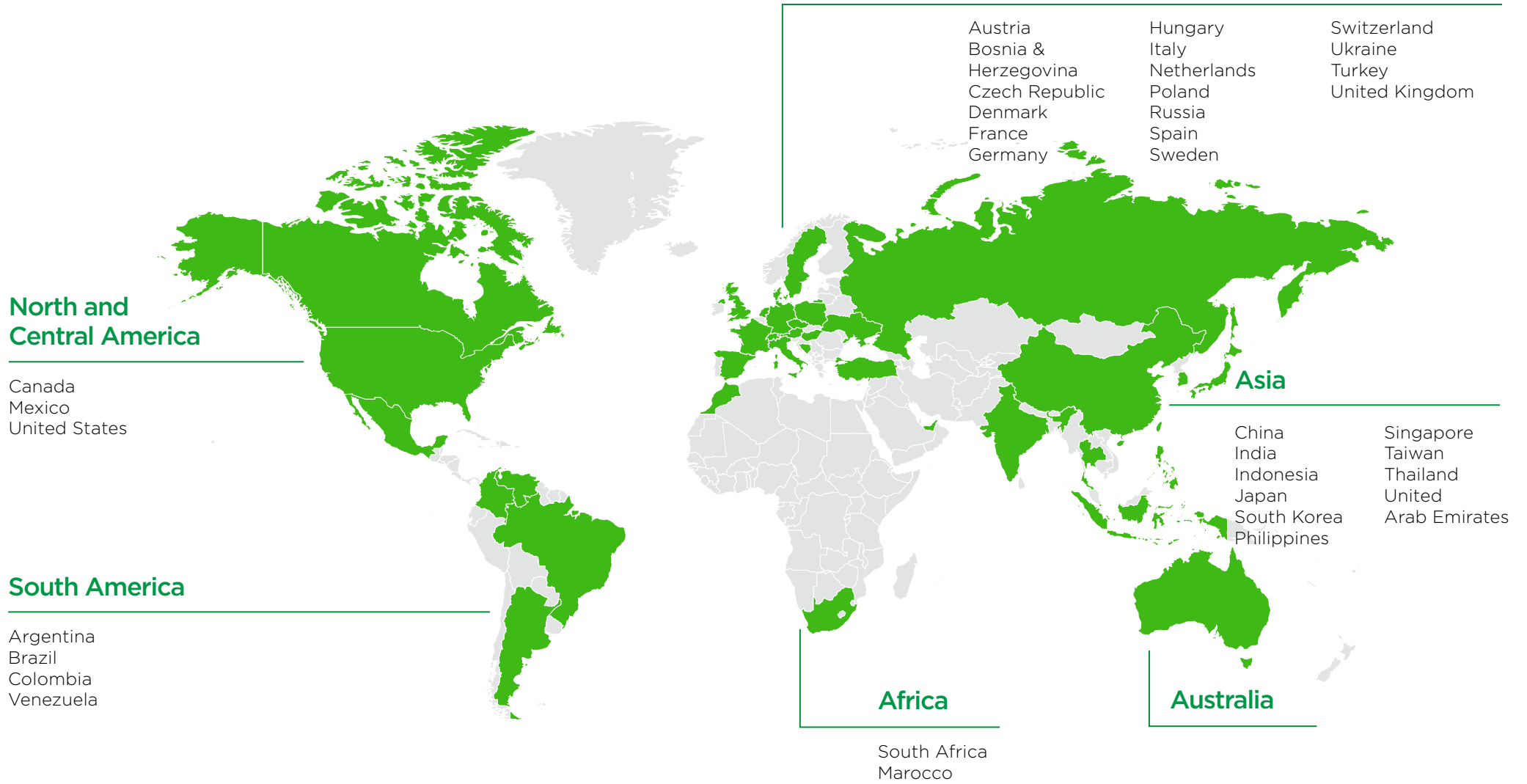
To this end, we maintain a close dialogue with our customers, the research community, and suppliers and keep abreast of regulatory requirements to offer optimum solutions.

In addition to profitable growth, enhancing our competitiveness, and employee satisfaction, MANN+HUMMEL's primary focus is on its customers and their satisfaction.



## MANN+HUMMEL worldwide

Global presence at more than 80 locations



We continuously optimize our processes to improve efficiency, implementation speeds, and quality. We set global parameters for cross-divisional processes and pool internal services within global service centers.

We believe that digitalization will help us further improve our processes. In particular, the automation of standard administration processes and the development and expansion of integrated ecosystems and data mining tools are assisting us with our digital transformation. We are pooling our expertise within our digitalization strategy and in digital hubs at multiple locations worldwide to drive this forward.

In addition to the business units and Global Business & Technology Solutions, we have also consolidated our production activities at an organizational level. A Group-wide control system makes for faster decisions and increases momentum within the company. This will help us continue to utilize global synergies and best practices to operate more efficiently and provide an even better service to our markets in the future.

### GREEN FINANCING 2.0

In 2017, the MANN+HUMMEL Group was the world's first automotive supplier to issue a green promissory note, thereby highlighting the importance of sustainability in its financing strategy. After a second green promissory note was issued in 2019, a third transaction worth 150 million euros was completed in July 2021, which includes a sustainability-related component and a commitment to use the funds for green purposes.

The interest margin for the promissory note will be increased/decreased by 0.05 percent according to MANN+HUMMEL's score from the sustainability rating agency EcoVadis. The threshold for adjusting the interest margin will be increased again after five years to underline MANN+HUMMEL's long-term ambitions. This new structure, therefore, creates an incentive for continuous and, above all, long-term efforts toward greater sustainability.

Around 50 investors from the banking and institutional sector subscribed to the new promissory note. The company's good credit rating and the transaction's sustainable nature attracted many new investors. MANN+HUMMEL initially offered maturities ranging from three to ten years and was ultimately able to allocate around 60 percent of the volume to the longer maturities (seven and ten years).

### OWNERSHIP AND MANAGEMENT STRUCTURE

MANN+HUMMEL is an international company owned by the families that founded it. The families of the two company founders, Adolf Mann and Dr. Erich Hummel, each hold half of the company's shares. Since 1 January 2016, the MANN+HUMMEL Group's management company has been MANN+HUMMEL International GmbH & Co. KG and 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 company's management and reviews the budget and all significant 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

We focus on customer needs and profitable growth.

#### INNOVATION

We transform for the future through innovation.

#### LEADERSHIP TRUST

We inspire leadership and trust by high performance teams.

#### EMPOWERMENT

We drive empowerment to ensure operational excellence.

#### RESULTS

We deliver results and contribute to our financial performance.

Focus, Innovation, Leadership, Trust, Empowerment and Results: **These values** form the basis of our daily actions and behavior toward customers, employees, and our environment. If you combine the first letters of each word, the result is a word of crucial significance for our company: "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 words; they are a clear statement of purpose.

### CODE OF CONDUCT

The **MANN+HUMMEL Code of Conduct** comprises the fundamental behavioral guidelines across the entire Group.

### SOCIAL CHARTER

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

### MANAGEMENT POLICY

The **Management Policy** defines the guiding principles of our business activities and the application of the MANN+HUMMEL Management System. It complies with the certification requirements according to the management system standards ISO 9001, IATF 16949, ISO 45001, and ISO 14001.

### RISK MANAGEMENT AND THE PRECAUTIONARY PRINCIPLE

We aim to identify opportunities and risks relating to 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 plan-

ning, reporting and controlling system. The Management Board Committee and the Supervisory Board are regularly informed about potential problems and promptly decide on the appropriate action plans. For more information, please see our **Annual Report**.

## Sustainability Strategy

Life on Earth means constant change. Until now, our planet has always managed to keep this system in balance. The emergence of modern society has upset this balance. The term “sustainability” describes the need to restore and maintain this balance. It means that a system is fully sustainable when its environmental, social, and economic dimensions are balanced.

On our journey to becoming a sustainable company, we see our contribution in two essential roles. The first is an “enabler”: As a global leader in filtration technology, we enable our customers to be more sustainable. In the second role, as a company, we actively contribute and take responsibility for our business, people, value chain, and environment. Additionally, we intend to bring entrepreneurial action in line with our business interests and regulations.

In the 2021 financial year, MANN+HUMMEL became a member of the UN Global Compact, thereby demonstrating its commitment to achieving these global goals.

MANN+HUMMEL assumes responsibility for global sustainability goals. Our company joined the United Nations Global Compact in 2021, demonstrating our commitment to achieving these global goals. We support the Ten Principles of the Global Compact in human rights, labor, environment, and anti-corruption. The United Nations Sustainable Development Goals (UN SDGs) provide us with an operational framework and guidance concerning the sustainable transformation of our business. We are committed to making the UN Global Compact and its principles part of our company's strategy, culture and everyday actions. We also participate in projects that contribute to the United Nations' overall development goals, particularly its Sustainable Development Goals. As part of the MANN+HUMMEL sustainability strategy, we will develop solutions and gradually implement them. Our sustainability strategy also includes requirements under the German Supply Chain Sourcing Obligations Act, which will take effect for the MANN+HUMMEL Group on 1 January 2023, as well as the requirements under the EU Green Deal, for example, and its regulatory requirements, namely CSRD and EU Taxonomy and other statutory requirements.

In addition to behavioral changes in the use of resources and a fundamental rethinking of product design, production, operation, and recycling, we at MANN+HUMMEL are using technology to make our world more sustainable and cleaner.

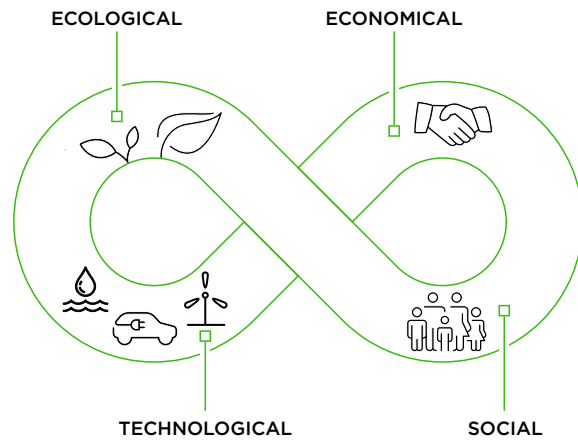
DO YOU KNOW?

# MANN+HUMMEL has joined the UN Global Compact

Our solutions separate the useful from the harmful in uses aimed at achieving cleaner mobility, cleaner air, and cleaner water. In this way, we are making an active contribution to Goal 3, "Good health and well-being" (cleaner mobility; cleaner air), Goal 6, "Clean water and sanitation" (cleaner water), and Goal 11, "Sustainable cities and communities" (cleaner mobility; cleaner air), among others. Our corporate governance and work processes also enable us to take responsibility for other goals relevant to MANN+HUMMEL, including Goal 12, "Responsible consumption and production".



<b>3</b> GOOD HEALTH AND WELL-BEING	<b>4</b> QUALITY EDUCATION	<b>5</b> GENDER EQUALITY	<b>6</b> CLEAN WATER AND SANITATION	<b>7</b> AFFORDABLE AND CLEAN ENERGY	<b>8</b> DECENT WORK AND ECONOMIC GROWTH	<b>9</b> INDUSTRY, INNOVATION AND INFRASTRUCTURE
<b>11</b> SUSTAINABLE CITIES AND COMMUNITIES	<b>12</b> RESPONSIBLE CONSUMPTION AND PRODUCTION	<b>13</b> CLIMATE ACTION	<b>14</b> LIFE BELOW WATER	<b>15</b> LIFE ON LAND	<b>16</b> PEACE, JUSTICE AND STRONG INSTITUTIONS	<b>17</b> PARTNERSHIPS FOR THE GOALS



To this end, we will conduct an analysis to identify key topics in line with the new double materiality standard. Based on the findings, we will define areas for action, set long-term goals, and implement them consistently.

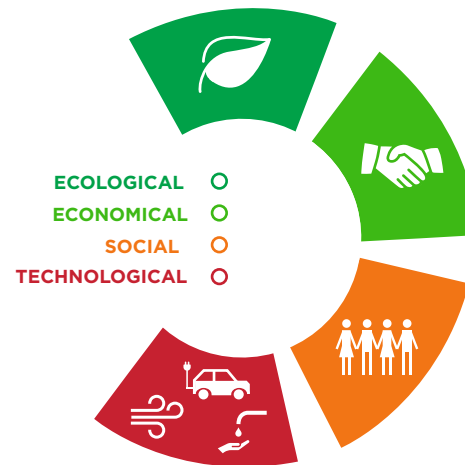
This approach will further strengthen our position and vision as a “Leader in Filtration.”

As a world-leading filtration company, we focus on filtration with the aim of separating the useful from the harmful. We develop solutions that enable cleaner mobility, air and water and deliver key technologies that pave the way to a cleaner planet.

It is a responsibility we take seriously. We supply inherently sustainable technologies by developing and manufacturing state-of-the-art filtration and separation solutions.

In 2022, we will consolidate the company’s sustainability activities in a newly created position reporting directly to the CEO. The main responsibility of the new role will be the Group-wide development and implementation of our sustainability strategy.

**Our Understanding of Sustainability**  
**We have a clear understanding of our Corporate Social Responsibility**



**As leader in Filtration,**

- we **enable our customers** to be more sustainable.

**As a company,** we are active contributor and

- we **take responsibility** for our business, our employees, our value chain and our planet.

- we have the intention to promote company **actions in harmony to our business interest as well as regulations.**

## About this report

For the fifth time, MANN+HUMMEL presents a 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 social responsibility using the four areas of “Our value added,” “Our environment,” “Our employees,” and “Our governance.”

In determining the content and communication of these key topics, MANN+HUMMEL considers the concerns of stakeholder groups that significantly influence and are crucial to MANN+HUMMEL’s success. In particular, these are customers and suppliers, employees and their elected employee representatives, shareholder representatives, charitable organizations, and politicians.

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 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 involvement in social causes. The Code of Conduct and Management Policy at MANN+HUMMEL includes an explicit com-

mitment to compliance with all legal regulations and binding obligations. It 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 representatives from Innovation & Strategy, Human Resources, Legal, Quality & HSE, Property Management, Purchasing & Supply Chain Management, Marketing and Corporate Communications.

In 2020, we reviewed and refined the identification and assessment of the material topics. The key topics continued to be valid in 2021. In the areas of “Energy and emissions,” “Customer health and safety,” and “Product information,” we consolidated topics to reflect underlying structures within the company. The material topics are shown in the materiality matrix on page 13.

The information in this report relates, as much as possible, to the entire corporate Group. However, due to the development of internal reporting channels and several recent acquisitions, some information relates only to parts of the MANN+HUMMEL Group. Information on the scope of consolidation of the MANN+HUMMEL Group can be found in the 2021 Annual Report.

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:

**GRI 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 the company, as well as based on 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.

Regular reviews have not revealed any changes to the relevance of the material issues.

**Outlook:** A comprehensive review of the material topics following the principle of double materiality will take place in the coming year.

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

# Our value added

## Business development

Since our foundation more than 80 years ago, we have built up extensive filtration know-how. This experience, together with the numerous patents, patent applications, and utility models we hold, represents a competitive advantage that positively impacts all Group brands. We are increasingly focusing on sustainable ideas and technologies that help conserve scarce and valuable resources, use them more sustainably, and enable them to be reused. This focus allows us to develop and supply our customers with inherently sustainable, cutting-edge filtration and separation solutions. The result is cleaner mobility, cleaner air, and cleaner water.

### RETURN TO PRE-CRISIS LEVEL

In the past financial year, the MANN+HUMMEL Group's sales increased by 9.4 percent or 361.2 million euros to 4,199.9 million euros (previous year: 3,838.7 million euros). However, sales growth was impacted by adverse

exchange rate effects. Sales growth was as high as 11.2 percent, much greater than the previous year, including an adjustment for adverse exchange rate effects that amounted to 70.1 million euros. However, it should be noted that the coronavirus crisis dominated the 2020 financial year and that in 2021 the MANN+HUMMEL Group more or less returned to the pre-crisis level.

### OPPORTUNITIES AND CHALLENGES

As one of the world's largest filtration companies, we want to seize opportunities to expand our position in the global markets further. We continually improve efficiency and prepare our organization and processes for future challenges.

These challenges include an automotive industry undergoing significant change, especially due to new drive technologies. In addition, the automotive sector is shrinking worldwide while the COVID-19 pandemic, disrupted supply chains, and the rising cost of raw materials hampered sales in 2021. In light of these developments, MANN+HUMMEL took swift and efficient action to protect employees, support customers, and ensure the company's financial stability.

### REDUCING OUR CARBON FOOTPRINT

MANN+HUMMEL cooperates with partners from different industries, politics, and businesses to strengthen trust in the company and its brands. We work continuously to safeguard our competitiveness and generate added value for our customers.

Most carbon emissions are generated when our products are in use. We nevertheless attach great importance to ensuring that the carbon footprint of our products is as minimal as possible during manufacture. The CSR measures particularly relevant for our partners, and customers include joining the UN Global Compact, implementing our Carbon Zero Strategy, and efforts to increase (energy) efficiency, including the roll-out of monitoring systems, in some cases right down to the level of individual consumers.

We constantly work on enhancing our products and evolving them to meet sustainability requirements. To this end, we have, among other things, integrated the Life Cycle Assessment (LCA) methodology into our development processes. These assessments are used to determine product-specific measures to achieve improvements in the environmental, economic, and social dimensions of sustainability. In the reporting year, we conducted the first LCAs in the form of pilot projects and communicated the results to our customers. Our next step will be to continue developing the data sources regarding quality and quantity and to expand the necessary ecosystem. At the same time, we plan to extend the LCAs to other product groups. One priority in the years ahead will be to establish or transform our supply chains to ensure sourcing sustainable raw materials and purchased parts.



We firmly believe that everything we do to take responsibility and increase the transparency of our CSR activities and our entire supply chain is for the purpose of sustainable growth. We have set ourselves ambitious targets as part of our Carbon Zero Strategy. Our targets include the next step in this process – meeting all of our electricity needs using renewable sources. Where it is not possible to purchase green electricity directly, we will offset this using recognized green electricity certificates.

### CLIMATE-FRIENDLY PRODUCTS

We are committed to making our products and technical solutions more climate-friendly. We use carbon footprint calculations to optimize our products further. We use these findings to reduce the carbon footprint of our products, for example, by increasing the share of recycled materials, reducing process temperatures, or sourcing materials with a reduced carbon footprint. A significant proportion of carbon emissions is generated when our products are in use. That is why our work includes minimizing the pressure difference of our products, which directly affects energy consumption.

Reducing the carbon footprint of our products will continue to be an important task in the future. Furthermore, our goal is to pay more attention to the sustainability of the materials we use and to better use the opportunities for reuse and recycling.

### SUSTAINABLE SUPPLY CHAIN AS A CORPORATE GOAL

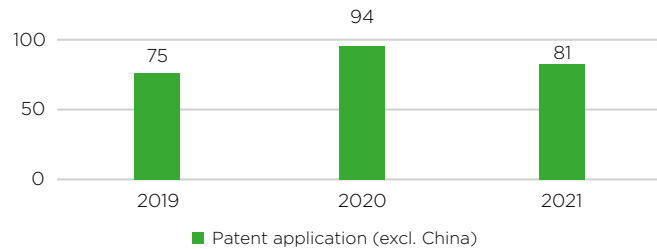
We believe that sustainability begins with the responsible and sustainable sourcing of materials along the entire supply chain. This sustainability is not only required by lawmakers, stakeholders, and society at large, but is also one of our main corporate goals. We perform regular supplier audits and require our suppliers to act sustainably and make further improvements.

The German Supply Chain Due Diligence Act (Lieferkettensorgfaltspflichtengesetz) will come into effect on 1 January 2023. As such, we have started to use our existing risk management system in a process that includes measures to identify and assess risks and includes elements to reduce and avoid identified risks in our company and at our direct suppliers. To this end, we evaluate our suppliers' reports on human rights and environmental risks.



## Innovation

We want to extend our lead in many filtration technology product categories and achieve growth in new business fields. More than 750 MANN+HUMMEL Group employees work in research and development (R&D). In 2021, the company spent 113.3 million euros on R&D, corresponding to 2.7 percent of sales. MANN+HUMMEL applied for 81 patents in 2021 and can currently claim to have more than 4,500 patents and patent applications. These provide a legally secure basis for stand-alone solutions.



### EFFICIENT DEVELOPMENT NETWORK

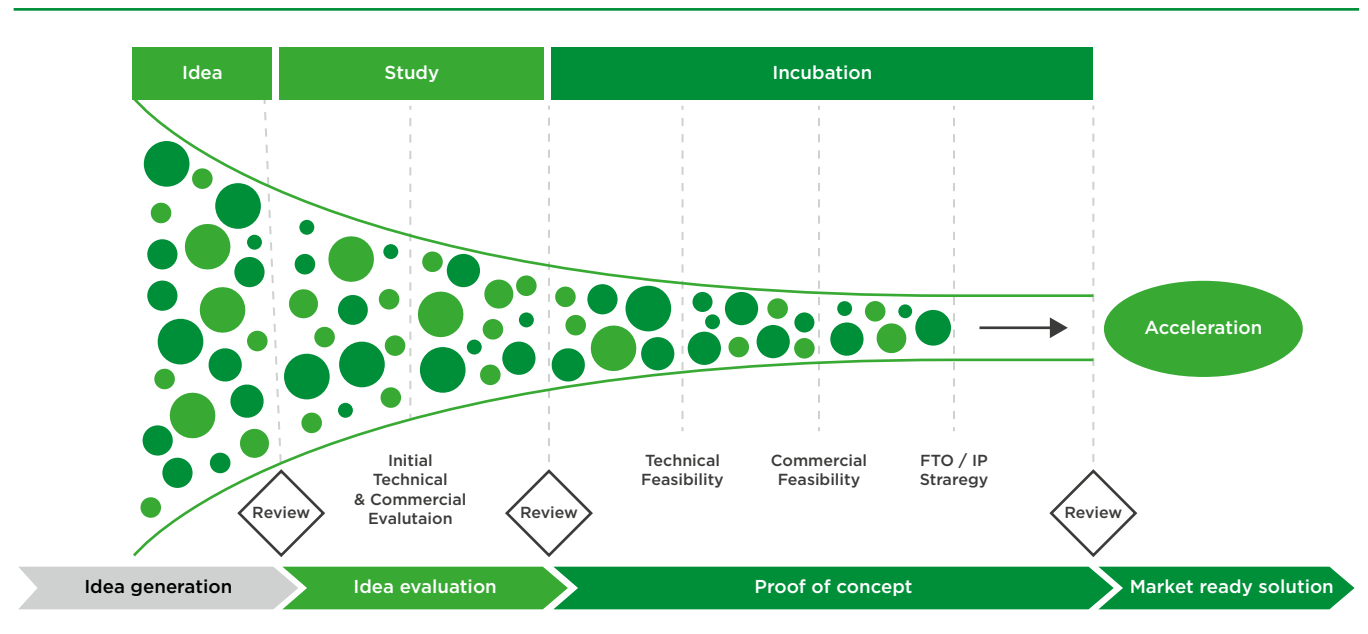
The primary responsibility for research and development lies with the Development departments within the business areas and corporate functions. The employees in these departments collaborate closely with colleagues from different business areas. The interaction of cross-functional teams consisting of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

levant team for protecting our innovations. The automotive R&D locations are organized within a development network. The Centers of Competences (CoC) set global policy, and the Engineering Centers have the authority to approve products and materials at the regional level, while the Application Centers have no approval 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 launch 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.

In 2021, MANN+HUMMEL focused strongly on digitalizing its product development. The objective was to cut the time between development and market launch while simultaneously reducing development costs. One of the most considerable advances in this area is that a new digital platform standardizes and digitalizes the entire testing and inspection process in laboratories and test centers. All the data from the parts and component tests are transferred to a database and can be accessed for data analyses. This data can then be used to improve simulations, for example. All these measures make 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 with suppliers and partners with 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, we are constantly looking for start-ups with which we can forge partnerships. Our close cooperation with original equipment suppliers in the automotive and mechanical engineering industries is a hallmark of our development activities. In this area, we

continuously compare our results in the development phase with customer expectations. In the spare parts business, our customer-focused Customer Relationship Management system helps us to understand customers' requirements and, in the best-case scenario, to anticipate them. Furthermore, we are in regular contact with workshops and other customers.

We have long-standing partnerships with our suppliers. We work closely with our network of suppliers and our customers during product development and the ongoing enhancement of existing products. In this way, joint innovations are developed as part of cocreative projects.

### SOLUTIONS TO FUTURE CHALLENGES

R&D will continue to look for solutions to new challenges in the future. These include, for example, filtration and separation applications in mobility, especially e-mobility and hydrogen drives. The Life Sciences & Environment segment is involved in areas such as environmental technology, closing material cycles, and recovering valuable materials from waste, exhaust air, and wastewater. With its customers, MANN+HUMMEL develops sustainable processes and material flow concepts using new filtration and separation solutions.

At MANN+HUMMEL, we act per our credo that clean air and clean water are human rights and basic requirements for life!



## CLEANER AIR

The coronavirus pandemic has shown that filter technologies play a significant role in protecting public health. In the reporting period, we launched new high-performance indoor air purifiers that filter out virus aerosols and ensure excellent indoor air quality throughout their entire service life.

The cabin air filter team paved the way for this innovation by producing a new antiviral carrier layer. The Advanced Technology Team built on this development by adapting the medium to the specific requirements for mobile air purifiers. The filter medium delivers a strong particle filtration performance, eliminates odors thanks to its integrated activated carbon layer, and has antiviral, anti-allergenic, and antimicrobial properties. Although the filter features additional filtration functions, an intelligent filter element design enables an even lower pressure difference than the standard pre-filter, which means that the filter also operates more quietly. The antiviral pre-filters are available for the OurAir TK 850 and SQ 2500 models and can easily be adapted for future generations of air purifiers. In 2021, we also focused on developing alternative air purification technologies, such as photo-catalyst oxidation and UV-C, which complement our existing mechanical filtration solutions.

### Air pollution in numbers

The global issue of our time

3 GOOD HEALTH AND WELL-BEING



**>90%**  
population breathe unsafe air<sup>1</sup>

**No. 1**  
environmental health risk<sup>1</sup>

**\$8.1tn**  
Economic damage-  
per year<sup>2</sup>  
x3 until 2060<sup>3</sup>

**Traffic is a significant contributor**

<sup>1</sup> <https://www.who.int/news/item/02-05-2018-9-out-of-10-people-worldwide-breathe-polluted-air-but-more-countries-are-taking-action>; date: 16.03.2022

<sup>2</sup> <https://www.worldbank.org/en/topic/pollution#1>; date: 16.03.2022;

<sup>3</sup> <https://www.oecd.org/environment/indicators-modelling-outlooks/the-economic-consequences-of-outdoor-air-pollution-9789264257474-en.htm>; date: 16.03.2022



## CLEANER MOBILITY

A key focus of our development activities is expanding the product portfolio for battery electric vehicles and fuel cell drives in the Transportation business unit. This way, MANN+HUMMEL supports low-carbon mobility and the transition from fossil fuels to renewable energies. For example, in the reporting year, we expanded the functions of our venting units for batteries, developed high-performance filter modules for axle drives in electric vehicles, and expanded our range of water separators and ion exchangers for fuel cells.

We are also working on the reduction of particulate matter emissions. Other activities included the development or enhancement of brake dust filtration solutions. After tire and road abrasion, brake dust is the primary source of particulate matter on the road. The brake dust filter solutions are ready to go into production and have the potential to cut emissions significantly. This is how we are helping to improve air quality, especially in conurbations. Overall, the share of R&D expenditures in the mobility segment was 2.7 percent in 2021.

As a global leader in filtration technology, MANN+HUMMEL has developed reliable products and solutions to enable cleaner mobility. As part of a sustainability project, we have worked with Mercedes-Benz to develop two particulate filters (front module and underbody filters) that compensate for the vehicle's particulate emissions by more than 50 percent. With the SUS-TAINEER (SUSTAINABILITY PIONEER) technology carrier, Mercedes-Benz Vans is providing a concrete outlook on what sustainability in urban delivery traffic can look like.



Mercedes-Benz SUSTAINEER with a fine dust particle filter from MANN+HUMMEL Copyright: Mercedes-Benz AG

The MANN+HUMMEL fine dust particle filter integrated in the frontend module



The MANN+HUMMEL fine dust particle filter mounted on the underbody of the vehicle



“We are very pleased to be part of such a promising project that uses different solutions to improve air quality. Our two fine dust particle filters significantly reduce fine dust levels. The poorer the air quality, the more effective the filtration is,” explains Markus Kolczyk, Vice President Original Equipment Global Engineering at MANN+HUMMEL. “Laboratory tests and simulations confirmed this effect on multiple occasions. This means emission-free driving and delivery in city centers are within reach.”

You can find more information on our fine dust particle filters and on our cooperation with Mercedes-Benz here: [Fine dust particle filters \(mann-hummel.com\)](https://mann-hummel.com) and here: [Drive clean \(mann-hummel.com\)](https://mann-hummel.com).

**CLEANER WATER**

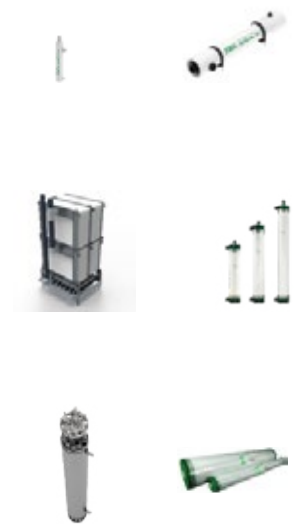
In our Life Sciences & Environment (LS&E) business area, water filtration is one of our focal points. LS&E is developing new ways to filter out harmful organic trace substances at the molecular level. Our products enable our customers to contribute to clean water (SDG 6) and life underwater (SDG 13).

A growing challenge worldwide is wastewater contamination with microplastics, multi-resistant germs, and micropollutants. MANN+HUMMEL has developed the BIO-CEL® activated carbon process to separate these various hazardous substances. A pilot plant using this technology was built in the reporting year for the municipal sewage treatment plant in Wiesbaden, Germany, and successfully went into operation. The technology is also suitable for retrofitting existing wastewater treatment plants. We were awarded our first contracts to install this technology by wastewater treatment plants in Germany and Switzerland. The MANN+HUMMEL BIO-CEL® activated carbon process is increasingly developing a reputation as the most powerful technology in the wastewater treatment industry. The BIO-CEL® process is scalable and will be further developed accordingly. MANN+HUMMEL developed the BIO-CEL® EASY module to handle smaller volumes at decentralized wastewater treatment plants in institutions such as hotels and recreational facilities. The module was first presented at Aquatech in Amsterdam, a trade fair for process, drinking, and wastewater.

**MANN+HUMMEL Water & Fluid Solutions  
Covering the full Filtration Spectrum**

Coarse	Macro	Filtration	Micro	Ultra	Nano	RO
Leaves Branches	Leave fragments	Big particles Rust Pollen	Med particles Fine powders Spores	Fine particles	Drugs, Hormones, Insecticides, Pesticides, W.Softening	Dissolved substances
Small stones	Sand	Fine sand Parasites	Bacteria	Viruses		Salts
3 mm 3000 µm	1000 µm	100 µm	1 µm	0.1 µm	0.01 µm	0.001 µm 1 nm
Pre-FILTERS to protect / prolong lifetime of MEMBRANE Tech						
Sand Filters			MBR / MF / UF		NF	RO
			MEMBRANE Tech			

The widest range of technologies for every step of your water treatment process!





## ADVANCES IN MEMBRANE TECHNOLOGIES - TECHNOLOGY AND INNOVATION

In the reporting year, we made significant advances in our membrane technologies. The LSE Water & Fluid Solutions segment launched new environmentally friendly components (chemicals) to produce membranes. Our second focus was on innovative filtration and separation technologies for flow batteries as large-scale energy storage systems. In this field, we conducted several pilot projects with potential customers.

The product portfolio for our ceramic multichannel membranes was expanded to cover the entire area from nanofiltration to microfiltration. For example, we now offer membranes with pore sizes between 1 nm and 1200 nm for a wide range of applications in molecular filtration, the food and beverage industry, and critical wastewater treatment processes. All our membranes are characterized by impressive permeability, high surface quality, a narrow pore spectrum, and excellent cleanability. In the reporting year, we supplied our ceramic multichannel membranes to various customers, primarily for the treatment of critically contaminated wastewater and other process liquids. The strong performance of our membranes has been verified through pilot projects, leading to us receiving our first customer orders for industrial-scale applications.

## NEW APPROACHES FOR IMPROVED SUSTAINABILITY

We have continued to push ahead with innovations to improve the sustainability of our operations. One way in which we have achieved this is through the D.A.R.E (Data Analytics Reshape Enterprise) project launched in 2020, which places analytics at the heart of our business transformation. In 2021, we worked on over 70 use cases incorporating data analytics and visualization into each department at MANN+HUMMEL. Over the year, we also launched several new Group-wide innovation initiatives that focus on sustainability and aim to reduce the carbon footprint of our products. This involved the new life cycle approach, which measures the environmental impacts of our products and their applications and identifies and implements improvement potential.

Energy consumption constitutes a key aspect of our molecular and air filtration solutions relevant to the environment and costs. In 2021, we succeeded in optimizing HVAC air filtration solutions for building services to so that annual energy consumption can be reduced by up to 50 percent compared to systems with standard filter elements. A newly developed energy efficiency expert system can calculate energy savings within seconds.

As one of our key technologies, we launched our expanded polytetrafluoroethylene (ePTFE) membrane technology on the market. Compared to the micro glass fiber HEPA filter media that are currently dominant, ePTFE can achieve significantly lower differential pressures.

Product and service offerings based on sustainable solutions for the use and recycling of our products are also on the agenda. We aim to reduce our Scope 3 greenhouse gas emissions with these solutions.

## DIGITAL TRANSFORMATION

Our digital transformation is continuing at an ever-faster pace. To help us with this, we set up a Digital Transformation Office during the reporting year to track the progress of various digital applications and initiatives, such as D.A.R.E, e-commerce, and the Internet of Things (IoT). At the same time, we are continuing to expand our business with digital ventures, among other things. We have placed solutions such as Qlair, Streametric, and Senzit on the market and are continuing to expand the portfolio.

Data analytics are already improving our internal processes and projects as well as our products and services by forecasting maintenance and optimizing airflows, among other benefits. Digitalization is also helping us improve our environmental footprint – an example of this being our software-supported life cycle assessments.

## Product safety and information

### PRODUCTS TO IMPROVE SAFETY

Customer health and safety are key objectives in our work. Our products are developed according to current data and comply with the applicable regulations for safe and smooth operation. MANN+HUMMEL made further progress in this area in the reporting year, particularly regarding reducing aerosols and particulate emissions. New or enhanced filter systems, such as brake dust particle filters, mobile, and stationary fine dust particle filters, and cabin air filter systems, ensure better air quality and greater safety. The development of self-cleaning air filters increases the life span of products and improves user protection, particularly regarding maintaining the filters.

### PRODUCT SAFETY

The MANN+HUMMEL management system, as well as all quality assurance and risk management processes and standards, help protect the safety of our customers. In particular, we point out features relevant to safety that are tested explicitly during the FMEA reliability analysis, validations, and process monitoring to mitigate any risks in terms of product safety. We also provide end consumers and service personnel information on using our products correctly. In certain cases, we also offer corresponding training. In accordance with the requirements of IATF 16949 Automotive Quality Management System Standard, product safety aspects are firmly embedded in our product development process. These aspects refer to the process

starting with the initial development of a product to taking necessary measures to respond to any incidents related to product safety.

The production sites and key functions are subject to regular internal and external audits. This allows us to ensure that our management system and related processes comply with all relevant standards and improve on an ongoing basis.

We know our responsibility for our products does not end when they leave our plants. We, therefore, also want to extend this responsibility across the entire supply chain increasingly. Transferring sustainability requirements to the global supply chain is one of our strategic corporate goals – and simultaneously one of the biggest challenges we face. To master this challenge, we maintain close collaboration with our suppliers on sustainability. As a matter of course, we adhere to all applicable legislation, such as the EU Chemicals Regulation REACH and the EU Directive on the restriction of the use of certain hazardous substances in electrical and electronic equipment (RoHs).

### PRODUCT INFORMATION

MANN+HUMMEL provides transparent information on its products' components and properties and defines its services' scope. We label products with information on hazardous substances and for transport, storage, and disposal per relevant regulations. We use the glo-

bally standardized exchange and management system for material data in the automotive industry, known as the International Material Data System IMDS, 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 through installation instructions and assembly videos. We also offer product training as necessary. This range of measures ensures that we avoid damage claims and complaints.

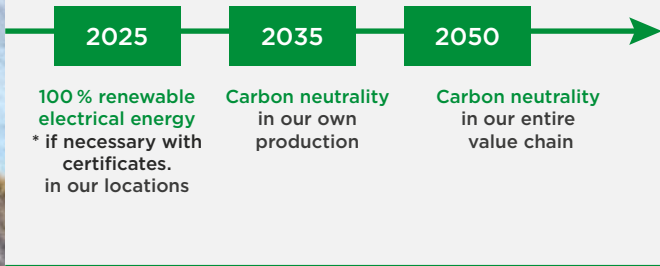
DID YOU KNOW?

# MANN+HUMMEL IS GOING CARBON NEUTRAL

We firmly believe that realizing our vision of Leadership in Filtration requires us to look beyond our horizons and help create a more sustainable future for everyone. With this in mind, we developed our Carbon Zero Strategy. Our goal is to be carbon neutral along our entire value chain by 2050.



## Carbon Zero Strategy



# Our environment

## Energy efficiency and emissions

MANN+HUMMEL is an industrial manufacturing company, which means we inevitably require energy to produce our goods. As a result, we consume natural resources, resulting in CO<sub>2</sub> and other emissions. We are aware that our value-added process has an impact on the environment and are continuously working to minimize this.

### A NEW STRATEGY FOR CLIMATE NEUTRALITY (CARBON ZERO)

In 2021, we adopted our company-wide climate protection strategy, “Carbon Zero.” It envisages that we will operate in a CO<sub>2</sub>-neutral manner along the entire value chain by 2050. We aim to achieve this target in our production operations by 2035. In addition to the business sectors that significantly influence the Group’s carbon footprint, our employee representatives were also involved in developing the climate protection strategy.

With our Carbon Zero Strategy, we are consistently pursuing the path to becoming a climate-neutral company and thus contributing to achieving the Paris Climate Agreement and the United Nations’ Sustainability Development Goal 13, “Climate action.”

At the same time, we are fulfilling our claim to be a responsible economic player.

To bring our “Carbon Zero” strategy to life, we have defined a roadmap. In it, we have defined medium- and long-term milestones for our climate protection activities and activities and set out the levers and tools that will help us achieve these goals. Four levers have been defined for achieving the targets: Energy efficiency, renewable energies, sustainable supply chains, and sustainable products.

### RENEWABLE ENERGY

We will reach one of the first milestones on the way to CO<sub>2</sub> neutrality in 2025. We plan to purchase electricity exclusively from renewable sources in the future. In those markets where we cannot buy any or sufficient green power, we will compensate for this by purchasing recognized green power certificates. In the years up to 2025, we will gradually increase the share by 25 percent in each case.

### FOUNDATIONS FOR CO<sub>2</sub> NEUTRALITY

We want to understand and specifically reduce our company’s carbon footprint. Consumption and movement data along the entire life cycle of our products play a crucial role in this. Our goal is to comprehensively consider and reduce our footprint as a company and that of our products. Another lever for improvement is using recycled materials and our products’ recyclability.

To make our entire carbon footprint more visible – including the use phase and the disposal or reuse of our products – we have started to conduct life cycle assessments (LCA; for example, ISO14040ff) for selected product segments following a pilot project. This is based on measured or calculated consumption, supplier data, transport routes, central databases, literature data, and projections. In the coming years, we will gradually extend this method to all product families and further improve the quality and quantity of the relevant calculation data.

A significant part of our carbon footprint comes from the supply chain (Scope 3 upstream). We will work with our supplier network on solutions and optimizations in the coming years.

### SAVING ENERGY OFFERS TWICE THE BENEFITS

MANN+HUMMEL strives to reduce the environmental impact of each product it manufactures continuously. Most of this impact comes from the consumption of energy. Increases in energy efficiency are key to further reducing emissions and achieving a lower environmental footprint. Due to their relevance to increasing efficiency, we focus on the impact and sustainability of our production and auxiliary processes, such as compressed air supply, process heat, and tool cooling. Other areas in which we can save energy include air conditioning and lighting in buildings, providing environmental and 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 our company's carbon footprint and, therefore, our customers' end products. In this way, we increase MANN+HUMMEL's competitiveness while meeting society's growing expectations.

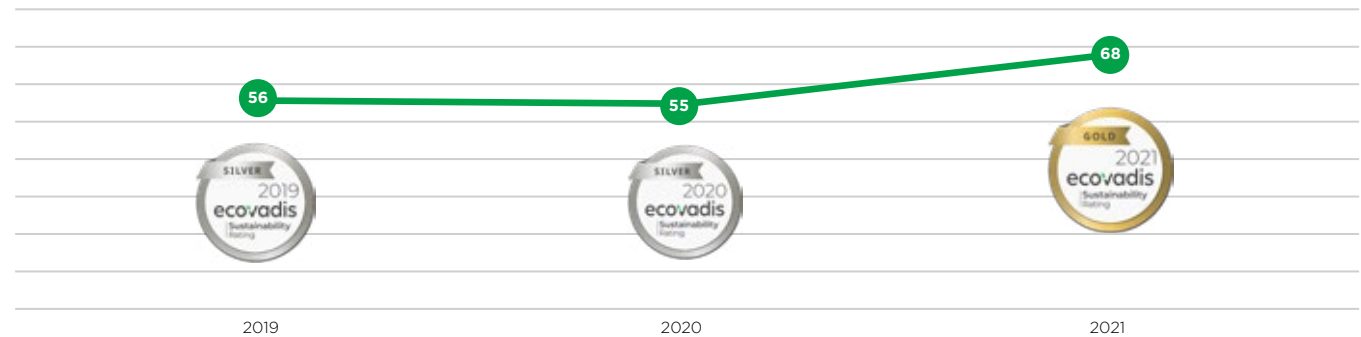
Since 2018, all of MANN+HUMMEL Group's production sites in the Transportation business segment - which currently accounts for 91 percent of sales - have been certified in accordance with the internationally applicable ISO 14001 standard for environmental management systems.

### CARBON DISCLOSURE PROJECT (CDP)

In 2021, MANN+HUMMEL participated in the Carbon Disclosure Project (CDP) for the sixth time and reported its energy and CO<sub>2</sub> emissions data to its customers. The CDP gave our disclosures a "C" rating, the third of four grades, which means the company is addressing climate issues.

We aim to improve continuously to achieve a "B" rating in 2022, requiring us to take coordinated action to protect the climate (SDG 13).













### EcoVadis®-Rating results since 2019



### ECOVADIS®

Thanks to further internal optimization and the work of our "Sustainability Network," the rating provider EcoVadis® has awarded MANN+HUMMEL "Gold" for the first time in 2021. This rating puts us among the top five percent of companies rated by EcoVadis® in the category "Manufacturers of parts and accessories for the automotive industry."

EcoVadis® is a provider of sustainability ratings that evaluates more than 85,000 companies in over 200 industries worldwide. The EcoVadis® rating covers various CSR requirements, including the environment, occupational safety, human rights, ethics, and sustainable procurement.

CDP capital	Activity	Target year	Status 2021
Governance	Declaration on the responsibility of the members of the Executive Board on climate-related matters	2021	
Risks and opportunities	Include opportunities in the risk management policy/the Global Risk Report - and an update on the risk management tool	2022	
Risks and opportunities	Climate risk screening for the MANN+HUMMEL locations	2022	
Business strategy	CO <sub>2</sub> strategy 2021 published	2021	
Business strategy	Climate scenario analysis	2022	
Goals and performance	Activities regarding low-carbon energy production		
Goals and performance	New global carbon efficiency KPI implemented	2021	
Goals and performance	LCA tool first used to calculate the effects of low-carbon products	2021	
Emissions data	Improvement of carbon footprint data for several Scope 3 categories: purchased goods, logistics, product use, handling of products at the end of the life cycle, capital goods, etc.		
Involvement	Involvement of suppliers through "Awareness Letter" (3,000 suppliers)	2021	
Involvement	Involvement of customers through customer information via MANN+HUMMEL's Carbon Zero Strategy (2,000 customers from AA Europe)	2021	
Biodiversity (new chapter)	Determination of corporate strategy on biodiversity	2023	



## RESPONSIBILITIES HELD BY CORPORATE DEPARTMENTS

Operations are responsible for energy-efficient and low-emission production processes and the utilization of buildings. This includes site strategy, plant and production planning, maintenance, and repair. Real Estate is responsible for construction standards and the energy-efficient operation of buildings, including technical equipment in our facilities and the installation of photovoltaic systems.

Our Quality & HSE (Health, Safety, and Environment) corporate department analyses energy consumption and CO<sub>2</sub> emissions at the individual sites and reports on this in the management review. It supports initiatives, shares best practices, and promotes standardization. Purchasing is responsible for the purchase of goods and services as well as the associated energy consumption and CO<sub>2</sub> emissions. This department is also responsible for selecting and managing our suppliers. Existing assessment criteria used for selecting suppliers and retaining them on our books will be gradually expanded in the coming years to include sustainability aspects.

## SAVING ENERGY AT OUR SITES

We monitor emissions at each site and implement improvements based on the analysis of production processes and site-specific requirements.

As part of our energy efficiency program, we are developing ideas and specific projects aimed at minimizing energy consumption and emissions at our sites. We review progress monthly and share it with those responsible from the respective regions and at the company level.

## ENERGY-SAVING MEASURES IN THE REPORTING YEAR

In 2021, we were able to save approx. 1,600 tons of CO<sub>2</sub> with the aid of various tools. Specifically, we introduced the following measures and projects:

In 2021, the year under review, these measures helped reduce Scope 1+2 CO<sub>2</sub> emissions by roughly one percent. For the 2022 financial year, we have set ourselves the goal of further reducing our energy consumption and the associated CO<sub>2</sub> emissions. To this end, we have initiated a corporate project to identify and implement measures as part of the Transportation segment sprints. For example, we have committed to reducing the ener-

Measure	Energy source	Saving (MWh)	Calculated emissions savings (tons CO <sub>2</sub> )
Replacing furnaces; further increasing use of solar thermal energy and thermoregulation	Reducing energy consumption (gas and electricity)	1,000	760
Various process optimizations such as using high-efficiency pumps, granulate dryers and controls to avoid standby consumption	Reducing electricity consumption	660	165
Increased use of natural light through skylights and replacing light bulbs with LEDs	Reducing electricity consumption	430	135
Replacing compressors, reducing operating pressure in certain places, and actively detecting and repairing leaks	Reducing electricity consumption	142	75
Commissioning of a photovoltaic system at the Querétaro site in Mexico in autumn 2021	Electricity consumption Power generated by inhouse renewable sources	950	480
<b>Total</b>		<b>3,182</b>	<b>1,615</b>

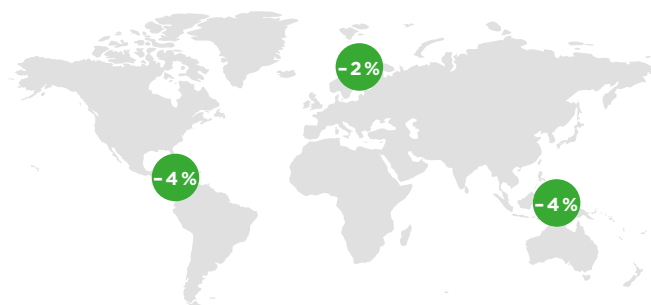
gy consumption of our European plants by two percent in the coming year. We also aim to reduce energy consumption at our plants in Asia and the Americas by four percent. The measures range from energy-saving measures in existing buildings, replacing inefficient production systems and lighting, to adjusting production processes by reducing process heat. In total, we expect to achieve savings of around 19.5 GWh.



Photovoltaic plant at the site in Querétaro, Mexico

### EXAMPLE: COMMISSIONING OF A 554 KWP PHOTOVOLTAIC SYSTEM AT THE QUERÉTARO SITE IN MEXICO

In autumn 2021, we commissioned our largest photovoltaic system to date at our site in Querétaro, Mexico. With an installed total output of 554 kWp, this system is an important milestone on our path towards becoming a climate-neutral company. Generating our own power will allow us to obtain up to 950 MWh of energy from renewable resources at the site each year, equating to savings of up to 480 tons of CO<sub>2</sub>.



Our energy savings goals

### DRAWING ON DATA

We aim to precisely analyze and reduce our company's carbon footprint in a targeted manner. Consumption and movement data along the entire life cycle of our products play a key role in this. Our goal is to obtain a comprehensive overview of the footprint we generate as a company and that of our products to optimize it. In addition to environmental aspects, economic and social factors are crucial when optimizing and selecting materials and partners.

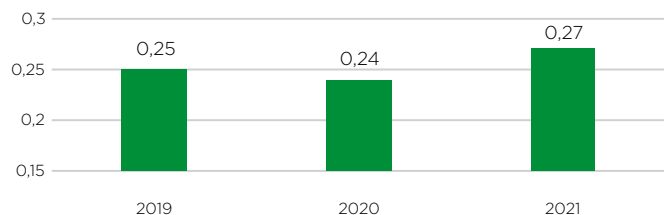
We analyze the carbon footprint of MANN+HUMMEL and our products based on measured or calculated consumption, supplier information (transportation routes), central databases, literature sources, and projections. This makes the relevant influencing factors visible and highlights the significant influence of the production materials purchased, among other aspects.

To make our complete carbon footprint more visible – including the period of use and the disposal and reuse of our products – we have started to conduct life cycle assessments following a pilot project for listed promising product segments. In the coming years, we plan to gradually expand this approach to cover all products and product families and to continue improving the quality and quantity of the relevant data used to calculate our carbon footprint. This way, we will be able to optimize the footprint of our products and reduce our resource use.

This work also benefits our customers and their sustainability performance because one of our key aims is to reduce energy consumption during the period in which our products are used. In addition, we want to provide customers with transparent information on energy consumption while using our products. One of the ways we do this is by having our air filter elements certified and classified by EUROVENT.

[Certified product directory | Eurovent Certita Certification \(eurovent-certification.com\)](https://eurovent-certification.com)

### Energy consumption of production output (kWh/€)



The above graph shows the development of MANN+HUMMEL's energy efficiency as an average over twelve months. In the last three years, the energy consumption per euro of production output could not be reduced. From the original 0.24 kWh/euro in 2020, energy efficiency fell to 0.27 kWh/euro by 2021.

This represents an increase of seven percent. Energy consumption increased in line with sales over the last 36 months, but the corresponding production output still needs to be achieved.

Additional drivers of energy consumption included the installation of thermal afterburners in Fayetteville and the increased use of air conditioning units at production sites to maintain efficiency. And this was coupled with changes in plant utilization. These could not be fully offset by measures to reduce electrical energy consumption.

ENVIRONMENTAL PERFORMANCE INDICATORS <sup>1</sup>	2021	2020	Delta in %
<b>Energy consumption in MWh</b>	<b>651,224</b>	<b>584,059</b>	<b>+11%</b>
Electricity	373,814	341,640	+9%
District heat	2,439	3,291	-26%
Geothermal energy	1,517	567	+168%
<i>Combustibles</i>	272,170	237,762	+14%
Natural gas	259,474	226,175	+15%
LPG/propane	5,796	6,901	-16%
Heating oil	6,900	4,687	+47%
<i>Fuels</i>	1,284	800	+60%
Diesel	1,245	769	+62%
Petrol	39	30	+29%
Energy consumption in MWh/million EUR sales	155	152	+2%
<b>Greenhouse gas emissions in tons of CO<sub>2</sub>e<sup>2</sup></b>	<b>188,630</b>	<b>220,075</b>	<b>-14%</b>
Scope 1 <sup>3</sup>	55,242	46,672	+18%
Combustibles	54,902	46,451	+18%
Fuels	340	221	+53%
Scope 2 <sup>4</sup>	133,388	173,402	-23%
Electricity	131,883	171,370	-23%
District heat	1,504	2,032	-26%
Revenue (million EUR)	4,300.00	3,900.00	
<b>Greenhouse gas emissions in tons of CO<sub>2</sub>e/million EUR sales</b>	<b>44</b>	<b>57</b>	<b>-23%</b>

<sup>1</sup> Since 2020/2021, the data has included not only the consumption of the parent company MANN+HUMMEL, but also WIX/Filtron. This means that the data covers almost 92 percent of the MANN+HUMMEL Group's total sales. In certain cases, the expansion of the scope results in a sharp rise in the figures.

<sup>2</sup> Sources: Where available, market-based factors were used; otherwise, local-based factors from VDA were used.

<sup>3</sup> Scope 1 emissions are generated using combustibles and fuels in the company's own heating systems and engines.

<sup>4</sup> Scope 2 emissions are generated by the production of electricity and district heat that MANN+HUMMEL obtains from third parties.

## Sustainable supply chain

Sustainability along the supply chain is a matter of credibility because values-based corporate governance and responsibility for the economy, environment, and society do not end at a company's gates. The MANN+HUMMEL Group places great importance on minimizing the negative impact of its suppliers' operations on the environment and society. In addition, we believe that our customers are entitled to transparency regarding sustainability in global supply chains.

### SUSTAINABILITY IS A KEY FACTOR IN PURCHASING

MANN+HUMMEL's terms and conditions of purchasing contain provisions on sustainability. Employees in our Purchasing department receive specific training on sustainable procurement. We responded to the growing requirements concerning supply chain responsibility in legislation such as the German Supply Chain Act by updating our Supplier Code of Conduct.

### COMPLYING WITH LEGISLATION AND STANDARDS

We require each supplier we work with to comply with all applicable laws. Adherence to statutory requirements is not only necessary from a compliance perspective but also has a direct impact on our competitiveness.

Each supplier signs a quality assurance agreement for production materials, under which the materials meet the requirements of all applicable statutory 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, a copy of which MANN+HUMMEL provides to all its suppliers, also contains guidelines and rules on topics such as the EU Chemicals Regulation REACH and IMDS (International Material Data System). We require suppliers in the automotive industry to use IMDS. Outside this industry, we require comparable declarations on REACH, which must be updated twice a year.

### CONFLICT MINERALS

MANN+HUMMEL takes a responsible approach to raw materials, especially conflict minerals.

All suppliers that use the conflict minerals wolframite, cassiterite, columbite, tantalite, or gold are obliged to disclose the origin of these materials. If they source conflict minerals from unregistered smelters or refiners, we ask them to register these conflict minerals in accordance with the Responsible Minerals Initiative (RMI) or change their sources of supply. We also ask them to apply these rules to their suppliers.

By producing our annual conflict mineral report in line with the Responsible Minerals Initiative (RMI), we ensure transparency for our teams and our customers regarding the origin of these raw materials.

### SUPPLIER CODE OF CONDUCT

MANN+HUMMEL has a separate Supplier Code of Conduct that is an integral part of the General Terms and Conditions of Purchasing agreed upon with each supplier. Under these conditions, suppliers agree to uphold human rights, comply with labor standards, not tolerate discrimination, forced or child labor and prevent corruption per our Social Charter. In addition to compliance with the applicable laws and the MANN+HUMMEL Code of Conduct, we expect our suppliers to continuously improve their environmental actions as a company and avoid negative impacts on the environment. These conditions ensure that we work with suppliers that share our commitment to sustainable business practices.

Furthermore, our orders and the supplier manual contain a direct reference to the Code of Conduct. MANN+HUMMEL is entitled to rescind the agreement without prejudice to other claims if these obligations are violated. MANN+HUMMEL conducts supplier audits to check whether its suppliers manufacture their products in an environmentally and socially responsible manner.

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

### APPROVAL PROCESS FOR NEW SUPPLIERS

At MANN+HUMMEL, every new supplier undergoes a central, multi-stage approval process in which specific information on their corporate social responsibility (CSR) is requested and checked. The selection of our suppliers and the communication of our expectations is the Purchasing department's responsibility, together with our specialist departments. ISO 14001 and ISO 45001 certification is essential for accepting new suppliers of production materials and awarding new contracts. We also use this certification as part of our vendor rating system. When assessing potential new suppliers, we request information on relevant CSR topics via our supplier portal. Details ranging from environmental and climate action as well as occupational safety to compliance with human rights must be provided. All the necessary documents for new suppliers can be found on our website.

### ACHIEVING CLIMATE NEUTRALITY TOGETHER

In 2021, we expanded self-disclosure for suppliers in CSR. For example, we now specifically ask whether a supplier has a climate strategy and climate goals and by when it will obtain 100 percent of its energy from renewable sources. In addition, all suppliers have been provided with information on our Carbon Zero Strategy, because we rely on the cooperation of our suppliers to reduce Scope 3 emissions along the value chain. In this context, we have also defined specific ways in which suppliers can reduce their carbon emissions. When awarding con-

tracts in the future, we will pay even closer attention to how committed and successful suppliers are in sustainability. MANN+HUMMEL has therefore joined forces with the rating provider EcoVadis to assess its suppliers in terms of CSR criteria to evaluate our suppliers' performance level and development potential.





# Our employees

## Employment and communication

We want to stand out as an attractive employer in the competition for qualified specialists and workers. Our Management Policy states: “We are committed to taking responsibility for our employees and offering them a first-class working environment.” We promote the talents of our employees and adopt a corporate culture based on a spirit of partnership that meets employees’ needs.

Our Code of Conduct describes our efforts to offer all employees opportunities for personal and professional development. For MANN+HUMMEL, a corporate culture based on a spirit of partnership also means that business decisions, strategic plans, and structural changes must be effectively communicated. That is why we inform our employees about innovations at the right time and involve employee representatives in change processes at an early stage and in accordance with the relevant legal and collective agreement requirements. In Germany, MANN+HUMMEL supports the works council in holding a meeting of all members yearly, including a report from management.

### 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. Our core statements 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. At the same time, we expect our employees to think outside the box, identify problems and develop solutions. Our employer value proposition is, therefore, part of our hiring process. The Human Resources department is primarily responsible for this. Ultimately, however, all employees, managers, and leaders have a role in our corporate culture.

### DIGITAL DIALOGUE

MANN+HUMMEL’s Management Policy supports dialogue and understanding with external stakeholders as well as within the organization. The employee app “MH Connect” provides a platform for communication and is becoming increasingly popular. The app, which can be used worldwide and on private devices, proved particularly helpful during the COVID-19 pandemic. In the online publication “UnFiltered,” senior management provides quarterly information on current developments and focuses on a particular topic in each edition.

### COOPERATION WITH EMPLOYEE REPRESENTATIVES

In its Social Charter, MANN+HUMMEL expressly recognizes the right of all employees to form collective representative bodies for employees and to engage in collective bargaining to regulate working conditions (GRI 102-41). The management and site managers work

with the employee representatives constructively and in a spirit of trust – even on contentious topics. Our managers bear a special responsibility for communicating with our employees. They are called upon to consciously live our values and to promote them among their staff. 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, our sites’ HR managers and plant managers are responsible for creating good working conditions. On the other hand, the Human Resources corporate department assumes a controlling function for the entire MANN+HUMMEL Group. We provide employees from administrative areas with 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 form part of the employee benefits offered at individual sites.

## Composition of workforce

Number of people (As of December 31, 2021)	Women	Men	Total
Workforce by employment contract			
Permanent	9,612	13,714	23,326
Temporary <sup>1</sup>	8,432	12,398	20,830
Workforce by working hours			
Full time	1,180	1,316	2,496
Part time	9,612	13,714	23,326
	8,298	13,463	21,761
	1,314	251	1,565

<sup>1</sup> Excluding 255 apprentices, 47 trainees, and 1,741 leased/contract workers.

## RETAINING TALENT

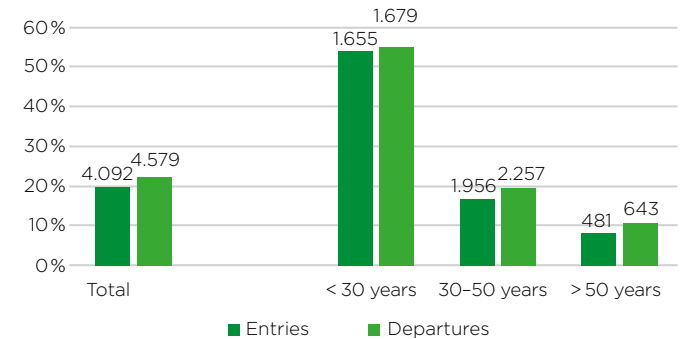
Locations in particularly dynamic economic regions must deal with high employee turnover and strong competition on the recruitment market. These include Querétaro in Mexico, Shanghai in China, and Okříšky and Uherský Brod in the Czech Republic. Exacerbated by the COVID-19 crisis, we have also experienced higher employee turn-over in the USA. We have been closely following turnover within the company and are responding to these challenges with, among other things, employee referral programs and attractive benefits. We focus on fair wages, flexible working as far as possible, attractive development oppor-

tunities, and a positive environment at all our sites. At our largest production plant in Marklkofen, we currently offer more than 3,000 employees over 150 different part-time models. Due to persistently high capacity utilization at the Marklkofen plant requiring a 19-shift operation and weekend production (shifts between 11 pm on Friday to 6 am on Monday), we introduced additional working models for part-time workers. This move has been particularly popular among our female employees, who comprise around 62 percent of the total workforce at the site, and 95.85 percent of part-time employees. These employees work in three shifts and can select an individual working time model tailored to suit their circumstances and includes full collectively agreed remuneration.

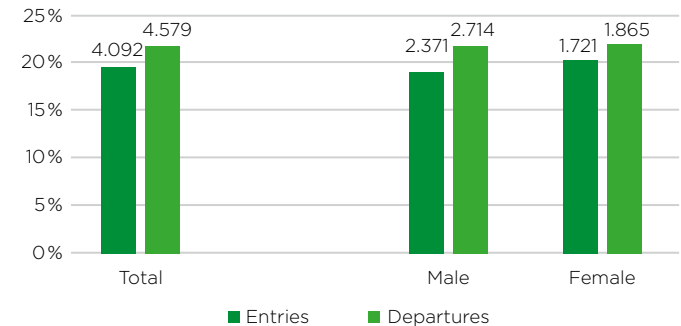
## ECONOMIC CHALLENGES

The MANN+HUMMEL Group bears responsibility for the company's future viability, with more than 23,000 employees worldwide. This responsibility involves continuously reviewing our sites' competitiveness and optimizing production capacities. In light of this, MANN+HUMMEL had to announce the discontinuation of production of automotive equipment at the Ludwigsburg site despite the excellent work of the teams of employees there. 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.

## Employee turnover by age group 2021



## Employee turnover by gender 2021



<sup>1</sup> The percentage shows the joining/leaving rate in the respective employee segment. The figures above the bars indicate the number of people joining/leaving. Permanent employees only, excluding those who have retired.

## 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 their qualification. Working life offers ever-changing challenges and therefore necessitates continuous development. That is why MANN+HUMMEL supports its employees in their lifelong learning process. Responsibility for continuing professional development lies with both employees and their managers. Human Resources also plays a key role in devising concepts in talent management and global learning and supporting their implementation.

### HIGH STANDARDS IN EMPLOYEE DEVELOPMENT AND RETENTION

We aim to retain employees at our company for as long as possible and offer them attractive options for career development. This includes ensuring that all MANN+HUMMEL employees receive regular performance and career development reviews. Another focus is on the retention among top performers. The top talent retention rate is defined at 95 percent. This retention rate means that, in the ideal scenario, at most five percent of our top talent leaves the company over a 12-month period. We also aim to create an individual development plan for all members of this top talent group. Therefore, our managers must talk to employees about their future and work on development plans with proposed career steps. Human Resources is responsible for planning and supporting the entire process.

The "About Me" platform provides employees, line managers, and HR managers with an effective basis for discussing career aspirations. It allows employees to record their career aspirations in their personal profile and apply for the next step in their career on this basis. 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.

As part of our company-wide talent management initiatives, we rolled out the "Potential for Life" initiative in 2021. This digital assessment is designed to help employees identify their personal motivation and strengths. At the end of the assessment, employees receive a report on the results and meet with a personal coach. This initiative aims to promote individual career paths. Our recently launched "Career Talks" series, in which senior managers provide employees with insights into their career paths, provides additional inspiration on this topic.

### MANAGERS COACH EMPLOYEES

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

As part of our talent management initiatives, we support managers with a tool for self-reflection and by providing them with leadership principles to follow. Regional summits – or 'leadership summits' – are designed to heighten awareness of good governance's importance. Leadership summits for the Americas and Europe regions were last held in the autumn of 2021 and summer of 2022. Managers were encouraged to provide constructive feedback and self-reflect at the two-day workshop. A leadership summit is planned for the Asia-Pacific region.

### TRAINING AND TARGET AGREEMENTS

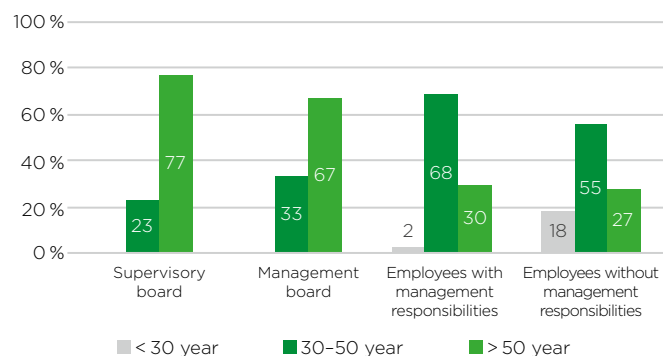
We place significant value on the systematic development of our employees. This includes further training necessary for operational purposes, annual target agreements, and feedback. Function-related training courses and academies offer our employees opportunities to gain qualifications in various areas of work and expand their professional expertise. This way, we align employee development closely with our business strategy. The aim is to maintain and further increase our competitiveness through qualified employees. We currently use our own internal platform for our department-specific academies as a resource for vocational and further training. We store content and procedures on this site. Our global "Training & Awareness Procedure" covers topics such as awareness training and training in occupational health and safety. These modules are mandatory for all employees and must be repeated annually. In many cases, employees can rate how effective they found the

training at the end of the course. In addition, Human Resources regularly assesses the success of individual programs and makes adjustments where necessary.

In 2020, MANN+HUMMEL started work on developing and launching knowledge academies. We again expanded this initiative in the past year. One example is the FilterMedia Academy, which imparts relevant interdisciplinary knowledge on products and processes. Partnerships with external partners are planned as part of this further expansion of our training program. The academies are scheduled to be launched throughout the Group in 2022.

## Diversity and equal treatment

### Diversity by age group 2021



### Diversity by gender in 2021

	Women	Men
Supervisory Board	31%	69%
Management	33%	67%
Employees with management roles	18%	82%
Employees without management roles	43%	57%

MANN+HUMMEL is responsible for ensuring that all employees are treated equally and fairly. The company also pays attention to the equal treatment of stakeholders. Anyone who discriminates against others in the company must expect consequences under labor law. In 2021, there were no recorded cases of discrimination in the entire Group. Our Code of Conduct has a clear message: "The diversity of people and an attitude and interaction based on appreciation and respect 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 treatment regardless of background, race, gender, religion, and nationality. This equality applies uniformly to sexual orientation and political views insofar as the latter are based on democratic principles and tolerance of those with different opinions. MANN+HUMMEL's stance on equal treatment and opportunities is entrenched 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 a company body that represents employees. Employees are selected and promoted based on their skills and qualifications. Regarding remuneration, MANN+HUMMEL always pays the legally guaranteed minimum wages, adheres to the minimum standards of the national economic sectors, and aligns itself with the respective labor market.

### DIVERSITY BRINGS ADVANTAGES

MANN+HUMMEL promotes diverse teams. The diverse backgrounds and experiences of employees help us better understand new markets. Managers and HR are responsible for properly allocating the skills and expertise of employees across a diverse workforce so that creative solutions emerge and productivity increases.

### DIVERSITY IN MANAGEMENT POSITIONS

We promote diversity at all levels of the company. Individual skills and suitability for a certain role are the key criteria we use to fill positions at our company. We consistently follow our guiding principle that everyone has talent. Ethnic background, sexual orientation, and age are irrelevant in the selection process and in day-to-day business at MANN+HUMMEL. All that matters is that we fill each position with the right person who has the right qualifications for the job. To make our evolution towards a diverse workforce more transparent and measurable going forward, we will introduce suitable targets and KPIs for our company.

## EVERYONE BEARS RESPONSIBILITY

Every employee has the right and duty to report violations of the law or the Social Charter to their supervisor or employee representative. They can also turn to external ombudspersons or use the whistleblower platform “SpeakUp.” No one will be penalized for reporting violations. We take reports of possible discrimination in the company very seriously and clarify the circumstances in detail. This may also include acting under labor law to ensure compliance with anti-discrimination rules. The Corporate Compliance Officer is responsible for investigating cases of discrimination. See the “Our Governance” section on page 41 for more information.

## TRAINING ON OUR SOCIAL CHARTER

MANN+HUMMEL instructs all employees on how to apply the company’s Social Charter. We do so in consultation with local employee representatives and as part of the Group’s overall communication strategy. The Social Charter is available in the languages spoken at our sites and communicated using methods such as online training on our “Metacompliance” platform. In 2021, we again used this platform to conduct our Code of Conduct training at predefined intervals. This training is mandatory for all 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. However, upstream and downstream work, such as in logistics, can also pose risks for our staff. Our Social Charter clarifies occupational safety’s importance in our company: “Health and safety at work and the protection of the environment are given a high priority in the MANN+HUMMEL Group.” We also aim for “zero accidents,” and our Code of Conduct emphasizes the responsibility that MANN+HUMMEL bears for all employees: “Our internal processes guarantee that we comply with legal regulations and provide healthy workplaces. Any potential deficits in this area will be rectified immediately.”

### SAFE WORKPLACES

Within the MANN+HUMMEL Group, we plan and monitor production processes, infrastructure, and properties. Occupational health and safety are considered in all relevant business processes, which include plant planning, production planning, logistics, facility management, maintenance, and production. This involves evaluating working conditions and establishing the right framework for healthy and safe work. Experts on occupational health, safety, and the environment (HSE) train and support the responsible persons at the respective sites so that they can assess hazards and potential residual risks. This allows us to create the basis for healthy and safe work. The

HSE Big Rules, devised in 2016, are observed at all sites and form part of team meetings and activities. These six fundamental rules highlight all employees’ responsibility regarding occupational health, safety, and the environment.

In 2021, we developed an HSE Leadership Training course based on the HSE Big Rules; the course has initially been introduced at all sites in Germany. We use this training to make all managers aware of the key role they play in respect of HSE and which tools and processes help them ensure compliance with the law. In other words, training strengthens awareness of the responsibility that everyone has when it comes to occupational health and safety. These rules are mandatory for all managers worldwide.

### ONGOING IMPROVEMENTS TO SAFETY

The Quality & HSE corporate department manages and coordinates the topic of occupational safety at a global level. Each month, it analyses data relating to accident rates and accident severity at site, regional and international level. MANN+HUMMEL’s HSE improvement program and the related global database enable individual plants to make their plans for improving occupational safety transparent for other sites. In this way, we promote comparable initiatives throughout the Group. MANN+HUMMEL uses uniform processes and methods for employee safety at all sites, for HSE governance, HSE risk analyses, and HSE root cause analysis.



## HEALTH MANAGEMENT

MANN+HUMMEL places great importance on the health of its workforce and wants to enable them to improve their health. To this end, we have introduced various measures at each site – from sporting activities and vaccinations to healthy canteen food. The Human Resources corporate department is responsible for occupational health management.

## GLOBAL MANAGEMENT SYSTEM FOR OCCUPATIONAL HEALTH AND SAFETY

In 2019, we introduced our global occupational health and safety management system in accordance with ISO 45001 in our Transportation segment. This standard is

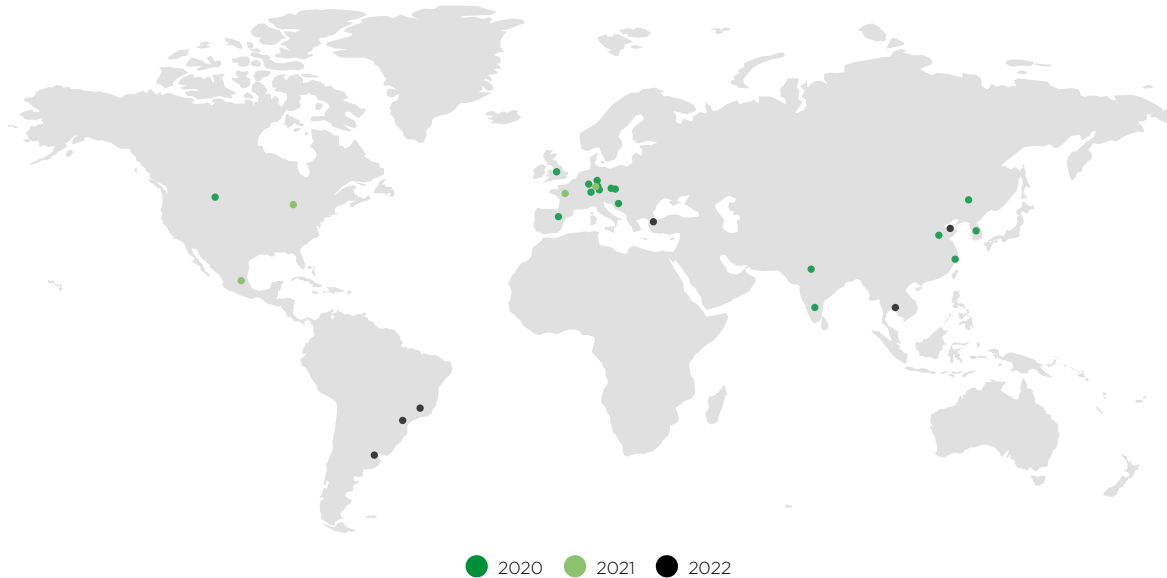
designed to identify hazards systematically and preventively in the workplace and continuously minimize risks. As a result, health hazards and occupational accidents can be largely avoided. To do this, we take advantage of our joint integrated management system and have standardized HSE processes across the Group, where appropriate.

In 2021, four additional Transportation production sites were certified: Laval in France, Himmelkron in Germany, Portage in the USA, and Querétaro in Mexico. Sixty-one percent of all employees (2020: 50 percent) now work under a certified occupational health and safety management system.

In 2020, the first 17 Transportation production sites were certified according to ISO 45001. These certifications took place at the following sites:

- Germany: Bad Harzburg, Marklkofen, Ludwigsburg, Sonneberg, and Speyerr
- Spain: Zaragoza
- United Kingdom: Wolverhampton
- Czech Republic: Uherský Brod and Okříšky
- Bosnia and Herzegovina: Tešanj
- China: Changchun, Jiading, and Jinan
- South Korea: Munmak
- India: Tumkur and Bawal
- United States: Dunlap

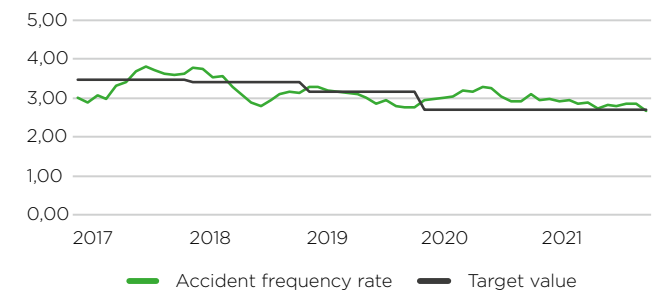
## Transportation production sites first certified according to ISO 45001



More sites are scheduled to be certified in 2022. If patterns for hazardous situations are identified across several sites, they are incorporated into the further development of our HSE risk assessment.

## Accident frequency trend and target value over the last 5 years

Number / million hours worked



Contrary to our planning, we were unable to complete the Risk Assessment PLUS initiative launched in 2020. This is due firstly to the impact of the pandemic and secondly to the stricter requirements imposed by our customers regarding CSR self-assessment, reporting, and target agreement initiatives.

### WORK TO INCREASE SAFETY IS PAYING OFF

Our figures show that the MANN+HUMMEL Group's commitment to occupational health and safety is paying off. For example, at our Fayetteville site in the United States and at our Czech site in Okříšky, two million working hours were completed up to November 2021 without any lost time due to accidents. Employees at our site in Tumkur, India, achieved an impressive three million working hours as of July 2021 without any reportable accidents.

### Occupational health and safety

	2021 <sup>1</sup>	2020 <sup>2</sup>	2019 <sup>3</sup>	
Accident frequency rate	2.7	3.1	2.7	Number per million working hours
Accident severity	67.2	89.3	81.4	Days per million working hours
Absence rate	4.9	4.9	4.5	%

<sup>1</sup> The table includes MANN+HUMMEL Transportation incl. WIX/Filtron, but excludes LS&E. For 2021, this covered a share of sales of just under 92 percent.

<sup>2</sup> The table includes MANN+HUMMEL Transportation incl. WIX/Filtron, but excludes LS&E. For 2020, this covered a share of sales of just under 93 percent.

<sup>3</sup> Excluding WIX/Filtron acquisitions and LS&E.

### SITE WITH NO LOST TIME ACCIDENTS 2021

Date reached	Site	Number of million working hours without a lost time accident
January 2021	MPUS Purolator	2
April 2021	MHCZ Okříšky	1
May 2021	MJCN Jiading	1
July 2021	MHIN Tumkur	3
August 2021	MHMX Querétaro	1
November 2021	MHCZ Okříšky	2
December 2021	MHKR Munmak	1

### HSE Big Rules

#### 2. Safety Devices

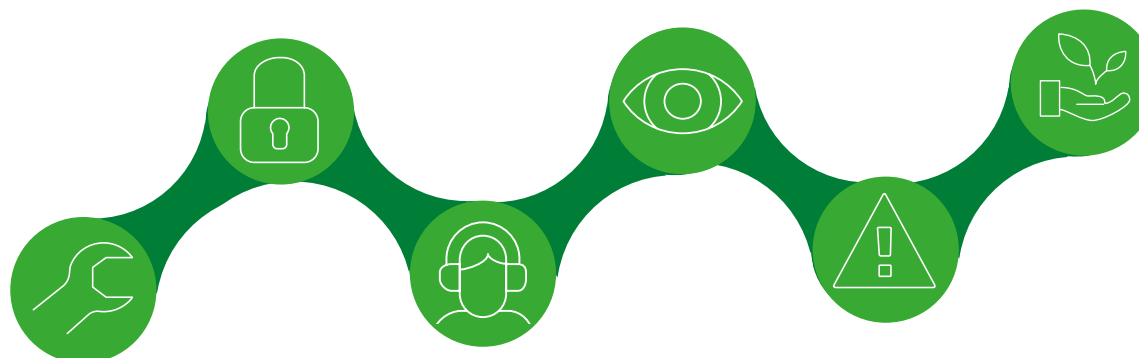
We never bypass or switch off protection and safety measures.

#### 4. Concentration

We keep concentrated on the task we are doing.

#### 6. Environment

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



#### 1. Equipment

We are trained to work with equipment and hazardous substances.

#### 3. Protection

We always wear defined personal protective equipment (PPE).

#### 5. Attention

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

The accident frequency rate includes accidents that cause the loss of at least one working day. The accident severity refers to the total number of lost working days. The absence rate includes absences due to illness, accident, recovery, and therapy. There were no fatalities in 2021.

In the 2021 reporting year, the lost-time rate was reduced by 25 percent per million working hours compared with the previous reporting period thanks to a wide range of measures and prudent action.

## Local responsibility and engagement

### A LONG TRADITION OF SOCIAL RESPONSIBILITY

A commitment to local communities has a long tradition at MANN+HUMMEL. The company's founders demonstrated their engagement in the 1950s and 1960s through housing programs for their employees and establishing a company health insurance fund. Today, MANN+HUMMEL continues this tradition by contributing to local communities at its various sites.

### THE MANN+HUMMEL FOUNDATION

The MANN+HUMMEL Foundation was established in 1991 to mark the 50th anniversary of MANN+HUMMEL GmbH. At the time, it was endowed with a capital of DM 500,000. On its 75th anniversary in 2016, MANN+HUMMEL increased the foundation's capital to 750,000 euros. The foundation was established to promote youth welfare, particularly youth exchanges between countries.

### DIVERSE SOCIAL ENGAGEMENT

MANN+HUMMEL supports local communities and social institutions around the globe with donations in cash or in kind. In 2021, all our sites donated a total of over 300,000 euros.

### DONATIONS IN CASH AND IN-KIND

In 2021, we equipped all final-year school classes in Ludwigsburg with antiviral room air purifiers, providing these students with clean air free from COVID-19, influenza, and other viruses.

MANN+HUMMEL again supported the children's home in Sonneberg, Thuringia, in the run-up to Christmas 2021 by donating 1,000 euros and additional items provided by employees. We managed to raise 600 euros for the victims of the flood disaster in the Ahr valley following an appeal for donations from the works council.

At our Marklkofen site, employees got on their bikes for a good cause – to leave their cars at home and therefore help reduce CO<sub>2</sub> emissions. Over 80 days, 385 participants cycled a total of 136,536 kilometers – three times the span of the earth and the equivalent of over 20 tons of CO<sub>2</sub> emissions saved! Upon the action's completion, a monetary donation of 1,941 euros to mark the year of MANN+HUMMEL's establishment was donated to the Robin Hood Foundation in Frontenhausen, Bavaria, as well as various aid organizations.

### DONATIONS ON A GLOBAL SCALE

MANN+HUMMEL donates to organizations around the globe. We donated approximately 5,000 euros to a hospital in Gostyń (Poland). The funds primarily went towards purchasing medical equipment to treat COVID-19. In Sweden, we donated 500 euros to local welfare organizations. As in previous years, MANN+HUMMEL supported a local initiative in South Korea to help people with low incomes by providing fuel and food. The total donation amounted to 2,100 euros. In Bosnia and Herzegovina, donations amounting to around 1,200 euros and contributions in kind benefited hospitals and various projects, such as the fire brigade, sports associations, and people with disabilities.

### ACTIVE ASSISTANCE IN THE USA AND INDIA

In the USA, MANN+HUMMEL donated 10,000 dollars to B.R.E.A.D. Inc., a charitable organization based in Gastonia (North Carolina) that helps the homeless and elderly. The money went towards purchasing a delivery car that enables the aid organization to transport food.

Camp Sunshine is a free day camp for disadvantaged children in the Gastonia district. For the past 26 years, MANN+HUMMEL has supported this camp through employees volunteering and by delivering free pizza to the camp attendees.

Our American employees also annually support the United Way donation campaign by donating part of their salary. In addition, our employees take time to help at local charitable organizations. Our US locations also supported local YMCAs and schools, providing aid after the devastating tornado in Kentucky.

In the southern Indian state of Karnataka, MANN+HUMMEL set up a drinking water supply in several villages in the past year. We also provided additional support, including constructing a canteen and auditorium for the state school in Shettihalli. We also helped several hospitals and healthcare institutions by providing medical materials and assistance in improving the infrastructure. The amount of charitable aid provided in India in 2021 amounted to approximately 103,000 euros.

#### MEMBERSHIPS AND EXTERNAL INITIATIVES 2021

In 2021, the MANN+HUMMEL Group was represented by its companies or representatives in the following business, research, and professional associations:

- American Filtration and Separation Society
- BDSV Exhibitions (Bundesverband der deutschen Sicherheits- und Verteidigungsindustrie)
- Center for Filtration Research, Cluster Brennstoffzelle Baden-Württemberg
- Cluster Elektromobilität Süd-West
- CVC Südwest (Commercial Vehicle Cluster - Nutzfahrzeug GmbH)
- DECHEMA ProcessNet Gasreinigung
- DECHEMA ProcessNet Mechanische Flüssigkeitsabtrennung
- Deutsche Kautschuk Gesellschaft e.V. DKG
- Deutsches Reinrauminstitut
- European Battery Alliance
- European Clean Hydrogen Alliance
- Eurovent
- FILTECH Exhibitions Germany GmbH & Co KG
- Förderverein neue Materialien Bayreuth
- Förderverein Zentrum für Brennstoffzellen ZBT
- Forschungs-Gesellschaft Verfahrenstechnik GVT
- Forschungsvereinigung Verbrennungskraftmaschinen FVV
- Fraunhofer IPA Stuttgart
- Graduate School of Excellence advanced Manufacturing Engineering GSaME
- Hydrogen Council
- IHK für Oberfranken Bayreuth
- Industrial Consortium SimTec e.V.
- ISO International Standardization Organization
- IUTA Förderverein des Instituts für Energie- und Umwelttechnik e.V.
- IUTA Institute für Energie- und Umwelttechnik
- KIT Filterkonsortium, Nonwovens Institute (NWI)
- Pfalz Metall
- PLM-Benutzergruppe e.V.
- Pro Klima
- PRO3
- RWTH Aachen – Arbeitskreis Funkenerosion
- Society of Automotive Engineers (SAE)
- STFI Sächsisches Textilforschungsinstitut e.V.
- UN GLOBAL COMPACT
- United States Hydrogen Alliance
- VDMA (Verband Deutscher Maschinen- und Anlagenbau e.V.)
- Verband der Bahnindustrie in Deutschland e.V.
- VERT
- ViProNet

# Our governance

## COMPLIANCE MANAGEMENT SYSTEM

Our Compliance Management System (CMS) is based on a firmly established culture of compliance. This is reflected in the Code of Conduct and our 'FILTER' values. Our stated aim, supported in every respect by management, is to act in accordance with 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, including when new companies join the Group.

## CLEAR RESPONSIBILITIES

Each unit of the MANN+HUMMEL Group is responsible for ensuring that our business activities comply with the applicable laws. Our Compliance Management System is overseen by the Corporate Compliance Officer, whom regional compliance officers support in different parts of the world. Detailed practical guidance on correct conduct toward business partners enables our employees to make the appropriate decisions.

## Compliance figures

	2021	2020
Reports of potential compliance issues (complaints)	28	40
Measures (dismissals, written warnings, process improvements, etc.)	10	15

## 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 important conduct, dealings with business partners and third parties, and avoiding 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." We also address potential antitrust violations in more detail: "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." Annual training on the Code of Conduct is mandatory for all employees.

## 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, which form the basis of all corporate decisions. The Code of Conduct contains clear regulations to ensure fair competition and prevent corruption. Protecting and complying with local laws is part of MANN+HUMMEL's overall risk management. Violations of the law within our company may 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 (CMS).

## DIVERSE TRAINING

We offer e-learning and in-person training on compliance 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 must respect and consistently comply with national and international rules of fair 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 to deal with compliance issues responsibly due to their areas of activity. For this reason, we provide our employees with targeted training on anti-corruption and antitrust law.



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KNOW?**

## MANN+HUMMEL is awarded EcoVadis® Gold

Thanks to further internal improvements and the work of our Sustainability Network, the rating provider EcoVadis® awarded MANN+HUMMEL Gold for the first time in 2021. This rating puts us in the top 5 percent of companies rated by EcoVadis in the category “Manufacturer of parts and accessories for motor vehicles.”

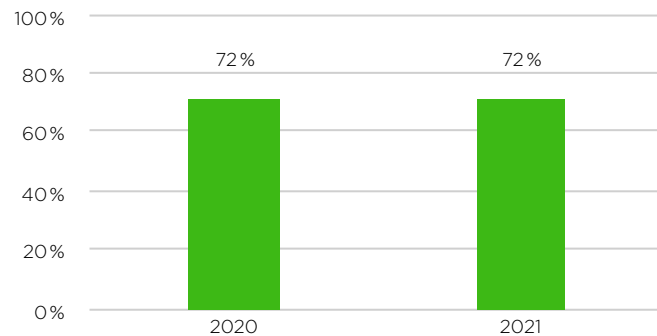
EcoVadis is a provider of sustainability ratings that assesses more than 85,000 companies in over 200 industries worldwide. EcoVadis ratings cover various CSR requirements, including environmental, occupational safety, human rights, ethics, and sustainable procurement.



In 2021, MANN+HUMMEL again offered in-depth anti-trust law training for the purchasing and sales teams in South and North America. These training sessions will take place for our teams in Asia and Europe in 2022.

E-learning training that is held annually (including the Code of Conduct, anti-bribery and corruption, and antitrust law) is mandatory for all employees. At 72 percent, the proportion of employees who completed training in 2021 was in line with the previous year.

#### Participation Rate Compliance Training



We aim to increase the number of participants with a targeted information campaign, escalation processes, and support from managers. In addition, successful participation in e-learning training courses forms part of our internal audit.

Colleagues we cannot reach via the digital learning platform, including production employees, receive in-person training. One example of this is the compliance week in Brazil. Alternatively, these employees can also receive direct training from their respective managers.

#### ESTABLISHED COMPLIANCE MANAGEMENT SYSTEM

Our CMS is subject to regular review. Various reporting channels help to uncover potential violations. In 2017, MANN+HUMMEL introduced the “SpeakUp” whistleblower platform, which an external, independent provider operates. 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 shortcomings. It additionally enables us to meet the requirements of the EU Whistleblower Directive. Alternatively, employees can contact the Corporate Compliance Officer directly or indirectly by approaching external ombudspersons. MANN+HUMMEL has appointed ombudspersons in all countries where it has sites. These ombudspersons are obliged 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 management and shareholder representatives and informs them of any compliance cases eve-

ry three months. The Supervisory Board and the works council receive information on compliance cases once a year. In 2021, MANN+HUMMEL was not involved in any new legal proceedings due to anti-competitive behavior or violations of antitrust law.

### Violations of the law/legally effective convictions in the reporting period

MANN+HUMMEL was prosecuted for two violations of the law in the reporting period, one of which related to antitrust law and the other to the environment.

#### 1. Brazil: Antitrust law proceedings

##### Affected company: Mann+Hummel Brazil

MANN+HUMMEL is accused by the Brazilian antitrust authority Conselho Administrativo de Defesa Econômica (“CADE”) of engaging in anticompetitive practices in the period from 2004 to 2012. The CADE investigations into MANN+HUMMEL’s Brazilian subsidiary MANN+HUMMEL Brasil Ltda (“MHBR”) began in August 2017 and were concluded in October 2021 with a fine being imposed on MHBR. MHBR has lodged an appeal against the CADE ruling and recently contested the ruling in court. The court proceedings are still ongoing.

## 2. China: Violation of environmental management requirements for construction projects

**Affected company: MANN+HUMMEL Filter Technology (China) Co., Ltd [CN]**

In China, MANN+HUMMEL Filter Technology (Kunshan, China) Co., Ltd was fined for a violation of environmental management requirements for construction projects. The infringement in question, which concerned sewage systems, was immediately remedied and the imposed fine was paid.

### 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 entails a social responsibility to which MANN+HUMMEL is committed. The basic principles of human coexistence and work are to be respected everywhere. Forced labor and child labor is not acceptable under any circumstances. On this basis, we utilize the opportunities for successful business activities and employment while mitigating possible risks. Ultimately, this is also important in terms of international competitiveness.

### OUR SOCIAL CHARTER FORMS 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 agreed on common goals. These principles and goals are based on the labor and social standards of the International Labor Organization (ILO). The Social Charter is part of our corporate culture and reflects 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 is expressly in favor of free choice of occupation and against 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.

No violations of the above labor laws were ascertained during the reporting period.

### CLEARLY DEFINED RESPONSIBILITIES

The Human Resources corporate department defines employment relationships within the MANN+HUMMEL Group. The Corporate Compliance Officer is responsible for reviewing potential legal framework violations. Any employee with questions regarding the Social Charter or evidence of a possible violation can contact their supervisor directly, the local employee representative body, or the external ombudspersons appointed by MANN+HUMMEL. The "SpeakUp" whistleblowing

system, which can be used internally and externally, has been set up for reporting violations. Employees who report a possible violation of the law or the Social Charter do not have to fear any disadvantages. The importance of the Social Charter and the company's values is also emphasized 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 and the implementation of the guiding principles of the Social Charter, are discussed once a year with the participation of the Euro Works Council.

### PLANNED HUMAN RIGHTS POLICY

In 2022, we plan to expand our existing frameworks, systems, and processes to include certain additional elements. In this way, we aim to provide MANN+HUMMEL and our partners with an even more secure framework. Along with other initiatives, we will introduce a global Human Rights Policy and anchor the corresponding responsibilities in our senior management. We will also expand our existing risk management system to include risk aspects relevant to us and our supply chain – also taking the German Supply Chain Due Diligence Act into consideration, which will become mandatory for MANN+HUMMEL to apply from 1 January 2023.

# GRI content index



For the Materiality Disclosures Service, GRI Services reviewed that the GRI content index is clearly presented and the references for Disclosures 102-40 to 102-49 align with appropriate sections in the body of the report.

## COMPANY PROFILE AND REPORTING PRACTICE

GRI standards and disclosures	Title	Disclosure/page number	UN Global Compact
<b>GRI 101:2016 Foundation</b>			
<b>GRI 102:2016 General Disclosures</b>			

ORGANIZATIONAL PROFILE			
102-1	Name of the organization	MANN+HUMMEL GmbH	
102-2	Activities, brands, products, and services	4, 6, 7	
102-3	Location of headquarters	Ludwigsburg, Germany	
102-4	Location of operations	Annual Report 2021: 138-141	
102-5	Ownership and legal form	8	
102-6	Markets served	7	
102-7	Scale of the organization	5, 6	
102-8	Information on employees and other workers	5	Principle 6
102-9	Supply chain	14, 15, 30, 31	
102-10	Significant changes to the organization and its supply chain	Annual Report 2021: 33, 34, 35, 36	
102-11	Precautionary Principle or approach	9	
102-12	External initiatives	40	
102-13	Membership of associations	40	
STRATEGY			
102-14	Statement from senior decision-maker	3	
ETHICS AND INTEGRITY			
102-16	Values, principles, standards, and norms of behavior	8, 9, 10, 11, 12	Principle 1, 4

## COMPANY PROFILE AND REPORTING PRACTICE

GRI standards and disclosures	Title	Disclosure/page number	UN Global Compact
<b>GRI 101:2016 Foundation</b>			
<b>GRI 102:2016 General Disclosures</b>			
<b>GOVERNANCE</b>			
102-18	Governance structure	Annual Report 2021: 7, 8	
<b>STAKEHOLDER ENGAGEMENT</b>			
102-40	List of stakeholder groups		12
102-41	Collective bargaining agreements		32 Principle 3
102-42	Identifying and selecting stakeholders		12
102-43	Approach to stakeholder engagement		12
102-44	Key topics and concerns raised		12
<b>REPORTING PRACTICE</b>			
102-45	Entities included in the consolidated financial statements		12
102-46	Defining report content and topic Boundaries		12
102-47	List of material topics		13
102-48	Restatements of information		None
102-49	Changes in reporting		None
102-50	Reporting period	January 1st - December 31st 2021	
102-51	Date of most recent report		10/25/2021
102-52	Reporting cycle		Annually
102-53	Contact point for questions regarding the report		51
102-54	Claims of reporting in accordance with the GRI Standards		12
102-55	GRI content index		45, 46, 47, 48, 49, 50
102-56	External assurance		No external assurance



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Disclosure	Title	Pages/information
<b>INNOVATION</b>		
GRI 103:2016 103-1/103-2/103-3	Management Approach	16, 17, 18, 19, 20, 21
	Innovation projects	16, 17, 18, 19, 20, 21
<b>PROFITABILITY</b>		
GRI 103:2016 103-1/103-2/103-3	Management Approach	14
<b>GRI 201:2016 Economic Performance</b>		
201-1	Direct economic value generated and distributed	5, 14 Principles 5, 7, 8, 9
<b>LOCAL RESPONSIBILITY AND ENGAGEMENT</b>		
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<b>GRI 203:2016 Indirect Economic Impacts</b>		
203-1	Infrastructure investments and services supported	39, 40
<b>GRI 413:2016 Local Communities</b>		
413-1	Operations with local community engagement, impact assessments, and development programs	39
<b>ANTI-CORRUPTION AND FAIR COMPETITION</b>		
GRI 103:2016 103-1/103-2/103-3	Management Approach	41, 43
<b>GRI 205:2016 Anti-Corruption</b>		
205-2	Communication and training about anti-corruption policies and procedures	41, 43 Principle 10
<b>GRI 206:2016 Anti-Competitive Behavior</b>		
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<b>GRI 302:2016 Energy</b>		
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302-4	Reduction of energy consumption	27, 28, 29 Principle 8, 9

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305-2	Energy indirect (Scope 2) GHG emissions	29	Principle 7, 8
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<b>GRI 307:2016 Environmental Compliance</b>			
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308-1	New suppliers that were screened using environmental criteria	31	
<b>GRI 412:2016 Human Rights Assessment</b>			
412-2	Employee training on human rights policies or procedures	30, 41, 44	Principle 1
<b>GRI 414:2016 Supplier Social Assessment</b>			
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<b>GRI 401:2016 Employment</b>			
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# Legal notice/ Contact

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