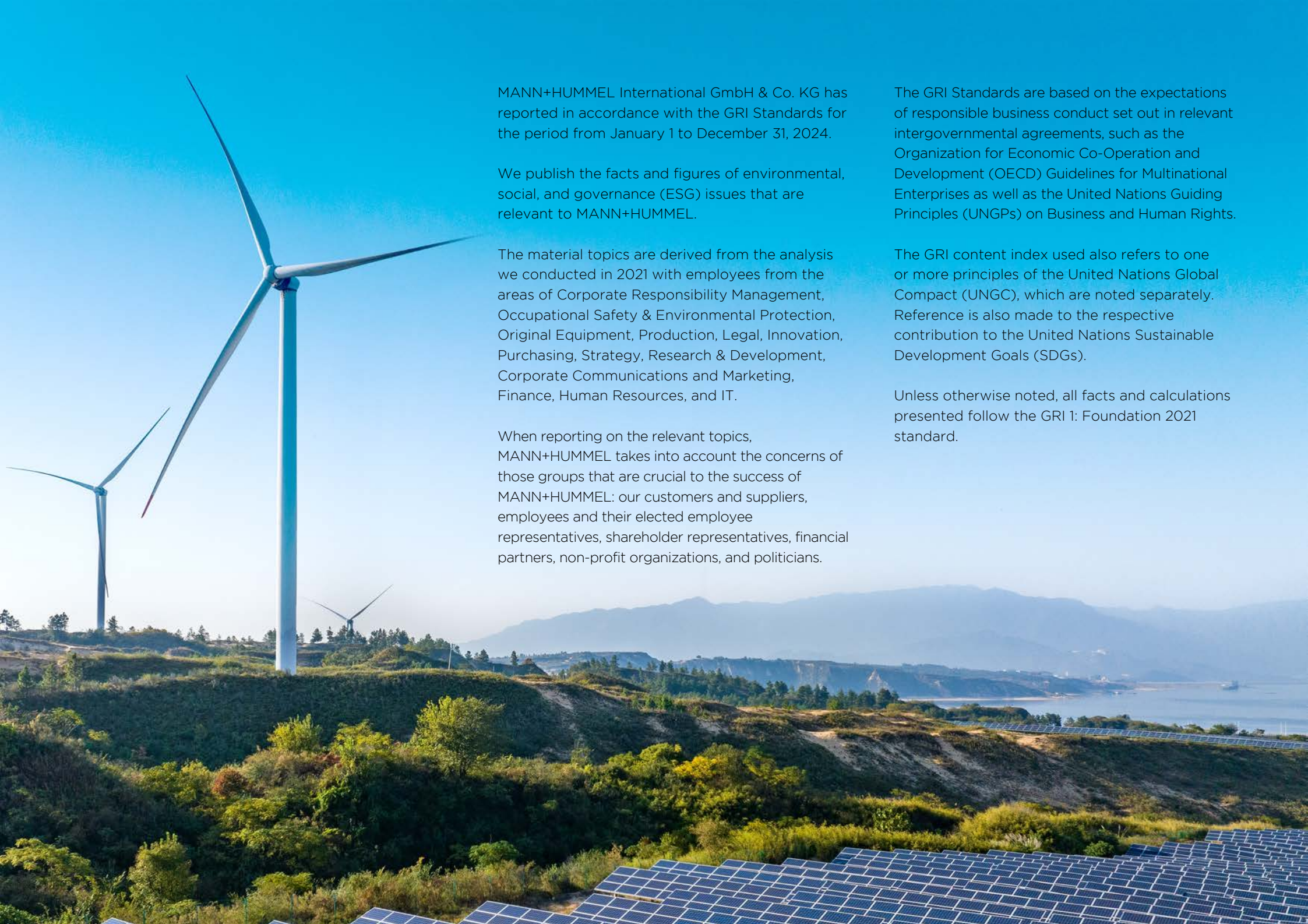


Sustainability Report of MANN+HUMMEL International GmbH & Co. KG, Ludwigsburg, and the Group for the Fiscal Year 2024

In accordance with the GRI Standards for the period from
January 1 to December 31, 2024

Additional standards according to which reporting is carried out:

- UN Global Compact Communication on Progress (CoP)
- UN Sustainable Development Goals (SDGs)



MANN+HUMMEL International GmbH & Co. KG has reported in accordance with the GRI Standards for the period from January 1 to December 31, 2024.

We publish the facts and figures of environmental, social, and governance (ESG) issues that are relevant to MANN+HUMMEL.

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

When reporting on the relevant topics, MANN+HUMMEL takes into account the concerns of those groups that are crucial to the success of MANN+HUMMEL: our customers and suppliers, employees and their elected employee representatives, shareholder representatives, financial partners, non-profit organizations, and politicians.

The GRI Standards are based on the expectations of responsible business conduct set out in relevant intergovernmental agreements, such as the Organization for Economic Co-Operation and Development (OECD) Guidelines for Multinational Enterprises as well as the United Nations Guiding Principles (UNGPs) on Business and Human Rights.

The GRI content index used also refers to one or more principles of the United Nations Global Compact (UNGC), which are noted separately. Reference is also made to the respective contribution to the United Nations Sustainable Development Goals (SDGs).

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

Statement by the Management Board on sustainability



Dear readers,

Filtration is much more than a technical solution; it is a key technology for a sustainable future. Whether it's cleaner air, cleaner water, cleaner mobility, cleaner industry, or resource-efficient production, our solutions actively contribute to achieving the United Nations Sustainable Development Goals (SDGs).

Our responsibility goes beyond our products. In a dynamic world, adaptability is essential—for our technologies, our processes, and our organization. Through digitalization, sustainable action, and agility, MANN+HUMMEL continuously puts its customers at the center of progress.

As a signatory to the United Nations Global Compact (UNGC), we are fully committed to its 10 principles in the areas of human rights, labor standards, environmental protection, and anti-corruption. Sustainability is an integral part of our strategy.

In 2024, we reduced our carbon footprint by 9%—despite a slight decline in sales. A recycling rate of 97% in the Transportation division and the lowest accident downtime since we began recording these numbers are further proof of the effectiveness of our measures.

With our revised management policy, we are setting new standards, including commitments to climate neutrality, product safety, and human rights. The German Supply Chain Act (LkSG) and transparent supply chains are central components of our environmental, social, and governance (ESG) approach.

We are also preparing intensively for the Corporate Sustainability Reporting Directive (CSRD) and other regulatory requirements. Together with the increasing number of new ESG regulations worldwide, this marks a change towards more transparency and comparability.

This requires not only professional expertise but also entrepreneurial agility to both adapt processes and structures flexibly and communicate our sustainability performance in a credible, measurable way.

For us, sustainability is a continuous learning and development process. With every solution and every filter, we contribute to a better future.

We would like to thank all our employees, partners, and friends who have shaped this path with their commitment and conviction.

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



General information

MANN+HUMMEL is a globally active family-owned company headquartered in Ludwigsburg, Germany. For over 80 years, the company has been developing and producing filtration solutions, initially for the automotive sector and increasingly for other areas in industry and public utilities.

MANN+HUMMEL International GmbH & Co. KG is the parent company of the Group and is responsible for its strategic orientation. A few years ago, we decided to focus on the core competence of filtration and to strive for global leadership there. As a result, we have expanded our activities to include Life Sciences & Environment and strengthened our position through targeted acquisitions. In this way, we live up to our responsibility as a global manufacturer of filtration solutions wherever cleaner mobility, cleaner air, cleaner water, and cleaner industry are important.

The business model is divided into two divisions: Transportation and Life Sciences & Environment.

Statement by the Board	GRI 1	GRI 2	GRI 3	Material Topics
<p>Considering the dynamic market developments, and in order to make the best possible use of our opportunities in various global markets, we expanded our management structures in the year under review to include international leaders. We also focused on fast, agile decision-making processes and competencies in all respective management areas.</p> <p>In the Transportation division, MANN+HUMMEL offers solutions for Original Equipment (OE) for passenger cars and commercial vehicles as well as for the Automotive Aftermarket (AA). The spare parts business includes both Original Equipment Service (OES) and spare parts for the Independent Aftermarket (IAM). Additionally, manufacturers of construction and agricultural machinery as well as rail vehicles, ships, and other energy technologies are also among the customers of advanced MANN+HUMMEL filtration technologies.</p> <p>In the Life Sciences & Environment (LS&E) division, MANN+HUMMEL develops and produces pioneering solutions for air and water filtration. These include filters for indoor and outdoor use, cleanrooms, and industrial applications, as well as stationary and mobile air purifiers with high-efficiency particulate air (HEPA) filters for the separation of viruses, bacteria, and other microorganisms. Some MANN+HUMMEL indoor filters have anti-allergenic and antimicrobial functionalities.</p> <p>Our other filters can be found in offices, schools, and commercial and industrial buildings as well as in hazardous areas, such as offshore oil platforms. Our product portfolio also includes stationary systems for</p>	<p>the filtration of particulate matter and nitrogen dioxide as well as for improving outdoor air quality.</p> <p>Our water filtration systems are used for water and wastewater treatment in municipal and industrial applications to efficiently use and recycle scarce freshwater resources. Other key areas of application are in the food sector, biotechnology, or other ultrapure water areas, such as microelectronics.</p> <p>The Transportation division generates 89% of our sales, while the LS&E division generates 11%. Strategically, both business divisions serve the increasing demand for innovative filtration products for cleaner mobility, cleaner air, cleaner water, and cleaner industry.</p> <p>Digital services and intelligent customer-specific solutions are increasingly complementing the portfolio, including the networking of product systems via the Internet of Things (IoT), the evaluation of data in the cloud, specially developed algorithms, and user-friendly apps. In this way, we provide our customers with useful data and services that help them further optimize their filtration solutions as well as their business.</p> <p>MANN+HUMMEL continuously standardizes processes and makes them available in Global Business & Technical Solutions (GBTS), reducing costs while strengthening efficiency and service culture. Only through continuous standardization can business processes be digitized to increase productivity. In addition to the two business divisions mentioned above as well as GBTS, production is also a strong unit.</p>	<p>A global, end-to-end, process-oriented organization allows for faster decisions, increasing the dynamics of the company. In this way, we are constantly increasing efficiency and gaining an edge to better serve our current and future markets.</p>		

Sustainability ratings and ESG performance assessments

We participate in independent assessments and work with ESG rating agencies to monitor and evaluate the sustainability performance of our company as well as our suppliers. We value external opinions and benchmarking within our industry. Our performance has gradually improved, and the results indicate that we are well on our way to achieve our sustainability goal.

Sustainability Ratings	Interval	Score	Date
CDP Climate – More information: CDP	D- bis A	C (B)	As of Feb. 14, 2025
CDP Water – More information: CDP	D- bis A	B (B)	As of Feb. 14, 2025
EcoVadis – More information: EcoVadis	1-100	75 (75)	As of Dec. 30, 2024
SUPPLIERASSURANCE SAQ5.0 – More information: SUPPLIERASSURANCE	0-A100	AVG B88	As of 2024



Abbreviations

AA	Automotive Aftermarket
CCF	Company carbon footprint
CDP	Carbon Disclosure Project
CoP	Communication on Progress
CSR	Corporate social responsibility
CSRD	Corporate Sustainability Reporting Directive
DEFRA	Department for Environment, Food, and Rural Affairs (UK)
EBC	Executive Board Committee
ESG	Environmental, social, and governance
GHG	Greenhouse Gas [Protocol]
HR	Human Resources
HSE	Health, safety, and environment
ILO	International Labour Organization
LCA	Life-cycle assessment
LkSG	Lieferkettensorgfaltspflichtengesetz (German Supply Chain Act)
MBC	Management Board Committee
MMS	MANN+HUMMEL documented business Management System
OE	Original Equipment
OECD	Organization for Economic Cooperation and Development
PCF	Product carbon footprint
SDGs	[United Nations] Sustainable Development Goals
UBA	Umweltbundesamt (German Environment Agency)
UNGC	United Nations Global Compact
UNGP	United Nations Guiding Principles
VDA	Verband der Automobilindustrie (German Association of the Automotive Industry)
WTT	Well-to-tank

GRI Content Index

Disclosure	Name	Details	SDG	UNGC
GRI 1: Foundation 2021				
		MANN+HUMMEL International GmbH & Co. KG has reported in accordance with the GRI Standards for the period from January 1 to December 31, 2024.		
GRI 2: General Disclosures 2021				
GRI 2-1	Organization details	<p>MANN+HUMMEL International GmbH & Co. KG (hereinafter also referred to as the "Company" or "Parent Company") is organized in the legal form of a partnership. The company has its registered office located at Schwieberdinger Straße 126, 71636 Ludwigsburg, Germany, and is listed in the commercial register at the Stuttgart District Court under the commercial register number HRA 730217. Since January 1, 2016, the company has been the supreme parent company of the MANN+HUMMEL Group (hereinafter also referred to as the "Group," "MANN+HUMMEL," or "MANN+HUMMEL Group").</p> <p>For type of ownership and legal form, see Notes 1 and 40 in the 2024 Annual Report.</p> <p>The MANN+HUMMEL Group is represented by more than 80 locations on six continents.</p>		
GRI 2-2	Entities included in the organization's sustainability reporting	For a list of entities, see Note 46 in the 2024 Annual Report .		
GRI 2-3	Reporting period, frequency, and contact point	MANN+HUMMEL reports annually on sustainability, covering the previous calendar year—in line with our Annual Report. The fiscal year began on January 1, 2024, and ended on December 31, 2024.		

Statement by the Board		GRI 1	GRI 2	GRI 3	Material Topics	
Disclosure	Name	Details			SDG	UNGC
GRI 2-4	Restatements of information	<p>In the 2023 financial year, we acquired 70% of the shares in Suzhou U-Air Environmental Technology Co., Ltd, China. This acquisition is not taken into account in the year under review; no adjustment was made retroactively, either.</p> <p>GRI 302/GRI 305: In the calculation of Scope 3 emissions, erroneous raw data for the reporting year was corrected and is presented correctly in this report. Missing data on total energy consumption was added and the values completed. There will be no retroactive adjustment of the 2023 Sustainability Report.</p> <p>Data collection within our Group is progressing steadily. MANN+HUMMEL consists of two divisions: Transportation (89% of sales) and Life Sciences & Environment, or LS&E (11%). They operate in different markets with different customer requirements. The requirements for the Company and the products in the Transportation division are formulated much more precisely and concretely than in the LS&E division. As a result, the management systems in the Transportation division are designed according to various standards such as ISO 14001, 45001, 50001, and 9001, as well as IATF 16496, while these management systems are also established in the LS&E division but are not fully certified.</p>				
GRI 2-5	External assurance	No external audit was conducted for this report. The company carbon footprint (CCF) is verified by an external auditor in accordance with ISO 14064-B/C.				
GRI 2-6	Activities, value chain, and other business relationships	<p>Our product portfolio includes filtration solutions for automotive and industrial applications, cleaner interior and exterior air, and the sustainable use of water. The MANN+HUMMEL Group is represented by more than 80 locations on six continents. The MANN+HUMMEL Group's products include air filter systems, intake systems, fluid filter systems, filter media, cabin filters, and industrial filters. In the areas of process engineering, industrial applications, and water filtration, the portfolio is complemented by high-performance membranes, membrane bioreactors, and reverse osmosis technologies. Stationary and mobile systems for filtering fine dust and nitrogen dioxide also expand our product range for improving outdoor air quality.</p> <p>The Group increasingly offers digital services and intelligent solutions that meet the individual needs of its customers. For further information on the Group's business model, activities, value chain, and other business relationships, see Chapter 1 ("Business model of the Group") in the 2024 Annual Report.</p>				

Disclosure	Name	Details	SDG	UNGC
GRI 2-7	Employees			6

	2024	Europe	Americas	Asia-Pacific	2023	2022
Employees, total	21,640	11,566	7,375	2,699	21,332	22,666
thereof women	9,182	5,245	3,067	870	9,069	9,445
thereof women %	42	45	42	32	43	42
thereof men	12,357	6,321	4,207	1,829	12,229	12,770
thereof men %	57	55	57	68	57	56
thereof other/non-binary	16	0	16	0	26	143
thereof not disclosed	85	0	85	0	8	308
thereof permanent employees	19,351	10,389	7,063	1,899	18,640	19,824
thereof women	8,124	4,678	2,932	514	7,777	8,165
thereof women %	42	45	42	27	42	41
thereof men	11,126	5,711	4,030	1,385	10,836	11,239
thereof men %	57	55	57	73	58	57
thereof other/non-binary	16	0	16	0	26	112
thereof not disclosed	85	0	85	0	1	308
thereof temporary employees	2,289	1,177	312	800	2,692	2,842
thereof women	1,058	567	135	356	1,299	1,280
thereof women %	46	48	43	45	48	45
thereof men	1,231	610	177	444	1,393	1,531
thereof men %	54	52	57	56	52	54
thereof other/non-binary	0	0	0	0	0	31
thereof not disclosed	0	0	0	0	0	0

Disclosure	Name	Details	SDG	UNGC
GRI 2-7	Employees			6

	2024	Europe	Americas	Asia-Pacific	2023	2022
Workforce by contract type	21,640	11,566	7,375	2,699	21,332	22,666
thereof full-time	20,339	10,295	7,355	2,689	19,839	21,142
thereof women	8,020	4,096	3,057	867	7,850	8,129
thereof women %	39	40	42	32	40	38
thereof men	12,218	6,199	4,197	1,822	11,956	12,563
thereof men %	60	60	57	68	60	59
thereof other/non-binary	16	0	16	0	25	192
thereof not disclosed	85	0	85	0	8	258
thereof part-time	1,301	1,271	20	10	1,493	1,524
thereof women	1,162	1,149	10	3	1,219	1,316
thereof women %	89	90	50	30	82	86
thereof men	139	122	10	7	273	207
thereof men %	11	10	50	70	18	14
thereof other/non-binary	0	0	0	0	1	0
thereof not disclosed	0	0	0	0	0	1

GRI 2-8a	Workers who are not employees
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	2024	Europe	Americas	Asia-Pacific	2023	2022
Total	1,413	763	553	97	795	1,459

Statement by the Board		GRI 1	GRI 2	GRI 3	Material Topics	
Disclosure	Name	Details			SDG	UNGC
GRI 2-9	Governance structure and composition	<p>The management of the Parent Company consists of the managing directors Kurk Wilks (CEO) and Emese Weissenbacher (EVP & CFO)—the so-called Management Board Committee (MBC).</p> <p>The shareholder representatives of the Mann (Thomas Fischer) and Hummel (Thomas Rinn, as of November 1, 2024) family branches meet with the MBC approximately 12 times a year for an information and decision-making meeting, known as the Executive Board Committee (EBC). The purpose of these meetings is to regularly and promptly inform the shareholder representatives about current events, developments, and strategies within the company.</p>				
GRI 2-10	Nomination and selection of the highest governance body	<p>MANN+HUMMEL International GmbH & Co. KG is the Parent Company of the MANN+HUMMEL Group. The highest controlling body of MANN+HUMMEL International GmbH & Co. KG is the shareholders' meeting (EBC). The shareholders exercise their rights in the meeting via their representatives.</p>				
GRI 2-11	Chair of the highest governance body	<p>The Chairman of the shareholders' meeting (EBC) of the reporting company, MANN+HUMMEL International GmbH & Co. KG, is Thomas Fischer.</p>				
GRI 2-12	Role of the highest governance body in overseeing the management of impacts	<p>The management of MANN+HUMMEL Group (MANN+HUMMEL International GmbH & Co. KG) is responsible for the topics of sustainability and corporate responsibility. MANN+HUMMEL's global sustainability strategy is directly managed by the CEO, who is responsible for sustainability. The shareholders' meeting (EBC) appoints the managing directors. At the same time, the entire management team is jointly responsible for reviewing, monitoring, and further developing the sustainability strategy and its goals.</p> <p>The management team plays an active role in monitoring and promoting sustainability issues. In 2021, the management team adopted the MANN+HUMMEL Carbon Zero Strategy, the aim of which is to achieve CO₂ neutrality along the entire value chain by 2050. In 2022, we adopted a holistic strategy for sustainable transformation in the areas of ecology, economy, and social affairs, as well as in the area of technology, which is particularly relevant for MANN+HUMMEL. We have defined the most important factors that MANN+HUMMEL can influence based on a double materiality analysis.</p> <p>MANN+HUMMEL made a clear statement on corporate responsibility in 2021 by joining the United Nations Global Compact (UNGC). This commitment is renewed annually by the CEO of the MANN+HUMMEL Group.</p>				

Statement by the Board		GRI 1	GRI 2	GRI 3	Material Topics	
Disclosure	Name	Details			SDG	UNGC
GRI 2-14	Role of the highest governance body in sustainability reporting	The CEO of the Parent Company (MANN+HUMMEL International GmbH & Co. KG), appointed by the shareholders' meeting (EBC), is responsible for approving and releasing the data and information contained in the Sustainability Report prior to publication. Before approval, significant changes from the previous year and additions to the scope of the report are presented. The underlying data is checked for plausibility according to the dual-control principle.				
GRI 2-15	Conflicts of interest	The Code of Conduct states that conflicts of interest must be avoided and that employees must disclose any conflicts of interest to the Company immediately. This also applies to our highest management bodies, the Management Board Committee (MBC) and Executive Board Committee (EBC). The members of both the MBC and EBC are familiar with our provisions on conflicts of interest in the Code of Conduct and are therefore aware of their duty to disclose such conflicts of interest. Potential conflicts of interest are identified and reported in the course of preparing the Annual Report.				
GRI 2-16	Communication of critical concerns	Critical concerns are brought to the attention of the MBC via risk management, quarterly updates, and, in urgent cases, ad hoc meetings. In the reporting year, 62 cases were reported, including theft, sexual harassment, conflicts of interest, and damage to property.				
GRI 2-17	Collective knowledge of the highest governance body	The management team keeps the EBC informed about strategies, progress, influencing factors, risks, and opportunities related to sustainability at EBC meetings. The shareholder representatives have many years of management experience as well as experience in supervising large companies.				
GRI 2-18	Evaluation of the performance of the highest governance body	MANN+HUMMEL is a long-established family business owned by the Mann and Hummel families. The performance of the shareholders is not evaluated and is confidential.				
GRI 2-19	Remuneration policies	The remuneration policy is not disclosed.				
GRI 2-20	Process to determine remuneration	The processes for determining the compensation of executives and other employee groups are confidential and subject to confidentiality and non-disclosure agreements (NDAs). The compensation policy for non-executives is determined at the global level and approved by management. Local adjustments are made as needed. Compensation is reviewed annually based on market data to ensure competitiveness in the market.				
GRI 2-21	Annual total compensation ratio	The compensation of management and other employee groups is subject to confidentiality and NDAs.				
GRI 2-22	Statement on sustainable development strategy	See the statement by the Management Board on sustainability .				

Disclosure	Name	Details	SDG	UNGC
GRI 2-23	Policy commitments	<p>At MANN+HUMMEL, we take responsibility for our business activities as well as for our employees. We act with integrity and always in accordance with applicable laws and regulations. Additionally, we communicate the most important content to our employees through training courses because we know that mutual success is only possible if our employees internalize our values and act upon them independently. See more here.</p> <p>Our firm commitment to protecting human rights is publicly defined in our Code of Conduct and Social Charter, and our Declaration of Principles pursuant to Section 3 (1) of the German Supply Chain Act (LkSG). See also our Human Rights Statement. We expect our employees as well as all our business partners to comply with internationally applicable human rights and to adhere to the principles of this statement toward colleagues, business partners, and the community. Furthermore, we expect our business partners to have appropriate structures in place to prevent, mitigate, and eliminate human rights violations that they have caused or contributed to and to ensure this for their downstream partners along the value chain per our Code of Conduct for Suppliers.</p> <p>Success is not possible without constant and reliable quality. Our management system ensures that we are able to maintain our commitment to quality at all our locations around the world. Certification according to recognized standards verifies our quality.</p> <p>MANN+HUMMEL protects its employees, customers, and suppliers from circumstances that could negatively impact or endanger their health and safety. As a leading company in the field of filtration solutions, we are aware of our social responsibility. That is why occupational safety and environmental protections are linked to our FILTER values of Focus, Innovation, Leadership, Trust, Empowerment, Results—key elements of our strategy.</p> <p>The HSE Big Rules create a common understanding and increased awareness of health, safety, and environment (HSE) across MANN+HUMMEL. They clarify the correct behavior for health protection, occupational safety, and environmental protection for all employees while also strengthening awareness of the responsibility that each individual has for HSE. These rules apply to all employees—in production and non-production areas alike—and are as follows:</p> <ul style="list-style-type: none"> ■ We are trained to work with equipment and hazardous substances. ■ We never bypass or switch off protective and safety equipment. ■ We always wear the prescribed personal protective equipment (PPE). ■ We remain concentrated on the work we are doing. ■ We take immediate action in the event of any risk or accident and inform our supervisor. ■ We protect the environment by avoiding or reducing energy consumption and waste. 		1,4

Disclosure	Name	Details	SDG	UNGC
GRI 2-23	Policy commitments	<p>The management, represented by the Human Rights Officer and relevant corporate functions, is responsible for identifying and reducing human rights risks within the MANN+HUMMEL workforce. The internal guidelines for all MANN+HUMMEL employees include the following:</p> <p>Human Rights Policy</p> <p>MANN+HUMMEL has appointed a Human Rights Officer. They are supported by a cross-functional team that conducts annual and ad hoc risk assessments and defines measures to minimize human rights risks. In addition to our Code of Conduct and Social Charter, our Human Rights Policy aims to communicate, respect, and uphold the principles of human rights. This policy is primarily based on the following points:</p> <ul style="list-style-type: none"> ■ The principles of the UNGC, of which MANN+HUMMEL has been a member since 2021 ■ The international labor standards of the International Labour Organization (ILO) ■ The German Supply Chain Act (LkSG) and the conventions on the protection of human rights mentioned therein, as well as our Human Rights Statement <p>Our commitment: Human rights and the environment are inextricably linked: A clean, healthy, and sustainable environment is essential for the protection of human rights, while a polluted, dangerous, or otherwise unhealthy environment potentially violates human rights. By developing outstanding filtration solutions across all our Business Units, we are committed to cleaner mobility, cleaner air, and cleaner water, and we are determined to uphold and defend human rights worldwide.</p> <p>Risk management and due diligence in the area of human rights</p> <p>Our internal risk management and due diligence process for human rights ensures that human rights, working conditions, and environmental protection are respected within our own company and in our immediate supplier network. Our Human Rights Statement, Code of Conduct and Social Charter, Environmental Management Standards, Code of Conduct for Suppliers, and applicable standards and laws, such as the LkSG, and other national laws in their respective countries form the basic standards for this procedure. It is binding for all MANN+HUMMEL locations and Business Units worldwide.</p> <p>MANN+HUMMEL attaches great importance to product quality. We also expect this attitude from our suppliers. Long-standing, trusting business relationships are important to us—both with our customers and with our suppliers. Guidelines and framework conditions for our suppliers can be found here.</p>		1,4

Statement by the Board		GRI 1	GRI 2	GRI 3	Material Topics	
Disclosure	Name	Details			SDG	UNGC
GRI 2-24	Embedding policy commitments	<p>Our ongoing commitment to protecting human rights is set out in our Human Rights Statement, our Compliance policy, our Code of Conduct and Social Charter.</p> <p>We expect both our employees and our business partners to respect internationally applicable human rights and to adhere to the principles of this declaration toward colleagues, business partners, and the community. Additionally, we require our business partners to implement appropriate risk management systems to prevent, mitigate, and eliminate human rights violations that they cause or to which they contribute. They are also required to ensure that their downstream partners along the value chain implement these risk prevention measures. We set out the requirements for our suppliers in our Code of Conduct for Suppliers.</p>				1,4
GRI 2-25	Processes to remediate negative impacts	<p>Internal processes</p> <p>The MANN+HUMMEL Management System (MMS) defines the processes, guidelines, and procedures to which we are committed and which must be implemented in order to achieve our corporate goals and those of all stakeholders. The MMS is based on the ISO 9001 (quality management system requirements) and IATF 16949 standards for quality (an international standard for quality management systems in the automotive industry), ISO 14001 for the environment (a globally accepted and applied standard for environmental management systems) and ISO 45001 for occupational health and safety. This globally applicable standard formulates the requirements for occupational health and safety management systems. The requirements of these standards are supplemented by applicable legal, official, and customer-specific requirements. As the requirements within the framework of the MMS are confidential, only an overview can be provided here. MANN+HUMMEL has also published a statement on human rights. We expect our employees and business partners to respect internationally applicable human rights and to adhere to the principles of this policy in their dealings with colleagues, business partners, and local institutions. Additionally, we have appointed a Human Rights Officer who is supported by a cross-functional team that conducts annual and ad hoc risk assessments and defines measures to minimize human rights risks.</p> <p>Anonymous whistleblowing</p> <p>We encourage our employees as well as our business partners to report any potential misconduct within the company. The MANN+HUMMEL Whistleblowing System offers employees, business partners, and other third parties the opportunity to report violations of laws and/or internal regulations such as our Code of Conduct, for example, to the Corporate Compliance Officer. All relevant information is summarized in the internal “MANN+HUMMEL Whistleblowing System” guideline. Every report is important and gives us the opportunity to remedy violations and improve our performance. Reports can be submitted anonymously via the MANN+HUMMEL whistleblowing system, SpeakUp. The system is available in 20 languages.</p>				

Statement by the Board		GRI 1	GRI 2	GRI 3	Material Topics	
Disclosure	Name	Details			SDG	UNGC
GRI 2-25	Processes to remediate negative impacts	<p>Additionally, the “Personnel Standards and Labor Relations” procedure is binding for all MANN+HUMMEL locations in Germany. It establishes the generally applicable framework for labor relations between MANN+HUMMEL and its employees. Every employee can complain to their supervisor or the Works Council if they feel they have been treated unfairly by other employees or by their employer. The local HR Business Partner is responsible for handling complaints—in consultation with an HR Labor Relations Manager if necessary.</p> <p>MANN+HUMMEL has introduced a Compliance Case Process that provides an overview of how compliance cases are handled within MANN+HUMMEL by the Corporate Compliance Office. It is binding for all MANN+HUMMEL subsidiaries worldwide. (The details of the process, however, are for internal use only.)</p> <p>MANN+HUMMEL has defined global procedures for handling external complaints relating to quality; logistics; or health, safety, and environment (HSE). These procedures describe the binding rules, processes, and instruments, as well as their continuous monitoring and evaluation. In the event of serious quality, logistics, or HSE violations, top management is informed in accordance with the globally implemented alert procedure. In addition to the communication process, this procedure also includes a problem-solving process. In accordance with our Corporate Quality & HSE Governance Plan, a status review is carried out monthly at local, regional, and global levels.</p>				1,4
GRI 2-26	Mechanisms for seeking advice and raising concerns	<p>The MANN+HUMMEL Group has a Legal & Compliance department that provides legal advice and support to management and employees. Additionally, we have issued a group policy on compliance organization. This policy obliges employees to report any suspected or observed violations of existing laws or internal regulations to their direct or indirect superior, the responsible HR department, employees of the Legal & Compliance department, or via the SpeakUp whistleblower portal. Reports via the whistleblower portal can also be made anonymously, and the portal is also accessible to external persons. We investigate all reports and, if necessary, take the necessary measures. Additionally, the Internal Audit department regularly and systematically checks compliance with the prescribed processes.</p> <p>See our Code of Conduct and Social Charter, our Human Rights Statement, and our whistleblowing system, SpeakUp.</p>				10
GRI 2-27	Compliance with laws and regulations	<p>One new violation was identified in the reporting year. This violation relates to the environment and resulted in administrative fines totaling EUR 12,500. See Note 36 of the 2024 Annual Report.</p>				7,8

Statement by the Board		GRI 1	GRI 2	GRI 3	Material Topics	
Disclosure	Name	Details			SDG	UNGC
GRI 2-28	Membership associations	<ul style="list-style-type: none"> ■ AFBW ■ Allianz Wasserstoffmotor e.V. ■ American Filtration and Separation Society ■ BDSV Exhibitions (Bundesverband der deutschen Sicher- heits- und Verteidigungsindustrie) ■ BUJ ■ CLEPA ■ Cluster Brennstoffzelle Baden-Württemberg ■ Cluster Elektromobilität Süd-West ■ CVC Südwest (Commercial Vehicle Cluster - Nutzfahrzeug GmbH) ■ DECHEMA ProcessNet Gasreinigung ■ DECHEMA ProcessNet Mechanische Flüssigkeitsabtrennung ■ Deutsche Kautschuk Gesellschaft e.V. DKG ■ Deutsche Reinrauminstitut ■ diruj ■ European Battery Alliance ■ European Clean Hydrogen Alliance ■ Eurovent ■ FILTECH Exhibitions Germany GmbH & Co KG/FILTECH ■ Förderverein neue Materialien Bayreuth ■ Förderverein Zentrum für Brennstoffzellen ZBT ■ Forschungs-Gesellschaft Verfahrenstechnik GVT ■ Forschungsvereinigung Verbrennungskraftmaschinen FVV ■ Forschungsvereinigung Verbrennungsmotoren e.V. ■ Fraunhofer IPA Stuttgart ■ Graduate School of Excellence advanced Manufacturing Engineering GSaME ■ Hydrogen Council 		<ul style="list-style-type: none"> ■ IHK ■ IHK für Oberfranken Bayreuth Industrial Consortium SimTec e.V. ■ ISO International Standardization Organization ■ IUTA Förderverein des Instituts für Energie- und Umwelttechnik e.V. ■ KIT Filterkonsortium ■ Maschinenraum ■ NC Chamber of Commerce ■ Nonwovens Institute (NWI) ■ OESA/MEMA ■ Pfalz Metall ■ PLM-Benutzergruppe e.V. ■ Pro Klima ■ PRO3 ■ RWTH Aachen - Arbeitskreis Funkenerosion ■ Society of Automotive Engineers (SAE) ■ STFI Sächsisches Textilforschungsinstitut e.V. ■ Stiftung Familienunternehmen ■ Südwestmetall ■ UN Global Compact ■ United States Hydrogen Alliance ■ VDA VDA Aftermarket Ausschuss & Arbeitskreis Handel ■ VDI Wissensforum ■ VDMA ■ Verband der Bahnindustrie in Deutschland e.V. ■ VERT ■ ViProNet 		1,4

Statement by the Board		GRI 1	GRI 2	GRI 3	Material Topics	
Disclosure	Name	Details			SDG	UNGC
GRI 2-29	Approach to stakeholder engagement	When developing and communicating the content of these key topics, MANN+HUMMEL takes into account the interests of the stakeholder groups that have a significant influence on the success of MANN+HUMMEL: our customers and suppliers, employees and their elected employee representatives, shareholder representatives, non-profit organizations, and politicians. We provide all parties involved with accurate and complete information in order to build strong, successful business partnerships. We strive to establish genuine, trusting relationships with our stakeholders. We act quickly and efficiently, providing comprehensive information, whether through customer meetings, online channels, newsletters, or other platforms. The priority is always to strive for the best products and solutions. A timely information policy supports this effort.				1,4
GRI 2-30	Collective bargaining agreements	MANN+HUMMEL does not collect data on the percentage of its global workforce that is paid under a collective bargaining agreement. We promote fair working conditions in accordance with international standards, such as the ILO standards, and expect our business partners to comply with these standards, as well.				3



Materiality

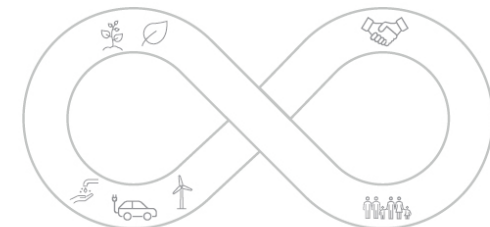
MANN+HUMMEL has a clear understanding of corporate social responsibility.

As one of the market leaders in filtration, we support our customers in their pursuit of greater sustainability. As a company, we take responsibility for our business, our employees, our value chain, and our planet. We promote entrepreneurial action in line with our business interests and legal requirements. Our CSR strategy takes a holistic approach to continuously improve results in the areas of ecology, economy, social affairs, and technology.

Our Carbon Zero Strategy, adopted in 2021, charts our company's path to carbon neutrality along the entire value chain by 2050.

ECONOMICAL

ECOLOGICAL



TECHNOLOGICAL

SOCIAL

GRI 3: Material Topics 2021

GRI 3-1	Process to determine material topics	<p>In 2022, MANN+HUMMEL conducted its regular materiality analysis based on the principle of double materiality. Internal representatives for internal and external interest groups were defined for this purpose. Based on structured interviews, the representatives rated 38 topics in the areas of environment, social affairs, and corporate governance from both an “inside-out” and “outside-in” perspective on a scale from zero (irrelevant) to four (strong impact). We calculated the average of all ratings for each topic for each dimension. A maximum of four points could be achieved per dimension. The values were equally weighted.</p> <p>Based on this assessment, we defined ten high-priority focus topics for our sustainability strategy that correlate with the GRI focus areas and Sustainable Development Goals (SDGs). To determine the focus topics of the sustainability strategy, the mean values for each dimension were multiplied together. The relevance is based on the score achieved. (For simpler analysis, individual GRI indicators were grouped together.)</p> <p>The results of the materiality analysis are shown in the chart. During the reporting period, the MANN+HUMMEL Group conducted a materiality analysis in accordance with the European Sustainability Reporting Standards (ESRS) standard as part of the planned introduction of CSRD. The results were compared. No changes to the material topics were identified.</p> <p>The materiality analysis is part of the annual sustainability reporting. The results are published in the Annual Report.</p>		
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Disclosure	Name	Details		
GRI 3-2	List of material topics	GRI disclosure in order by materiality (descending in the sustainability dimensions; highest rated on top)	MANN+HUMMEL sustainability topics	No. in diagram
Environment	GRI 305: Emissions 2016		Climate crisis	305
	GRI 302: Energy 2016		Energy consumption (MANN+HUMMEL operation/upstream)	302
	GRI 301: Materials 2016		Materials management and resource efficiency	301
	GRI 204: Procurement Practices 2016		Sustainable raw materials and resources	204
	GRI 308: Supplier Environmental Assessment 2016			
	GRI 414: Supplier Social Assessment 2016			
	GRI 306: Waste 2020		Operational waste management, including wastewater	306
	GRI 304: Biodiversity 2016		Biological diversity (e.g., land use)	304
	GRI 303: Water and Effluents 2018		Water management	303
	GRI 3-3: Innovation		Innovation: Circular economy and life cycle	MH10
Social	GRI 405: Diversity and Equal Opportunity 2016		Diversity and inclusion: Compensation guidelines	405
	GRI 406: Non-Discrimination 2016		Non-discrimination	406
	GRI 407: Freedom of Association and Collective Bargaining 2016		Working conditions (e.g., fair pay)	407
	GRI 401: Employment 2016		New work (e.g., flexible working conditions, home office, etc.)	401
	GRI 408: Child Labor 2016		Child/forced labor	408
	GRI 409: Forced or Compulsory Labor 2016			
	GRI 403: Occupational Health and Safety 2018		Occupational health and safety, including well-being	403
	GRI 404: Training and Education 2016		Training and continuing education	404
	GRI 413: Local Communities 2016		Social commitment and local responsibility	413
	GRI 417: Marketing and Labeling 2016		Responsible marketing and product labeling	417
GRI 416: Customer Health and Safety 2016		Product safety	416	
Governance	GRI 308: Supplier Environmental Assessment 2016		Sustainable supply chains	308
	GRI 2-27: Compliance with laws and regulations		General code of conduct and business ethics	2-27
	GRI 205: Anti-Corruption 2016		Fighting corruption and anti-competitive behavior	205
	GRI 206: Anti-competitive Behavior 2016			
	GRI 3-3: Intellectual property rights		Intellectual property rights	MH30
	GRI 207: Tax 2019		Taxes (transparency)	207
	GRI 418: Customer Privacy 2016		Data security (cybersecurity) and data protection	418
	GRI 3-3: Product quality		Product quality	MH34
	GRI 203: Indirect Economic Impacts 2016		Risk management	MH35
GRI 201: Economic Performance 2016		Profitable growth and financial stability	201	
Technology	GRI 3-3: Sustainable solutions: Cleaner mobility, cleaner air, cleaner water, cleaner industry		Sustainable solutions: Cleaner mobility, cleaner air, cleaner water, cleaner industry	MH39

Disclosure	Name	Details	SDG	UNGC
GRI 3-2	List of material topics			





Economic performance

In the 2024 fiscal year, MANN+HUMMEL Group's sales revenue fell by 4.4%, or EUR 207.1 million, to EUR 4,527.5 million (previous year: EUR 4,734.6 million).

Operating earnings before interest and taxes (operating EBIT) were significantly higher in 2024 than in the previous fiscal year. The gross margin rose both in absolute terms by EUR 64.9 million and, as a percentage of sales, by 2.6% from 25.2% in 2023 to 27.8%. Earnings before interest and taxes (EBIT) were also significantly higher than in the previous year. EBIT amounted to EUR 230.1 million (previous year: EUR 15.9 million), while the operating margin (EBIT in relation to sales revenue) was 5.1% (previous year: 0.3%).

Research and development costs amounted to EUR 128.3 million (previous year: EUR 117.9 million).

This means that the MANN+HUMMEL Group's expenditure on research and development was even higher than in the previous year.

MANN+HUMMEL continues to invest in new technologies for existing business areas and, in particular, for our new Life, Sciences & Environment business area. The development of sustainable filtration solutions is a key focus of our research and development activities in this business area.

Intellectual property rights

GRI 3	Material Topics 2021
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GRI 3-3	Management of material topics	<p>Since its founding more than 80 years ago, MANN+HUMMEL has built up extensive filtration expertise. This experience—together with numerous brands, patents, patent applications, and utility models—gives us a competitive edge. MANN+HUMMEL currently has approximately 4,300 patents and patent applications. These form a legally secure basis for our unique technical offerings. To the same extent that we protect our patents and knowledge, we also respect the patents of others. To ensure this, we constantly and carefully check our products and product ideas for patent risks. On the other hand, we take consistent action against the unlawful use of our patents and trademarks, as well as against product counterfeiting. See also our legal notice.</p>
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Product quality

GRI 3	Material Topics 2021
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GRI 3-3	Management of material topics	<p>A central corporate value at MANN+HUMMEL is the pursuit of excellence. The quality of our products is crucial to our success. Our management system ensures that we achieve and exceed the quality demanded by our customers. This is confirmed by numerous internationally recognized, independent certificates. The MANN+HUMMEL management system ensures that we keep our quality promise at all our locations worldwide. We follow the “zero defects” quality vision with a focus on “quality always.” In addition to the ISO 9001:2025 quality management standard, many companies are certified according to IATF 16949:2016, ISO 14001:2015, and ISO 45001:2018 standards. Further information can be found in our certificates and our management policy. See our certificates.</p>
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Statement by the Board		GRI 1	GRI 2	GRI 3	Material Topics
Disclosure	Name	Details			SDG UNGC
Sustainable solutions: Cleaner mobility, cleaner air, cleaner water					
GRI 3	Material Topics 2021				
GRI 3-3	Management of material topics	MANN+HUMMEL has been a leader in filtration for over 80 years. Our portfolio offers filtration solutions for cleaner mobility, cleaner air, cleaner water, and cleaner industry. As a global filter manufacturer, we equip industries, private individuals, and municipalities with filter solutions against viruses and bacteria, fine dust, harmful gases, and other pollutants. Our products and services make vehicles and machines safer and more efficient while also making our environment more livable. With the possibilities offered by digitalization, we are already creating pioneering filtration products for the future and new solutions for a cleaner world. Our products and solutions are used every day in a wide range of applications around the globe. They are used in motor vehicles, combine harvesters, compressors, heating, ventilation, and air conditioning systems, as well as in water purification and wastewater treatment systems, among other applications. See our products .			
Innovation: Circular economy and life cycle					
GRI 3	Material Topics 2021				
GRI 3-3	Management of material topics	Our vision: Leadership in filtration. Our innovations enable our customers to be more sustainable. At the same time, we take responsibility for our own business, our employees, our value chain, and our planet. We want to promote entrepreneurial behavior in line with our business interests and regulations. We want to further expand our lead in numerous product categories in filtration technology and grow in new business areas. More than 750 employees of the MANN+HUMMEL Group work in research and development (R&D). In 2024, the company invested more than EUR 128 million in R&D. See our products .			
General code of conduct and business ethics					
GRI 3	Material Topics 2021				
GRI 3-3	Management of material topics	See GRI 2-23 .			
GRI 2	General Disclosures 2021				
GRI 2-27	Compliance with laws and regulations	See GRI 2-23 .			

Profitable growth and financial stability

GRI 3	Material Topics 2021			
GRI 3-3	Management of material topics	<p>MANN+HUMMEL stands for filtration (see the 2024 Annual Report). The current business model consists of two business areas: Transportation and Life Sciences & Environment (LS&E).</p> <p>Transportation comprises the Original Equipment (OE) and Automotive Aftermarket (AA) divisions. The spare parts business includes both Original Equipment Service (OES) and spare parts for the Independent Aftermarket (IAM). For example, we supply the automotive industry (Automotive Solutions) with air filter systems, intake systems, and fluid filter systems. Manufacturers of construction and agricultural machinery as well as rail vehicles, ships, and other energy technologies are also among the customers of advanced MANN+HUMMEL filtration technologies.</p> <p>LS&E comprises the Air Filtration and Water & Membrane Solutions Business Units, where we develop and produce pioneering solutions for air and water filtration. These include filters for indoor and outdoor use, cleanrooms, and industrial applications, as well as stationary and mobile air cleaners with high-efficiency particulate air (HEPA) filters for the separation of viruses, bacteria, and other microorganisms. MANN+HUMMEL air filter solutions are used in a wide range of environments, including offices, schools, commercial and industrial buildings, and even in hazardous locations, such as offshore oil platforms. Stationary systems for separating fine dust and nitrogen dioxide and improving outdoor air quality round out our product portfolio. Our water filtration systems have a wide range of applications, from water and wastewater treatment in municipal and industrial applications to reducing the consumption of scarce freshwater resources through efficient use and recycling. Additionally, our systems are used for special applications in industries such as the food industry, biotechnology, and ultrapure water applications in microelectronics.</p> <p>Our offering increasingly includes digital services and intelligent solutions tailored to individual customer needs. These include the Internet of Things (IoT), cloud-based data analytics, specially developed algorithms, and user-friendly apps. The Transportation division generates 89% of our sales, while the LS&E division generates the remaining 11%. Both divisions are strategically positioned to meet the growing demand for innovative filtration products that contribute to cleaner mobility, cleaner air, cleaner water, and cleaner industry.</p>	8	

Disclosure	Name	Details	SDG	UNGC
GRI 201	Economic Performance 2016			
GRI 201-1	Direct economic value generated and distributed	See the MANN+HUMMEL consolidated financial statements of the 2024 Annual Report .	8	
GRI 201-2	Financial implications and other risks and opportunities due to climate change	The Group-wide risk management policy covers health, safety, the environment, and climate change. Opportunities and risks in this area are assessed by Financial Planning and Risk Management.		7

Rating	No.	Type	Risk prevention measure
Critical	1	CO ₂	<ul style="list-style-type: none"> ■ Carbon Zero Strategy ■ Improvement of energy efficiency ■ Internal KPIs for energy efficiency and CO₂ efficiency rate
High	1	Violation of HSE regulations	<ul style="list-style-type: none"> ■ HSE Management System ■ ISO 45001 implementation ■ ISO 14001 certification for all branches
Medium	5	<ul style="list-style-type: none"> ■ Serious accidents at work ■ Loss of HSE certification ■ Lack of emergency preparedness ■ Lack of HSE audit program ■ Incomplete disposal data 	<ul style="list-style-type: none"> ■ Global Risk Assessment Process ■ Global HSE Audit Program ■ Global Emergency Preparation Process ■ Global HSE Audit Program Review
Low	4	<ul style="list-style-type: none"> ■ Environmental pollution ■ Inadequate personnel/plant safety ■ Failure to comply with HSE standards ■ Lack of adequate HSE processes 	<ul style="list-style-type: none"> ■ EDD Process, Chemical Safety Standard ■ Global HSE Audit Program ■ Regional HSE Calls, HSE Audit Program ■ Regional HSE Calls, HSE Audit Program

Statement by the Board		GRI 1	GRI 2	GRI 3	Material Topics																																		
Disclosure	Name	Details			SDG	UNGC																																	
GRI 201-3	Defined benefit plan obligations and other retirement plans	Not all liabilities relate to pension plans but also to similar obligations such as severance payments, etc. The figures for Brazil, China, the Czech Republic, Spain, and India cannot be determined. For 201-3 b., see Notes 24 and 25 of the 2024 Annual Report . For 201-3 c., the allocation is not applicable. For 201-3 d. and e., there are differences between the various countries.			8																																		
		<div><div></div><div><div>2024</div><table><tr><td>Bosnia and Herzegovina</td><td>EUR</td><td>470,395</td></tr><tr><td>France</td><td>EUR</td><td>845,796</td></tr><tr><td>Germany</td><td>EUR</td><td>337,718,657</td></tr><tr><td>Indonesia</td><td>EUR</td><td>24,676</td></tr><tr><td>Italy</td><td>EUR</td><td>2,471,507</td></tr><tr><td>Mexico</td><td>EUR</td><td>773,910</td></tr><tr><td>Poland</td><td>EUR</td><td>1,193,288</td></tr><tr><td>Thailand</td><td>EUR</td><td>52,258</td></tr><tr><td>Turkey</td><td>EUR</td><td>237,324</td></tr><tr><td>USA</td><td>EUR</td><td>1,044,141</td></tr><tr><td>Total</td><td>EUR</td><td>344,831,952</td></tr></table></div></div>			Bosnia and Herzegovina	EUR	470,395	France	EUR	845,796	Germany	EUR	337,718,657	Indonesia	EUR	24,676	Italy	EUR	2,471,507	Mexico	EUR	773,910	Poland	EUR	1,193,288	Thailand	EUR	52,258	Turkey	EUR	237,324	USA	EUR	1,044,141	Total	EUR	344,831,952		
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Turkey	EUR	237,324																																					
USA	EUR	1,044,141																																					
Total	EUR	344,831,952																																					
GRI 201-4	Financial assistance received from government	In the reporting year, EUR 2.0 million (previous year: EUR 3.5 million) in government grants were received. See Note 39 of the 2024 Annual Report .																																					

Statement by the Board		GRI 1	GRI 2	GRI 3	Material Topics
Disclosure	Name	Details			SDG UNGC
Risk management					
GRI 3	Material Topics 2021				
GRI 3-3	Management of material topics	<p>The aim of the MANN+HUMMEL risk management system is to regularly and continuously identify all risks that are significant for the Group at an early stage, evaluate them, and assess their impact (including countermeasures), as well as to ensure that the risk management process and its results are adequately documented. In order to be able to respond comprehensively to rapidly changing market conditions and corporate changes (e.g., the construction of new plants, integration of newly acquired companies, sale of parts of the company, etc.), we continued to develop our risk management system in the reporting year. By implementing a risk management tool, we have largely automated the standard process. In order to refine the assessment of the extent of risk, we have expanded the process to include a two-stage procedure. As part of this process, risk coordinators check whether risks that have already been reported still exist and to what extent newly reported risks are being adequately addressed by those responsible for risk, taking into account the context of their area of responsibility. After initial validation, the reported risks are finally reviewed by Group Risk Management, taking into account the overall organization.</p> <p>Risk management is integrated into the existing organization of MANN+HUMMEL; encompasses all organizational units, functions, and processes; is based on common standards such as COSO and ISO; and is precisely tailored to the circumstances at MANN+HUMMEL. It provides optimal support to all responsible parties through a company-wide planning, reporting, and controlling system and defines clear responsibilities, objectives, and processes. This includes specialist risk management systems, such as environmental risks, human rights risks, and ESG-specific regulatory risks. Risk management for suppliers and supply chains is also part of this approach.</p> <p>Those responsible for risk are responsible for identification, assessment, control, and reporting; reassess their risk situation annually; and report their risk portfolio to Group Risk Management. The organizational framework for our risk management is provided by the Group Treasury & Risk Management function. It reports directly to the Group's Chief Financial Officer (CFO). Based on the information reported, Group Risk Management determines the Group's current risk portfolio, which is provided to the Executive Board and the Supervisory Board annually in a report with detailed explanations. This report also includes the mathematical aggregation of risks at Group level. Similar risks are aggregated, and their Group-wide dependencies and effects are taken into account to ensure that cross-divisional risks are identified and mitigated with cross-divisional measures. Additionally, significant changes in the assessment of known risks and new significant risks are reported at any time and communicated to the Management Board on an ad hoc basis.</p>			

Statement by the Board		GRI 1		GRI 2		GRI 3		Material Topics	
Disclosure	Name	Details						SDG	UNGC
GRI 203	Indirect Economic Impacts 2016								
GRI 203-1	Infrastructure investments and services supported	China	Inclusion of people with disabilities	Creation of eight workplaces suitable for people with disabilities. Establishment of a non-profit volunteer community to place people in jobs and provide a wide range of support services for employees with disabilities.					Nonprofit
		Brazil	Domingo Ecológico (Ecological Sunday) in partnership with the Bosque do Saber public environmental school and the Indaiatuba municipal government.	For 15 years, the project has been promoting environmental awareness and social integration through theater, workshops, and educational work. It trains opinion leaders for sustainable change and reaches around 6,000 people in the community with six events each year.					Nonprofit
		Brazil	Quarterly donation to the municipal fund for children and young people (FUMCRI) and senior citizens (FUMDI)	The money supports charitable organizations in the city that help children, young people, and the elderly.					Nonprofit
		Brazil	Cultural sponsorship (theater performances, workshop for recycled materials)	For children from the community as well as public schools.					Nonprofit
		Brazil	Sports sponsorship	Free access to sports facilities for wheelchair users, children, and young people.					Nonprofit
		India	Supporting the local community with social projects	At our locations in India, our employees are involved in projects promoting education, health, and environmental measures.					Nonprofit
		India	Partnership with BOOKBRIDGE	As part of this partnership, MANN+HUMMEL is particularly active in India, where we support social innovation programs together with BOOKBRIDGE. MANN+HUMMEL offers the following: <ul style="list-style-type: none">■ Capacity building for social entrepreneurs■ Access to a network of co-creators■ Financial support for selected projects One example is a program in Bangalore that sought changemakers who wanted to tackle social, economic, or environmental challenges in their community.					

Statement by the Board		GRI 1	GRI 2	GRI 3	Material Topics	
Disclosure	Name	Details			SDG	UNGC
GRI 203-2	Significant indirect economic impacts	We are not aware of any significant indirect economic effects.				
Sustainable raw materials and resources: Sustainable supply chains						
GRI 3	Material Topics 2021					
GRI 3-3	Management of material topics	<p>Products and services are only truly sustainable if they are verifiably sustainable along the entire value chain, from raw materials to recycling or disposal. Suppliers must strictly adhere to our purchasing conditions and the Code of Conduct for Suppliers. Suppliers of conflict materials, such as wolframite, cassiterite, columbite, tantalite, or gold, are obliged to supply only materials that comply with the Responsible Minerals Initiative. In the interests of maximum transparency, we publish an annual report on these materials.</p> <p>We regularly check compliance with our guidelines and encourage our suppliers to join the EcoVadis cooperation platform to check and document their current status and the quality of their own sustainability activities. The measures to ensure sustainability are constantly being expanded and updated. In the reporting year, we were able to further increase the availability of EcoVadis ratings for our direct suppliers and production materials. A critical focus was and remains on suppliers with high or very-high abstract risks in terms of country, industry, and company size. Additionally, we have given greater weight to sustainability in our supplier evaluation. As a company based in Germany, we are subject to the provisions of the German Supply Chain Act (LkSG) and the new reporting standard of the UNGC.</p> <p>We have established appropriate processes and IT solutions for the early identification of ESG risks, particularly with regard to human rights violations. Risk screenings are carried out continuously and permanently. If we identify risks, violations of laws, or deviations from our standards, we implement appropriate risk mitigation processes.</p> <p>See more about human rights on our website here. Violations can also be reported anonymously at any time via our whistleblowing system, SpeakUp.</p>				
GRI 204	Procurement Practices 2016					
GRI 204-1	Proportion of spending on local suppliers	MANN+HUMMEL pursues a “local-for-local” production and procurement strategy to make supply chains more resilient and stable. The MANN+HUMMEL Group does not provide any further information on this.				

Statement by the Board		GRI 1	GRI 2	GRI 3	Material Topics	
Disclosure	Name	Details			SDG	UNGC
GRI 308	Supplier Environmental Assessment 2016					
GRI 308-1	New suppliers that were screened using environmental criteria	MANN+HUMMEL expects all suppliers to comply with the Code of Conduct for Suppliers, which we refer to in every order. This forms the basis of our cooperation and defines our expectations regarding social and environmental standards. Upon joining the program, our suppliers confirm their compliance with our Code of Conduct for Suppliers. Additionally, we regularly review our suppliers for potential social and environmental risks using an abstract risk analysis. In the reporting year, 74% of new suppliers with a purchasing volume of more than EUR 10,000 were audited in the Transportation division. (The number of audits carried out is to be further increased by improving processes and data quality.)				
GRI 308-2	Negative environmental impacts in the supply chain and actions taken	<p>As part of our sustainable procurement program, we conduct regular risk assessments of all active suppliers. (In 2024, the Transportation division had around 7,000 active suppliers, including around 1,800 suppliers of production materials.) Suppliers are assessed for potential environmental and social risks based on industry and country risks, as well as their economic relevance to MANN+HUMMEL. Of the active suppliers, 4,936 suppliers—70% of all suppliers (based on purchasing volume: 83%) or 86% of production materials suppliers (based on purchasing volume: 92%)—were examined for their environmental and social impacts. 350 suppliers were found to have potentially significant negative environmental impacts.</p> <p>In order to verify and mitigate potential risks identified in the initial assessment, we require our suppliers to conduct a comprehensive CSR assessment on the EcoVadis cooperation platform. This platform enables suppliers to provide their customers with key data on their sustainability strategy and processes. Suppliers can also share the results with other business partners, which is beneficial for them.</p> <p>Additionally, we continuously monitor our active suppliers for significant actual environmental impacts. In 2024, 82 incidents were identified. No relationships were terminated.</p> <p>There is no data available that indicates significant actual or potential negative environmental impacts in the supply chain.</p>				

Disclosure	Name	Details	SDG	UNGC
GRI 414	Supplier Social Assessment 2016			
GRI 414-1	New suppliers that were screened using social criteria	See GRI 308-1 .		
GRI 414-2	Negative social impacts in the supply chain and actions taken	<p>See GRI 308-2.</p> <p>Potentially significant negative social impacts were identified at 528 suppliers.</p> <p>To verify and mitigate potential risks identified in the initial assessment, we require our suppliers to complete a comprehensive CSR assessment on the EcoVadis collaboration platform. This platform enables suppliers to provide their customers with key data on their sustainability strategy and processes. Suppliers can also share the results with other business partners, which is beneficial for them.</p> <p>Additionally, we continuously monitor our active suppliers for significant actual violations of labor and human rights. In 2024, 179 incidents were identified, none of which were substantiated within the meaning of LkSG. No relationships were terminated.</p> <p>There is no data available that indicates significant actual or potential negative environmental impacts in the supply chain.</p>		

Fighting corruption and anti-competitive behavior

GRI 3	Material Topics 2021
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GRI 3-3	Management of material topics	<p>Protecting our intellectual property (IP) and respecting the intellectual property of others is very important to MANN+HUMMEL. Protecting the ideas and innovations generated by our creative minds around the globe contributes to the success of our products and services and supports our vision of leadership in filtration. Avoiding the use of third-party intellectual property helps reduce financial risks and ensures the long-term viability of our business activities. IP activities can be divided into the following categories: IP generation and portfolio management, IP enforcement, IP defense, and IP transactions. Processes and forms to support various processes in these clusters are established with a focus on the most important types of registered intellectual property: patents, trademarks, utility models, and designs.</p> <p>See Compliance.</p>		
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GRI 205	Anti-Corruption 2016
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GRI 205-1	Operations assessed for risks related to corruption	<p>In the reporting year, 72 relevant audit locations were evaluated as part of the annual audit plan. The respective population for the audits included the Corruption Perceptions Index as one of the selection criteria. Subsequently, 20 of the 72 (or 27.8% of) sites were subject to internal audits, in which the audit procedure examined any corruption risks within the processes covered by the audit. No significant corruption risks were identified for any of the audited entities. The results were submitted to the Executive Board with the audit report.</p>	10	
GRI 205-2	Communication and training about anti-corruption policies and procedures	<p>Newly hired employees participate in onboarding training sessions. Five e-learning courses on compliance were offered in the reporting year, compared to three in the previous year. In 2024, 6,667 employees participated in e-learning courses on anti-corruption.</p>	10	
GRI 205-3	Confirmed incidents of corruption and actions taken	<p>There were no confirmed incidents of corruption in the reporting year.</p>	10	

GRI 206 **Anti-Competitive Behavior 2016**

GRI 206-1 Legal actions for anti-competitive behavior, anti-trust, and monopoly practices

		2024	2023	2022
Legal violations/convictions not yet enforced in the reporting period	Number	2	2	2
Legal violations/legally effective convictions in the reporting period	Number	0	0	1
Legal violations/convictions not yet legally effective in the reporting	EUR million	16.6	16.0	0.0
Legal violations/legal convictions in the reporting period - Fines paid	EUR million	0.0	0.0	0.0

Anti-trust proceedings in South America are still pending. See Note 36 in the 2024 [Annual Report](#).

Taxes (transparency)

GRI 3	Material Topics 2021			
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GRI 3-3	Management of material topics	In the 2024 Annual Report , see “Taxes and customs” in Section 6, the “Income taxes” section of Note 8, as well as Note 15. See also GRI 207-3 and 207-4 (below).	1,10	
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GRI 207	Tax 2019			
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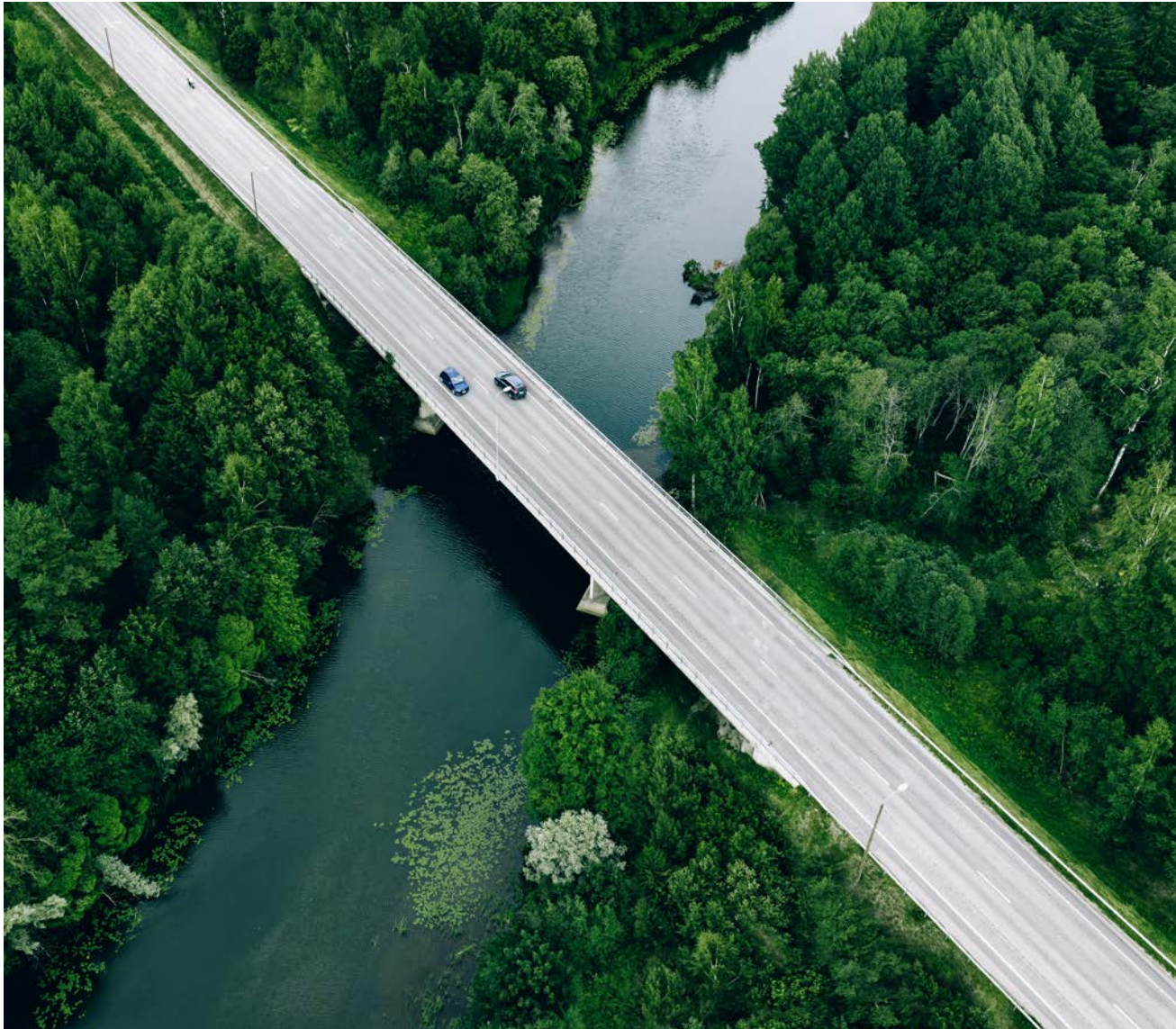
GRI 207-1	Approach to tax	In the 2024 Annual Report , see “Taxes and customs” in Section 6, the “Income taxes” section of Note 8, as well as Note 15.	1,10	
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GRI 207-2	Tax governance, control, and risk management	In the 2024 Annual Report , see “Taxes and customs” in Section 6, the “Income taxes” section of Note 8, as well as Note 15.	1,10	
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GRI 207-3	Stakeholder engagement and management of concerns related to tax	Transparency and appropriate documentation form the basis for tax compliance. MANN+HUMMEL communicates openly and truthfully with its stakeholders, especially with all relevant authorities. Professional and transparent dealings with all tax authorities and an open exchange of information are part of our cooperative approach to compliance. We monitor legislative developments in the countries in which we operate in order to respond appropriately, as well as the prevailing discussions among the various interest groups dealing with tax issues. We actively participate in the tax committees of the respective institutions, which aim to ensure a fair share of tax payments while taking into account the needs of businesses.	1,10	
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GRI 207-4	Country-by-country reporting	In fiscal year 2024, the MANN+HUMMEL Group fell within the scope of the Minimum Tax Act for the first time, with which Germany implemented the requirements of the EU Minimum Tax Directive (Directive (EU) 2022/2523) and the OECD’s concept of a global minimum tax, known as the Inclusive Framework on Base Erosion and Profit Shifting (BEPS) – Pillar 2. Additionally, national minimum taxation regulations or local supplementary taxes came into force in numerous countries in which MANN+HUMMEL operates and apply to individual Group companies for the first time. Under this global minimum tax, supplementary taxes must be paid in all countries where the Group’s tax rate falls below 15% in the amount of the difference. MANN+HUMMEL took all measures in fiscal year 2024 to comply with the reporting requirements and other tax regulations resulting from the legislation. In accordance with the OECD’s BEPS action plans and in line with the existing EU directive and German tax law, MANN+HUMMEL International GmbH & Co. KG prepares a country-by-country report and submits it to the German tax authorities. Due to tax confidentiality, MANN+HUMMEL does not publish this report. The necessary transparency is ensured vis-à-vis the tax authorities, which treat the figures and data in accordance with the applicable tax regulations.	1,10	
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See the 2024 [Annual Report](#), page 81.



Ecology and environment

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

Our commitment to the UNGC and the United Nations SDGs, as well as other international standards, associations, and laws provide us with a framework for action.

We want to be CO₂ neutral along our entire value chain by 2050. However, we are still dependent on thermal processes using fossil fuels for the manufacture of our products. Our goal is to achieve CO₂-neutral production by the middle of the next decade. We want to source all of our electricity from renewable sources by 2025. In 2024, we achieved a quota of approximately 75% in the Transportation division.

In regions where this is not possible or economical, we will compensate with Energy Attribute Certificates. These certificates comply with the RE100 standard and come exclusively from wind, solar, and hydroelectric power plants.

The principle of circular economy as a fundamental component of our material requirements is our guiding principle for the responsible use of natural resources. We have established a risk management system and introduced mandatory minimum standards to ensure that human and environmental rights are upheld in our supply chain.

Statement by the Board		GRI 1	GRI 2	GRI 3	Material Topics
Disclosure	Name	Details			SDG UNGC
Materials management and resource efficiency					
GRI 3	Material Topics 2021				
GRI 3-3	Management of material topics	<p>Successful business management is closely linked to the efficient use and application of resources and materials. From a sustainability perspective, the best material is the one that is not needed. Our goal is a circular economy—from the procurement of raw materials to the end of our products’ service life. We therefore want to reduce the need for new materials and achieve maximum recyclability. We therefore focus our attention on both the origin of the materials and the recyclability of our products at the end of their life cycle.</p> <p>As part of the development and production of our filters, we are constantly optimizing our use of resources and using recycled materials—provided they are cost-effective and offer the same performance. We measure and control our use of materials based on targets (e.g., waste efficiency targets such as tons of waste per EUR million of production output, material recycling rates for each plant, etc.).</p> <p>The challenge for filtration media in the context of recyclability: Our products separate the useful from the harmful. Filters clean the air we breathe and the water we drink. They thus contribute to the achievement of the United Nations SDG 3 (Good Health and Well-Being) and SDG 6 (Clean Water). However, filter elements that come into contact with contaminated media and perform the cleaning task are currently only recyclable to a limited extent, but we are working on solutions to this problem. To this end, we have defined a focus topic within our sustainability strategy in the dimensions “Materials from sustainable sources,” “Material efficiency,” “Secondary first,” and “Waste avoidance and recyclability in the downstream life cycle.” With interdisciplinary teams and external partners, we are developing solutions that enable us to source our raw materials from sustainable sources, reduce the quantities required for production and packaging, steadily increase the proportion of recycled materials used, and bring recyclable products to market. In this way, we are pursuing the transformation goal of the EU Green Deal to establish a circular economy by 2050 and make a significant contribution to United Nations SDG 12 (Sustainable Consumption and Production).</p>			3, 6, 12
GRI 301	Materials 2016				
GRI 301-1	Materials used by weight or volume	The MANN+HUMMEL Group currently consists of 100 consolidated companies. (For a list of entities, see Note 46 in the 2024 Annual Report .) Not all companies are connected to a central materials management system. As a result, these values cannot currently be collected and reported for all consolidated companies and, as such, are not disclosed in this report.			

Statement by the Board		GRI 1	GRI 2	GRI 3	Material Topics	
Disclosure	Name	Details			SDG	UNGC
GRI 301-2	Recycled input materials used	This data is not currently collected in all consolidated companies and, as such, is not disclosed in this report. As a matter of principle, we pursue a materials strategy of constantly increasing the proportion of recycled raw materials as long as they meet our customers' requirements in terms of quality, price, and product safety. Examples of our innovation efforts include the use of recycled plastic fibers from PET bottles for filter media in our premium brand MANN-FILTER as well as the use of paper and cardboard with a high proportion of recycled materials.				
GRI 301-3	Reclaimed products and their packaging materials	This data is not currently collected in all consolidated companies and, as such, is not disclosed in this report.				

Energy consumption (own operation/upstream)

GRI 3	Material Topics 2021			
GRI 3-3	Management of material topics	<p>MANN+HUMMEL is pursuing its Carbon Zero Strategy with the goal of achieving CO₂ neutrality by 2050.</p> <p>A group-wide energy management system systematically monitors energy consumption; to this end, the first plants have been equipped with networked energy measurement systems to supplement the existing machine data collection (MDE) systems. These systems provide valuable information for optimizing production processes and the associated energy requirements. As part of a global energy saving program, we have exchanged best practices between plants and have thus achieved energy savings of 4.6 GWh (or 2,100 tons of CO₂) with virtually the same production volume. The annual energy savings targets range between 3% and 5%, depending on the region. Efficiency measures, process optimizations, and the expansion of renewable energies ensure implementation.</p> <p>To standardize and further professionalize our energy management, the first plant has been successfully certified according to ISO 50001, with four more sites to follow in 2025.</p> <p>To reduce the associated energy consumption in the upstream supply chains, we are in close contact with our suppliers about possible savings potential and a required switch to energy sources from renewable resources.</p> <p>Targets by scope:</p> <p>Scope 1: Substitution of fossil fuels in our own production from 2035</p> <p>Scope 2: 100% electricity from renewable sources from 2025 (use of EAC certificates if necessary)</p> <p>Scope 3 (upstream): CO2 neutral by 2050 and reduction through sustainable supply chains, material substitution, and PCF assessment according to the GHG Protocol (certification in 2025)</p> <p>CO₂ accounting is carried out in accordance with ISO 14064-3. The strategy supports SDGs 7, 12, and 13. MANN+HUMMEL conducts annual reporting and rating in accordance with the CDP standard. In 2024, a “C” rating for climate change was achieved, and in 2023, a “B” rating. MANN+HUMMEL has lodged an appeal against this rating. At the time of reporting, no final assessment was available.</p>	7,12,13	

Statement by the Board		GRI 1	GRI 2	GRI 3	Material Topics	
Disclosure	Name	Details			SDG	UNGC
GRI 302	Energy 2016					
GRI 302-1	Energy consumption within the organization	<p>In the 2024 reporting year, MANN+HUMMEL's total energy consumption at the production sites under review amounted to 546 GWh. This represents a decrease of -3% compared to the previous year, which amounted to 563 GWh. The breakdown by energy sources is as follows:</p> <ul style="list-style-type: none"> ■ Electricity: 316 GWh (2023: -8%) ■ Natural gas: 221 GWh (2023: -1%) ■ Other (LPG, diesel, district heating, photovoltaics, etc.): 8 GWh (2023: -19%) <p>Energy efficiency</p> <p>Energy efficiency in the divisions deteriorated slightly overall and individually. In 2024, energy efficiency in the Transportation division was 0.22 kWh/EUR of production output—10% above 2023's figure. The deterioration was due to short-term order cancellations, which led to inefficiencies in the operation of furnaces and afterburning plants. As countermeasures, we temporarily shut down plants, optimized batch size planning, adjusted shift models, and more. In the LS&E division, energy efficiency remained at about 2023's level at 0.11 kWh/EUR production output. Nevertheless, this was the second-best result since measurements began in 2021.</p> <p>Energy saving measures</p> <p>As part of the Group-wide energy efficiency project, a total of 4.6 GWh was saved in 2024—a CO₂ reduction of around 2,100 tons. The savings are broken down as follows:</p> <ul style="list-style-type: none"> ■ Electricity: 3.9 GWh ■ Natural gas: 0.7 GWh <p>Renewable energies</p> <p>The share of renewable energies in electricity consumption increased from 50% to 82% in 2024. This was achieved with certified guarantees of origin (EACs and RE100 standard), shares via green electricity tariffs, solar power systems, and power purchase agreements. We aim to cover the entire electricity demand with 100% renewable sources by 2025.</p> <p>Connection to the SDGs</p> <p>The measures make a direct contribution to the following United Nations SDGs:</p> <ul style="list-style-type: none"> ■ SDG 7 (Affordable and Clean Energy): Through the expansion of renewable energies and the reduction of fossil fuels. ■ SDG 12 (Responsible Consumption and Production): Through energy-efficient production processes and resource conservation. ■ SDG 13 (Climate Action): Through the reduction of greenhouse gas emissions in Scope 1 and 2. 			7,12,13	7,8,9

		2024	2023	2022	2021
Locations Transportation (incl. Headquarter)	Number	31	32	32	37
Locations with ISO 14001-certification	Number	30	30	30	35
Coverage of ISO 14001-certification, based on locations	%	97	94	94	95
Coverage of ISO 14001-certification, based on production output	%	100	100	100	100
Energy Efficiency	kWh/EUR PO*	0.22	0.20	0.25	0.27
Locations LS&E (incl. Headquarter)	Number	19	22	26	21
Locations with ISO 14001-certification	Number	7	6	4	1
Coverage of ISO 14001-certification, based on locations	%	37	27	15	5
Coverage of ISO 14001-certification, based on production output	%	30	24	11	8
Energy Efficiency	kWh/EUR PO*	0.11	0.11	0.11	0.14

*PO = Production output

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thereof bio-heating oil/bio-diesel consumption	GWh	0	0	0	0	0
thereof bio-LPG/bio-propane consumption	GWh	0	0	0	0	0
thereof organic biofuel/bioethanol	GWh	0	0	0	0	0
thereof district heating generated from renewables	GWh	0	0	0	0	0
Electricity consumption	GWh	316	345	380	407	-8
Correction for countries with 100% green power tariffs	GWh	-17	-17	-16	0	3
Electricity consumption, to compensate	GWh	299	328	363	407	-9
thereof offset by CO2 certificates	GWh	246	163	357	0	51
Compensation rate through EAC	%	82	50	98		64
Thermal energy consumption	GWh	n/a				
Cooling energy consumption	GWh	n/a				
Steam consumption	GWh	0				
Energy consumption outside the organization	GWh	n/a				
Reduction of energy requirements for products and services	GWh	n/a				
Share of renewable energies in total energy demand (Scope 1&2) / UN GC E.10	%	19				

Statement by the Board		GRI 1	GRI 2	GRI 3	Material Topics		
Disclosure	Name	Details			SDG	UNGC	
GRI 302-2	Energy consumption outside of the organization	No data is available for the reporting period.			8,12,13	7,8,9	
GRI 302-3	Energy intensity	The energy intensity for the entire Group remained at the 2023 level during the reporting period despite lower sales. A (short-term) reduction in production volume does not result in a 1:1 reduction in energy consumption. The stabilization of 0.12 GWh/EUR million revenue was achieved through measures increasing energy efficiency. See GRI 302-1 .			8,12,13	7,8,9	
				2024	2023	2022	2021
		Total energy intensity	GWh/EUR million revenue	0.12	0.12	0.14	0.17
GRI 302-4	Reduction of energy consumption	Energy consumption was reduced by 3% in the reporting year compared to the previous year. A global program to increase energy efficiency has been running since 2022 in addition to our normal process and production optimizations. It ensures the exchange of knowledge across sites and the implementation of measures. After many “simple” measures significantly improved energy efficiency in 2023, we implemented many cost-intensive measures with less impact in 2024. At the end of the fiscal year, the separate program was transferred to the annual optimization potential targets.			12,13	7,8,9	
				2024	2023	2022	2021
		Change in total energy consumption compared with previous year	%	-3.0	-14.2	-6.0	19.5

Disclosure	Name	Details	SDG	UNGC
GRI 302-5	Reductions in energy requirements of products and services	<p>The MANN+HUMMEL Group develops and distributes efficient filtration solutions that are designed according to the application and customer requirements. Our solutions offer maximum filtration performance with minimal pressure loss and are suitable for both original equipment and the replacement parts market. Our portfolio of air filters includes an “ECO” product line that combines filtration solutions with optimum filtration performance and energy efficiency. These filters are rated according to the Eurovent standard and meet the A+ classification.</p> <p>In combination with smart ventilation control for buildings, significant energy savings can be achieved. In the 2024 reporting year, we made progress in developing a method for automatically calculating the carbon footprint of our entire product portfolio (product carbon footprint, or PCF). This method will therefore serve as the basis for assessing the potential for reducing the PCF. For the 2025 reporting year, we are aiming for external certification of our PCF calculation method in accordance with the GHG Protocol.</p>		

Water management

GRI 3	Material Topics 2021		
GRI 3-3	Management of material topics	<p>MANN+HUMMEL is committed to protecting the environment from pollution, eliminating environmental hazards, and reducing environmental risks to an acceptable level. We have introduced global standards to prevent soil and groundwater contamination and water pollution, thereby protecting habitats. At the same time, we want to reduce our water consumption. To this end, we have introduced global monitoring and control instruments in the Transportation division.</p> <p>In our Code of Conduct for Suppliers, we require our suppliers to introduce comparable standards and also to anchor them in their supply chain.</p> <p>The Transportation division has been reporting data and measures in the area of water management to CDP for several years. The assessment for 2024 was completed with a rating of “B.”</p>	7,8,9

Disclosure	Name	Details	SDG	UNGC
GRI 303	Water and Effluents 2018			
GRI 303-1	Interactions with water as a shared resource	The water stress levels of the locations in the Transportation division were assessed via Aqueduct Water Risk Atlas. A total of six locations are in areas classified as having an “extremely high” water stress level. These locations account for around 15% of the total water consumption of this division.	6	7,8,9
GRI 303-2	Management of water discharge-related impacts	In accordance with local legal requirements and water permits, the individual sites monitor wastewater parameters. At most sites, wastewater monitoring is limited to production wastewater, some of which is treated in the company's own treatment plants. There are no globally uniform wastewater parameters. As such, the relevant sites have individual test parameters in accordance with local legal requirements.	6	7,8,9
Disclosure	Name	Details	SDG	UNGC
GRI 303-3	Water withdrawal	Water intensity has increased by approximately 3% compared to the previous year. This is mainly due to more accurate and comprehensive recording of relevant data.	6	7,8,9

		2024	2023	2022
Total water intensity	m ³ /EUR million	125.75	122.10	140.61
Water withdrawal, total	m ³	508,143	524,191	619,141
thereof surface water	m ³	0	0	0
thereof ground water	m ³	72,778	67,091	81,423
thereof sea water	m ³	0	0	0
thereof produced water	m ³	0	0	0
thereof water from a third party	m ³	435,365	457,100	537,718
Water withdrawal (in areas of high or very high water stress according to Aqueduct Water Risk Atlas), total	m ³	207,450	181,429	273,115
thereof surface water	m ³	0	0	0
thereof ground water	m ³	28,186	22,486	22,674
thereof sea water	m ³	0	0	0
thereof produced water	m ³	0	0	0
thereof water from a third party	m ³	179,264	158,943	250,441

Disclosure	Name	Details	SDG	UNGC
GRI 303-4	Water discharge	Depending on local legal requirements and water permits, sites monitor wastewater parameters. At most sites, wastewater monitoring is limited to production wastewater, especially if it is treated in the company's own treatment plants. The testing intervals vary locally, depending on local legal requirements.	6	7,8,9

		2024	2023	2022
Water recirculation, total	m ³	493,194	494,641	590,637
thereof surface water	m ³	35,665	23,097	27,005
thereof ground water	m ³	0	0	0
thereof sea water	m ³	0	0	0
thereof water from a third party	m ³	457,529	471,544	563,632

GRI 303-5	Water consumption
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		2024	2023	2022
Total consumption of water from all areas	m ³	14,949	29,550	28,504

Statement by the Board		GRI 1	GRI 2	GRI 3	Material Topics	
Disclosure	Name	Details			SDG	UNGC
Biological diversity (e.g., land use)						
GRI 3	Material Topics 2021					
GRI 3-3	Management of material topics	We are particularly keen to avoid damaging protected habitats and habitats that are sensitive to biodiversity in the vicinity of our sites. We therefore check our production sites for relevant protected areas in the immediate vicinity and assess any potential risks. This assessment was completed for all sites in the Transportation division in 2024. In our Code of Conduct for Suppliers, we require our suppliers to introduce comparable standards and to anchor them in their supply chain.			12,13	7,8,9
GRI 304	Biodiversity 2016					
GRI 304-1	Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas	MANN+HUMMEL operates production, administrative, and storage sites worldwide. The 30 production sites of the Transportation division are located outside protected areas and areas of high biodiversity value. None of the production sites in this division is directly adjacent to a protected area. Five production sites are located less than one kilometer from a protected area, but our business activities do not negatively impact these protected areas.			14,15	
GRI 304-2	Significant impacts of activities, products, and services on biodiversity	Currently, there are no established processes for collecting relevant data on a global level.				
GRI 304-3	Habitats protected or restored	Currently, there are no established processes for collecting relevant data on a global level.				

Climate crisis

GRI 3	Material Topics 2021
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GRI 3-3	Management of material topics	<p>MANN+HUMMEL is a manufacturing company; we rely on fossil fuels to make our products. Using materials such as steel, plastics, activated carbon, and other resources also leads to CO₂ and other climate-related emissions. We know that our value-creation process has an impact on the environment, and we are continuously working to minimize it.</p> <p>In 2021, we adopted our company-wide Carbon Zero Strategy for climate protection. It stipulates that we will operate in a CO₂-neutral manner along the entire value chain by 2050. We want to achieve this goal in our production by 2035. Four levers have been defined: energy efficiency, renewable energies, sustainable supply chains, and sustainable products. In addition to the divisions that have a significant impact on the Group's carbon footprint, our employee representatives were also involved in developing the climate protection strategy.</p> <p>With our Carbon Zero Strategy, we are consistently pursuing the path to becoming a climate-neutral company, thereby contributing to the achievement of the Paris Agreement as well as the United Nations SDG 13 (Climate Action). To bring our Carbon Zero Strategy to life, we have defined transition plans and roadmaps for the Transportation division. These set medium- and long-term milestones for our climate protection activities and take into account the levers and instruments we need to achieve our ambitious goals.</p>
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Disclosure	Name	Details	SDG	UNGC
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GRI 305 Emissions 2016

GRI 305-1	Direct (Scope 1) GHG emissions	The summary of greenhouse gas emissions for the MANN+HUMMEL Group is as follows:	12,13
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		2024	2023	2022	2021
Total greenhouse gas emissions	k t CO ₂	1,417	1,467	1,652	2,037
Greenhouse gas intensity change from previous year	%	-3	-11	-19	12
Greenhouse gas intensity, total	t CO ₂ /EUR million	313	312	342	485
Greenhouse gas emissions, according to GHG scopes					
Own greenhouse gas emissions, total (Scope 1 + 2 market-based)	k t CO ₂	186	206	228	206
Greenhouse gas emissions (Scope 1)	k t CO ₂	47	48	60	60
Greenhouse gas emissions (Scope 2 market-based)	k t CO ₂	139	159	169	146
Greenhouse gas emissions (Scope 2 location-based)	k t CO ₂	162	182	206	211
Greenhouse gas emissions (Scope 3.1) purchased goods and services	k t CO ₂	1,091	1,107	1,231	1,562
Greenhouse gas emissions (Scope 3.3) fuel and energy-related emissions	k t CO ₂	22	22	27	50
Greenhouse gas emissions (Scope 3.4) Transportation and distribution (upstream)	k t CO ₂	65	77	116	124
Greenhouse gas emissions (Scope 3.5) Waste, generated at the sites (upstream)	k t CO ₂	1	n/a	n/a	n/a
Greenhouse gas emissions (Scope 3.6) Transportation and distribution (upstream)	k t CO ₂	12	9	3	2
Greenhouse gas emissions (Scope 3.7) Transportation and distribution (upstream)	k t CO ₂	17	20	25	26
Greenhouse gas emissions (Scope 3.9) Transportation and distribution (downstream)	k t CO ₂	24	26	23	67
Nitrogen oxides (NO _x)	t	n/a	n/a	n/a	n/a
Sulfur dioxide (SO _x)	t	n/a	n/a	n/a	n/a
Fine particles	t	n/a	n/a	n/a	n/a
Emissions of ozone-depleting substances	t	n/a	n/a	n/a	n/a

Scopes 1 and 2:

Greenhouse gas emissions are calculated using the emission factors of the VDA (2022) and the Probas database of the UBA. Emission sources taken into account are as follows:

- **Scope 1** (natural gas, heating oil, propane, methanol) and Scope 2 (electricity, district heating). The emission factors for natural gas have been adjusted for sites where the supply and billing of natural gas are verifiably based on the calorific value.
- **Scope 2**
 - (market-based): Supplier-specific emission factors were used for the calculation.
 - The reduction is significantly influenced by the purchase of 100% green electricity in Europe and by the plants in China and Germany.

Scopes 3.1, 3.4, 3.5, and 3.9

Greenhouse gas emissions are calculated using a recognized input-output model and verified by TÜV (Technical Inspection Association).

Scope 3.3

Not included in either Scope 1 or Scope 2. Scope 3.3 greenhouse gas emissions are calculated using the emission factors of DEFRA (2024) and the emission factors of the UBA (2022, Emissions Balance of Renewable Energy Sources). Upstream emissions and transmission and distribution losses are calculated based on the emission sources considered for Scope 1 (natural gas, heating oil, propane, methanol) and Scope 2 (electricity, district heating). The correction of the previous year's emissions results from a methodological adjustment to the calculation of the WTT factor for energy sources in the emission factor sources used (DEFRA and UBA) in order to take indirect emissions into account more appropriately.

Scopes 3.4, 3.6, 3.7, and 3.9

The increased emission values in 2021 result in particular from the massive disruptions to global supply chains as a result of the coronavirus pandemic. Due to the disparate availability in the sea freight sector, special air freight transports were increasingly used to avoid interruptions to production processes at the Schaeffler Group or its customers.

Statement by the Board		GRI 1	GRI 2	GRI 3	Material Topics	
Disclosure	Name	Details			SDG	UNGC
GRI 305-2	Energy indirect (Scope 2) GHG emissions	See GRI 305-1 .			12,13	
GRI 305-3	Other indirect (Scope 3) GHG emissions	See GRI 305-1 .			12,13	
GRI 305-4	GHG emissions intensity	See GRI 305-1 .			13	
GRI 305-6	Emissions of ozone-depleting substances (ODS)	No data is collected on a global basis.			12	
GRI 305-7	Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions	<p>MANN+HUMMEL operates production facilities at some locations where these parameters are relevant (e.g., paint shops). The relevant locations (e.g., Marklkofen (Germany) or Zaragoza (Spain)) have installed monitoring programs to ensure compliance with emission limits.</p> <p>Compliance with site-specific limits is a key requirement for production sites. Due to regional differences, no global key figures, KPIs, or global targets for reducing air emissions are specified. The respective target values and emission limits are derived from local regulations and environmental permits for the operation of these facilities. Anything exceeding limit values would be recorded centrally via an HSE alert system.</p> <p>No excesses were identified in the Transportation division in 2024. At one site in the US, there was a problem with the recording of the operating temperature at an exhaust gas treatment plant, which was assessed as a violation of the regulatory requirements.</p>			12	

Operational waste management, including wastewater

GRI 3	Material Topics 2021
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GRI 3-3	Management of material topics	We want to avoid waste as much as possible—or at least reduce it. This applies in particular to hazardous waste. That is why we regularly review our production processes for opportunities to avoid waste. Wherever possible and legally permitted, waste is recycled. To manage these processes, the Transportation division has introduced global KPI reporting for recycling rates and waste efficiency. The targets are defined at global, regional, and local levels.
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GRI 306	Waste 2020
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GRI 306-1	Waste generation and significant waste-related impacts	3,6,12	7,8,9
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		2024	2023	2022	2021	Change vs. previous year %
Waste generation, total (GRI 306-3)	k t	62.7	70.1	74.8	79.5	-11
thereof hazardous waste*	k t	3.0	2.5	2.7	2.1	16
thereof non-hazardous waste*	k t	57.4	63.7	69.2	75.8	-10
thereof waste for disposal (GRI 306-5)	k t	2.0	2.8	3.6	2.8	-28
thereof waste for recycling (GRI 306-4)	k t	60.6	67.2	71.3	76.7	-10
thereof material utilization	k t	48.0	n/a	n/a	n/a	
thereof thermal disposal	k t	12.0	n/a	n/a	n/a	
thereof composting	k t	0.6	n/a	n/a	n/a	
thereof scrap and metals, total	k t	29.6	35.0	37.4	42.7	-15
Recycling rate, total (material+thermal+composting)	%	96.8	96.0	95.2	96.5	1
Waste intensity	t/EUR million	13.8	14.9	15.5	18.9	-7
Share of hazardous waste	%	4.7	3.6	3.5	2.6	30

* Information only for the Transportation division

Statement by the Board		GRI 1	GRI 2	GRI 3	Material Topics	
Disclosure	Name	Details			SDG	UNGC
GRI 306-2	Management of significant waste-related impacts	As part of the onboarding process for waste disposal companies, we check said companies' qualifications and waste management permits. In the Transportation division, this is the responsibility of the sites. If hazardous waste is also handed over, we carry out additional disposal audits on-site to inspect the handling and storage of our waste on the disposal company's premises.			3,6,12	7,8,9
GRI 306-3	Waste generated	See GRI 306-1 .			3,6,12	7,8,9
GRI 306-4	Waste diverted from disposal	See GRI 306-1 .			3,12	7,8,9
GRI 306-5	Waste directed to disposal	See GRI 306-1 .				



Employees and social affairs

Zero violations against human rights.

Human rights and compliance with them are a matter of course for MANN+HUMMEL.

As an internationally active group, diversity in all its forms is part of our daily practice. This is also reflected in our membership of the United Nations Global Compact: We do not tolerate child labor, forced labor, or any form of discrimination. As an employer, the health of our employees and customers always comes first.

We also require our suppliers to adhere to these values and standards.

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

GRI 3	Material Topics 2021
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GRI 3-3	Management of material topics	We shape the future—together with our employees. We position ourselves as an attractive employer in the competition for qualified specialists and workers. Our management policy therefore states, “We are committed to taking responsibility for our employees and offering them a first-class working environment.”
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Partnership-based corporate culture

We promote the individual talents of our employees and live a corporate culture based on trust, openness, and mutual respect. For us, this also includes communicating business decisions transparently. We communicate strategic plans and structural changes at an early stage and actively involve employee representatives in change processes in accordance with legal and collective agreement requirements. In German companies with co-determination obligations, we support the Works Council at the annual general meeting, at which the management provides comprehensive information.

Talent management with perspective

We believe in the potential of each individual. Our guiding principle: “Every person has talent.” This conviction is the foundation of our Talent Management. We take different career paths into account, whether it’s management, expert careers, project work, or cross-functional roles. Not everyone aspires to a management position—and that’s a good thing. We promote individual strengths and develop talents in a targeted manner, tailored to personal interests and our business goals.

Diversity and participation

For us, diversity is more than just a buzzword—it’s our reality. We actively involve people from different backgrounds, with different experiences and perspectives in our development processes. In this way, we create a working environment that promotes innovation and in which everyone can contribute.

Statement by the Board		GRI 1	GRI 2	GRI 3	Material Topics	
Disclosure	Name	Details			SDG	UNGC
		Individual development and flat hierarchies We value initiative, fairness, and quick decision-making. Our employees benefit from customized training programs that support them on their personal career path—from onboarding to professional and personal development.				
		Well-being The satisfaction of our employees is a key concern for us. We support them in balancing their professional and private lives through the following: ▪ Flexible working time models ▪ Individual life phase models ▪ Health promotion and care services ▪ Company pension scheme We create space in which our employees can develop both professionally and privately.				

Disclosure	Name	Details	SDG	UNGC
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GRI 401 Employment 2016

GRI 401-1	New employee hires and employee turnover		8	
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		2024	Europe	Americas	Asia-Pacific	2023
Fluctuation	%	12.3	4.7	23.6	14.2	15.8
Entries, total	Number	7,487	2,208	4,743	536	7,502
thereof women	Number	3,086	970	1,945	171	3,215
thereof women in the age group < 30 years	Number	1,498	391	1,021	86	1,288
thereof women in the age group 30–50 years	Number	1,189	430	674	85	1,431
thereof women in the age group > 50 years	Number	399	149	250	0	496
thereof men	Number	4,063	1,238	2,460	365	4,054
thereof men in the age group < 30 years	Number	2,136	565	1,387	184	1,828
thereof men in the age group 30–50 years	Number	1,480	515	788	177	1,706
thereof men in the age group > 50 years	Number	447	158	285	4	520
thereof other/non-binary	Number	1	0	1	0	233
thereof not disclosed	Number	337	0	337	0	0
thereof without age specification	Number	0	0	0	0	0
Leavings, total	Number	6,937	2,011	4,305	621	6,928
thereof women	Number	2,864	893	1,792	179	2,675
thereof women in the age group < 30 years	Number	1,225	284	895	46	950
thereof women in the age group 30–50 years	Number	1,124	383	629	112	1,142
thereof women in the age group > 50 years	Number	515	226	268	21	583
thereof men	Number	3,801	1,118	2,241	442	3,817
thereof men in the age group < 30 years	Number	1,747	454	1,135	158	1,424
thereof men in the age group 30–50 years	Number	1,450	437	758	255	1,672
thereof men in the age group > 50 years	Number	604	227	348	29	721
thereof other/non-binary	Number	10	0	10	0	77
thereof not disclosed	Number	262	0	262	0	359
thereof without age specification	Number	0	0	0	0	0

Statement by the Board		GRI 1	GRI 2	GRI 3	Material Topics	
Disclosure	Name	Details			SDG	UNGC
GRI 401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	The scope of company benefits varies within the MANN+HUMMEL Group depending on the (national) company and region. Here we provide examples of some of the company benefits for employees of the German companies MANN+HUMMEL GmbH and MANN+HUMMEL International GmbH & Co. KG. These include supplementary health insurance, eldercare, a canteen, company cars (depending on position), subsidized bicycle leasing, a company doctor, a company pension plan, sports groups, and more. We offer part-time employees the same benefits as full-time employees. However, some of these benefits are subsidized in proportion to the number of hours worked. In individual cases, these benefits are also available to temporary workers.			3,8	6
GRI 401-3	Parental leave	Parental leave is structured differently within the MANN+HUMMEL Group depending on the (national) companies and regions and is essentially based on the legal provisions and regulations in the respective country. No global data collection took place in this regard in the reporting year.			5,8	6

Occupational health and safety, including well-being

GRI 3	Material Topics 2021			
GRI 3-3	Management of material topics	<p>No accidents at work—that’s our goal! MANN+HUMMEL stands for comprehensive accident prevention. Employees also ensure a safe and healthy working environment. The MANN+HUMMEL Code of Conduct and our MANN+HUMMEL management policy define the guiding principles for our business interactions. We use internal processes to ensure that these guiding principles are implemented and that legal requirements for occupational health and safety are met. We take these aspects into account when designing our work processes and workplaces, and we eliminate any identified risks.</p> <p>The Transportation division has introduced a management system that forms the basis for our certification in accordance with the management system standards ISO 9001, IATF 16949, ISO 14001, and ISO 45001. The LS&E division also has management systems in place in accordance with company guidelines, but these are not certified.</p>		

Statement by the Board		GRI 1	GRI 2	GRI 3	Material Topics	
Disclosure	Name	Details			SDG	UNGC
GRI 403	Occupational Health and Safety 2018					
GRI 403-1	Occupational health and safety management system	<p>All MANN+HUMMEL sites comply with applicable legal, regulatory, and customer-specific requirements. Additionally, management systems for occupational health and safety have been established. The production sites of the Transportation division have introduced an occupational health and safety management system that meets the requirements of ISO 45001.</p> <p>In principle, the MBC is responsible for occupational health and safety issues, while operational responsibility lies with the respective managing director. A site manager is appointed at all sites to ensure compliance with occupational health and safety requirements. HSE specialists have been appointed at the production sites of the Transportation division who report directly to site management. A local Health & Safety Committee has also been set up there under the leadership of the respective plant management. This committee includes representatives of all legal entities and divisions at the site.</p> <p>HSE-related KPIs are collected and reported at all sites.</p>			8	
GRI 403-2	Hazard identification, risk assessment, and incident investigation	<p>The following HSE-related procedures are documented in the Transportation division's Management System (MMS). For the purposes of this report, we will limit ourselves to the most important points:</p> <ol style="list-style-type: none">Procedures for identifying and assessing HSE risks: This procedure identifies and evaluates risks and opportunities in order to eliminate, replace, or control the potential negative effects of certain planned activities before they occur.Procedures for investigating HSE-related incidents and work-related illnesses: This procedure defines the activities and responsibilities for documenting incidents (e.g., near misses, first aid cases, accidents, emergencies, work-related illnesses, etc.), analyzing causes, and determining and implementing necessary improvement measures.			8	

Statement by the Board		GRI 1	GRI 2	GRI 3	Material Topics	
Disclosure	Name	Details			SDG	UNGC
GRI 403-3	Occupational health services	The production sites in the Transportation division work with occupational health service providers who support them in areas such as risk assessments and workplace design. Additionally, company doctors and occupational health services carry out occupational health examinations in accordance with local legal requirements.			8	
GRI 403-4	Worker participation, consultation, and communication on occupational health and safety	<p>The HSE standards cover health, safety, and environmental protection. They raise awareness of the responsibility that managers and individual employees have for occupational health and safety. Specific regional and local procedures and instructions must be strictly observed. Our corporate processes also take into account the involvement and participation of employees or employee representatives in the further development of our HSE standards. Regular meetings (local, regional, global) serve to communicate HSE-related topics and are defined in the Corporate Quality HSE Governance Plan. In the Transportation division, HSE topics are an integral part of operational meetings to ensure the highest level of health, safety, and environmental protection.</p> <p>Relevant HSE topics include:</p> <ul style="list-style-type: none"> ■ Adjustments and planned changes to the design of work areas and processes ■ Relevant changes to HSE procedures and regulations ■ Results of HSE risk assessments ■ Results of root cause analysis of incidents or near misses ■ Status of HSE performance (KPIs) ■ Suggestions for improvement measures ■ Status of corrective or preventive measures <p>HSE-related issues are coordinated with local employee representatives at numerous levels and are described in several internal procedures.</p>			8	6

Statement by the Board		GRI 1	GRI 2	GRI 3	Material Topics	
Disclosure	Name	Details			SDG	UNGC
GRI 403-5	Worker training on occupational health and safety	<p>Based on task-related skills and qualifications, we familiarize our employees with HSE-related hazards, risks, and safety rules. This ensures that all employees are sufficiently qualified and instructed based on their task to make them aware of the impact of their actions or omissions on HSE-relevant aspects. The onboarding, including for new employees, covers HSE topics such as:</p> <ul style="list-style-type: none"> ■ HSE policy ■ HSE objectives and the contribution of employees to the effectiveness of the HSE management system ■ HSE requirements, responsibilities, and tasks ■ Actual and potential impacts, hazards, and risks associated with the work performed as well as the possible consequences of deviations ■ Protective measures and lessons learned from incidents ■ Behavior in emergencies and emergency preparedness <p>The respective supervisor is responsible for providing instruction and documenting it. In general, HSE-related content is explained periodically in accordance with local regulations (including verification of effectiveness through behavioral observation, surveys, testing, etc.).</p> <p>All internal and external training and instruction is planned, carried out, and documented in accordance with an internal procedure. The organization of HSE training is described in the global training procedure “Training and Awareness.” Numerous training presentations focusing on global HSE procedures are available in the internal HSE training academy. Business partners and service providers receive a briefing on the necessary HSE protective measures to be observed on MANN+HUMMEL premises before entering the site. Local regulations apply to visitors.</p>				

Statement by the Board		GRI 1	GRI 2	GRI 3	Material Topics	
Disclosure	Name	Details			SDG	UNGC
GRI 403-6	Promotion of worker health	Global guidelines for implementing local health promotion programs are defined in our HSE Governance Policy. Numerous plants carried out health promotion activities in 2024.			3	6
GRI 403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	The prevention of health and safety risks directly related to business relationships is set out in our HSE Governance Policy and in our global approach to contractor management.			8	
GRI 403-8	Workers covered by an occupational health and safety management system	Information is presented separately for the Transportation and LS&E divisions, as follows:			8	

Transportation

		2024	2023	2022	2021
Number of production & development sites incl. headquarters with ISO 45001	Number	30	29	25	21
Degree of ISO 45001 coverage (based on sites)	%	97	88	78	57
Degree of ISO 45001 coverage (in relation to employees)	%	87	89	60	53
Degree of ISO 45001 coverage (based on production output)	%	94	92	83	74

Life Sciences & Environment

		2024	2023	2022	2021
Number of production & development sites incl. headquarters with ISO 45001	Number	2	2	2	1
Degree of ISO 45001 coverage (based on sites)	%	11	9	8	5
Degree of ISO 45001 coverage (in relation to employees)	%	6	12	6	0
Degree of ISO 45001 coverage (based on production output)	%	6	7	3	0

GRI 403-9 Work-related injuries

Transportation		2024	2023	2022	2021
Lost Time Incidents (LTIR)	LTIR	2.4	2.1	2.4	2.7
Fatal incidents	Number	0	1	1	0
Total number of incidents causing lost days and restricted days	Number	78	74	92	118

Life Sciences & Environment		2024	2023	2022	2021
Lost Time Incidents (LTIR)	LTIR	7.0	11.4	11.8	6.7
Fatal incidents	Number	0	0	0	0
Total number of incidents causing lost days and restricted days	Number	35	67	62	27

GRI 403-10 Work-related ill health

Transportation		2024	2023	2022	2021
Number of work-related illnesses	Number	0	0	0	3
Deaths due to work-related diseases	Number	0	0	0	0

Life Sciences & Environment		2024	2023	2022	2021
Number of work-related illnesses	Number	1	2	0	1
Deaths due to work-related diseases	Number	0	0	0	0

Statement by the Board		GRI 1	GRI 2	GRI 3	Material Topics	
Disclosure	Name	Details			SDG	UNGC
Training and continued education						
GRI 3	Material Topics 2021					
GRI 3-3	Management of material topics	<p>Learning as the key to success</p> <p>The continuous training and development of our employees is a key factor in MANN+HUMMEL’s success. That is why we offer targeted learning and development opportunities tailored to the respective roles and functions.</p> <p>Diverse learning formats: Internal and external</p> <p>In addition to customized training programs, we cooperate with LinkedIn Learning worldwide. This platform enables our employees to access a wide range of high-quality online courses independently and flexibly—anytime, anywhere. We also offer a broad spectrum of internal and external training courses that strengthen both professional and personal skills.</p> <p>Mandatory training and sustainable topics</p> <p>Regular, globally available mandatory training courses on topics such as compliance, data protection, and occupational safety are an integral part of our learning offering.</p> <p>Our training portfolio is continuously expanded—particularly to include topics that are highly relevant to sustainability, innovation, and corporate responsibility.</p>				
GRI 404	Training and Education 2016					
GRI 404-1	Average hours of training per year per employee	No information is available on this.				
GRI 404-2	Programs for upgrading employee skills and transition assistance programs	MANN+HUMMEL offers various programs to improve skills and targeted training measures for specific employee/professional groups. Additionally, outplacement counseling is provided as part of termination agreements. In individual cases, we also offer sabbaticals with a guarantee of return.			8	6
GRI 404-3	Percentage of employees receiving regular performance and career development reviews	All employees receive annual performance reviews, including individual development plans. This is supported by our annual Talent Cycle process.			5,8,10	

Diversity and inclusion: Compensation guidelines

GRI 3 Material Topics 2021

GRI 3-3 Management of material topics See [GRI 2-23](#). See more about our employees and [employee benefits](#).

GRI 405 Diversity and Equal Opportunity 2016

GRI 405-1 Diversity of governance bodies and employees 5,8 6

		2024	Europe	Americas	Asia-Pacific
Management Board	Number	2	1	1	0
Age structure/proportion < 30 Years	%	0	0	0	0
Age structure/proportion 30-50 Years	%	0	0	0	0
Age structure/proportion > 50 Years	%	100	100	100	0
Group Vice President	Number	10	7	1	2
Proportion of women	%	30	43	0	0
Age structure/proportion < 30 Years	%	0	0	0	0
Age structure/proportion 30-50 Years	%	40	57	0	0
Age structure/proportion > 50 Years	%	60	43	100	100
Employees with a leading function	Number	1,156	867	135	154
Age structure/proportion < 30 Years	%	1	1	1	1
Age structure/proportion 30-50 Years	%	59	57	47	81
Age structure/proportion > 50 Years	%	40	42	52	18
Employees without leading function	Number	20,472	10,688	7,239	2,545
Age structure/proportion < 30 Years	%	19	16	23	21
Age structure/proportion 30-50 Years	%	53	52	47	70
Age structure/proportion > 50 Years	%	28	32	29	9
Proportion of women in relation to leaders, total	%	23	22	16	34
Female employees with a leading function	%	3	4	1	6
Female employees without a leading function	%	97	96	99	94
Proportion of women in relation to the workforce, total	%	42	45	42	32

Statement by the Board		GRI 1	GRI 2	GRI 3	Material Topics	
Disclosure	Name	Details			SDG	UNGC
GRI 405-2	Ratio of basic salary and remuneration of women to men	No information is available on this.				
Non-discrimination						
GRI 3	Material Topics 2021					
GRI 3-3	Management of material topics	The MANN+HUMMEL Group guarantees equal opportunities and equal treatment regardless of religion, nationality, sexual orientation, social background, or political views, provided that these are based on democratic principles and tolerance toward those who hold different views.				
		Employees are neither favored nor disadvantaged because of their membership in a trade union or company employee representation. See Section 1.2 of our Social Charter .				
GRI 406	Non-Discrimination 2016					
GRI 406-1	Incidents of discrimination and corrective actions taken	Incidents of discrimination can be reported via the whistleblowing system, among other channels. These reports are reviewed for plausibility and, based on this review, a decision is made as to whether an investigation will be initiated. Remedial measures such as training or disciplinary action may be taken.			5.8	6

Statement by the Board		GRI 1	GRI 2	GRI 3	Material Topics	
Disclosure	Name	Details			SDG	UNGC
Working conditions (e.g., fair pay)						
GRI 3	Material Topics 2021					
GRI 3-3	Management of material topics	<p>Fairness, co-determination, and trusting cooperation</p> <p>Fair, transparent, and comparable remuneration is a matter of course for MANN+HUMMEL. The right to freedom of association and active participation in collective bargaining with employee representatives is equally important to us.</p> <p>Anchored in our Social Charter</p> <p>In our Social Charter, we expressly acknowledge the right of all employees to form collective interest groups and to conduct collective bargaining to shape their working conditions. This commitment is an integral part of our corporate culture.</p> <p>Constructive dialog with employee representatives</p> <p>Management and our site managers maintain constructive and trusting cooperation with employee representatives—even when dealing with challenging issues. We focus on dialog, respect, and joint solutions.</p> <p>Leadership with responsibility</p> <p>Our managers have a special responsibility for communicating with their teams. They actively exemplify our values and promote them in their daily interactions with one another. This includes informing employees in a timely, open, and comprehensive manner about all relevant developments.</p> <p>For suppliers, see GRI 414.</p>				
GRI 407	Freedom of Association and Collective Bargaining 2016					
GRI 407-1	Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	There are no known organizations or suppliers that restrict freedom of association, union membership, or collective bargaining. MANN+HUMMEL takes its commitment to working in a spirit of trust with all elected employee representatives and unions worldwide very seriously. This also applies to compliance with all legal or relevant collective bargaining agreements. By establishing uniform processes for dealing with HR issues, we create a legally compliant and trusting relationship with employee representatives such as works councils and/or trade unions.			8	2,3
		Suppliers are monitored as part of standardized and regular risk analyses as part of human rights risk management. In doing so, the MANN+HUMMEL Group complies with the requirements of the LkSG. Details can be found on our website here . See also GRI 2-23 .				

Child/forced labor

GRI 3	Material Topics 2021			
GRI 3-3	Management of material topics	<p>MANN+HUMMEL uses the ongoing globalization of goods and capital markets to create worldwide production and distribution networks. These global networks give rise to a social responsibility that MANN+HUMMEL is committed to fulfilling. The basic principles of human coexistence and work must be respected everywhere. Forced labor and child labor are unacceptable under any circumstances. On this basis, we take advantage of opportunities for successful business activities and employment and minimize potential risks. Ultimately, this is also important in terms of international competitiveness.</p> <p>The risk management and due diligence processes for Group-wide purchasing with regard to compliance with human and environmental rights were further expanded in the reporting year. To this end, we have introduced comprehensive analysis, information, and evaluation tools and integrated them into standard processes—both within our own workforce and in the supply chain.</p> <p>Suppliers have been informed and requested to cooperate with international standards, such as the UNGC, OECD, and ILO standards, or to implement their own requirements. This is based on our General Terms and Conditions of Purchase as well as our Code of Conduct for Suppliers. In the reporting year, a human rights declaration and an updated Code of Conduct for Suppliers were added, among other things. In line with the LkSG and the new reporting standard of the UNGC, reporting will also be significantly expanded, and a globally responsible Human Rights Officer has been appointed.</p> <p>Any concerns can be raised either directly to the management or via the whistleblowing system (also anonymously). To ensure fair and impartial case handling, MANN+HUMMEL has implemented a standardized procedure that guarantees neutral review of all reports.</p>		

Statement by the Board		GRI 1	GRI 2	GRI 3	Material Topics	
Disclosure	Name	Details			SDG	UNGC
GRI 408	Child Labor 2016					
GRI 408-1	Operations and suppliers at significant risk for incidents of child labor	<p>MANN+HUMMEL prohibits all forms of child labor and does not employ children under the minimum legal working age applicable in the respective country or legal system. MANN+HUMMEL stipulates a minimum age of 15, even if local legislation permits employment at a younger age. Exceptions to this rule are only permitted within the scope of Articles 6–8 of Convention No. 138 of the ILO of June 26, 1973, concerning the minimum age for admission to employment. Furthermore, MANN+HUMMEL prohibits the worst forms of child labor for children under the age of 18 in accordance with the core labor standards of the ILO.</p> <p>In countries with a potential risk, we have established control mechanisms, such as age verification. MANN+HUMMEL expects suppliers to comply with the Code of Conduct for Suppliers, which we refer to in every order.</p> <p>This forms the basis for cooperation and sets out our expectations regarding respect for human rights and working conditions in accordance with the fundamental principles of the UNGC and the ILO. In addition to national laws, it also includes ILO Conventions Nos. 29, 87, 98, 100, 105, 111, 138, and 182, as well as the ICCPR, ICESCR, Minamata (mercury), and POPs (chemicals) conventions.</p> <p>As part of the sustainable procurement program, a regular risk assessment of all active suppliers is carried out. Suppliers are assessed for potential labor and human rights risks (including child and forced labor) based on industry risks, country risks, and economic relevance to MANN+HUMMEL. To mitigate potential risks identified in the initial assessment, we require our suppliers to conduct a comprehensive CSR assessment on the EcoVadis cooperation platform. This transparency ensures that critical aspects and opportunities for optimization are identified and that we can achieve our sustainability goals together with our suppliers. Additionally, suppliers are continuously monitored for current labor and human rights incidents. In the event of an alert, countermeasures are defined, implemented, and documented.</p>			8	5

Statement by the Board		GRI 1	GRI 2	GRI 3	Material Topics	
Disclosure	Name	Details			SDG	UNGC
GRI 409	Forced or Compulsory Labor 2016					
GRI 409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labor	See GRI 408-1.			8	4
Social commitment/local responsibility						
GRI 3	Material Topics 2021					
GRI 3-3	Management of material topics	See Responsibility at MANN+HUMMEL.				
GRI 413	Local Communities 2016					
GRI 413-1	Operations with local community engagement, impact assessments, and development programs	During the reporting year, various MANN+HUMMEL branches involved local communities in impact assessment initiatives and development programs.				
GRI 413-2	Operations with significant actual and potential negative impacts on local communities	See GRI 308-2.				

Statement by the Board		GRI 1	GRI 2	GRI 3	Material Topics
Disclosure	Name	Details			SDG UNGC
Product safety					
GRI 3	Material Topics 2021				
GRI 3-3	Management of material topics	<p>We take responsibility for our products throughout the entire supply chain. To this end, we involve our suppliers and comply with all applicable laws, such as the EU chemical regulations REACH and RoHS, as well as the EU directive on the restriction of the use of certain hazardous substances in electrical and electronic equipment.</p> <p>The MANN+HUMMEL MMS and all quality assurance and risk management processes and standards contribute to the safety and health protection of our customers. In particular, we highlight safety-related features that are specifically checked as part of the FMEA reliability analysis, including validations and process monitoring, in order to avoid risks to health and safety.</p> <p>Additionally, we inform end users and service personnel about the correct handling of our products. If necessary, we also offer appropriate training courses.</p> <p>In compliance with the requirements of IATF 16949 (Automotive Quality Management System Standard), we have anchored product safety issues in our product development process. It describes the process from initial development to the initiation of necessary measures in the event of product safety incidents. Both the production sites and the central functions are subject to regular internal and external audits. In this way, we ensure compliance with and continuous improvement of our MMS and the associated processes.</p>			
GRI 416	Customer Health and Safety 2016				
GRI 416-1	Assessment of the health and safety impacts of product and service categories	MANN+HUMMEL solutions do not pose any health risks; rather, they prevent and eliminate them in line with their overarching corporate goal of separating the useful from the harmful. The products themselves are subject to the highest quality standards and effectively minimize any application risks. Their use significantly reduces the potential for other health and safety risks. To ensure product safety, the Transportation division has established a global warning system on the topic of “Health and safety impacts of products and services.”			
GRI 416-2	Incidents of non-compliance concerning the health and safety impacts of products and services	In 2024, there were no customer reports on this topic in the Transportation division.			

Responsible marketing/product labeling

GRI 3	Material Topics 2021
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GRI 3-3	Management of material topics	<p>The safety of our customers is our top priority. We develop, manufacture, and deliver products that are safe and sustainable and comply with all relevant product-specific standards and regulations. Through testing, continuous improvement, risk assessment, and transparent communication, we ensure maximum product safety for our customers.</p> <p>Through standardized processes, digital tools (e.g., SAP, Q-DAS, etc.), and a global training concept, MANN+HUMMEL ensures that all products worldwide are safe, legally compliant, and traceable—from development and production to delivery.</p> <p>To ensure compliance, the role of Product Safety & Conformity Representative has been introduced. This is to ensure that products are only placed on the market if they do not pose a risk to health and safety when used as intended or in a foreseeable manner. Both regional legal requirements and customer-specific specifications are taken into account. In the Transportation division, MANN+HUMMEL meets the requirements of IATF 16949.</p>
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Statement by the Board		GRI 1	GRI 2	GRI 3	Material Topics	
Disclosure	Name	Details			SDG	UNGC
GRI 417	Marketing and Labelling 2016					
GRI 417-1	Requirements for product and service information and labeling	<p>All products meet the requirements of internationally relevant environmental and product safety regulations. These include, among others:</p> <ul style="list-style-type: none">■ CE conformity for products that fall under European directives, including conformity assessment and labeling in accordance with EU regulations■ REACH and RoHS for the safe handling of chemical substances and the restriction of hazardous substances■ IMDS (International Material Data System) and GADSL (Global Automotive Declarable Substance List) for globally uniform material documentation and communication along the supply chain■ Regional requirements such as TSCA (US), CCC (China), K-REACH (South Korea), or UKCA (UK), which are taken into account and fulfilled depending on the market <p>In the LS&E division, MANN+HUMMEL develops air and water filtration solutions that are used worldwide in buildings, cleanrooms, industrial processes, municipal water treatment, and healthcare. These solutions improve quality of life and reduce environmental pollution.</p> <p>In preparation for the EU Deforestation Regulation, MANN+HUMMEL is working to ensure the traceability of raw materials, such as rubber or wood and wood-based materials (e.g., cardboard and paper products), in the supply chain. This is being achieved through the introduction of digital verification systems, supplier declarations, and the integration of sustainability requirements into existing compliance and procurement processes. The aim is to prevent products from sources at risk of deforestation from entering the EU.</p>				
GRI 417-2	Incidents of non-compliance concerning product and service information and labeling	No violations are known for the reporting year.				
GRI 417-3	Incidents of non-compliance concerning marketing communications	No violations are known for the reporting year.				

Data security (cybersecurity)/data protection

GRI 3		Material Topics 2021
GRI 3-3	Management of material topics	<p>The protection of data and information is very important to MANN+HUMMEL. We respect the privacy of every individual. Our guidelines and data processing agreements help us comply with the relevant laws. We monitor the global regulatory environment to implement measures that protect the fundamental rights of all individuals whose data is processed by MANN+HUMMEL, including customers, suppliers, business partners, employees, and applicants.</p> <p>Appropriate roles and responsibilities have been implemented to comply with the respective country laws and MANN+HUMMEL standards. Central coordination is carried out by a Corporate Data Protection Officer who is supported by local Data Protection Coordinators.</p>
GRI 418		Customer Privacy 2016
GRI 418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	<p>During the reporting period, there were no complaints from external parties or regulatory authorities. There were also no identified leaks, thefts, or losses of customer data. As there were no complaints, anomalies, or leaks, no investigations or responses were necessary.</p>



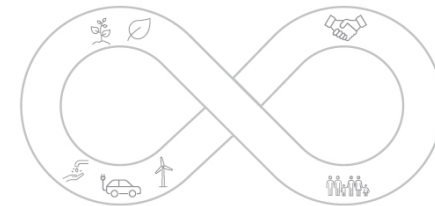
Technology

Filtration technologies play crucial roles in promoting sustainability and environmental responsibility in a world that is increasingly focused on environmental protection. From engine oil to coolants, intake air, cabin air, and wastewater treatment, effective filter systems are essential for reducing pollutants, increasing efficiency, and protecting both human health and the environment.

MANN+HUMMEL has been developing these filtration systems for generations and is constantly researching ways to improve them further. From humidity filtering in fuel cells to air purification in polluted public places and nanofiltration of wastewater—when it comes to separating the useful from the harmful to make a significant contribution to sustainable, environmentally oriented technology, MANN+HUMMEL is committed to working with solution-focused companies and institutions worldwide.

ECONOMICAL

ECOLOGICAL



TECHNOLOGICAL

SOCIAL

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