

## Key figures on sustainability

Financial and non-financial key figures for measuring sustainability performance are presented below.

Unless indicated otherwise, the information refers to the Schaeffler Group. The reference period covers the business years from 2020 to 2022.

In the course of preparing the combined separate non-financial report of the Schaeffler Group, selected qualitative and quantitative details were submitted to an external business audit taking into consideration the revised International

Standard on Assurance Engagements (ISAE 3000) for the purpose of obtaining a limited assurance engagement with respect to the information required by law as per Section 315c in conjunction with Sections 289c to 289e HGB. Key figures audited in this context are marked with a ✓. Key figures marked with ✓✓ were taken from the consolidated financial statements or the combined management report. The figures are generally rounded, which can lead to slight deviations in the calculation of sums. Unless otherwise indicated, the employee figures refer to the reporting date of December 31, 2022.

### Strategy and management

		2022	2021	2020	Change to prior year	Assessment
Revenue, total	€ millions	<b>15,809</b>	13,852	12,589	14.1%	✓✓
Of which Automotive Technologies <sup>1)</sup>	€ millions	<b>9,500</b>	8,436	7,816	12.6%	✓✓
Of which the business division E-Mobility <sup>1)</sup>	€ millions	<b>1,349</b>	1,038	1,047	29.9%	✓✓
Of which Industrial <sup>1)</sup>	€ millions	<b>4,271</b>	3,568	3,132	19.7%	✓✓
Of which Automotive Aftermarket <sup>1)</sup>	€ millions	<b>2,038</b>	1,848	1,642	10.3%	✓✓
Schaeffler Group value added before special items <sup>2)</sup>	€ millions	<b>170</b>	404	2	-58.1%	✓✓

1) Prior year values according to the segment structure indicated in 2022. Rounding differences are possible.

2) The 2021 value has been adjusted.

### Environment

		2022	2021	2020	Change to prior year	Assessment
<b>Climate neutrality</b>						
Coverage rate for EMAS certification <sup>1)</sup>	%	<b>99.2</b>	98.5	98.6	0.7%-pts.	✓
Coverage rate for ISO 14001 certification <sup>1)</sup>	%	<b>100</b>	100	99.5	0.0%-pts.	✓
Coverage rate for ISO 50001 certification <sup>1)</sup>	%	<b>100</b>	100	99.3	0.0%-pts.	✓
Electricity consumption, total <sup>2)</sup>	GWh	<b>2,268</b>	–	–	–%	✓
Of which conventionally produced electricity (external procurement) <sup>2)</sup>	GWh	<b>527</b>	–	–	–%	✓
Of which conventionally self-generated electricity (by combined heat and power plants) <sup>2)</sup>	GWh	<b>29</b>	–	–	–%	✓
Of which renewable energy (external procurement) <sup>2)</sup>	GWh	<b>1,710</b>	–	–	–%	✓
Of which self-generated renewable energy (company owned photovoltaic systems) <sup>2)</sup>	GWh	<b>2</b>	–	–	–%	✓
Energy efficiency savings (cumulative)	GWh	<b>64.2</b>	46.8	27.4	37.2%	✓
Energy consumption, total <sup>3) 4)</sup>	GWh	<b>3,217</b>	3,369	3,045	-4.5%	✓
Of which electricity <sup>4) 5)</sup>	GWh	<b>2,239</b>	2,244	2,078	-0.2%	✓
Of which natural gas/LPG <sup>3) 4) 6)</sup>	GWh	<b>793</b>	923	830	-14.1%	✓
Of which heating oil <sup>7)</sup>	GWh	<b>3</b>	6	6	-50.0%	✓
Of which propane <sup>8)</sup>	GWh	<b>53</b>	53	45	0.0%	✓

## Environment continued

		2022	2021	2020	Change to prior year	Assessment
Of which district heating <sup>8)</sup>	GWh	48	57	49	-15.8%	✓
Of which methanol <sup>4) 9)</sup>	GWh	81	86	–	-5.8%	✓
Greenhouse gas emissions, total <sup>4) 10) 11)</sup>	Thous. t CO <sub>2</sub> e	6,742	6,898	6,278	-2.3%	✓
Of which upstream greenhouse gas emissions, total <sup>11)</sup>	Thous. t CO <sub>2</sub> e	6,254	6,199	5,534	0.9%	✓
Of which greenhouse gas emissions Scope 3.1 <sup>11)</sup> : purchased goods and services	Thous. t CO <sub>2</sub> e	5,794	5,666	4,945	2.3%	✓
Of which greenhouse gas emissions Scope 3.3 <sup>4) 11)</sup> : fuel- and energy-related emissions	Thous. t CO <sub>2</sub> e	147	201	211	-26.9%	✓
Of which greenhouse gas emissions Scope 3.4 <sup>4) 11) 12)</sup> : transport and distribution (upstream)	Thous. t CO <sub>2</sub> e	293	309	343	-5.2%	✓
Of which greenhouse gas emissions Scope 3.5 <sup>11) 12)</sup> : waste treatment and disposal	Thous. t CO <sub>2</sub> e	20	23	35	-13.0%	✓
Of which internal greenhouse gas emissions, total <sup>4) 10) 11)</sup>	Thous. t CO <sub>2</sub> e	488	699	744	-30.2%	✓
Of which Scope 1 <sup>4) 11)</sup>	Thous. t CO <sub>2</sub> e	180	207	180	-13.0%	✓
Of which Scope 2 (market-based) <sup>4) 10) 11) 13)</sup>	Thous. t CO <sub>2</sub> e	308	492	564	-37.4%	✓
Greenhouse gas emissions Scope 2 (location-based) <sup>4) 11)</sup>	Thous. t CO <sub>2</sub> e	1,082	1,170	1,078	-7.5%	✓
Nitrogen oxides (NO <sub>x</sub> ) <sup>4) 14)</sup>	t	69	81	83	-14.8%	
Sulfur dioxide (SO <sub>2</sub> )	t	2	3	3	-30.0%	
Fine particles <sup>14)</sup>	kg	132	166	119	-20.5%	
<b>Circularity</b>						
Amount of waste, total <sup>4) 9) 15)</sup>	Thous. t	175	173	–	1.2%	✓
Of which hazardous waste <sup>4) 9) 15)</sup>	Thous. t	75	84	–	-10.7%	✓
Of which non-hazardous waste <sup>4) 9) 15)</sup>	Thous. t	100	89	–	12.4%	✓
Of which waste for disposal <sup>4) 9) 15)</sup>	Thous. t	47	48	–	-2.1%	✓
Of which waste for recycling <sup>4) 9) 15)</sup>	Thous. t	128	125	–	2.4%	✓
Scrap and metals, total <sup>4) 9)</sup>	Thous. t	554	560	–	-1.1%	✓
Recycling rate, total <sup>9) 15)</sup>	%	73.0	72.0	–	1.0%-pts.	✓
Waste intensity <sup>2) 16)</sup>	Thous. t/ € millions	0.01	–	–	–%	✓
<b>Resource efficiency and environmental protection</b>						
Freshwater withdrawal, total <sup>4)</sup>	Thous. m <sup>3</sup>	5,560	5,618	5,034	-1.0%	✓
Of which surface water <sup>9)</sup>	Thous. m <sup>3</sup>	165	159	–	3.8%	✓
Of which groundwater <sup>4) 9)</sup>	Thous. m <sup>3</sup>	2,300	2,209	–	4.1%	✓
Of which water from third parties <sup>4) 9)</sup>	Thous. m <sup>3</sup>	3,095	3,250	–	-4.8%	✓
Freshwater withdrawal (in water risk areas), total <sup>4) 9)</sup>	Thous. m <sup>3</sup>	697	740	–	-5.8%	✓
Of which surface water <sup>9)</sup>	Thous. m <sup>3</sup>	0	0	–	0.0%	✓
Of which groundwater <sup>9)</sup>	Thous. m <sup>3</sup>	289	285	–	1.4%	✓
Of which water from third parties <sup>4) 9)</sup>	Thous. m <sup>3</sup>	408	455	–	-10.3%	✓
Freshwater intensity <sup>2) 17)</sup>	Thous. m <sup>3</sup> / € millions	0.4	–	–	–%	✓

## Environment continued

		2022	2021	2020	Change to prior year	Assessment
<b>Green Products</b>						
Green sales <sup>2) 18)</sup>	%	<b>4.9</b>	–	–	–%-pts.	✓
Internal inventions reported	Number	<b>2,201</b>	2,761	2,291	-20.3%	✓✓
Research and development (R&D) expenses	€ millions	<b>768</b>	748	684	2.7%	✓✓
R&D employees <sup>4) 19)</sup>	FTE %	<b>7,240</b>	7,087	7,095	2.2%	✓
R&D ratio	%	<b>4.9</b>	5.4	5.4	-0.5%-pts.	✓✓
R&D centers	Number	<b>20</b>	20	20	0.0%	✓✓
1) Relating to plant employees.						11) Value reported as CO <sub>2</sub> equivalent for the first time in 2022.
2) Figure first reported in 2022.						12) The prior year value has been adjusted in accordance with the new method of calculation.
3) Reduction is due in part to the global gas crisis as well as the energy efficiency measures implemented.						13) Supplier-specific emission factors were used to determine Scope 2 (market-based).
4) The 2021 value has been adjusted.						14) Reduction due to a drop in consumption of natural gas, heating oil, and district heating.
5) External electricity purchased and photovoltaic electricity generated in-house. Combined heat and power (CHP) electricity is recorded via gas consumption.						15) Excluding metals and scrap.
6) LPG consumption reported together with natural gas as of 2021.						16) Waste in thousand t per € 1 m in sales.
7) Reduction resulting from implementation of the initial measures to promote the fuel shift.						17) Freshwater used in thousand m <sup>3</sup> per € 1 m in sales.
8) Reduction due to mild weather conditions.						18) Corresponds to the share of taxonomy-aligned turnover in comparison with the Schaeffler Group's total revenue.
9) Figure first reported in 2021.						19) Workforce values are provided as full-time equivalents (FTEs).
10) This reduction is primarily due to the purchase of 100% green electricity in the Schaeffler Group's Europe and Greater China regions.						

## Social

		2022	2021	2020	Change to prior year	Assessment
<b>Diversity, employees and people development</b>						
Employees, total	Number	<b>82,773</b>	82,981	82,949	-0.3%	✓✓
Of which employees in Europe <sup>1)</sup>	Number	<b>51,871</b>	53,006	53,517	-2.1%	✓
Of which employees in Americas <sup>1)</sup>	Number	<b>11,657</b>	11,599	11,785	0.5%	✓
Of which employees in Greater China <sup>1)</sup>	Number	<b>12,874</b>	12,337	11,787	4.4%	✓
Of which employees in Asia/Pacific <sup>1)</sup>	Number	<b>6,371</b>	6,039	5,860	5.5%	✓
Labor turnover rate <sup>2)</sup>	%	<b>5.1</b>	4.6	2.9	0.5%-pts.	
New employees, total	Number	<b>7,581</b>	7,677	3,574	-1.3%	
Of which women	Number	<b>2,096</b>	2,135	1,000	-1.8%	
Of which in the age category <30 years	Number	<b>3,406</b>	3,603	1,600	-5.5%	
Of which in the age category 30–55 years	Number	<b>4,001</b>	3,936	1,897	1.7%	
Of which in the age category >55 years	Number	<b>174</b>	138	77	26.1%	
Employees leaving, total	Number	<b>8,563</b>	8,890	8,227	-3.7%	
Of which women	Number	<b>2,100</b>	2,174	1,993	-3.4%	
Of which in the age category <30 years	Number	<b>2,294</b>	2,326	1,946	-1.4%	
Of which in the age category 30–55 years	Number	<b>4,800</b>	4,650	3,917	3.2%	
Of which in in the age category >55 years	Number	<b>1,469</b>	1,914	2,364	-23.2%	
Average age <sup>1)</sup>	Years	<b>40.9</b>	40.8	40.8	0.2%	✓

## Social continued

		2022	2021	2020	Change to prior year	Assessment
Age structure/distribution < 30 years	Number	12,946	13,138	13,418	-1.5%	
Age structure/distribution 30–55 years	Number	60,193	60,415	60,151	-0.4%	
Age structure/distribution > 55 years	Number	9,634	9,428	9,380	2.2%	
Average tenure <sup>1)</sup>	Years	12.2	12.2	12.3	0.0%	✓
Employees covered by collective bargaining agreements, Germany	%	97.2	98.0	95.1	-0.8%-pts.	
Permanent employees	%	87.4	88.5	92.2	-1.1%-pts.	✓
Part-time ratio, Germany	%	7.0	6.8	7.0	0.2%-pts.	✓
Men/women on parental leave, Germany	Number	370	375	367	-1.3%	
Management positions (Top-Management) <sup>3) 4)</sup>	Number	698	–	–	–%	✓
Proportion of women in Top-Management <sup>3) 4)</sup>	%	15.0	–	–	–%	✓
Of which in Europe <sup>3) 4)</sup>	%	13.2	–	–	–%	✓
Of which in Americas <sup>3) 4)</sup>	%	15.4	–	–	–%	✓
Of which in Greater China <sup>3) 4)</sup>	%	31.0	–	–	–%	✓
Of which in Asia/Pacific <sup>3) 4)</sup>	%	11.6	–	–	–%	✓
Proportion of female employees, total	%	22.6	22.3	22.0	0.3%-pts.	✓
Of which in Europe <sup>1)</sup>	%	21.9	21.5	21.0	0.4%-pts.	✓
Of which in Americas <sup>1)</sup>	%	26.2	25.9	26.2	0.3%-pts.	✓
Of which in Greater China <sup>1)</sup>	%	27.4	28.0	28.6	-0.6%-pts.	✓
Of which in Asia/Pacific <sup>1)</sup>	%	11.2	10.2	9.8	1.0%-pts.	✓
Proportion of severely disabled employees, Germany	%	5.5	5.5	5.6	0.0%-pts.	
Nationalities, total	Number	132	126	129	4.8%	✓
Apprentices, total <sup>1) 5)</sup>	Number	2,469	2,643	2,724	-6.6%	✓
Of which students, total <sup>1) 6)</sup>	Number	382	394	491	-3.0%	✓
Trainees, total <sup>1) 7)</sup>	Number	60	52	50	15.4%	✓
Web-based training courses, total <sup>8)</sup>	Number	360	250	193	44.0%	✓
Participants in e-learning courses, Germany <sup>9)</sup>	Number	93,724	169,795	136,307	-44.8%	✓
Participants in classroom training sessions, Germany <sup>10)</sup>	Number	7,291	4,553	7,351	60.1%	✓
Average number of hours of training and education per employee <sup>1) 9)</sup>	Number	7.4	8.2	–	-10.0%	✓
Of which male <sup>9)</sup>	Number	7.3	8.2	–	-11.0%	
Of which female <sup>9)</sup>	Number	7.6	8.0	–	-4.5%	
Coverage rate for Learning Management System <sup>11)</sup>	%	99.9	99.8	99.8	0.1%-pts.	✓
<b>Occupational health and safety</b>						
Coverage rate for ISO 45001 <sup>12)</sup>	%	100	100	99.7	0.0%-pts.	✓
Employee safety (LTIR) <sup>13)</sup>	LTIR	2.9	3.9	4.6	-25.6%	✓
<b>Responsibility in society and the supply chain</b>						
Donations	€ millions	2.2	2.1	3.4	4.8%	
Confirmed cases of human rights violations <sup>14)</sup>	Number	3	4	6	-25.0%	✓

## Social continued

		2022	2021	2020	Change to prior year	Assessment
Percentage of the purchasing volume from production material suppliers with SAQs	%	90.7	68.6	30.9	22.1 %-pts.	✓
Response rate of surveyed suppliers on the use of conflict minerals <sup>15)</sup>	%	84.5	87.5	87.5	-3.0 %-pts.	✓
Coverage rate of certified smelters in the supply chain <sup>16)</sup>	%	96.3	99.7	100	-3.4 %-pts.	✓
Suppliers reviewed in initial assessments <sup>17)</sup>	Number	158	133	64	18.8 %	✓
<b>Product safety and integrity</b>						
Awards for customer satisfaction/product quality <sup>18)</sup>	Number	67	75	72	-10.7 %	✓
Coverage rate of quality management systems <sup>19)</sup>	%	100	100	100	0,0 %-pts.	✓

1) Key indicator for the reporting year in assessment scope for the first time.

2) Initiated by employees; related to the average number of employees from 1/1/2022 to 31/12/2022.

3) Figure first reported in 2022.

4) Unlike in Sustainability Report 2021, the value refers to the first two levels below the Executive Board and not all management positions, which is why the prior year value is not provided in this context.

5) People with academic or nonacademic qualifications.

6) Dual students, master's degree students, and "Two in One" students. The "Two in One" study program combines a bachelor's degree with vocational training.

7) Increase in the total number due to a rise in the number of participants in training programs in China after special items in 2021.

8) Increase due to an expanded range of globally accessible web-based courses.

9) Drop due to a decrease in new required web-based courses compared to the previous year.

10) Increase due to a loosening of coronavirus protection measures in the reporting year.

11) Relating to employees, total.

12) Relating to plant employees.

13) Measurement of Lost Time Injury Rate, LTIR = occupational accidents from one lost day per 1 million hours worked. Employees, including temporary staff, trainees in apprenticeship, and interns.

14) Violations of the prohibition on forced labor, child labor, and cases of discrimination by origin, color, or gender. The cases confirmed in the reporting period were all related to discrimination or harassment.

15) Response rate of suppliers surveyed on the use of conflict minerals as defined under the Responsible Minerals Initiative. 2022 value checked in interim status in December 2022. 2021 figure adjusted compared to Sustainability Report 2021 in accordance with the regular survey period. Regular survey period from March to February of the following year.

16) Smelters certified by the Responsible Minerals Initiative or not located in risk areas as defined in the RCOL. 2022 value checked in interim status in December 2022. Regular survey period from March to February of the following year.

17) Completed in 2022.

18) Drop due to stricter award criteria among customers.

19) According to the scope of the Schaeffler Group's management manual and valid certification rules.

## Governance

		2022	2021	2020	Change to prior year	Assessment
<b>Corporate governance</b>						
Proportion of women in Supervisory Board <sup>1) 2)</sup>	%	35	–	–	– %-pts.	✓
Of which female employee representatives <sup>1) 2)</sup>	%	40	–	–	– %-pts.	✓
Of which female shareholder representatives <sup>1) 2)</sup>	%	30	–	–	– %-pts.	✓
Proportion of independent shareholder representatives on the Supervisory Board <sup>1) 2)</sup>	%	80	–	–	– %-pts.	✓
<b>Business integrity</b>						
Employees trained in face-to-face training and workshops on the topic of compliance <sup>3)</sup>	Number	4,476	3,033	3,233	47.6 %	✓
Employees trained online on the topic of compliance <sup>4) 5)</sup>	Number	9,926	19,980	34,879	-50.3 %	✓
Completion rate of compulsory online compliance training courses <sup>4) 6)</sup>	%	95.6	95.1	94.6	0.5 %-pts.	✓

1) Figure first reported in 2022.

2) Schaeffler AG Supervisory Board consists of ten employee representatives and ten shareholder representatives.

3) Increase due to a loosening of coronavirus protection measures in the reporting year.

4) Employees, including temporary office staff, trainees in apprenticeship, interns, and people working on a thesis.

5) Drop, as only new employees are required to participate in the training course.

6) Does not include those employees who were absent over a longer period of time during the year or for whom the deadline to complete the compulsory training courses had not yet passed by the end of the year.