



Boarding for the future

SUSTAINABILITY REPORT
MTU AERO ENGINES AG
FISCAL YEAR 2023

2023

GRI Index

The MTU Aero Engines 2023 Sustainability Report was drawn up in compliance with the Global Reporting Initiative (GRI) and meets the GRI standards. The GRI Index contains cross-references of the GRI disclosures to the individual chapters in the report. The Sustainability Report also documents our commitment to and progress on the ten principles of the UN Global Compact.

General disclosures

Organizational profile (2-1 – 2-5)

GRI standard		Reference/Comment
2-1	Organizational profile	MTU Aero Engines AG
2-2	Consolidation scope	About this report
2-3	Reporting period, frequency and contact point	About this report
2-4	Restatements of information	About this report
2-5	External assurance	About this report

Activities and workers (2-6 - 2-8)

GRI standard		Reference/Comment
2-6	Activities, value chain and other business relationships	<p data-bbox="1023 533 1241 562">MTU Aero Engines AG</p> <hr/> <p data-bbox="1023 611 1241 640">Supplier management</p> <hr/> <p data-bbox="1023 768 1437 824">Markets served are presented in the 2023 Annual Report: T67, P. 167</p>
2-7	Employees	<p data-bbox="1023 875 1458 1368"> Collaboration and leadership <i>Total workforce at fully consolidated sites including apprentices, interns, thesis students and doctoral candidates, students and holiday staff, temporary part-time employees on parental leave, and marginal workers, but excluding temporary workers and inactive employment contracts; as at December 31 each year. Active workforce: employees with permanent or fixed-term contracts, temporary part-time employees on parental leave, excluding students, interns, trainees/apprentices, short-term holiday workers, temporary workers and employees from external companies. Figures on part-time employees are only available for Germany due to available data.</i> </p> <hr/> <p data-bbox="1023 1417 1458 1496"> KPIs according to GRI <i>For employees with permanent/fixed contracts broken down by gender and region</i> </p>
2-8	Workers who are not employees	<p data-bbox="1023 1547 1458 1637"> KPIs according to GRI <i>MTU employs a small number of temporary workers.</i> </p>

Governance (2-9 - 2-21)

GRI standard		Reference/Comment
2-9	Governance structure and composition	2023 Annual Report: The Executive Board, p. 7ff.
2-10	Nomination and selection of the highest governance body	2023 Annual Report: The Executive Board, p. 7ff.
2-11	Chair of the highest governance body	2023 Annual Report: The Executive Board, p. 7ff.
2-13	Delegation of responsibility for managing impacts	Sustainability strategy and organisation
2-14	Role of the highest governance body in sustainability reporting	Sustainability strategy and organisation
2-15	Conflicts of interest	2023 Annual Report: Report of the Supervisory Board, p. 11, Corporate governance statement, p. 128
2-16	Communication of critical concerns	Sustainability strategy and organisation
2-17	Collective knowledge of the highest governance body	2023 Annual Report: Corporate governance statement, p. 128-129
2-18	Evaluation of the performance of the highest governance body	2023 Annual Report: Corporate governance statement, p. 128-129
2-19	Remuneration policies	2023 Annual Report: Management Compensation Report, p. 19ff.
2-20	Process to determine remuneration	2023 Annual Report: Management Compensation Report, p. 19ff.
2-21	Annual total compensation ratio	2023 Annual Report: Management Compensation Report, p. 19ff.

 Strategy, policies, and practices (2-22 - 2-28)

GRI standard		Reference/Comment
2-22	Statement on sustainable development strategy	Foreword by the CEO
2-23, 2-24	Policy commitments and their embedding	Compliance Supply chain management Human rights Human rights in the supply chain
2-25	Processes to remediate negative impacts	Sustainability strategy and organisation Stakeholder dialogue Compliance Human rights Human rights in the supply chain
2-26	Mechanism for seeking advice and raising concerns	Compliance Stakeholder dialogue
2-27	Compliance with laws and regulations	Compliance
2-28	Memberships	Selection: <ul style="list-style-type: none"> • Aviation Initiative for Renewable Energy in Germany e.V. (aireg) • Bauhaus Luftfahrt e.V. • Bavarian Employers' Associations for the Metalworking and Electrical Industries (bayme) • bavAIRia e.V. • Bund der Freunde TU München • German Aerospace Industries Association (BDLI) • Federation of German Security and Defence Industries (BDSV) • Deutsche Gesellschaft für Luft- und Raumfahrt – Lilienthal-Oberth e.V. (DGLR) • Friends and Sponsors of the Deutsches Museum • Deutsches Verkehrsforum e.V.

- German Aerospace Center (DLR)
 - Enterprise for Health
 - European Aerospace Quality Group
 - Forum Luft- und Raumfahrt e.V.
 - Gesellschaft für Datenschutz und Datensicherheit e.V.
 - Hydrogen Europe
 - IATA Strategic Partnerships
 - Chamber of Commerce and Industry for Munich and Upper Bavaria (IHK)
 - MINT-Campus Dachau
 - Münchener Bildungsforum gem. n.e.V. (Munich-based network for employee training and HR development)
 - Stifterverband für die Deutsche Wissenschaft (sponsors' association for German science)
 - Trace International, Inc.
 - Bavarian Industry Association
 - Bavarian Employers' Associations for the Metalworking and Electrical Industries (vbm)
 - UN Global Compact (signatory)
 - Unternehmer TUM Solutions GmbH
 - Association of German Engineers (VDI)
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Stakeholder engagement (2-29 – 2-30)

GRI standard		Reference/Comment
2-29	Approach to stakeholder engagement	Stakeholder dialogue
2-30	Collective bargaining agreements	Collaboration and leadership

Material topics

Data on material topics (3-1 – 3-3)

GRI standard		Reference/Comment
3-1	Process to determine material topics	Sustainability strategy and organization
3-2	List of material topics	Sustainability strategy and organization
3-3	Management of material topics	Sustainability strategy and organization <i>The management of the material topics, their impact, measures and effectiveness are presented on the respective topic page.</i>

Topic-specific standards

Economic standards (201-1 – 207-2)

GRI standard		Reference/Comment
	Economic performance	
3-3	Management approach	Sustainability strategy and organization Corporate social responsibility Climate impact of aircraft engines
201-1	Value generated and distributed	MTU Aero Engines <i>Key figures are not broken down by market or region</i> Corporate social responsibility

201-2	Financial implications and risks due to climate change	Climate impact of aircraft engines
		2023 Annual Report: Risk and opportunity report, p. 76ff.
201-3	Defined benefit plan and retirement plans	2023 Annual Report: Pension provisions, p. 194ff. (Consolidated financial statements)
	Procurement practices	
3-3	Management approach	Supplier management
204-1	Proportion of spending on local suppliers	Supplier management
	Anti-corruption	
3-3	Management approach	Compliance
205-1	Operations assessed for risks related to corruption	Compliance
205-2	Information and training about anti-corruption	Compliance
205-3	Confirmed incidents of corruption and actions taken	Compliance
	Anti-competitive behavior	
3-3	Management approach	Compliance
206-1	Legal actions for anti-competitive behavior, anti-trust and monopoly practices	Compliance
	Taxes (2019)	
13-3	Management approach	MTU Aero Engines
207-1	Approach to tax	MTU Aero Engines
207-2	Tax governance, control and risk management	MTU Aero Engines

Environmental standards (301-1 –308-2)

GRI standard		Reference/Comment
Materials		
3-3	Management approach	Environmental management
		Conservation of resources
301-1	Materials used by weight or volume	Conservation of resources
301-2	Recycled input materials used	Conservation of resources
301-3	Recycled products and their packaging materials	Conservation of resources
Energy		
3-3	Management approach	Climate action at our sites
302-1	Energy consumption within the organization	Climate action at our sites
302-4	Reduction of energy consumption	Climate action at our sites
302-5	Reductions in energy requirements of products and services	Climate impact of aircraft engines
Water and effluents (GRI 2018)		
3-3	Management approach	Environmental management
		Conservation of resources
303-1	Interactions with water as a shared resource	Conservation of resources
303-3	Water withdrawal	Conservation of resources
303-4	Water discharge	Conservation of resources
303-5	Water consumption	Conservation of resources

Emissions		
3-3	Management approach	Environmental management Climate action at our sites
305-1	Direct (Scope 1) greenhouse gas emissions	Climate action at our sites
305-2	Energy indirect (Scope 2) greenhouse gas emissions	Climate action at our sites
305-3	Other indirect (Scope 3) greenhouse gas emissions	<p>Nonfinancial KPIs</p> <p><i>CO2 emissions that do not result from the use of energy by MTU in its on-site operations fall under Scope 3. These include upstream value creation at suppliers, downstream product use, and employee travel to and from MTU. We are not yet able to present Scope 3 in full. We have included a Scope 3 accounting project in our sustainability strategy. The aim is to record and evaluate significant upstream and downstream activities and to establish a corresponding management system at the fully consolidated locations.</i></p> <p>Climate impact of aircraft engines</p>
305-4	Intensity of greenhouse gas emissions	Climate action at our sites
305-5	Reduction of greenhouse gas emissions	Climate action at our sites
305-7	Significant airborne emissions	<p>Nonfinancial KPIs</p> <p><i>To evaluate emissions, we use the emission factors from the German Environment Agency's ProBas database. Where we deviate from this: for sulfur dioxide we use emission factors from our own measurements for kerosene; for nitrogen oxide and carbon monoxide from the operation of engines we use MTU-specific factors (average values from NOx and CO emissions according to the ICAO database for all engines tested by us for the climb out operating point). For indirect emissions we use specific, locally adjusted emission factors based on ProBas.</i></p>
Waste (GRI 2020)		
3-3, 306-2	Management approach	Environmental management

		Conservation of resources
306-1, 306-3	Waste generated	Conservation of resources
306-4	Waste for recycling	
306-5	Waste for disposal	Conservation of resources
Supplier environmental assessment		
3-3	Management approach	Supplier management
308-1	New suppliers that were screened using environmental criteria	Supplier management
308-2	Negative environmental impacts in the supply chain	Supplier management

GRI Standards 2016, unless otherwise stated

Social standards (401-1 – 419-1)

GRI standard		Reference/Comment
	Employment	
3-3	Management approach	Collaboration and leadership
401-1	Employee turnover	Collaboration and leadership
		Nonfinancial KPIs
		Diversity, equity and inclusion
401-2	Benefits provided to full-time employees	Collaboration and leadership
401-3	Parental leave	Collaboration and leadership
		Nonfinancial KPIs

Labor/management relations

3-3	Management approach	Collaboration and leadership
402-1	Minimum notice periods regarding operational changes	<p><i>Germany: Agreements between the employer and the works council that are governed by collective agreements can be terminated with three months' notice under Section 77 of the German Works Council Constitution Act (Betriebsverfassungsgesetz). As a rule, this is also laid down in the collective agreements. In cases in which the arbitration body's decision can overrule an agreement between the works council and employer, the regulations governing the notice period remain valid until replaced. Also laid down in the collective agreements are the notice periods for the assertion of claims for employers as well as employees. Poland: In accordance with Polish law Indefinite and fix-term employment contract – 2 weeks up to 6 months; 1 month up to 3 years of employment; 3 months after 3 years of employment. Serbia: 4 weeks. Netherlands: 1 month. Canada: The standard notice period is two weeks. If the numbers of employees is greater than 10, consideration must be given and determination if 60 days notice to be given. USA: 60 days for reduction of 50% or more of the workforce under federal WARN Act.</i></p>

Occupational health and safety (GRI 2018)

3-3	Management approach	Occupational health and safety
403-1	Occupational health and safety management system	Occupational health and safety
403-2	Hazard identification, risk assessment and investigation of incidents	Occupational health and safety
403-3	Occupational health services	Occupational health and safety
403-4	Worker participation, consultation, and communication	<p>Occupational health and safety <i>The entire workforce of all our production sites is fully represented in the locally organized occupational safety committees, the composition of which reflects the legal requirements for employer and employee representation in the respective countries .</i></p>
403-5	Worker training	Occupational health and safety

403-6	Promotion of worker health	Occupational health and safety
403-8	Workers covered by occupational health and safety management system	Occupational health and safety
403-9	Work-related ill health	Occupational health and safety
Training and education		
3-3	Management approach	Employee development
404-1	Average hours of training per year per employee	Employee development
404-2	Lifelong learning	Employee development
404-3	Percentage of employees receiving regular performance reviews	Collaboration and leadership
Diversity and equality of opportunity		
3-3	Management approach	Diversity, equity and inclusion
405-1	Diversity of governance bodies and employees	Diversity, equity and inclusion <i>Active workforce: employees with permanent or fixed-term contracts, temporary part-time employees on parental leave, excluding students, interns, trainees/apprentices, short-term holiday workers, temporary workers and employees from external companies. Nationalities: We don't track Nationalities on the US, but rather state-mandated diversity metrics based on ethnicity. Number of nationalities for the MTU Group therefore excludes MTU Aero Engines North America.</i>
405-2	Ratio of basic salary and remuneration of women to men	Collaboration and leadership
Non-discrimination		
3-3	Management approach	Human rights
406-1	Cases of discrimination and corrective actions taken	Human rights
Freedom of association and collective bargaining		

3-3	Management approach	Human rights
407-1	Operations and suppliers for which the right to freedom of association and collective bargaining may be at risk	Human rights Human rights in the supply chain
Child labor		
3-3	Management approach	Human rights
408-1	Operations and suppliers at significant risk for incidents of child labor	Human rights Human rights in the supply chain
Forced or compulsory labor		
3-3	Management approach	Human rights Human rights in the supply chain
409-1	Operations and suppliers with significant risk for incidents of forced and compulsory labor	Human rights Human rights in the supply chain
Supplier social assessment		
3-3	Management approach	Supplier management
414-1	New suppliers that were screened using social criteria	Human rights in the supply chain Supplier management
414-2	Negative social impacts in the supply chain and actions taken	Human rights in the supply chain Supplier management
Public policy		
3-3	Management approach	Stakeholder dialogue
415-1	Political contributions	Stakeholder dialogue
Customer health and safety		

3-3	Management approach	Product quality and flight safety
416-1	Products and services for which health and safety impacts were assessed	Product quality and flight safety
416-2	Incidents of non-compliance concerning the health and safety impacts of products and services	Product quality and flight safety
Marketing and labeling		
3-3	Management approach	Product quality and flight safety
417-1	Requirements for product labelling and information	Product quality and flight safety
417-2	Incidents of non-compliance concerning product labeling and information	Product quality and flight safety
417-3	Incidents of non-compliance concerning marketing communications	In the reporting period, there were no incidents of non-compliance with the regulations.
Customer privacy		
3-3	Management approach	Compliance
418-1	Substantiated complaints concerning breaches of data protection	Compliance

GRI Standards 2016, unless otherwise stated

More information about:

[The GRI standards for sustainability reporting](#)

[The ten principles of the UN Global Compact](#)

About this report

Each year, MTU Aero Engines AG compiles a sustainability report to comprehensively inform its stakeholders about corporate sustainability (CS) of an economic, environmental, or social nature within the company. The report provides information about our strategy, objectives, and performance in the area of sustainability and also describes the priorities and progress made in 2023, building on the previous report as well as the non-financial statement in the Annual Report.

Reporting period and cycle

The reporting period covers financial year 2023 (January 1 to December 31). To better organize how information is presented and provide explanatory context for readers, activities from outside the reporting period are also cited in some cases. The report is published annually in German and English and will be available as an online report at → sustainability.mtu.de in May 2024. It is possible to obtain a → [PDF download](#) of the report. The non-financial statement is included in the Group management report of the [Annual Report](#).

Scope of validity

The report covers all of the MTU Group sites that are treated as fully consolidated in the company's financial reporting. This includes the following:

- MTU Aero Engines, Munich, Germany (headquarters)
- MTU Maintenance Hannover, Hannover, Germany
- MTU Maintenance Berlin-Brandenburg, Ludwigsfelde, Germany
- MTU Aero Engines Polska, Rzeszów, Poland
- MTU Maintenance Serbia, Nova Pazova, Serbia
- MTU Maintenance Lease Services B.V., Amsterdam, Netherlands
- MTU Maintenance Canada, Vancouver, Canada
- MTU Aero Engines North America, Rocky Hill, United States

All fully consolidated production and maintenance sites of the MTU Group worldwide (Munich, Hannover, Ludwigsfelde, Rzeszów, Nova Pazova, and Vancouver) are included in our environmental reporting for this Sustainability Report under "Production & maintenance." Smaller sites are not relevant for our environmental impact and are therefore not included. The information and key performance indicators refer to the specified Group reporting entity for each field of action, unless otherwise indicated.

Reporting structure and topics

The topics we have identified as relevant to our sustainability strategy are covered in this report. They are cross-referenced to the six sustainability fields of action at MTU into which this report is structured: Corporate governance – Products – Production & maintenance – Employees – Procurement – Society.

Reporting standards

Global Reporting Initiative (GRI)

This report was drawn up in compliance with the [standards](#) of the Global Reporting Initiative (2021). We provide a [GRI index](#) for cross-referencing the report's contents with the GRI standards. Tables and graphics with statements relevant to GRI have been appropriately marked. The relevant GRI standards are listed at the end of each page.

A materiality matrix presents the sustainability topics that are significant for the MTU Group and shows how they are weighted from an internal (X-axis) and external (Y-axis) perspective. It is checked and updated every year as part of a materiality analysis, and serves as the basis for selecting the key topics and performance indicators for this report.

→ [Sustainability strategy and organization](#)

UN Global Compact and Sustainable Development Goals

MTU is a member of the [UN Global Compact](#). The 2023 Sustainability Report documents our commitment to its ten principles and our annual progress. As a member of the UN Global Compact, we support the [Sustainable Development Goals](#) for 2030 and do what we can to help achieve them. The SDGs to which we can contribute on a certain subject are shown at the bottom of each page. The SDGs we can support overall are found at → [Sustainability strategy and organization](#).

Key figures and collection methods

All data and information for the reporting period was collected by the relevant departments using representative methods. Environmental KPIs are collected via the environmental management systems at the individual sites and then consolidated centrally in the CS database according to agreed criteria. The HR KPIs are collected and evaluated centrally at the headquarters in Munich for Germany, and locally for all non-German sites. Once the data is evaluated, it is sent to the CS database. All other data is requested from the CS coordinators in the relevant departments and compiled centrally in the CS database. Financial KPIs are collected and published in accordance with the International Financial Reporting Standards (IFRS).

Supplementary information and previous reports

MTU regularly informs its stakeholders about sustainability issues. You can find supplementary information, more detailed analyses, and older publications online:

→ [Corporate responsibility at MTU](#)

→ [Compliance at MTU](#)

→ [MTU Annual Reports](#)

In addition, we regularly report on important and/or current sustainability topics in central MTU publications and through various communication channels, including our social media platforms.

→ [News and media](#)

External validation of the report

The CS reporting for this sustainability report was not subject to external auditing or validation. The majority of corporate processes that underlie data collection for CS reporting are certified. We have already reported selected key figures for topics of very high importance in our non-financial statement. These have been verified by auditors as part of a limited or, in some cases, a reasonable assurance engagement.

Contact

Please address questions about the report to corporateresponsibility@mtu.de

Forward-looking statements

This report contains forward-looking statements. These statements reflect the current understanding, expectations, and assumptions of MTU Aero Engines and are based on the information available to management at the present time. Forward-looking statements provide no guarantee that certain results and developments will actually occur in the future, and they entail risk and uncertainty. Consequently, for a variety of reasons, the actual future results of MTU Aero Engines may deviate substantially from the expectations and assumptions expressed here. MTU Aero Engines assumes no obligation to update the statements contained in this communication.

Wording

We have opted for gender-neutral language in MTU's communications, so this Sustainability Report is written in an inclusive way. To ensure readability and consistency, we follow rules that we have established for inclusive language@MTU.

GRI: 2-2 - 2-5

MTU's nonfinancial KPIs

Field of action: Production & maintenance

Energy consumption Scope 1 and 2 (in GWh) GRI 302-1

	2023	2022	2021
Total	326.3	306.7	331.3
Direct energy consumption, natural gas, kerosene, mobility = Scope 1	178.7	170.7	201.2
Indirect energy consumption, electricity, district heating = Scope 2	147.6	136.0	130.1

MTU's Scope 1 energy demand results from consumption of the direct energy sources kerosene, natural gas, and fuels for mobility. MTU's Scope 2 energy demand results from the consumption of bought-in energy (electricity and district heating). Other energy consumption (e.g. other fuels) is not reported, as its contribution to total Group consumption is immaterial. The Nova Pazova production site in Serbia reported for the first time in 2023.

CO₂ emissions (in t CO₂e equivalents) Scope 1 and 2 GRI 305-1, 305-2

	2023	2022	2021
Total	49,300	47,600	54,800
Scope 1	39,600	38,000	44,400
Scope 2	9,700	9,600	10,400

MTU's Scope 1 CO₂e emissions result from consumption of the direct energy sources kerosene, natural gas, and fuels for mobility. MTU's Scope 2 CO₂e emissions result from the consumption of bought-in energy (electricity and district heating). The calculation of Scope 2 emissions uses emission factors from energy suppliers (market-based method). Other sources of CO₂e such as refrigerants or other fuels are not reported as their contribution to Group emissions is immaterial. The Nova Pazova production site in Serbia reported for the first time in 2023.

CO₂ emissions (in t CO₂ equivalents)**Scope 3**

GRI 305-3

	2023	2022	2021
Business Travel	6,300	4,300	1,130

For Scope 3 we have so far compiled only CO₂ emissions from business travel (air and rail travel and hire cars), data collected for the MTU sites in Germany and Canada (2023 and 2022), Germany and Serbia (2021), emission factors according to GHG Protocol

Airborne emissions (in metric tons)**Scope 1 and 2**

GRI 305-7

	2023	2022	2021
Carbon monoxide (CO)	13	18	20
Nitrogen oxide (NO _x listed as NO ₂)	131	139	148
Sulfur dioxide (SO _x listed as SO ₂)	11	16	17
Particulates (dust)	1	2	2

Improvements in the footprint due to the use of sustainable aviation fuels are not taken into account analogous to CO₂ accounting.

Water balance (in 1.000 m³)

GRI 303-3, 303-4, 303-5

		2023	2022	2021
	Total	9,095.4	8,538.5	8,079.6
Withdrawal	Municipal water	184.6	183.4	159.9
	Groundwater	8,910.8	8,355.1	7,919.7
	Total	9,217.8	8,795.1	8,592.2
Discharge	Sewer system	154.5	141.3	121.1
	Surface water	1,522.5	386.1	719.8
	Groundwater	7,540.8	8,267.7	7,751.3
Consumption	Municipal water	30.1	42.1	38.8
	Groundwater	-152,5	- 298.8	- 551.4

Water footprint for production and maintenance sites (excluding site in Serbia); no water withdrawal or discharge in water-stressed regions; data presented in line with official wastewater and well reports and may deviate from previous publications. At the Munich site, a proportion of the well water and some of the rainwater collected from the roofs is discharged as surface water via the Schwabenbächl stream. Rainwater is discharged into the municipal sewer system only in the event of heavy rainfall. As a result, the sum of the volume discharged into groundwater and surface water may not correspond to the volume withdrawn. Consumption is the difference between water withdrawal and return. For the reasons mentioned above, the return rate for groundwater is higher and is therefore shown as negative.

Material consumption (in metric tons)

GRI 301-1

	2023	2022	2021
Total	9,600	8,740	8,230
Production material	4,440	3,690	2,840
Consumables and supplies	4,090	4,200	3,770
Other materials (renewable)	1,070	850	1,620

Externally sourced material for production and maintenance sites (excluding site in Serbia); production material comprises titanium and nickel alloys and spray powder; consumables and supplies include oils, cooling lubricants, chemicals, lubricants, gases and kerosene and diesel used as fuel; the other material comprises paper, cardboard packaging and wooden pallets and boxes. For engine parts, MTU uses returnable packaging that can be reused several times.

Waste footprint (in metric tons)

GRI 306-3, 306-4, 306-5

	2023	2022	2021
Total waste	8,320	7,950	6,800
Recycled	6,050	5,680	5,310
Disposed of	2,270	2,270	1,490
Share of hazardous waste	3,590	3,420	2,760
Recycled	1,490	1,300	1,380
Disposed of	2,100	2,120	1,380

Waste balance excluding construction waste, for production and maintenance sites (excluding site in Serbia)

Field of action: Employees

Workforce figures

GRI 2-7

	2023	2022	2021
Total workforce	12,170	11,273	10,508
Active workforce	11,272	10,434	9,761
White collar workers	52.7%	53.2%	52.7%
Blue collar workers	47.3%	46.8%	47.3%
Temporary agency staff	231	310	287

Total workforce at fully consolidated sites including apprentices, interns, thesis students and doctoral candidates, students and vacation staff, temporary part-time employees on parental leave, and marginal workers, but excluding temporary workers and inactive employment contracts; as at December 31 each year. Active workforce: employees with permanent or fixed-term contracts, temporary part-time employees on parental leave, excluding apprentices, students, interns, vacation staff, temporary workers, and contractors.

Staff turnover by region

GRI 401-1

	2023	2022	2021
No. of employees that left the company	451	540	609
Germany	305	370	460
Rest of Europe	81	102	77
North America	65	68	72
Turnover rate (%)	4.4	5.8	6.8
Germany	3.7	4.9	6.2
Rest of Europe	6.6	9.9	8.6
North America	8.4	9.7	11.3

Turnover rate measured as a proportion of core workforce, annual average, figures include retirements

Proportion of women

GRI 2-7, 405-1

	2023	2022	2021
Workforce	16.7%	16.4%	15.6%
Managers	15.5%	12.9%	11.8%
Apprentices	16.0%	15.8%	14.9%
New hires	20.1%	21.7%	20.5%

Share of women in the workforce and in management positions as a proportion of the active workforce for trainees/apprentices, relating to total workforce; recorded at the end of each year; we do not have figures on the proportion of women by employee group.

New hires

GRI 401-1

	2023	2022	2021
New hires, total	1,255	1,191	752
New hires, Germany	848	675	380
New hires, Rest of Europe	313	368	239
New hires, North America	94	148	133
Share of women in new hires, total	20.1%	21.7%	20.5%
Share of women in new hires, Germany	17.2%	21.0%	22.9%
Share of women in new hires, Rest of Europe	27.2%	23.4%	22.2%
Share of women in new hires, North America	22.3%	20.3%	10.5%

New hires measured in terms of active workforce

Age groups

GRI 405-1

	2023	2022	2021
< 30 years	17.5%	17.3%	16.2%
30 - 50 years	57.1%	55.8%	55.1%
> 50 years	25.4%	26.9%	28.6%

Measured in terms of active workforce, at year-end in each case; for composition of workforce sizes, see the [GRI Index](#)

Employees on temporary contracts

GRI 2-7

	2023	2022	2021
Employees on temporary contracts	706	734	664
Germany	477	505	518
Rest of Europe	218	222	140
North America	11	7	6
Female employees on temporary contracts	149	143	112

Alternative working arrangements (Germany)

GRI 102-8, 401-3

	2023	2022	2021
Part-time employees total	759	680	596
Part-time employees, female	371	357	322
Part-time employees, male	388	323	274
Employees on parental leave, female	204	188	190
Employees on parental leave, male	366	349	288

Workplace accidents and days lost

GRI 403-9

	2023	2022	2021
Workplace accidents with absence (categories 3 and 4)	50	63	67
Fatal workplace accidents (category 5)	0	0	0
Accident rate per 1,000 employees (categories 3 and 4)	4.0	5.4	6.2
Days lost (after accidents categories 3 and 4)	676	470	820

The accident statistics (excluding commuting accidents) relate to the total workforce, including trainees/apprentices, interns, school and university students, and employees on fixed-term contracts, as well as temporary workers. Contractor accidents are excluded. Workplace accidents during mobile working are recorded as soon as a work-related connection is made. For composition of workforce sizes, see the [GRI Index](#)

Health rate

	2023	2022	2021
Germany	94.2%	93.5%	94.9%

Employee training

GRI 404-1

	2023	2022	2021
Training days (total)	40,920	29,613	21,141
Training days per employee (Group-wide)	3.3	2.6	2.0
Training days according to employee category per manager	5.1	2.9	2.4
Training days per employee category per employee	3.1	2.6	2.0
Proportion of women in training courses	19.2%	18.2%	16.0%

Data on training days for 2022 exclude the Rzeszów site in Poland due to a lack of data availability in the IT system; the site is included again starting in 2023.

GRI: 2-7, 2-8, 301-1, 302-1, 303-3, 303-4, 303-5, 305-1, 305-2, 305-3, 305-7, 306-3, 306-4, 306-5, 401-1, 401-3, 403-9, 405-1