

DEUTZ Sustainability Vision 2023 at a glance

Key topics	Corresponding KPIs	Targets for 2023	Status in 2021
Corporate governance and compliance	<ul style="list-style-type: none"> Proportion of workforce to have completed compliance training¹ 	> 95 %	99.1 %
HR management	<ul style="list-style-type: none"> Proportion of women in the workforce² Proportion of women in management positions³ Ratio of trainees to total employees⁴ Engagement⁵ Enablement⁵ Rate of staff turnover⁵ 	> 10 % > 20 % 2.5–3.0 % 78 % 69 % 5–10 %	13.0 % 11.4 % 2.7 % – – 10.5 %
Occupational health and safety	<ul style="list-style-type: none"> Recordable incident rate⁷ 	7	9.4
Supplier management	<ul style="list-style-type: none"> Proportion of new suppliers to have had their compliance with the supplier code of conduct verified Number of existing suppliers to have had their compliance with the supplier code of conduct verified⁸ Proportion of suppliers assessed against sustainability criteria Suppliers that have passed business partner compliance checks 	90 % ⁹ 55 50 % ¹⁰ 90 % ¹¹	83 % 16 55 % 11 %
Product stewardship	<ul style="list-style-type: none"> Share of consolidated revenue attributable to E-DEUTZ products 	5–10 % ¹²	3.3 %
Environmental and climate protection	<ul style="list-style-type: none"> CO₂ emissions from production sites (tonnes CO₂e)¹³ CO₂ emissions from production sites per manufactured engine (kg CO₂e)¹⁴ Nitrogen oxide emissions from production sites per manufactured engine (kg)¹⁵ Particulate emissions from production sites per manufactured engine (g)¹⁵ Waste for disposal 	–20 % ¹⁶ –20 % ¹⁶ –3 % ¹⁷ –3 % ¹⁷ –10 % ¹⁷	–61 % –65 % +103 % +21 % –20 %

¹ The term administrative employees includes all individuals who are employed by the DEUTZ Group, including its foreign affiliates, as at December 31 of any given year and who are integrated into the Group's IT infrastructure, have access to a PC, and speak either Chinese, English, French, German, Italian, Russian, or Spanish, as the e-learning modules are available only in these languages. It excludes employees who left the Company during the year, were on parental leave, or were absent for more than 50 percent of the year due to long-term sick leave.

² including staff on fixed-term contracts but excluding temporary workers.

³ including staff on fixed-term contracts but excluding temporary workers, second level below the Board of Management.

⁴ Number of trainees at the sites in Cologne, Ulm, and Herschbach (Germany) in relation to the number of employees in Germany, including staff on fixed-term contracts but excluding temporary workers, Torqeedo, and Futavis.

⁵ Measured using a groupwide employee survey (all employees within the Group including staff on fixed-term contracts but excluding temporary workers), which was first carried out in 2019 and will be repeated every three years going forward.

⁶ Relates to all employees within the DEUTZ Group, excluding staff on fixed-term contracts and temporary workers. The calculation includes both resignations and dismissals.

⁷ For the production sites in the DEUTZ Group, excluding joint ventures. The recordable incident rate (RIR) is the number of reportable accidents at work per year per one million hours worked. An accident is deemed reportable if it occurs during working hours on the Company's premises while an insured activity is taking place and results in an absence of more than three calendar days. The day of the accident itself is not counted, but weekends are included if a medical certificate has been issued by an occupational health practitioner. Working hours are defined as the recorded or calculated actual time spent working and/or traveling by the employees. The working hours of permanent employees are counted, as are those of temporary workers, employees with fixed-term contracts, part-time staff, interns, and student workers.

⁸ Existing suppliers as at the end of 2019. Verified by way of on-site audits.

⁹ 90 % of the suppliers brought on board between 2020 and 2023.

¹⁰ 50 percent of the top 150 suppliers as measured by DEUTZ's purchasing volume in the prior year.

¹¹ Existing suppliers with which DEUTZ's purchasing volume for the prior year exceeded €0.5 million.

¹² Target for 2023/2024.

¹³ CO₂e = carbon dioxide equivalents; CO₂ emissions from the production sites of the DEUTZ Group excluding joint ventures. CO₂ figures are reported in accordance with the Greenhouse Gas Protocol and are determined by multiplying the energy consumed by the relevant emissions factor.

¹⁴ Excluding joint ventures. CO₂e = carbon dioxide equivalents; CO₂ figures are reported in accordance with the Greenhouse Gas Protocol. The 'emissions per engine' figure is calculated by dividing total emissions by the number of engines made. CO₂ reporting covers Scope 1 (CO₂ emissions from diesel, natural gas, LPG, heating oil, and CNG caused by combustion in our own facilities) and Scope 2 (CO₂ emissions relating to purchased energy (e.g. electricity, district heating)). Only internal combustion engines and electric motors are counted, i.e. no other components such as batteries, gearwheels, or conrods for non-DEUTZ engines.

¹⁵ Excluding joint ventures; the figures 'nitrogen oxide per manufactured engine' and 'particulate emissions per manufactured engine' are calculated by dividing the total emissions of each from test bays by the number of engines made. Only internal combustion engines are counted, i.e. no electric motors and no other components such as batteries, gearwheels, or conrods for non-DEUTZ engines. Electric motors do not produce nitrogen oxide emissions or particulate emissions.

¹⁶ Base year 2017.

¹⁷ Base year 2019.