



OUR GOALS

MTU AERO ENGINES AG

25+



MTU's sustainability program

CORPORATE GOVERNANCE

GOALS 2025

Comprehensive sustainability management

MTU's forward-looking corporate responsibility strategy is implemented in the MTU strategy, and the fields of action are synchronized across all departments, with the goals integrated into MTU's processes.

A Group-wide climate strategy has been adopted.

Change mindset sustainability in the Group is being strengthened.

MTU is perceived as a company that operates sustainably and carries out impressive sustainability activities.

Ensuring the security of information and systems

Consistent refinements to existing processes and regulations continue to ensure ongoing compliance with applicable legal requirements and the security of our data, information and systems in all areas of the company.

Protecting personal data in all areas of the company

These take into account regulatory changes as well as technical developments.

Compliance as part of the corporate culture

MTU's Code of Conduct, the rules and regulations derived from them, and the "Tone from the Top" continue to help anchor compliance as part of MTU's corporate culture.

Active commitment to combating corruption in all business areas

Raising employee awareness through MTU's training program, reviewing relevant business processes through regular audits, and a zero-tolerance policy will continue to complement this compliance approach at MTU in the future.

Ensuring adherence to embargo and export guidelines**Regular and open dialogue with all stakeholder groups**

More transparent reporting and improvement in ratings and stakeholder dialogue through a material increase in sustainability management.

MTU is taking up current formats for the sustainability dialogue with its employees and stakeholders.



PRODUCT

GOALS 2025

Highest priority for product quality and flight safety

Our vision is "Zero Defects." In this, we stand for future-oriented quality management:
Implementation of innovative and at the same time recognized standards
Commitment to refining state-of-the-art standards
High degree of employee training and support with current enablers such as digitalization
Recognized and standardized methods for systematic defect prevention, analysis and sustainable remediation

GOALS 2030

Compile the MTU Group's key Scope 3 activities

Compile, analyze and evaluate the MTU Group's key Scope 3 activities

GOALS 2025

GOALS 2035+

GOALS 2050

Reduce the climate impact of products

| Up to -60%* climate impact with the current generation of turbofans

| Up to -65%* climate impact with the next generation of turbofans
| Up to -95%* climate impact with the Flying Fuel Cell™

| Up to -70%* climate impact with the subsequent generation of turbofans
| Up to -80% climate impact with the Revolutionary Turbofan
| Up to -95%* climate impact with the Flying Fuel Cell™

Reduce the energy consumption of products during operation

| Up to -16%* energy consumption with current generation of turbofans

| Up to -30%* energy consumption with the next generation of turbofans
| Up to -5%* energy consumption with the Flying Fuel Cell™

| Up to -35%* energy consumption with the subsequent generation of turbofans
| Up to -40%* energy consumption with the Revolutionary Turbofan
| Up to -10%* energy consumption with the Flying Fuel Cell™

Minimize the health effects of product use (exhaust and noise emissions)

| Up to -10 EPNdB noise (cumulative) with the current generation of turbofans compared to predecessor products
| Reduction in particulate emissions

| Further reduction in noise through the next generation of turbofans and the Flying Fuel Cell™
| Up to -100% NO_x emissions through the concept of avoiding CO, UHC, and particulate emissions by using hydrogen in the Flying Fuel Cell
| Significantly reduce particulate emissions through combustor technologies and the use of sustainable aviation fuel

| Further reduction in noise through the subsequent generation of turbofans and the Flying Fuel Cell™
| Avoid CO, UHC and particulate emissions by using hydrogen in the Flying Fuel Cell™ and potentially in turbofans

*using 100% SAF compared to a kerosene-powered gas turbine from the year 2000, climate metric: GWP100



PROCUREMENT

GOALS 2025

Human and employee rights are central components of our business relationships. In our cooperation with suppliers, we pay attention to a resource- and environment-friendly value chain

The new sustainability requirements for the supply chain resulting from Germany's Due Diligence Act are consistently implemented.

The Code of Conduct reflects the contents of the Due Diligence Act, is a binding part of the contract, and compliance with it is regularly reviewed.

Risk management is implemented in our processes.

Supporting IT systems are implemented.

Sustainability is embedded in our contracts and sourcing decisions. In this way, we ensure social and ecological standards

Sustainability assessments of suppliers are incorporated into sourcing decisions.

Our employees have been trained in sustainability and suppliers' awareness has been raised.

Responsible handling of conflict minerals is ensured.

Automated queries ensure compliance with and verification of contractual requirements.

A balance sheet of CO₂ emissions scope 3 upstream is prepared

Recording, analysis and evaluation of the main Scope 3 activities.

PRODUCTION & MAINTENANCE

GOALS 2025

GOALS 2035

IN THE LONGTERM

Reduce CO₂ emissions at all production and maintenance sites (Scope 1-3)

| Compile, analyze, and evaluate MTU Group's main scope 3 activities

| Reduction of CO₂ emissions at all production sites (Scope 1 & 2) by 63% (vs. 2024)
| Evaluate and manage all Scope 3 activities at fully consolidated sites

| The long-term goal is to reduce emissions (Scope 1 & 2) in line with the Paris Agreement

Continuously improve resource efficiency

Continuous improvement of resource efficiency (e.g. energy, water, raw materials, and consumables and supplies), specifications by site managers

Efficient management processes have been established

Efficient management processes have been established at the sites to reduce adverse environmental impact

Advanced procedures in site and plant operations.

Improvements in climate protection achieved through advanced procedures in site and plant operations.

Raising employee awareness of climate protection in production

Regular external and internal communication as well as raising of employees' awareness



EMPLOYEES

GOALS 2025

Ensure compliance with human rights at our own sites	Human rights continue to be fully respected at all of our own sites.
Provide active and targeted employee development at all hierarchical levels	Employees find a framework in which they can develop and contribute in a meaningful way.
Promote ongoing equality of opportunity for the workforce	Equality of opportunity is perceived as added value and promoted.
Enable a work-life balance for all employees	It is possible for all employees to achieve a work-life balance.
Ensure a high level of health and safety in the workplace	Accident figures are well below the industry average, awareness-raising measures are in place, and the TOP principle is applied.
Promote mutual employer/employee dialogue	The dialogue between employees and employers is open and constructive.
Continuously increase internal and external employer attractiveness	The working environment (rooms, tools, job security, ergonomics) and conditions (remuneration, social benefits, working time flexibility, participation, personal responsibility) are oriented to the needs of the employees and are attractive.
Trust-based leadership	Leadership is valued for its confident handling of new and diverse forms of collaboration
Ensure a high level of employee satisfaction	Employees are highly committed due to their high level of satisfaction.

SOCIETY

GOALS 2025

Research collaborations for joint knowledge building	<p>Our research collaborations play a significant part in the further development of technology for aviation and beyond.</p> <p>MTU uses its collaborations to promote young scientists.</p> <p>Through research collaborations and participation in European research programs, we are shaping propulsion technologies in line with the goals of the Paris Agreement on climate action.</p>
Corporate citizenship: MTU is part of society and a good neighbor	<p>MTU enters into targeted partnerships within the industry and at its locations in order to jointly achieve further sustainability goals.</p> <p>MTU's established donations policy provides targeted support for sustainability projects with a local connection or thematic link to its business.</p>
Employees use the knowledge they have acquired at MTU to play a responsible role in society	MTU raises its employees' awareness of sustainability issues beyond the boundaries of the plant.



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