

Sustainability Report 2021

MOVING YOUR WORLD

by empowering our customers
to perform more sustainably



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Keeping the world moving. That is our ambition. Thinking in new ways. Walking on unexplored paths – alongside our customers. We not only develop lubricants, but intelligent lubricant solutions for the challenges of our time. We give impulses, set standards, expand possibilities. And we support our customers in acting efficiently and sustainably.

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1.1 Foreword

Dear Readers,

Sustainable use or better conservation of resources such as earth, water and air, as well as socially responsible conduct and management for the preservation and development of humane living standards requires coordinated (global) action and business practices. The essential prerequisite therefore is a minimum consensus among the actors involved in terms of values and norms. In the course of various climate conferences, there have been positive developments that make the first steps along this path seem possible.

Nevertheless, these promising developments are currently overshadowed by war in Europe. The Covid-19 pandemic continues to grip the world and the resulting shortages in supply chains highlight how fragile our world is. The overall scenario is accompanied by a deglobalization of the world community, which will greatly hamper the necessary collective action.

At FUCHS, we, as a group, are facing up to this challenge. We are constantly asking ourselves the question: As a 6,000-strong workforce, how can we use our own efforts to help improve the world in terms of sustainability and, above all, to help our customers to work more sustainably with our solutions?

In the following Sustainability Report, you will find many examples of how, in the social sphere for instance, the entire FUCHS community is making a contribution in various fields throughout the world. This also demonstrates our

unified understanding of sustainability as a guiding concept for our activities.

Shaping general industrial framework is another key area of activity for us, as it defines sustainability as the guard rail for future goal-oriented actions. Finding consensus and standardization in the methodology for ascertaining sustainability indicators is of utmost importance. Sustainability always evolves from the analysis of the entire value chains that lead to a product or service. The scope of sustainability considerations is often too narrow and can lead to poor decisions. Sustainability considerations must always embrace the entire life cycle of a product. The European Administration has defined goals within the framework of the Green Deal, which FUCHS fully supports, and has initiated regulatory measures as part of the implementation process in order to achieve these goals. Some examples are the “Chemical Strategy for Sustainability” or the EU Taxonomy, which are, however, in their current form still some way off from having the intended effect of steering the economy toward sustainability.

An industry also has to understand and assume its responsibility in this area. That is why FUCHS is heavily involved in various European working groups to achieve a balance between regulatory requirements and industrial realities, or to help shape standards in our key value chain. This includes achieving measurability and comparability of sustainability in order to allow meaningful decisions to be made for sustainable activities. Not everything that looks sustainable actually is.



Only a precise understanding of the life cycle of a product enables targeted sustainable activities in order to be ready for the circular economy at the end of the day. In the following Sustainability Report, you will find an overview of our projects and the measures we are taking to make our contribution together with many partners.

Yours,

Dr. Lutz Lindemann,
Member of the Executive Board/CTO

About products and processes – how FUCHS is leading the way in sustainability

Zero is not a desirable goal for companies. Unless we are talking about “net zero”, the complete neutralisation of emissions. Which milestones has FUCHS already reached on this path? And which goals still lie ahead? An interview with the Chairman of the Executive Board Stefan Fuchs.

1. The FUCHS Sustainability Report 2021 is entitled “Empowering our customers to perform more sustainably”. What do you associate with this company claim?

I associate this with our customer being at the center of everything we do. That applies to the topic of sustainability as it does to many other topics. We obviously work intensively on our internal processes and, together with our suppliers, also on the upstream process stages. Within our own factory gates, i. e. “gate-to-gate”, the impact is minor because we generate low emissions compared to other industries. The much more effective factor in terms of climate protection lies in reducing the emissions at our customers.



// Our products deeply intervene in the processes of our customers. Our ambition is to make these processes more efficient and thus generate added value. //

2. Let's pick up on that right away – how can FUCHS help customers reduce emissions?

Our products deeply intervene in the processes of our customers. Our ambition is to make these processes more efficient and thus generate added value. This is achieved for instance through less wear, prevented corrosion or greater productivity. The result is automatically lower specific emissions when using our products.

3. Sustainability is an integral part of FUCHS2025. Which milestones have you achieved already?

We have long been intensively involved with the topic of sustainability. A very big milestone was certainly that we won the German Sustainability Award in 2016. Among other things, the jury highlighted our exemplary function for the industry. That made us very happy – and encouraged us. In 2020, we then neutralised the CO₂ emissions of "gate-to-gate". This means: Since then, we produce with a balance-neutral CO₂ footprint.

4. FUCHS has set itself an ambitious goal of becoming CO₂-neutral by 2025 "cradle-to-gate", in other words, along the entire process. How do you plan to achieve this, and what are the next steps?

By 2025, we also want to take on responsibility for the emissions at stages of the value chain upstream from us. We're on track with our efforts. In 2021 we started screening the upstream emissions in our value chain. Building on this, we are now calculating the emissions generated by our products until delivery to our customers,

that is, by us and by our suppliers. This calls for a uniform approach. As you see, this is a complex but hugely important undertaking.

After that, the goal is "net zero", meaning reducing overall CO₂ emissions, including the value-adding stages that follow us. We're currently taking the first steps towards this goal.

5. Which role does packaging play with regard to sustainability at FUCHS?

Packaging of any kind plays a key role. But you have to bear in mind that in terms of volume, a large share of our deliveries are made in bulk, in other words as loose goods transported in tank trucks. We take a holistic view of the complete shipping process. For example, even for liquid goods we regularly use standard sea containers with a thin recyclable plastic liner rather than tank containers, which often end up going home empty. For our small containers from one to five liters, we have imposed a minimum proportion of 30 % recycled material worldwide. For the steel drums, we optimize the wall thickness and therefore the weight.

6. Which new, sustainable products are in the pipeline at FUCHS?

Plenty! What is important in such new developments is the basis: To replace fossil raw materials, we need feedstock from renewable sources that we can scale up industrially. One of our advantages is that we don't operate our own

1.2 Interview

refineries or large chemical plants; this means we have complete freedom in selecting raw materials. We have numerous research projects looking to source suitable raw materials from waste flows, such as frying fat or wood products, among others.

It is also important to us that our products support sustainable forms of propulsion. I'm referring here to our functional fluids, which are used in electromobility. This is also an area where the aspect of helping our customers to become more sustainable plays a major role.

7. The circular economy is a topic very much in everyone's mind. What is FUCHS' position on this subject and what contribution can FUCHS make here?

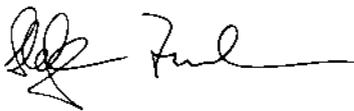
The circular economy is enormously important and must be our ultimate goal. It will change and define our future actions – I am convinced of that. We are a globally active player in the middle of the value chain and are therefore committed to working with the relevant associations as a pioneer in the development of the necessary standards. Today, we already support our customers not only in using our products as efficiently as possible, but also in returning used lubricants to the value chain.

8. Social sustainability is often overshadowed by environmental sustainability – how important is social sustainability for FUCHS and how is it integrated?

Social sustainability is an integral part of the DNA of FUCHS. For me, it is an intrinsic part of entrepreneurship, something that my father instilled in me. Being part of society, we like to assume responsibility and therefore implement a large number of social projects at all our major sites.

9. Which progress in terms of sustainability at FUCHS in 2021 are you particularly proud of?

There is no need to think long: I am proud of the many colleagues around the world, across all functions, who promote sustainability at FUCHS every day. We have built up a large and good sustainability network. It was important to communicate to all 6,000 employees that sustainability is not just "any of the holding projects". It concerns us all and we must work together to make it happen. In 2021, we achieved success on all three levels: environmental, economic and social. And that is what we are building on now!

Yours  Fuchs

Stefan Fuchs,
Chairman of the Executive Board

“The circular economy is enormously important and must be our ultimate goal.”



2.1 Business model

FUCHS produces lubricants, functional fluids and related specialties that are primarily used in customers' operations to ensure and improve problem-free functioning of machinery and equipment by reducing wear and friction and protecting against corrosion. High-quality lubricants help extend the service life of machinery and increase its energy efficiency. FUCHS collaborates closely with many customers to develop customized products that are precisely tailored to the application so as to ensure optimal operation and minimize losses. Meanwhile, FUCHS also works closely with upstream suppliers to prepare individual lifecycle analyses over the entire value chain. This method

is to be expanded in the following years in order to compensate for unavoidable emissions from the extraction and production process with savings in the use phase in line with uniform standards.

Through its business activities, FUCHS (in accordance with UEIL – Union of the European Lubricants Industry) principally exerts an influence in terms of the following four UN Sustainable Development Goals (SDGs):



“We work closely with upstream suppliers to carry out life cycle analyses across the entire value chain.”

Markus Garb, Vice President Global Sustainability



FUCHS products and services enable the building of resilient infrastructure, empower the transformation to sustainable industrialization, and foster innovation.



FUCHS lubricants and functional fluids support sustainable consumption and production.



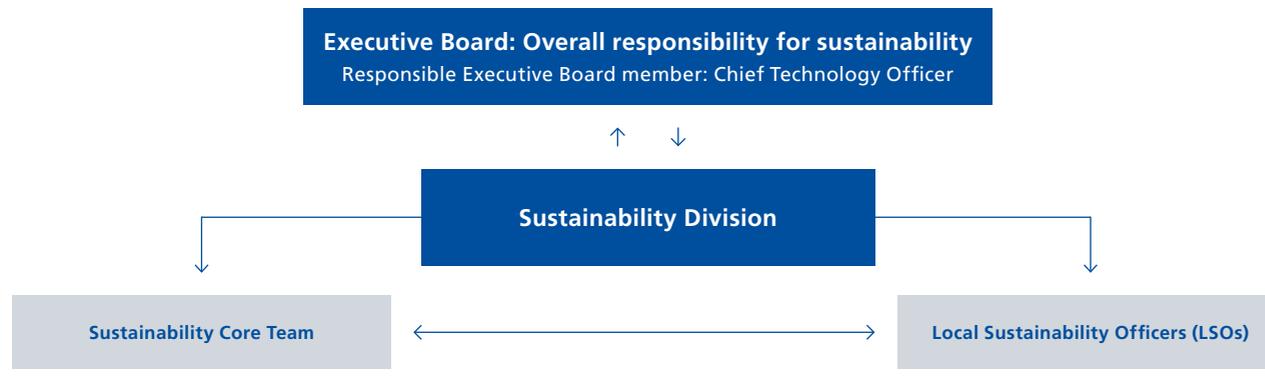
FUCHS products help reduce energy wastage, improve efficiency and thus support the fight against climate change and its consequences.



FUCHS maintains and establishes partnerships along the lubricants value chain and actively drives the transformation towards more sustainable and carbon-neutral industry.

2.2 Sustainability organization

Sustainability organization at FUCHS



FUCHS assumes corporate and social responsibility. This responsibility comprises legal and socio-ethical aspects that FUCHS intends to adhere to while operating successfully as a company. FUCHS is committed to conducting business fairly and transparently, and behaves in a legally compliant manner in all countries in which the company operates.

At FUCHS, responsibility for sustainability is shared by the Executive Board as a whole. The Executive Board member directly responsible is the Chief Technology Officer (CTO). The Executive Board defines the strategic framework for sustainability in close coordination with the Group's Sustainability division headed by the Vice President for Global Sustainability (Chief Sustainability Officer, CSO).

In cooperation with FUCHS' Sustainability Core Team, the Local Sustainability Officers (LSOs) and the Executive Board, the Sustainability Division bundles the respective requirements and derives FUCHS' future sustainability strategy from them. This is accompanied by an ongoing dialog with the sales units, supply chain representatives, development and product management representatives and the procurement organization to map out FUCHS' sustainability efforts throughout the supply chain. The Sustainability Core Team consists of sustainability representatives from every continent where FUCHS operates, and it meets six times per year.

The LSOs are organized in a network structure and are the connecting links between the Group company in Mannheim

and every national unit. In addition to the LSOs of the manufacturing companies, representatives from all non-manufacturing FUCHS companies and all joint ventures and associates are represented to achieve maximum penetration within the organization. The Local Sustainability Officers are the first point of contact on site for all matters relating to sustainability. They also monitor the development of sustainability performance indicators and coordinate the local implementation of sustainability activities. This is done in coordination with the respective management teams. The LSOs report suggestions and local necessities back to the Group's Sustainability Division or to the Chief Sustainability Officer. The LSO network meets at least every three months at the invitation of the Chief Sustainability Officer.

In order to address different regional requirements and rates of transformation regarding sustainability, FUCHS will be introducing a regional management level in the coming years. Regional Sustainability Officers (RSOs) will be gradually selected and appointed over the next few years for the three FUCHS regions EMEA (Europe, Middle East, Africa), Asia-Pacific and North and South America. The first RSO will be introduced for the EMEA region in 2022 and will coordinate all sustainability activities in this region. In this, the RSO will coordinate closely with the CSO.

2.3 Sustainability management

The FUCHS mission statement with the set of values – trust, creating value, respect, reliability and integrity – form the foundation and benchmark for the responsible conduct of FUCHS. The two core elements, mission statement and set of values, enable the organization to act target-oriented within a fair and transparent corporate culture.

To ensure future viability, sustainability is firmly embedded in the values of FUCHS. Taking social and ecological responsibility is part of FUCHS' corporate identity. Therefore the three sustainability dimensions of economy, ecology and society are core elements of good corporate governance for FUCHS.

To FUCHS, sustainability also means continuous optimization and improvement, coupled with further development adapted to the changing imperatives of our time. These form the cornerstones of sustainability at FUCHS.

Since establishing the independent Sustainability division in 2011, we have been working continuously on improvements in cooperation with various divisions of the company and all national units. In 2021, we achieved further milestones at FUCHS in cooperation with the relevant lubricants industry associations.

Particular highlights include:

- Designing the “Ecological and Social Sustainability” strategic initiative as a contribution to the FUCHS2025 strategy process: In this context, ten projects were defined that will keep on developing sustainability as one of six strategic pillars of the FUCHS Group. Nine of these projects were already launched by the end of 2021. The aim is to develop new systems, processes and solutions for different issues in the areas of ecological and social sustainability. As the first milestone, FUCHS has created a methodology for the standard-compliant calculation of Product Carbon Footprint (PCF) for FUCHS products and their precursors. This will form the basis for a system-based calculation methodology for PCF calculation to be introduced at a later date. Further projects already launched include work on developing a sustainability classification system for products which will later enable the identification of sustainable products based on facts and create the foundations for sustainable business management. Work is also being done for example on a communication and training concept, the process and scope of gathering KPI data for calculating the Corporate Carbon Footprint is being revised, and transparency is being achieved across all global CSR (Corporate Social Responsibility) activities at FUCHS. → [see section 3.1.1 Economic sustainability – Corporate strategy and investment planning](#)

- Training program 2020-2021: The central Sustainability Division has developed basic training on sustainability at FUCHS, which has been translated in local languages with the help of the Local Sustainability Officer (LSO) network. This training was continually updated and offered to the entire workforce in virtual format in 2021. By the end of 2021, we had reached around 47 % of the global workforce (including JVs) with this tool. It is part of a global training concept on sustainability that will be rolled out gradually from 2021.
- Expansion of the sustainability KPI catalog and data capture basis: Following the expansion of the KPI catalog for calculating the Corporate Carbon Footprint (CCF) in 2020, FUCHS converted internally to quarterly recording of these key figures in 2021 in order to be in a position to monitor developments during the year more effectively. This provides a basis for local emissions management in the FUCHS companies.
- Expansion of the offset scope to achieve CO₂-neutrality for FUCHS (“gate-to-gate”): Since 2021, the offset of FUCHS' currently unavoidable greenhouse gas emissions has included not only the 100 % FUCHS companies, but also 100 % of all FUCHS joint ventures, irrespective of FUCHS' respective share in these companies. This enhances transparency at FUCHS and ensures that all local companies that contribute to the production and marketing of FUCHS products are included in the voluntary offsetting of our emissions.

- Active support of a permanent Sustainability Committee under the umbrella of the Union of the European Lubricants Industry, UEIL: FUCHS lent major support in the process of preparing and forming the Committee and its commencing work, not least by appointing the Committee's Chairman. Within this UEIL Sustainability Committee, several working groups have come together with the aim of developing sustainability standards for the lubricants industry – with the involvement of and considerable staffing support from FUCHS. Examples include working groups that focus on the standardized calculation of carbon footprints, firstly for products and secondly for lubricants companies. The goal is to develop standards specific to the industry on the basis of and in line with generally applicable standards. These would take into account the special considerations of the lubricants industry and the entire associated value chain. The end product would then be a uniform basis of calculation that, above all, would enable comparable results for all companies in the industry.

Setting standards

With more than 30 production sites, FUCHS is represented worldwide. 100,000 customers from different industries trust our lubricant solutions: Automotive suppliers, machine builders, metal processors, food producers and many more. As different as their requirements may be, they are united by the demand to operate sustainably. They expect a transparent presentation of the carbon footprint of our products. Since there are no sector-specific standards, we have defined a method ourselves for calculating the Product Carbon Footprint (PCF) for lubricants. A first milestone on the way to our goal: We want to create uniform standards that ensure transparency and comparability across the entire lubricants sector. To this end, FUCHS is involved in European associations and is working with suppliers to obtain the necessary raw material data – a prerequisite for calculating the PCFs of our products.



ISO 14067:2018

is the basis on which we have developed the methodology for calculating the PCFs of our products.

2.4 Sustainability strategy

FUCHS already committed to two milestones in its neutrality strategy in 2019:

1. CO₂-neutrality in the “gate-to-gate” scope from 2020 for all producing FUCHS companies (incl. offset)
2. CO₂-neutrality “cradle-to-gate” by 2025 (incl. offset)

FUCHS has already achieved the first milestone, and in 2021 it also for the first time extended the recording of its Corporate Carbon Footprint and offset to all joint ventures. To do this, all greenhouse gas emissions of FUCHS that are directly attributable to our business activities (“gate-to-gate”) have been measured retroactively since 2019 and offset through investments in climate protection projects. FUCHS restricts its choice of projects for this purpose to high-quality certifications such as UN Gold Standard or VERRA. In any case, compensation measures are only the last step undertaken once avoidance and reduction measures have met their limits. FUCHS is therefore continuously expanding the proportion of renewable energies that make up its power supply, with the aim of gradually sourcing its electricity worldwide from renewable sources.

- A first step in this direction was the conversion of the European locations to a green power supply. This was also achieved for 2021 by purchasing certificates of origin from green power and will be used as an instrument until all European locations have been switched to a direct supply contract with green power.



“Switching to green energy is a key element in our strategy to reduce our Corporate Carbon Footprint. We already get 52 % of our power from renewable sources.”

Holger Karnetzky, Vice President Supply Chain

- FUCHS is also steadily expanding the proportion of electrical energy generated in-house. Most recently, the new roof-mounted solar power system with 335 kW peak at our Spanish location in Castellbisbal went into operation at the beginning of 2021; this covers an area of 1,650 m² and is currently the second largest solar power system at FUCHS.
- Screening of the emissions of the upstream value chain (“Greenhouse Gas Protocol” Scope 3 upstream) was started in 2021.
- Uniform definition of the method for calculating PCF not only at FUCHS, but also at our suppliers. The roll-out of this method is planned for 2022.
- Persistent encouragement of all suppliers to record, report and optimize their product emissions and offset the remaining emissions.

Both of these measures combined ensure that 52 %¹ of FUCHS’ electricity consumption can already be met by green power. → [see section 3.1.2 Ecological sustainability](#)

FUCHS is systematically making preparations for the second milestone from 2025 onwards:

Preparation is underway to define a longer-term strategy by FUCHS on how sustainability is to be developed beyond 2025.

¹ FUCHS Production, sales and holding companies.

2.5 Circular economy

Devising this sustainability strategy will also include conceptualizing strategic areas of activity for aspects of the circular economy.

The urgent need for far-reaching steps in the direction of a circular economy is evident, not least due to the current raw material shortage, and is being driven forward by legislators (including the European Commission's Circular Economy Action Plan of March 2020).

The deep anchoring of sustainability in FUCHS' set of values has already been outlined in section 5. We want to play an active role in shaping the circular economy and we see these developments as great opportunities for us to support our customers on this journey.

In our view, the circular economy has to be seen as a holistic concept of interlinked elements along the entire value chain. Only through this integrated approach the goals of the circular economy can be implemented on a sustainable basis: reducing waste to a minimum and reusing, remanufacturing and recycling materials as often as possible.

For FUCHS, this holistic concept consists of three guiding principles that can be mapped along our entire value chain:



Each of these principles can be assigned specific strategies and goals, which we will formulate when drawing up our sustainability strategy.

We are already active in all three areas, as a few representative examples show:

1. Prioritizing renewable feedstock

- Redesigning product formulations to include renewable feedstocks
- Recycling flushing oil generated during production, along with efforts to minimize waste during the production process

2. Maximization of product benefit

- Extending product run times through improved product properties
- Condition monitoring of process fluids to extend change intervals

3. Recovery of by-products and waste

- Recovery and recycling of lubricants in the area of chemical process management

Our aspiration is to expand these activities further and also to consolidate our claim as a technology leader and provider of holistic solutions in the field of circular economy.

Smart cycles

Throwaway economy? That was yesterday. Nowadays, it is important to use materials and products for as long as possible, to repair and refurbish them. An intelligent circular economy uses less raw materials and energy and thus causes fewer CO₂ emissions and less waste. This applies not only to smartphones, water bottles or T-shirts, but also to lubricants. With special services, FUCHS is increasingly supporting its customers in using them efficiently and sparingly. Through the targeted selection of renewable raw material sources, the extension of product service life and the return of used materials to the value chain, we are working on entering a sustainable circular economy. This not only protects the environment immediately but also keeps FUCHS competitive in the long term.



From 3% to **34%**

a FUCHS customer in the automotive sector increased the proportion of recycled cooling lubricants in its production. This was made possible by an audit by the FUCHS company Zimmark, which also reduced the amount of waste and simplified the supply chain.

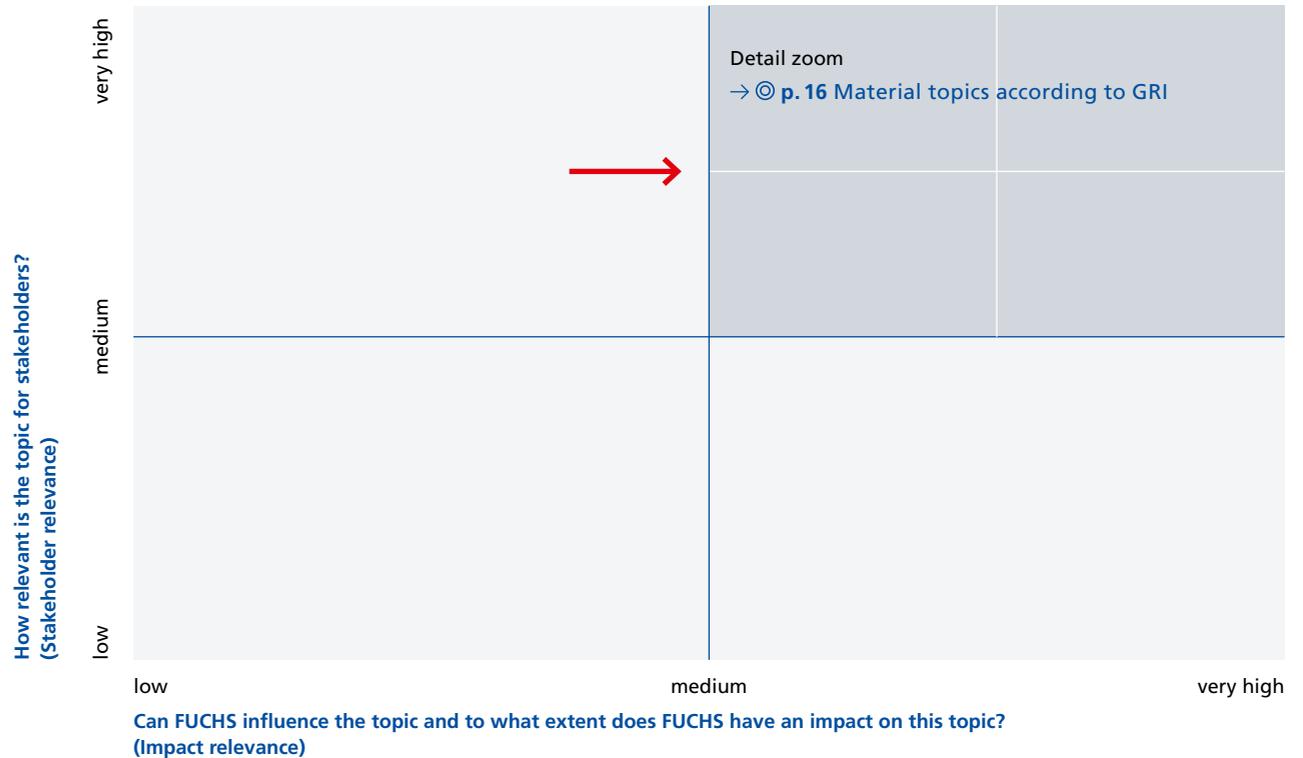
2.6 Materiality analysis

In 2021, FUCHS conducted a comprehensive materiality analysis in order to identify the key issues (material topics) for the non-financial declaration.

These topics were assessed for FUCHS with the involvement of the main stakeholders in FUCHS. For this purpose, the relevant stakeholders were identified by means of a stakeholder analysis. From a tentative list of potentially essential topics, a short list was created based on an internal assessment of relevance to FUCHS, which was inputted into the FUCHS' stakeholder dialogue. The stakeholder dialogue was implemented using an electronic standardized survey and evaluated in a materiality matrix format.

The result of the materiality analysis also serves as the basis for this sustainability report. Unlike the annual report 2021, the Global Reporting Initiative (GRI) framework is authoritative for this sustainability report, which is why the material topics are presented in this graphic according to impact relevance and stakeholder relevance:

Materiality analysis – principle of dual materiality according to GRI

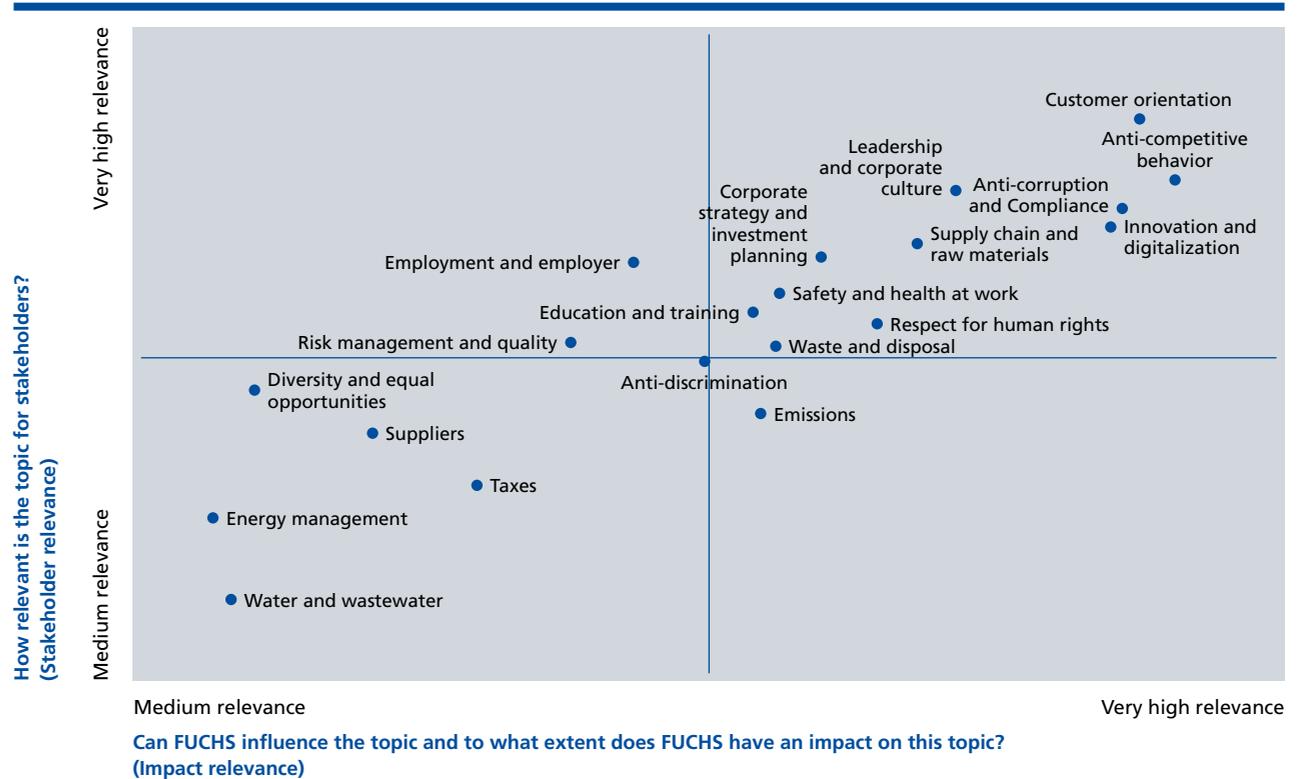


2.6 Materiality analysis

A total of 20 themes were identified to which the dual materiality criterion applies with regard to impact and stakeholder relevance in accordance with GRI and which have a medium to high impact or stakeholder relevance in the materiality matrix.

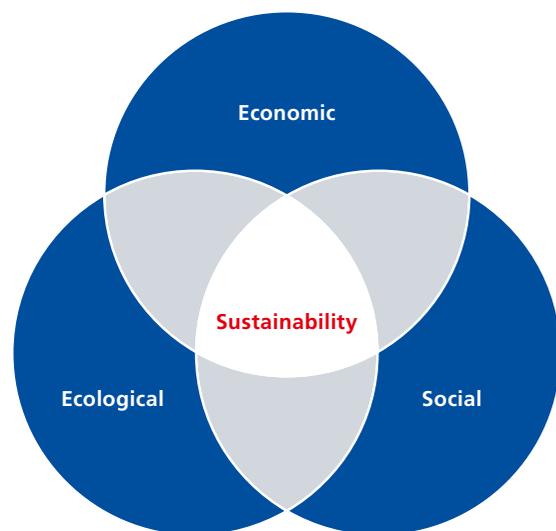
This extract from the materiality matrix is shown in the following diagram:

Material topics according to GRI



3.1 Economic, Ecological and Social sustainability

Three pillars of sustainability at FUCHS



FUCHS' sustainability activities are assigned to the three sustainability dimensions of economy, ecology and society.

FUCHS regards sustainability applied to its economic activities as a principle of long-term business alignment and safeguarding and has committed itself to a continuous and sustainable increase in the value of the company as well as the creation of shareholder value. In this way FUCHS wants to be a stable and reliable factor in the long term for both our business partners and employees.

FUCHS develops, produces and sells application-oriented, emission-reducing lubricants and functional fluids. We are also committed to using environmentally friendly production methods and are continuously working to improve our processes, not least with the aim of achieving greater ecological sustainability. As a result, FUCHS contributes to reducing energy consumption and protecting resources, and thus helps to achieve sustainability in the ecological sense. The systematic transfer of knowledge at all levels of the FUCHS Group, as well as the implementation of specified guidelines, continuously improves the safety and efficiency of plants, production processes and products.

FUCHS is very much aware of its social responsibility and carries out its activities with this responsibility in mind. We comply with applicable laws at local, national, and international level and act in accordance with the basic principles of the UN Global Compact.

3.1.1 Economic sustainability

At FUCHS, economic responsibility means the long-term alignment of business with the goal of reliably ensuring and increasing enterprise value for the benefit of our shareholders, employees and other stakeholders. Accordingly, FUCHS bases its business decisions on realistic, economically sound, and long-term goals, and follows a dividend policy that targets constantly rising or, at the very least, stable dividend payouts.

The KPI for corporate control is FUCHS Value Added (FVA), which is covering both EBIT and capital employed. EBIT is the relevant profit indicator. Capital invested is largely influenced by investments in property, plant and equipment, investments on intangible assets, as well as by the changes in net operating working capital (NOWC). Property, plant and equipment is managed on the basis of investment appraisals, while NOWC is monitored through the targeted management of its components (inventories as well as trade receivables and trade payables, advance payments received and liabilities from customer discounts). Value is only added when the recorded earnings are higher than the costs of the capital employed.

→ [2021 Annual Report p. 33 et seq. Management Report](#)

3.1 Economic, Ecological and Social sustainability

Economic indicators

in € million	2021	2020	2019
FUCHS Value Added (FVA)	205	165	174
Earnings before interest and tax (EBIT)	363	313	321
Free cash flow before acquisitions	90	238	175
Dividend distribution (for the previous year)	137	135	131

Corporate strategy and investment planning

As part of the FUCHS2025 transformation program, the 2025 strategy has been published, in which FUCHS sets out its plans and aspirations for the future. The transformation program itself highlights the three dimensions of strategy, culture and structure, because FUCHS strongly believes that all three aspects must be in step with each other in order to achieve success in the long term.

The strategy is based on six strategic pillars. These serve as guidance for strategic action with the aim of fulfilling the “Being First Choice” vision for 2025:

- Global strength
- Customer and market focus
- Technology leadership
- Operational excellence
- Employees and organization
- Sustainability

Specific strategic goals have been defined within each pillar. Therefore, even at the top strategic target level, the themes of sustainability as well as employees and organization are firmly anchored. This underlines the importance of ecological and social sustainability to the Group, but also the responsibility as an employing company towards employees and society. → [2021 Annual Report p. 37 et seq. Group strategy](#)

The strategy is carried out by means of several implementation elements. On the one hand, strategy development and implementation are reflected in the holistic market segment approach adopted in customer and market-related activities. In addition, we have set up the Group-wide topic areas on a project basis as strategic initiatives with global, cross-functional teams. In this way, we ensure that cultural, specialist, and market-specific viewpoints are incorporated in the implementation of the objectives. Secondly, important core elements of the strategy are addressed and managed with global projects.

A collaborative planning process has been developed with regard to specific capital asset planning, for example construction of new plants and other major areas of investment. This ensures that the broad experience available in the area of operations/supply chain is exploited in the planning of new projects. This also applies in particular to experience in the area of sustainability with regard to resource and energy efficiency and the formulation of corresponding standards.

FUCHS’ production locations are mostly based in purely industrial zones or business districts. In planning and operations, FUCHS is guided by internal and external environmental and safety regulations.

FUCHS was confirmed as compliant with the “Green Loan Framework” by a financing partner thanks to the particularly energy efficient design of its new construction projects in Mannheim, the new holding building and a new workshop building.

Innovation and digitalization

Innovation and digitalization are seen as great opportunities for the sustainable and positive development of the Group. The entire Executive Board sees these themes as key differentiators that give FUCHS a competitive edge and is therefore actively driving them forward. Drivers and focus areas in this regard differ from one region to another. To make the most of the opportunities that this offers, FUCHS is leveraging its global position and strengthening regional structures in the three centers of Mannheim (Germany), Chicago (USA) and Shanghai (China) in the areas of research and development and digitalization – two key cornerstones for innovation.

In the field of research and development, the aim of the innovation initiative is to become a technology leader in the segments focused on by FUCHS. This will include bringing the three centers mentioned to the same level of expertise by 2025.

Lightweight construction? Logical!

Less weight, less fuel consumption, fewer emissions – why lightweight construction is considered one of the key technologies for a sustainable future is obvious. Carbon fibre-reinforced (CFRP) and glass fibre-reinforced plastics (GFRP) are gaining in importance, especially in automotive and aircraft construction. The new A350 of our customer AIRBUS, for example, already consists of 52 % of these fibre composites. We have developed a water-miscible high-performance cooling lubricant for their wet machining. Integrating new materials into established production processes in an uncomplicated way? That's our easiest exercise.



30%

less than aluminium alloys weigh CFRP and GFRP. In order to machine these innovative materials efficiently, new cooling lubricants are needed – developed by FUCHS.

3.1 Economic, Ecological and Social sustainability

Regional Chief Digital Officers (CDOs) and Digital Transformation Managers were introduced for the digitalization program in 2021. In addition, FUCHS invests in the necessary competence, for example through Data Scientists. This is designed to increase the innovation-driven mindset and the overall innovation capacity. Innovation programs at local and global level are supporting these efforts. Digitalization is a key element of these efforts.

For research and development, this means, among other things: chemical and mechanical simulation to get the lubricant “to talk”; design of experiment (DOE) in order to optimize development via statistical evaluation; smart technologies to support service concepts via sensors and accelerate the status analysis of products in the application. In addition, the laboratories are being progressively automated to reduce input errors and speed up routine activities. Both chemical and mechanical simulation models aim to increase efficiency and achieve predictability in the performance of new formulations. More targeted formulations are intended to reduce development times. Better control of processes, equipment and machinery leads to noticeably greater efficiency for FUCHS customers.

In response to global requirements for real-time data management, FUCHS has invested in the development of the “FluidsConnect System”, a lubricant-based platform. FluidsConnect is a state-of-the-art cloud solution developed by FUCHS engineers in collaboration with specialist software developers. This platform is constantly expanding

and already has interfaces with the in-house developed sensor solutions for metalworking fluids.

Building on this, FUCHS is not only optimizing internal processes, but sees itself particularly able to offer customers innovative digital solutions to best support their processes on site. The expansion of other customer-focused solutions in the field of digitalization is reflected in solutions such as an e-commerce platform for 24/7 interaction with partners. It is precisely in this area that great successes have been observed in responding to customer needs: full transparency at all times on interacting with FUCHS.

Finally, FUCHS also wants to gain transparency relating to its own development. For this purpose, the level of innovation of the activities is being made measurable through the creation of an innovation ranking, which is permanently used to categorize the ongoing R&D projects.

Customer orientation

As part of FUCHS2025, the Group Executive Board has defined customer orientation as one of six strategic pillars and is actively working to implement this within the company. We value long-term customer relations that are based on mutual trust as well as on the ability to identify and understand our customers' requirements and implement these together with them. With our emotional statement “MOVING YOUR WORLD” we stand alongside our customers, provide impetus and set their world in motion.

FUCHS with its lubricant solutions helps our customers to run their business more sustainably. Our mission is to achieve this with innovative products and services and thus to always be able to offer customers added value.

Every moving machine, whether mobile or stationary, raises tribological questions that need to be answered in order to operate these machines sustainably. In other words, how can wear and friction be reduced by specific lubricant solutions? To provide these customer-specific solutions, it is necessary to have a very precise understanding of the customer's applications.

This is why FUCHS consistently focuses its distribution on market segments with the aim of dividing around 50 % of its business into globally managed business segments and achieving significant growth therein.

In these business segments, cross-functional teams work closely with their respective customers to identify sustainable lubricant solutions.

In the vehicle industry, this means FUCHS is involved at an early stage, for example when new engines or transmissions are created in order to develop lubricants tailored to aggregates and make them available to customers worldwide to the same level of quality. This is an area in which FUCHS is actively shaping the transformation to electromobility and other alternative forms of propulsion. Range optimization of battery-powered vehicles is achieved not



3 million km

such a regional train travels until it is overhauled. Thanks to the new grease, the bearing does not have to be replaced until this date in the best case.

Partner with power

Good lubrication means friction reduction, which increases component life and reduces energy consumption. When our lubricant know-how meets the engineering expertise of our customers, real added value is created. One example is a joint project between FUCHS and a mechanical engineering company focusing on bearings. Thanks to the expertise of all those involved and their trusting exchange, it was possible to develop a taper roller bearing grease for regional trains that achieves several effects at once: Due to friction-reducing properties, the operating temperature and bearing wear are reduced, and the running performance in the application as well as the service life of the component are increased. Good for the user and good for the environment.

3.1 Economic, Ecological and Social sustainability

least also by using highly efficient lubricants and other functional fluids, for example for battery cooling.

In production and manufacturing, the focus is on ensuring the maximum operational availability of machines at our customers. As well as supplying the right product, FUCHS allows customers to focus on creating their own value through individual service concepts relating to the lubricant.

To measure the quality of this customer relationship, a unified satisfaction analysis was carried out in ten countries for the first time in 2021. This is the basis for aligning products and services even better to the specific needs of the customers going forward. This analysis will be conducted at regular intervals in order to assess the progress made and improve customer satisfaction. The Executive Board is regularly updated about this.

Risk management

FUCHS considers and assesses, as part of the existing risk management system, the potential risks associated with its business activities, business relationships and its products and services that might have significant negative repercussions on the non-financial aspects. No reportable net residual risks within the meaning of Section 289b et seq. of the German Commercial Code (HAR) were identified for the year 2021. → [2021 Annual Report p.64 et seq. Opportunity and risk report](#)

Tax

FUCHS pays taxes in the countries it operates in. The correct declaration along with timely and full payment of taxes is a demonstration of its responsibility to stakeholders in the countries concerned. National provisions provide the legal framework for this.

Tax strategies aimed at tax avoidance are strictly rejected by FUCHS.

FUCHS aims to achieve a high level of transparency and legal certainty in tax matters. Therefore, open communication is maintained with relevant authorities worldwide.



“By synthesizing global technology and industry expertise with our local market presence in over 50 countries, we assist our customers locally in solving their tribological challenges.”

Carsten Meyer, Executive Vice President Mining Division & OEM Division

3.1.2 Ecological sustainability

Ecological sustainability is one of the main points of lubricants in their own right. They make a crucial contribution to reducing corrosion, wear and friction. Protection against corrosion and wear allows a piece of machinery or a tool to have a longer life, thereby enabling more sustainable investment in machinery and reducing energy and cost of materials incurred through early replacement of capital goods.

In turn, lower friction means lower energy requirements when operating machinery of all kinds. This way, our products actively help our customers to conserve natural resources in the use phase. This resource conservation is already a top priority in the production process at FUCHS. In an age when natural resources are becoming ever scarcer, the primary objective must be to use energy, water and raw materials responsibly so that future generations will also be able to live a life worth living. This applies to production at FUCHS and also to use by our customers.

Material topics

Emissions

Emissions are a key issue for FUCHS as a production company. As part of the annual Corporate Carbon Footprint (CCF) collection and accounting, direct and indirect emissions are captured and converted to CO₂ equivalents.



“FUCHS is tackling climate change not only by reducing its own emissions, but also, and primarily, by enabling our customers to become more sustainable and reduce their emissions.”

Markus Garb, Vice President Global Sustainability

Currently, the collection of CO₂ emissions in line with the GHG Protocol Corporate Accounting and Reporting Standard relate exclusively to the production and operations-related processes within the factories, also referred to as “gate-to-gate” scope. Firstly, Scope 1 emissions generated directly from FUCHS are included in the calculation. These include, for example, own heat generation, leaks in refrigeration systems, and the vehicle fleet. Secondly, (indirect) emissions generated in the production of purchased energy, such as electricity, steam and district heating, are covered by Scope 2. Other selected categories from Scope 3 are also part of the data collection and emissions calculation, to the extent that FUCHS can assign them directly to the business under the “gate-to-gate” scope:

- Fresh water consumption
- Wastewater and waste generation
- Business travel
- Employee commuter traffic

Scope 3 categories going beyond this such as emissions from purchased raw materials (upstream) or generated in the use phase (downstream) or avoided emissions from customers are not included in the calculations as they are outside the chosen “gate-to-gate” scope.

Despite the savings it makes, FUCHS offsets its remaining emissions by purchasing climate protection certificates that meet certification standards such as the UN GOLD Standard or one of the VERRA standards.

3.1 Economic, Ecological and Social sustainability

In line with the triple-element “Avoid – Reduce – Offset” approach, the aim is to further cut down on generated emissions in order to gradually reduce future investment on climate mitigation projects that serve as offsetting measures. To achieve this and improve transparency even further, FUCHS is currently working to increase data quality and leverage emissions-related KPIs in operational units to optimize and reduce emissions. A concrete, indicator-based target development of this reduction path is our clear objective.

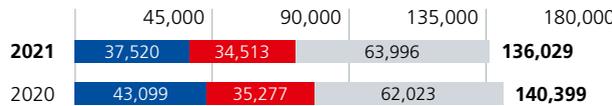
FUCHS generally wants to gradually increase transparency further in the capture, calculation and offsetting of emissions and, in the long run, expand the calculation of emissions from a “gate-to-gate” scope (since 2019) to a “cradle-to-gate” scope (planned for 2025). This is to be done by including further GHG Scope 3 emission categories, in particular the “purchased raw materials” category (upstream).

With the sustainability report 2021, FUCHS is once again taking another step towards increasing transparency and reporting both absolute and specific values related to production volume for the ecological key indicators.

With a global training program launched in 2020 and continued in 2021, FUCHS aims to raise awareness among employees around the world about sustainability both within their respective operational responsibilities, as well as for sustainable action in general. By the end of 2021, this training program had been able to reach 3,430 employees through two local training sessions.

Development of CO₂ emissions

Absolute
in tons*



Absolute
in tons**



■ Scope 1 ■ Scope 2 ■ Scope 3

* Basis: FUCHS Production, sales and holding companies.

** Basis: Joint ventures.

Absolute CO₂ emissions from FUCHS companies¹ were reduced by nearly 3 % in 2021, with an increase in production volume compared with the previous year of around 20 %. This reduced specific emissions (emissions per ton produced) by about 19 %, which, in addition to the increase in production volume, was due to the more efficient plant construction and modernization under the investment program.

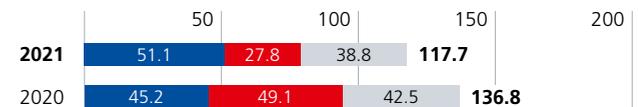
In preparation for extending its neutrality scope to “cradle-to-gate” in 2025, FUCHS began Scope 3 screening of the upstream supply chain in 2021.

Development of CO₂ emissions

Specific
in kilograms/ton produced*



Specific
in kilograms/ton produced**



■ Scope 1 ■ Scope 2 ■ Scope 3

* Basis: FUCHS Production, sales and holding companies.

** Basis: Joint ventures.

The switch in 2021 to the quarterly collection of emissions-related ecological KPIs helps FUCHS to increase data quality and make these indicators trackable and usable in a timely manner for optimization at the company locations.

¹ FUCHS Production, sales and holding companies.

The big picture

Sweatpants, cars, dummies, coffee, packaging in any case and much more – products have to be environmentally friendly. Lubricants too. Mostly, the focus is on the CO₂ balance during production, a low consumption of energy and raw materials. However, a study by FUCHS and BASF has shown that the decisive factor is a holistic analysis of the entire life cycle of a product. Three FUCHS hydraulic oils that were used for 8,000 hours in a crawler excavator were examined. The result: the simple hydraulic oil has the best CO₂ footprint during production. But the more energy-intensive premium fluid scores so highly in application that it is ultimately the significantly “greener” and overall lowest-emission alternative.



30 tons

of CO₂ are saved in 8,000 operating hours when using the premium fluid. It ensures lower friction, increased pump efficiency and thus lower fuel consumption. In addition, its service life is significantly longer.

3.1 Economic, Ecological and Social sustainability

Energy management

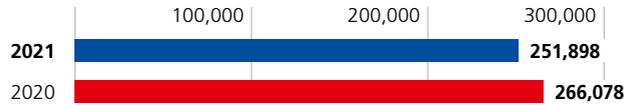
Responsibility for energy management and consumption lies with the FUCHS companies. FUCHS has decided to use the ISO 50001 energy management standard as a tool to record, monitor, and reduce its energy consumption. This management approach involves energy saving through energy management, switching to electricity from renewable sources, in-house production of electricity, and the use of waste heat from production processes.

As a manufacturing company, FUCHS will always have an external energy requirement. To reduce energy-related emissions, FUCHS is working on progressively switching its power supply to renewable energy (“green power”).

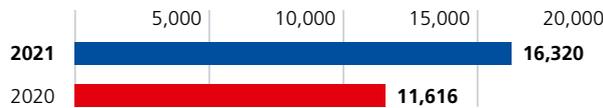
To reduce its external energy requirement, FUCHS is also focusing on expanding its in-house energy generation

Development of energy consumption

Absolute
in MWh*



Absolute
in MWh**

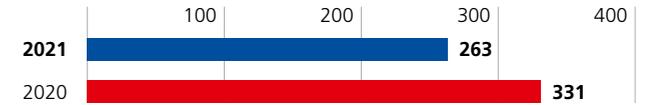


* Basis: FUCHS Production, sales and holding companies.

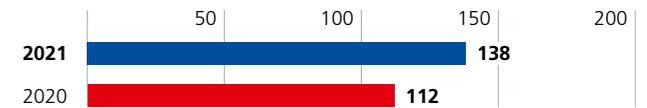
** Basis: Joint ventures.

Development of energy consumption

Specific
in kWh/ton produced*



Specific
in kWh/ton produced**



* Basis: FUCHS Production, sales and holding companies.

** Basis: Joint ventures.

5%

reduction of the absolute energy consumption of the FUCHS companies¹ in 2021 with a production volume increased by almost 20% compared to the previous year

capacity, for example through solar power installations. In addition, FUCHS uses waste heat from production to heat plants or buildings in pilot and new construction projects.

FUCHS aims to further reduce its energy demands in terms of production volume. A specific target is currently being formulated. Some FUCHS companies are already setting their own reduction targets on a local basis.

FUCHS is working on a plan to have its main plants certified in line with ISO 50001. Currently, six production sites in

the EMEA region are ISO 50001-certified. These companies cover 33% of the energy used in the FUCHS Group.

The absolute energy consumption of FUCHS companies¹ was reduced by 5% in 2021 compared to the previous year, with an almost 20% increase in production volume.

¹ FUCHS Production, sales and holding companies.

3.1 Economic, Ecological and Social sustainability

1,705 kWp
 is the worldwide self-generated photovoltaic output of FUCHS in 2021

The specific energy consumption (energy consumption per ton produced) was reduced by 20 %. The decreases were due in part to the more efficient plant construction and modernization under the investment program.

As in the previous year, the European sites were supplied with energy in 2021 through the acquisition of certificates of origin for renewable electricity from wind power (“green electricity”). This tool will be used until all sites and locations are able to sign direct “green power” supply contracts with their energy supplier. In this way, CO₂ emissions were reduced by an additional 7 % in 2021.

Thanks to the new solar plant with a peak output of 335 kW at the Castellbisbal site in Spain, FUCHS’ worldwide self-generated photovoltaic output in 2021 amounted to 1,705 kWp. The new buildings in Mannheim, a new workshop building and the new holding building, will also be equipped with a solar power system for self-supply. The new workshop building will additionally be heated

using waste heat from steam condensate resulting from production. A district heating connection serves only as a backup power supply.

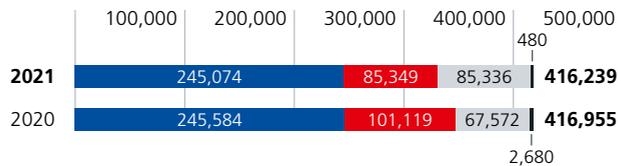
Water and wastewater

Each of the local subsidiaries is responsible for their water management. At 0.4 %, water and wastewater account for only a small share of Scope 3 emissions. Only a small proportion of the product range uses water as a raw material.

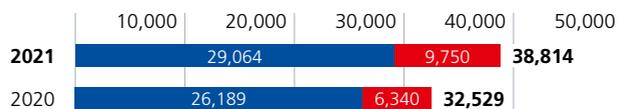
A global target for water consumption does not exist but is being prepared. With new plant buildings, care is taken to keep drinking or groundwater consumption as low as possible. Depending on local conditions, efforts are made to use rainwater and reduce wastewater.

Development of water consumption

Absolute
in cubic meters*



Absolute
in cubic meters**



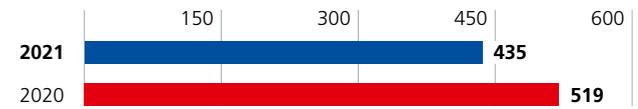
- Mains water
- Groundwater
- Surface water
- Rainwater

* Basis: FUCHS Production, sales and holding companies.

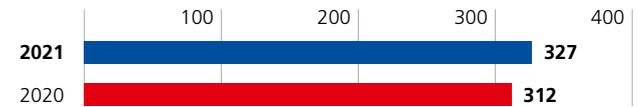
** Basis: Joint ventures.

Development of water consumption

Specific
in liters/ton produced*



Specific
in liters/ton produced**



* Basis: FUCHS Production, sales and holding companies.

** Basis: Joint ventures.

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The absolute water consumption of the FUCHS companies¹ was unchanged in 2021, a year where production volume increased by nearly 20 % compared to 2020.

However, the specific water consumption (water consumption per ton produced) was significantly reduced by 16 %, which was due in part to the more efficient plant construction and modernization under the investment program.

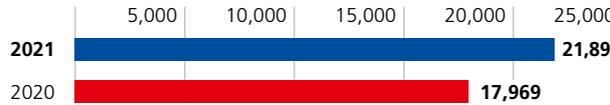
21 % of the Group-wide water consumption¹ at FUCHS was met by using collected rainwater or surface water. The amount of wastewater, also reduced in the past financial year to a total of around 356,000 cubic meters, is also a focus area at FUCHS: The new plant in Wujiang, China, operates a wastewater evaporation system to reduce discharged wastewater volumes and the associated costs.

Waste and disposal

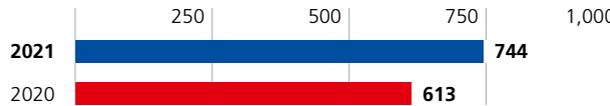
Waste management is the responsibility of the individual companies. This requires setting and pursuing individual objectives based on local circumstances. The CO₂ equivalents generated by the disposal of waste during the production of the lubricants accounted for the largest share of Scope 3 emissions in 2021, amounting to 30 % of total emissions. In order therefore to achieve the overall goal of continuously reducing “gate-to-gate” emissions, a focus on effective waste management is essential.

Development of waste volume²

Absolute
in kilograms*



Absolute
in kilograms**



* Basis: FUCHS Production, sales and holding companies.

** Basis: Joint ventures.

There is a firm intention to set a global waste reduction target. To increase the understanding of how the respective waste volumes are comprised, FUCHS would like to conduct an even more detailed survey of the local subsidiaries by the end of 2022.

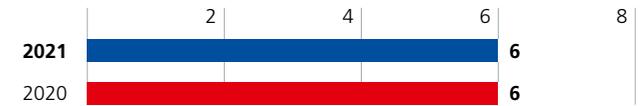
Investments on modernizing plants is also made with the aim of reducing lubricant quantities used in plants, thus making them more resource-efficient.

Development of waste volume²

Specific
in kilograms/ton produced*



Specific
in kilograms/ton produced**



* Basis: FUCHS Production, sales and holding companies.

** Basis: Joint ventures.

In 2021, absolute waste generation from FUCHS companies¹ increased by 22 % compared to the previous year, with a production volume² that increased by almost 20 %. This resulted, among other things, from the deconstruction of a plant in Sweden, where production moved to a newly built plant.

¹ FUCHS Production, sales and holding companies.

² Not including recycled amounts of flushing oils and finished products.

As a result of this increase, the specific waste volume (waste volume per ton produced) also rose by 3 % year-on-year.

Materials and raw materials

The manufacture of these products involves a large number of externally procured raw materials from renewable and fossil sources.

FUCHS produces almost none of its own raw materials. As a result, most greenhouse gas emissions associated with the products are not produced on the company's directly controllable premises ("gate-to-gate"), but instead further upstream in the supply chain at the raw material suppliers. Accordingly, FUCHS has been working in partnership with its strategic suppliers for several years, for example, to meet expectations with a view to a stage-by-stage recording and communication of greenhouse gas emissions caused by suppliers. As a result, the importance and requirements in the strategic supplier assessment are also gradually increasing in terms of sustainability considerations. The next tightening of the benchmark is planned for 2022. As part of last year's strategic supplier assessment, more than 60 % of strategic suppliers have improved their sustainability rating compared with the previous year.

In 2021, FUCHS, together with selected partners, also identified more products and packaging in further pilot projects to all be quantitatively assessed in terms of their ecological sustainability in comparison with standard



products over the entire life cycle. The results of these studies are expected in the course of 2022. Work in the coming years will continue aiming to present these analyses in quantitative, as opposed to qualitative, terms for the entire portfolio.

FUCHS took a first step towards more sustainable packaging in 2021 with the introduction of the new core container for automotive lubricants: The new 1, 4 and 5l containers will be purchased worldwide according to a uniform specification and must then contain at least 30 % post-consumer recycled content (PCR), if available in the given country.

Offsetting emissions

The offsetting of emissions for a financial year is based on the previous year's "gate-to-gate" emissions¹ minus the offsetting of certificates of origin for "green electricity" in Europe. Thus, the amount of emissions to be offset was 140,028 tons for 2021, a fall of 1 % on the previous year. FUCHS canceled climate protection certificates to offset this amount in order to be CO₂-neutral for the following year, 2022.

To offset, FUCHS has acquired certificates from the following projects, which are being mothballed for the following year on a pro rata basis according to the amount of emissions to be offset:

¹ Offsetting will be undertaken for all FUCHS companies, holding companies and joint ventures.

3.1 Economic, Ecological and Social sustainability

Climate protection projects to compensate for 2022

Country	Project name	Standard
Argentina	Manantiales Behr Wind Farm	VCS
Brazil	RMDLT Portel-Pará REDD	VCS
China	Jianxi Province Le'An County Forest Farm Carbon Sink	VCS
India	Vishnuprayag Hydroelectric Project	VCS
Indonesia	Renun Hydro	VCS
Indonesia	Sidrap Wind Farm Project	Gold Standard
Turkey	Catalca Wind Power	Gold Standard
Turkey	Cevizlik Run-of-River Hydroelectric Power Plant	VCS
Zimbabwe	Kariba REDD+ Project	REDD+

3.1.3 Social sustainability

Social sustainability has an internal and an external component, and for FUCHS it means taking responsibility for both our employees and for society in equal measure.

Material topics

Leadership and corporate culture

An essential element of the FUCHS2025 strategy is culture development within the company. This involves the further development of a culture encompassing the increasingly agile market environments and requirements for future business success. The two key elements here are an actively practiced open feedback culture and hierarchy-free communication. Employees are called upon to see themselves as a self-responsible element that is part of

one “great whole” and to actively engage in line with the globally defined competencies. These include creative drive and initiative, an agile mindset, application of critical thinking in all activities, the development of communication skills, and collaboration and teamwork. The goal of the above mentioned “whole” is to sharpen customer focus so that internal and external customers receive services and products geared to their needs. To develop the culture, it takes managers who are aware of their role model function and therefore lead by example. To ensure clarity regarding the requirements for managers with regard to the transformation, the role has been more sharply defined in leadership behaviors. Managers encourage and promote change, are role models and make the essential decisions to drive change processes and cultural development forward. Clear communication and identifying with change are just as much part of their tasks as actively keeping up with new things by maintaining the necessary activities within the organization.

Employment and employers

FUCHS projects in the areas of health management, continuing professional development, and work-life balance remain a vital part of long-term sustainable personnel management. The company is systematically pursuing the goal of striking a balance between the Group's business interests and the private and family needs of employees. Flexible working time models are an important part of this. In addition to traditional flextime models, part-time options are also available, ranging from 15 to 32 hours per week, which can also involve job-sharing or shift work. The establishment of rules for working from home,

accelerated by the Covid-19 pandemic, also allows people more scope in determining how they work. Due to the success of virtual work arrangements in 2020 and 2021, agreements for a mix of on-site and virtual working arrangements have been put in place or are under discussion at many sites for the post-pandemic world.

The increasing shortage of specialists means that it is vital for FUCHS to get young parents in particular back to work quickly. Support for daycare and covering of holiday periods, through subsidized holiday programs for example, is therefore customary. More and more fathers also wish to spend precious time with their children and therefore take parental leave. FUCHS facilitates this by offering part-time working hours during parental leave, for instance.

3.1 Economic, Ecological and Social sustainability

Social indicators

	2021	2020
Average age of employees in years	43	44
Age structure of employees in %		
< 30 years	15	14
31 – 40 years	28	28
41 – 50 years	27	28
> 50 years	30	30
Average length of service of employees in years	10	10
Employee fluctuation ¹ in %	5	3
Work-related accidents ² per 1,000 employees	10	9
Days lost due to sickness per employee	9	9
Proportion of women in management positions in %	24	24
Average further training and education per employee in hours	12	13

¹ Share of employees leaving the company voluntarily.

² Number of accidents with more than three absence days.

Safety and health at work

Workplace safety is of great importance to FUCHS. The company is subject to various national and international regulations on occupational health and safety at its different locations. The respective applicable occupational health and safety provisions form the minimum standard for the measures to be implemented.

The entire FUCHS workforce is informed at least once a year of the laws, regulations and internal occupational health and safety guidelines relevant to them and are instructed to comply with them.

Each FUCHS company's training plans to be prepared annually also include statutory recurring training or instruction in occupational health and safety. If the training is not completed or not completed on time, appropriate corrective measures are taken.

Particular focus is placed on the issue of safety in the sense of "raising awareness" in order that unsafe conditions and behaviors can be identified and rectified at an early stage to avoid serious accidents.

Suggestions for improvement in terms of health and safety from employees are encouraged.

In 2021, there were a total of ten notifiable occupational accidents in the FUCHS Group with more than three absence days per 1,000 full-time employees. FUCHS is aiming to reduce the number of notifiable occupational accidents by 5 % every year on a continuous basis. This will be achieved through further training and regular safety inspections.

As of the end of 2021, 14 out of a total of 28 manufacturing companies worldwide were certified in line with the ISO 45001 standard for occupational health and safety. This represents 50 % of all manufacturing companies, a 9 % increase year-on-year. FUCHS plans to increase the

number of certified manufacturing companies by 2 % annually.

Occupational health management now includes training in areas such as load handling, skin protection, and ergonomics at computer workstations. In addition, during the Covid-19 pandemic major vaccination campaigns are being offered in Germany through occupational medical care. Influenza vaccinations, which have been offered for years, were also increasingly used by employees in 2021. In addition, FUCHS encourages initiatives from employees to play a variety of sports together and also set up partnership arrangements with fitness clubs. These will be stepped up again and used actively once the pandemic situation has improved. Some offers, such as yoga, have also been moved online to some extent.

To contain the Covid-19 pandemic, crisis teams were set up to collaborate closely with the occupational health service/company doctor and the management of the respective site. Training on correct conduct during the pandemic, the distribution of necessary protective equipment, and the change in work models during critical phases of the pandemic, e.g. by reducing presence in the rolling system and rearranging shift models, made a significant contribution to keeping the number of infections at FUCHS very low. At some FUCHS sites, centralized vaccinations against Covid-19 were also carried out to protect employees in a timely manner. The aim of these protective measures has been to best protect employees and to minimize the risk of death and illness in the working environment. At the same time, the aim is largely to

3.1 Economic, Ecological and Social sustainability

prevent chain infections, which has succeeded except for one proven case, as confirmed by the public health department. When compared with statistical surveys of infection numbers, the FUCHS figure of 5.3 % was within the statistical mean of the German workforce since the beginning of the pandemic or better than that of the Federal Republic, which was 8.7 %, (as of December 31, 2021). At 1.1 %, deaths recorded by the companies in Germany were also lower than in the Federal Republic (1.6 % of infected deceased). FUCHS is committed to preventing infections and deaths to the greatest extent possible by continuing the protective measures and to keeping rates of infected persons and deaths below, or at the most equal to, the Federal Republic's rates.

Anti-competitive behavior

Anti-corruption and compliance

In competition, FUCHS relies on the quality and intrinsic value of its products and services. The FUCHS Code of Conduct, together with the Anti-Corruption Directive and the Antitrust Directive, contains binding guidelines to prevent corrupt or anti-competitive conduct of any kind and assists all employees in complying with laws and regulations to prevent corruption, bribery and anti-competitive conduct. It aims to ensure that neither employees of FUCHS nor business partners or officials allow themselves to be influenced by unlawful and inappropriate conduct in their business decisions. The aim is also to ensure the proper conduct of FUCHS employees in line with the antitrust law requirements.

FUCHS has set up a Compliance Management System (CMS) that comprises the entire Group and that is based on the Principles for the Proper Performance of Reasonable Assurance Engagements Relating to Compliance Management Systems (IDW PS 980). Important components of the CMS are the establishment and dissemination of a suitable compliance culture by the Executive Board of FUCHS PETROLUB SE and the managers of the FUCHS Group, the Group-wide compliance organization and a compliance program geared to adequate and efficient measures, e. g. in the form of consulting, training courses, information events, an electronic whistleblower platform for employees and business partners, and other measures and processes derived from the compliance guidelines.

The company's compliance organization has developed various corporate goals which should be achieved with the Group's CMS based on the general company targets adopted by the Executive Board and taking into account the regulations which are particularly important for the company. At FUCHS, one of the primary goals of the CMS is the prevention, detection, and sanctioning of violations of the law and misconduct, including corruption and bribery as well as anti-trust law violations. The Code of Conduct as well as the aforementioned guidelines are publicly available on the FUCHS website. → <https://www.fuchs.com/group/the-company/corporate-governance/guidelines>

FUCHS has implemented a centralized and decentralized compliance organizational structure. Belonging to the centralized organization are the Chief Compliance Officer (CCO) and the Group Compliance Committee (GCC). The decentralized compliance organization is represented by the Local Compliance Officer (LCO) appointed in each Group company and the appointed Regional Compliance Officer (RCO). The CCO communicates the compliance targets determined by the Executive Board and the relevant compliance topics to all the Group's managers and employees and works with the GCC to ensure these are implemented.

The Executive Board continuously monitors and reviews the quality of the CMS, decides on how to deal with the findings from the risk analyses and compliance investigations, and consults regularly with the Supervisory Board and the Audit Committee. The Executive Board continues to develop the CMS and ensures that identified weaknesses in the CMS are addressed through appropriate action. These measures can include both procedural and organizational adjustments to the CMS. Violations of compliance stipulations pose a threat to key success factors for FUCHS and are not tolerated. Potential compliance violations are identified and resolved as part of the defined compliance process. All employees are required to report potential compliance violations. Any identified violations are sanctioned appropriately, with the specific sanction dependent, among other things, upon its nature, severity, duration and degree of culpability. Sanctions can be imposed to

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the full extent permitted by law, including extraordinary termination of employment, claims for damages and criminal charges.

The most effective measure in ensuring a functioning CMS as well as eliminating its possible weaknesses is to educate and train employees on the relevant compliance topics. With a view to combating corruption and bribery, all managers as well as FUCHS employees from relevant fields are required at all Group sites worldwide to provide basic compliance training through online training. This training must be repeated every three years. In 2020 and 2021, further online training in the areas of corruption prevention and fair competition was introduced in the FUCHS Group. The global target group of these repeated and additional training courses every two years consists of the senior management levels as well as all sales and procurement employees. These training courses are available in all relevant Group languages.

To monitor the functionality and adequacy of the CMS, FUCHS assesses the level of information of employees on the compliance fields that are relevant to them. This measures the extent to which employees have successfully completed the training they need in the areas of compliance relevant to them. The aim is to educate as many of the company's employees as possible about the compliance

fields of relevance to them in each case. Besides basic training sessions on compliance, training in compliance areas such as prevention of corruption and compliance with anti-trust law is also paramount. Measurement is carried out by determining the rate of e-learning and other compliance training delivered by the respective defined target group by the reporting date. At the end of the financial year, a training rate of 78 % was achieved in the aforementioned online training courses.

A further measure is the continuous performance of compliance risk analyses on which basis any need to amend the CMS is identified. A business-related risk assessment of the relevant compliance areas up to the level of the individual Group company is the basis for the regular analysis of compliance risks. Specific weighting factors, such as the Corruption Perception Index (CPI), published by Transparency International Deutschland e.V., are taken into account. This indicates that the main risk areas for the CMS include the risks of violations against anti-trust law and against the prohibitions of corruption and bribery.

When integrating newly acquired companies and businesses into the FUCHS CMS, the objective is to integrate the acquisitions as quickly as possible into the compliance processes relevant to them and the company's risk evaluation.

Internal Audit reviews the functionality and adequacy of the CMS, both in the form of regular and ad-hoc audits.

Further information on the CMS can be found in the Declaration of Corporate Governance. → [2021 Annual Report p. 101 Corporate Governance](#)

Respect for human rights

For FUCHS as a responsible company, observance of human rights is an essential part of business ethics. It forms the basis of all its business activities and therefore also includes relationships with customers, suppliers, and other business partners as a matter of course. The FUCHS Code of Conduct, which was issued by the Executive Board together with the Group Management Committee, is a material expression of this lived understanding within the Group, and is the guideline for safeguarding our human rights due diligence obligations. In accordance with the Code of Conduct, FUCHS respects and considers human rights and supports the objectives of the International Labor Organization (ILO) Declaration of Principles. These include freedom of association, the right to collective bargaining, the elimination of forced and child labor, and the prohibition of discrimination in employment and occupation. The Code of Conduct is publicly available on the FUCHS website. In its global purchasing conditions, FUCHS obliges its suppliers to adhere to the ten principles

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of the UN Global Compact as well as the four basic principles of the ILO. The five FUCHS values – trust, integrity, reliability, respect and creating value – are the foundations of the Group’s business activities and an essential element of FUCHS2025, the key strategy for FUCHS. The Modern Slavery Act Statement submitted each year in the UK underscores FUCHS’ unconditional commitment to preventing the criminal exploitation of human labor, for instance in the form of human trafficking, forced and child labor and slavery, beyond its own operations and in its supply chain as well. FUCHS ensures respect for human rights in the upstream value chain at its suppliers by means of contractual agreements, self-regulatory declarations by the supplier and on-site audits. Potential violations can be reported anonymously by any person via an electronic whistleblower platform accessible to the public through the FUCHS website. Any such information is followed up as part of our internal investigations. In 2021, we received no indications of human rights violations.

Education and training

Alongside vocational training, needs-driven continuing professional development remains the foundation for developing specialist personnel and high potentials. To meet these needs more specifically and in a more forward-looking manner in future, further progress on the establishment of a structured, global personnel development

program was made in 2021. As part of general professional development, topics such as the Code of Conduct, Compliance and IT tools through to specific knowledge relating to FUCHS were offered in addition to basic technical subjects relating to lubricants. Job-specific continuing education programs, such as the virtual HR Academy, have also been established. The new “Onboarding” project has also been set up and implemented. New employees have the opportunity in their own training area to gain knowledge about FUCHS and the corporate culture in various different learning phases and topic areas. This enables employees – especially new ones – to acquire knowledge that applies worldwide to our business and how we work together, in the spirit of ACT GLOBAL, regardless of the site at which they are based.

A management-level pilot program has been launched as part of the FUCHS2025 strategy to highlight the role of managers in transformation and developing company culture. As a result of this success, the program will be rolled out worldwide in 2022. For the onboarding of new managers, the existing Executive Program has been expanded by adding elements from FUCHS2025.

As part of the e-learning strategy set out in 2020, the entire spectrum of training courses was offered across borders and time zones, ranging from specialized training to culture-related topics.

Traditional classroom training will still be offered in the future by the FUCHS ACADEMY. As a global training institution, the FUCHS ACADEMY regularly offers a wide range of technical and specialist seminars and provides our sales experts, for instance, with sound background knowledge of the products and their applications. Here, too, progress was made on digitalizing training content in 2021. Using a specially developed concept, a breakthrough in the virtual availability of training content was achieved in 2021. The FUCHS ACADEMY is also a very popular learning platform for junior staff and employees with high potential, which helps to secure the continuous and targeted further development of employees. In-house trainers from special disciplines such as product management, quality management, research and development, sustainability and the divisions were recruited and received substantial training, thus enabling them in future to create their own training concepts independently and provide them in virtual as well as in-person formats.

Some of the projects of the HR initiative under FUCHS2025 were concerned with the development of junior staff. For this purpose, the global talent management strategy has been completely revamped and relaunched. In addition to new selection criteria, this includes a continuing education program tailored to the core competencies and leadership behaviors. A recommendation concept has been designed for local talent to be implemented in the countries and

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regions. This, too, includes competencies required by managers in a changing world. At the same time, in another project guidelines were created to help sites plan and budget for continuing professional development in accordance with defined criteria.

In light of the global structure of the Group organization, intercultural competence is a key success factor for staff. These competencies can be developed in day-to-day practice through increased networking and international exchanges. The aforementioned measures are complemented by language courses. FUCHS thus ensures that English, the Group language, forms a reliable basis for the exchange of knowhow.

FUCHS has set itself the goal of investing significantly in the establishment and development of employee competencies. A KPI for long-term professional development has therefore been adopted. In the future, an upgraded system will ensure that professional development hours completed per employee are recorded, reported, and tracked worldwide. KPI-based tracking ensures that professional development activities are more transparent, making it easier to identify areas where improvement is required. Having introduced the foundations, an annual analysis of target achievement will be drawn up based on ambitious medium-term targets.

Non-discrimination

Diversity and equal opportunities

To FUCHS, a responsible HR policy means equal opportunities and strictly prohibiting discrimination. FUCHS

supports the International Labor Organization's Declaration on Fundamental Principles. These include freedom of association, the right to collective bargaining, the elimination and prohibition of forced and child labor and the prohibition of discrimination in employment and occupation. FUCHS does not tolerate any form of discrimination and, within the framework of the respective statutory provisions, is committed to upholding the principles of equal opportunities when hiring and promoting employees. Furthermore, FUCHS respects employees' rights to equal treatment, regardless of their race and nationality, religion or belief, gender or sexual orientation, political or trade union activity, age, illness or disability, or other personal characteristics. FUCHS takes into account peoples' disabilities and creates an environment in which they can use their skills in the business.

It ensures a non-discriminatory working environment and actively promotes the various aspects of diversity. The integration of different nationalities is a matter of course for the company. As part of globalization, colleagues from the sites are increasingly motivated to apply internally for vacancies abroad. Vacancies are posted internally through the Human Capital System, and accessible to all employees. By focusing job searches on factual expertise, experience and in behavioral terms on the globally binding core competencies model, the selection criteria for internal candidates is made as transparent as possible and is materially scrutinized by means of the new competency-based interview techniques and process, thus minimizing any possible discrimination through objectification.

Since its establishment, FUCHS PETROLUB SE has been part of an initiative of German economic leaders that presented a Code of Responsible Conduct for Business under the patronage of the Wittenberg Center for Global Ethics. As a subscriber to the model, the Executive Board is committed to a success-driven and value-oriented system of corporate governance in the sense of the social market economy. This includes fair competition, a social partnership, the performance principle and sustainability.

We consider mixed management teams to be a significant strengthening of our company. For this reason, FUCHS also places particular emphasis on the targeted support of women and ensure that appropriate consideration is given to them when filling management positions in the company. Currently, women account for 26 % of the total workforce. The share of women in management positions remained stable at 24 %.

Suppliers

A competitive and reliable supply of raw materials, services and technical goods is ensured by close, open, and transparent cooperation with suppliers. The aim is, in collaboration with suppliers, to continuously drive transparency and sustainability all the way along the supply chain. To achieve this, a binding Supplier Code of Conduct has been created, which, among other things, is based on the principles of the UN Global Compact and explicitly formulates FUCHS' expectations of its suppliers. FUCHS calls on its suppliers to recognize the Supplier Code of Conduct and ensure that they comply with it along the value chain.

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Furthermore, only raw materials that comply with all applicable EHS regulations (environment, health and safety) are used. Interdisciplinary teams of experts work continually together with the suppliers to utilize alternative raw material solutions from renewable sources, thereby gradually reducing the use of fossil-based raw materials.

Raw materials are key to ensuring the consistent quality of the products, and therefore the ongoing maintaining and monitoring of raw materials and supplier portfolios plays a vital role. Both supplier management and raw material procurement are organized and carried out in line with standard global Group specifications. Whereas the most strategically important suppliers are managed centrally by defined lead buyers, raw materials that are required only in small quantities or by individual companies are

purchased by the procurement units of the respective local companies. In 2021, about 75 % of raw material spending was carried out by lead buyers and 25 % by local subsidiaries.

As part of its active supplier management, FUCHS evaluates all its strategic raw material suppliers every year. The supplying companies are asked to self-assess issues such as quality, pricing and sustainability. In addition, various functions within FUCHS also carry out a systematic and transparent evaluation. If this comparison finds room for improvement or expectations that have not been fulfilled, clear action plans are agreed at regular intervals with the relevant companies and a strict follow-up process conducted at regular intervals is established to ensure these have been implemented. The demands made by FUCHS

regarding compliance, the barring of discrimination and child labor, and with regard to compliance with laws and recognized labor and environmental standards are part of the supplier code of conduct, delivery conditions and annual assessment of strategic suppliers.

FUCHS is conscious of the responsibility it has as a leading independent lubricants company, and promotes efforts to develop industry sustainability standards in the lubricants sector via various working groups and committees in national and Europe associations. For example, FUCHS chairs the Sustainability Committee of UEIL (Union of the European Lubricants Industry), which aims to develop and adopt, among other things, uniform standards for calculating the Product Carbon Footprint (PCF) by 2023. This is particularly important because FUCHS can only calculate the PCF for its products in a meaningful way if the suppliers for the raw materials supplied to FUCHS calculate the respective PCF in a comparable way and based on uniform standards. By combining direct actions in its own supply chain and indirect actions through collaboration in various working groups, FUCHS supports ecological and social sustainability criteria and ethical behavior along the value chain of the lubricant industry.



“We believe that every company also has a social responsibility. That’s why active commitment in a wide range of social challenges is part of our corporate culture and has long been a tradition for us.”

**Julia Schlusche, Specialist Corporate Marketing & Communications
FUCHS PETROLUB SE**

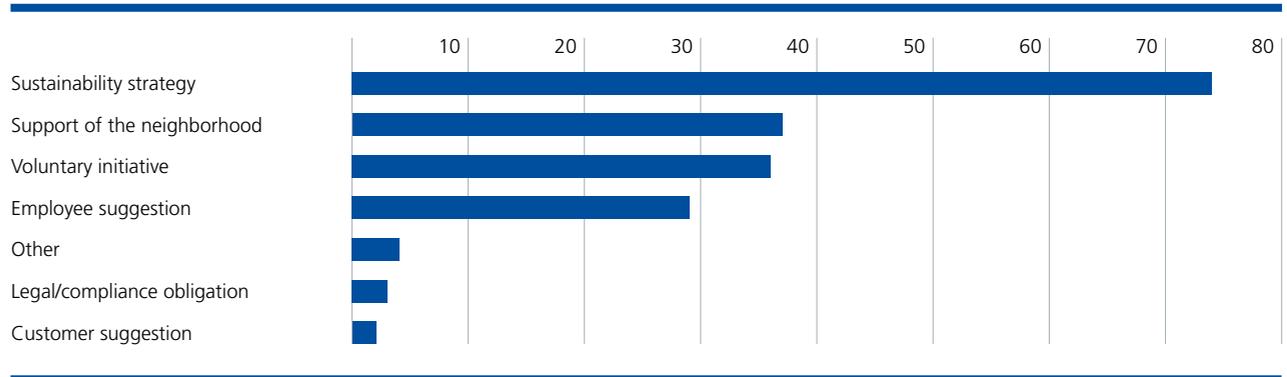
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CSR projects

Various sustainability projects have been launched under the strategic initiative “Ecological and Social Sustainability”, which is part of the FUCHS2025 strategy process. One of these projects has focused on increasing the transparency and promoting the corporate social responsibility (CSR) projects of all FUCHS companies worldwide. One tangible result from this project is a new, internal reporting platform that allowed projects to be recorded globally and to be supported by the system for the first time in 2021.

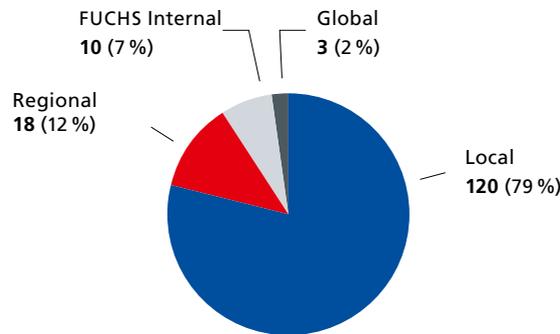
Even though 2021 was still marked worldwide by the Covid-19 pandemic, associated lockdowns and home offices, FUCHS once again supported numerous social projects. In 2021, FUCHS not only increased the number of companies that supported projects to 37 (previous year: 14), but the number of projects was also more than doubled from 71 in the previous year to a total of 151 social projects. Ten of these projects benefited FUCHS employees internally, while 141 external social projects were supported. FUCHS was once again able to support numerous people who are in need, socially disadvantaged and suffering, and who received donations, grants and aid.

Motivation for projects



Most of the projects (120 or almost 79 %) benefited local causes:

Share of global, regional and local projects (incl. JVs)



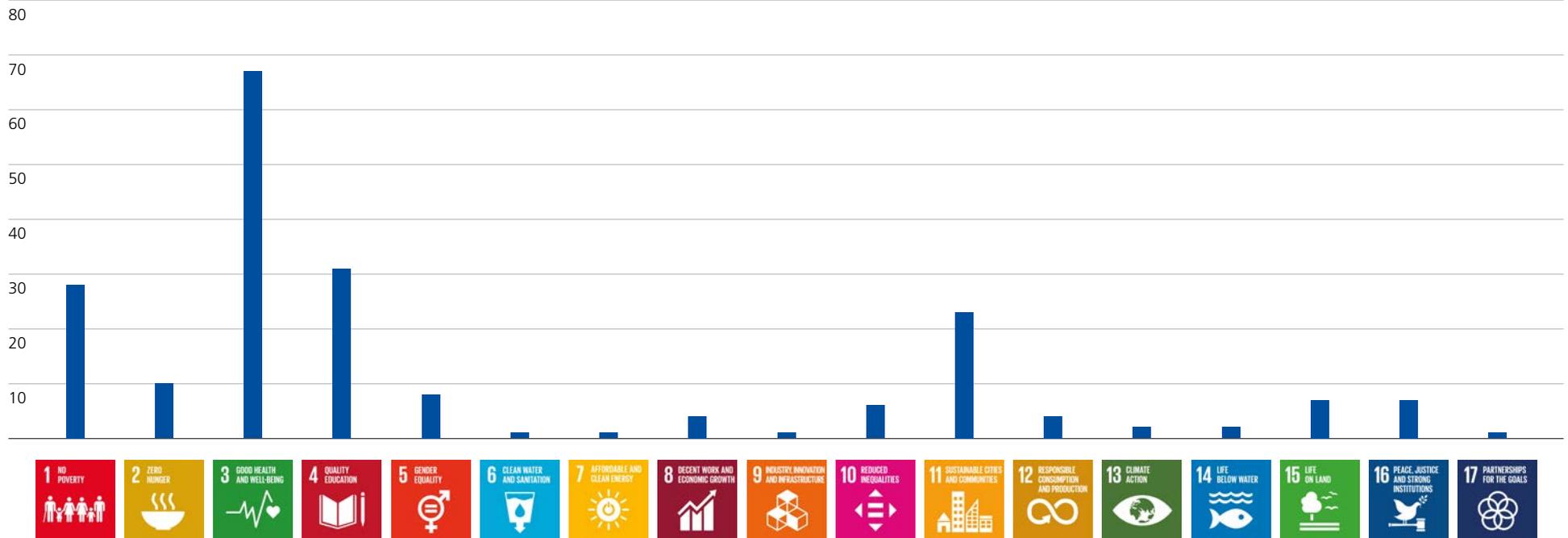
FUCHS is convinced that local needs can best be assessed first-hand. This is why the local FUCHS companies decide independently which projects they support and, in this way, also ensure that the aid goes to where it is most urgently needed.

The motivation for selecting the CSR projects to be supported is mainly based on pursuing the company’s own local sustainability strategy, followed by neighborly help, as well as voluntary initiatives and employee suggestions. Multiple answers to the possible reasons were permitted.

We are pleased to report that all 17 of the United Nations Sustainable Development Goals (SDGs) were considered this year.

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Assignment of FUCHS CSR projects to UN Sustainable Development Goals (SDGs)



The top five SDGs this year, as in the previous year, were: SDG 3 *Good health and well-being* at just under 33 %, SDG 4 *Quality education* at 15 %, SDG 1 *No poverty* at 14 %, SDG 11 *Sustainable cities and communities* at 11 % and SDG 2 *Zero hunger* at just under 5 %.

It should be noted here that, unlike last year, each project could be assigned multiple SDGs, as some projects promote more than one SDG.

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FUCHS Company	Beneficiaries	Project description	Significantly influenced SDGs
FUCHS AUSTRIA Schmierstoffe GmbH	Ein Lächeln für Kinder	Support for necessary treatments for children from families in need	 
	Kinderhilfsfonds	Support for 240 families for necessary treatments, subsidies for medications, etc.	 
	Adrijana (9)	Participation in the fundraising campaign "Adrijana" to buy a wheelchair, stair lift, & lower leg orthoses for young Adrijana	
	Flachgauer Tafel	Socially and economically disadvantaged people and families in the catchment area receive collected food donations from retailers and manufacturers	  
	MukoPolySaccharidosen (MPS) Austria	Donations to the association help MPS children and their families emotionally and financially, for instance through support groups, therapy weeks, etc.	
	Mattsee Social Services	Donation for Ema from Mattsee for special treatments to reduce her epilepsy and to improve her mobility	
FUCHS LUBRICANTS (Australasia) PTY. LTD.	Various associations that collect donations	With diverse events like "World's Greatest Shave", "Distinguished Gentleman's Ride", "Pyjama Foundation", "Special Children's Christmas Party", "Great Cycle Challenge – Fight Kids Cancer", "Braver Stronger Smarter – Fighting Childhood Cancer" and "St Vincent De Paul Footscray Soup Van", FUCHS employees support various charities with donations	
	Australia's Biggest Morning Tea (ABMT)	ABMT is a community event that raises funds to fight cancer	

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FUCHS Company	Beneficiaries	Project description	Significantly influenced SDGs
	Million Paws Walk – A stroll in May	Donation for the prevention of animal cruelty	 
	The Push For Better Foundation, Headspace National Youth Mental Health Foundation	This push-up challenge raises funds for youth mental health	
			
	GH United Rugby League Carnival	Donations go towards supporting local sports and culture	
	The Red Cross	Employee blood donations provide financial resources to support the Red Cross	
	Children's Medical Support Institute (CMRI)	Support for CMRI in its activities to research birth defects or genetic diseases such as cancer	

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FUCHS Company	Beneficiaries	Project description	Significantly influenced SDGs
	The Salvation Army	Providing gifts for children in need and collecting donations for the Salvation Army (Wish Tree Campaign)	
FUCHS LUBRIFICANTES Do Brasil LTDA.	Patinhas Unidas Brasil NGO	Recycling collected bottle caps to rescue abandoned animals on the street	
	Centro de Atenção Psicossocial Infante Juvenil Aquarela	Supporting the psychosocial care center (CAPSI) to treat people from the Sorocaba neighborhood	
		Providing toys through the Salvation Army for local families in need	
FUCHS LUBRICANTS Canada LTD.		The Salvation Army	
FUCHS LUBRICANTS (China) LTD.	Shanghai Jiading World Foreign Language School	Supporting the community school by offering soccer classes for students in grades 4 through 7	 

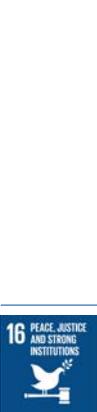
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FUCHS Company	Beneficiaries	Project description	Significantly influenced SDGs
			
	Shanghai Chinese Chess Institute	Sponsoring promotes Chinese chess as a local cultural asset	
	"Love under the blue sky" foundation	This foundation organizes charitable activities for orphans, street children, widows/widowers and people with disabilities	
	Nanxiang Local Education Foundation	Donation for improving educational opportunities for children with a low educational level	
	FUCHS China employees	Various activities, such as hospital visits by colleagues, to improve the working atmosphere are supported	 
	FUCHS China employees	Special "Clean Plate" campaign training sessions to illustrate and reduce food waste	 

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FUCHS Company	Beneficiaries	Project description	Significantly influenced SDGs
FUCHS PETROLUB SE	Kreisverkehrswacht Mannheim e.V.	Cycling training for Muslim women to help them gain more freedom and independence	
	THW-Youth Mannheim	By building insect hotels, children and young people gain experience using tools and technical equipment	 
	Diakonisches Werk Mannheim	The "Photography" workshop series is designed to introduce young people to the theory and practice of photography and image processing	 
	Jewish Community Mannheim	Joint discussions sensitize students to the importance of democracy, freedom of opinion and freedom of speech	 
	Pro familia Mannheim e.V.	Donations go towards providing age-appropriate information material and to finance discussions led by teachers on the subject of sex education	
	Inklusion im Sport e.V.	This donation gives people with and without disabilities, as well as older people, the opportunity to participate in group sports	
	Förderverein ALTER e.V.	Supports the organization of sports competitions with free participation for children and young people, especially for socially disadvantaged people from the surrounding districts of the city	 
	Lebenshilfe Region Mannheim-Schwetzingen-Hockenheim e.V.	Animal-assisted educational sessions for people with mental disabilities	

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FUCHS Company	Beneficiaries	Project description	Significantly influenced SDGs
	DLRG Bezirk Mannheim e.V.	Promoting youth work in outdoor pools to train lifeguards	
	Das andere SchulZimmer e.V.	Support for young school dropouts in obtaining their secondary school diploma and starting a career, especially in the field of media and programming	
	Deutsche Leukämie-Forschungs-Hilfe (DLFH)	Support for the “Fit gegen Kinderkrebs” campaign	
	Mannheimer Muslima Initiative; Mannheimer Institut für Integration und interreligiöse Arbeit e.V.	Support for the project “Yes I can – together we move more”, in which Muslim women campaign against anti-Semitism and anti-Muslim racism	
	Queeres Zentrum Mannheim e.V. (QZM)	Support for the “Generation Exchange” project, which invites different LGBTIQ+ generations to participate in a facilitated exchange	
	Regionale Arbeitsgemeinschaft Selbsthilfegruppen	Promotion of self-help groups – strengthening of voluntary work	



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FUCHS Company	Beneficiaries	Project description	Significantly influenced SDGs
	Enjoy Jazz	Cultural sponsorship for the “Enjoy Jazz” music festival	
	Kurpfälzisches Kammerorchester	Cultural sponsoring for the Kurpfälzisches Kammerorchester	
	National Theater Mannheim	Cultural sponsorship for the “Opera” section of the National Theater Mannheim	
	Schwetzingen SWR Festival	Cultural sponsorship of the Schwetzingen SWR Festival	
	Anpiff ins Leben e. V.	Social sponsorship of young athletes and people with amputations	
	Rhine-Neckar Metropolitan Region	Financial support for regional development and regional marketing	
	Stadtmarketing Mannheim	As a co-partner, FUCHS PETROLUB assumes special responsibility for contributing to Mannheim’s successful development	
	SRH Heidelberg	Support for the “Abenteuer Essen” project, which promotes a conscious and healthy diet in kindergartens	

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FUCHS Company	Beneficiaries	Project description	Significantly influenced SDGs
	Mannheimer Morgen	Newspaper reading sponsorship for Mannheim schools to promote general education	
	National Center for Tumor Diseases	Benefit concert to support innovative research projects in the fight against cancer	
	Stiftung Leben mit Krebs	Running campaign "Bewegung gegen Krebs" to improve the quality of life of cancer patients with therapeutic measures	
	Gesundheitstreffpunkt Mannheim	Support for self-help groups in Mannheim	
	Mannheimer Kunstverein	Support for the Mannheimer Kunstverein (Art Association)	
	Mannheim Philharmonic Orchestra	Cultural sponsoring for the Mannheim Philharmonic Orchestra	
	Speyer Cathedral Music	Cultural sponsorship of the Speyer Cathedral Music Festival	
	Palatina Klassik e.V.	Cultural sponsorship of the Palatina Klassik concert series	

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FUCHS Company	Beneficiaries	Project description	Significantly influenced SDGs
	Heidelberg Spring	Cultural sponsorship of the Heidelberg Spring Music Festival	
	Children's Academy Mannheim	Qualified support for highly gifted primary school children	
	Kunsthalle Mannheim	Annual support for the ongoing operations of the Mannheim Art Gallery	
FUCHS Schmierstoffe GmbH	Besi & Friends Foundation	Support for people with autoimmune and neurological diseases	
	FC Arminia 03 youth division	Providing the bambini and youth divisions with donations and new kits	
	SC Pfingstberg soccer team	Donation of new kits	
	Tanzsportclub Grün-Gold Heidelberg e.V.	Donation of new kits	
	KinderHelden	Support for the mentoring program to recruit, train and place mentors	

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FUCHS Company	Beneficiaries	Project description	Significantly influenced SDGs
FUCHS Company	FUCHS employees	Company sports courses, such as yoga or back training for employees	
	FUCHS employees	Motivational presentations on the topic of nutrition, relaxation, or mindset for employees	
	FUCHS employees	Movement-relaxation break for getting moving and stretching with classical breathing exercises for employees	
	FUCHS employees	Occupational health counseling by our company physicians for employees	
	Lebenshilfe-Verein	Donation through the purchase of Christmas cards	
FUCHS LUBRITECH GmbH	Children's Hospice Kaiserslautern	Sponsoring Christmas presents for children in the hospice	
	Landfrauen Rodenbach	Support of the local association	
	Youth fire department Rodenbach	Support for the youth organization of the local fire department	 

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FUCHS Company	Beneficiaries	Project description	Significantly influenced SDGs
	Initiative "Gemeinsam gegen Hochwasser"	Support for the victims of the Ahr flood disaster	
	Kaiserslautern University of Technology	Support for the local university	
	Kultur Quadrat e.V.	Support of the local cultural initiative	 
	Hospiz Kaiserslautern e.V.	Support for local hospice work	
	Deutscher Tierschutzbund e.V.	Support for the association for the care of homeless animals	
	Doctors Without Borders	Support for the global association "Doctors Without Borders"	 
	ARM-ALT-ALLEIN e.V.	Support for local initiative to care for elderly people living alone	
FUCHS LUBRICANTS DENMARK ApS	FUCHS employees	Daily online training sessions for all employees to improve well-being	

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FUCHS Company	Beneficiaries	Project description	Significantly influenced SDGs
FUCHS LUBRICANTS Estonia OÜ	FUCHS employees	Company sports activities, like skiing or cycling, to encourage employees to lead active lifestyles	
FUCHS LUBRICANTES S.A.U.	ALS Extremadura Association	Selling calendars for the collection campaign of the association	
	Fundació NEXE	Support for the foundation, which promotes rights for children with severe disabilities, through the purchase of roses on the occasion of the Sant Jordi holiday	
	Association #no more matildas	Stories of female scientists to promote scientific interest among young girls and teenagers	
	FUCHS employees	Preparation, design and implementation of a program for gender equality	
FUCHS OIL Finland OY	FUCHS employees	Daily online training sessions for all employees to improve well-being	
FUCHS LUBRIFIANT France S.A.	Doctors Without Borders	Donation to the global association "Doctors Without Borders"	 
	Committee for Education and Care of People with Multiple Disabilities (CESAP)	Donation for children with disabilities	 

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FUCHS Company	Beneficiaries	Project description	Significantly influenced SDGs
	4L Trophy	Sports and solidarity event to transport aid supplies to Morocco	
FUCHS LUBRICANTS (UK) PLC.	“Motocross Challenge” project	Alternative education teaching practical mechanical skills to young people excluded from mainstream schooling	
FUCHS HELLAS S.A.	“Lighthouse for the Blind of Greece”	Supplying metalworking fluids and providing support in the form of service and training to the blind in the metalworking industry	  
FUCHS LUBRICANTS (India) PVT. LTD.	Australian & Asian Missions Association (AAMA)	Providing ten intensive care beds for Covid-19 patients at the health center	
	Saifee Hospital	Supporting the hospital by providing 22 oxygen cylinders	
	Annamrita Foundation	Meals provided to health workers at several hospitals in Mumbai during the pandemic	 
	Taj Public Service Welfare Trust	Support for the Meals to Smiles initiative, providing meals for essential health professionals during the pandemic	 
	Majhi Maitrin Charitable Trust	Supporting the school education of underprivileged girls through tutoring	 

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FUCHS Company	Beneficiaries	Project description	Significantly influenced SDGs
	Vasundhara Sanjeevani Mandal	Tree planting for sustainable environmental protection	
	Anugrah Vidya Mandir School	School fees for 100 pupils and 6 students	
	Kamla Mehta Dadar School for the Blind	Supporting the school for the blind by paying teachers' salaries	
	Foster Care	Sponsoring 30 children in need to cover school costs	
	SSRVM School	Book donation to a school in Dharavi, Mumbai	
	Saifee Hospital	Free health care for the underprivileged	 
	SMIT Foundation	Mobility aids for weak and underprivileged population groups	
	Gharkul	Financial support for children in the form of salaries for speech therapists, occupational therapists, and for daily meals	

3.1 Economic, Ecological and Social sustainability

FUCHS Company	Beneficiaries	Project description	Significantly influenced SDGs
	Anugrah Vidya Mandir School	Support for postgraduate studies in nursing for two underprivileged girls	 
	Akshay Patra Foundation	Support for the provision of lunches for children	
	Rotary Club of Bombay Mid-Town	Planting trees to provide a livelihood for families in need	
FUCHS LUBRIFICANTI S.P.A.	Onlus Frati Minori Convento Sant'Antonio da Padova Torino	Financial support to the association that distributes meals to homeless people	
FUCHS LUBRICANTS Lithuania UAB	FUCHS employees	Company sports activities, like skiing or cycling, to encourage employees to lead active lifestyles	
FUCHS LUBRICANTS Latvia SIA	FUCHS employees	Company sports activities, like skiing or cycling, to encourage employees to lead active lifestyles	
LUBRICANTES FUCHS de Mexico, S.A. de C.V.	People with low income	Financial support for food deliveries for low-income households	

3.1 Economic, Ecological and Social sustainability

FUCHS Company	Beneficiaries	Project description	Significantly influenced SDGs
FUCHS PETROLUBE (Malaysia) SDN. BHD.	Government Hospital Selayang	Medical care for hospital staff	
	NGO "Orphanage Home"	FUCHS provides food for the children of the orphanage	
FUCHS LUBRICANTS Norway AS	FUCHS employees	Daily online training sessions for all employees in the Nordic countries	
FUCHS OIL CORPORATION (PL) SP Z O.O.	Fundacja Nadzieja	Initiative to improve road safety	 
	Local preschools; scientific associations; children's theater, etc.	Improving the level of education by co-financing materials, trips, conferences, etc.	
	Polish Association for the Blind and Association for the Help of Disabled Children and Adolescents	Support for handicapped children and youth, among other initiatives Grants for rehabilitation stays	
FUCHS LUBRICANTES UNIPESSOAL LDA.	Bombeiros Voluntários de Moreira da Maia	Support for the volunteer fire department in Moreira da Maia	 
	Colégio Alemão do Porto	Raising funds for charities at the Christmas bazaar	 

3.1 Economic, Ecological and Social sustainability

FUCHS Company	Beneficiaries	Project description	Significantly influenced SDGs
	Instituto Profissional do Terço	Financial support for the institution for the care of children in need	
	Aldeia de crianças SOS	Financial support for the aid organization “SOS Children’s Village”	
FUCHS LUBRICANTS ROMANIA SRL	Daruieste Viata (NGO)	Financial support for the construction of a hospital for children with cancer	
OOO FUCHS OIL	Boarding school for children with developmental disabilities	Donation for purchase of municipal equipment such as snow removal vehicles	
ALHAMRANI-FUCHS PETROLEUM Saudi Arabia LTD.	Students of the “Yanbu Industrial College”	FUCHS offers free training to the students	
	Local sports clubs	Support for sporting events to promote a healthy lifestyle	
	“Zakat, Tax, Customs Authority” (ZATCA)	Distributing tax money to underprivileged and poor households	
FUCHS LUBRICANTS Sweden AB	FUCHS employees	Daily online training sessions for all employees to improve their well-being	

3.1 Economic, Ecological and Social sustainability

FUCHS Company	Beneficiaries	Project description	Significantly influenced SDGs
	The Traffic Calendar	Support for school staff on the topic “Impact of the traffic system on the environment, health, and road safety”	
FUCHS LUBRICANTS PTE. LTD.	The Salvation Army	Donations in kind to the Salvation Army	 
FUCHS OIL CORPORATION (SK) SPOL. S R.O.	Svetielko nádeje	Support for the “Light of Hope” association for the care of children with oncological diseases	
OPET FUCHS Madeni Yağ Sanayi ve Ticaret	Counseling charity	Donation for promoting gender equality	
	TEMA Foundation	Financial support for actions to protect forests	
FUCHS LUBRICANTS Taiwan Corp.	FUCHS employees	Support for a book club for employees to promote lifelong learning	
FUCHS LUBRICANTS CO.	Catholic Charities	Support for Catholic Charities program to provide on-site care for the homeless	 
	“My Joyful Heart” Association	Donation for school supplies, clothing and Christmas toys	

3.1 Economic, Ecological and Social sustainability

FUCHS Company	Beneficiaries	Project description	Significantly influenced SDGs
	"Restoration Ministries" Association	Support for programs for families and youth in need	
	University Students	Providing Kleinman scholarships to four local high schools for college studies	
	The Emergency Assistance Center in Twinsburg	Donation to the local emergency assistance center	 
	Akron Canton Food Bank	Donation to the local food bank to assist people in need	
	Twinsburg City School District	The "Child Hunger Program" provides food to children in need in the area	
VN10 FUCHS LUBRICANTS Vietnam Company LTD.	FUCHS employees and suppliers	Organizing soccer tournaments for FUCHS employees and suppliers to strengthen bonds through sports activities	 
			

3.1 Economic, Ecological and Social sustainability

FUCHS Company	Beneficiaries	Project description	Significantly influenced SDGs
FUCHS LUBRICANTS South Africa (PTY) LTD.	University graduates	Sponsoring a scholarship program for university graduates from families in need	 
	School children of FUCHS employees	FUCHS pays the school fees for low-income employees	 
	Students in the 8th and 9th grades	Additional math lessons for grade 8 and 9 students	  
			
	Lefika la phodiso	Supporting art therapy programs for the underprivileged to address social and psychological problems	 
	KwaVulindlebe School for the Deaf	Donating shoes for deaf children in the school	  

3.1 Economic, Ecological and Social sustainability

FUCHS Company	Beneficiaries	Project description	Significantly influenced SDGs
	Unemployed youth	Internship/apprenticeship program for unemployed youth to significantly improve their prospects for permanent employment through work experience	
	Small business	Business and supplier development assistance to small businesses	
	ROSE Foundation	Membership of the voluntary industry association that collects and recycles used oil	
	Various non-profit organizations	Supporting various NGOs and community organizations that address various social issues	



“We select projects that not only help improve the lives of the people included, but also help alleviate the social-economic problems our country is facing.”

Esther Seabi, Transformation Director FUCHS LUBRICANTS SOUTH-AFRICA

3.1 Economic, Ecological and Social sustainability

FUCHS Company	Beneficiaries	Project description	Significantly influenced SDGs
FUCHS ZAMBIA LTD.	"Elephant Charge" Off Road Challenge	The team proceeds of this race will be donated to Zambian charities, e.g. for animal, land and species protection or to support school children	   
FUCHS Zimbabwe (PVT) LTD.	MyTrees Trust	Funding 78 hectares of land for Africa's largest reforestation project in Hurungwe	      
	KidzCan Cancer Association	Sponsorship of the KidzCan MudRun to support children with cancer in Zimbabwe	
	ACE Ambulance Remote Rescue & SkyRun Zimbabwe	Supporting the rescue team for the challenging trail run in Zimbabwe	



For 22 years

now the FUCHS Sponsorship Prize has been awarded. Every year, it honours exemplary projects of social institutions in Mannheim, the company's headquarters. Two additional prizes are awarded for particularly outstanding projects in the areas of sustainability and innovation.

Help for helpers

Social commitment is firmly rooted in the DNA of FUCHS. In 2021 alone, FUCHS national companies supported 151 local projects worldwide for people in need and other social causes. Many of these projects were related to the Covid-19 pandemic. One of them: "Coding for my Future" – a social project of the Mannheim organisation "Das andere SchulZimmer" (The Other School Room), in which young people who have dropped out of the school system and find themselves in difficult life situations prepare for an external school leaving certificate and a career start. The project teaches basic programming skills and thus not only meets the interests of the young people, but also teaches one of the key skills of the future. The programme received the FUCHS sponsorship award in 2021.

3.2 EU Taxonomy

The European Commission adopted its Action Plan on Financing Sustainable Growth in 2018. To channel capital flows into sustainable investments, it is necessary to establish criteria for determining the degree of environmental sustainability of an investment. Therefore, in June 2020 the Commission introduced an EU classification scheme for sustainable activities by adopting the Taxonomy Regulation (2020/852) as a measure of this Action Plan. The Commission has already announced further legislation and clarifications which can both target other environmental objectives and adapt existing targets. These publications may have an effect on the indicators to be reported and the information presented below.

The EU Taxonomy (Article 9) sets out six environmental objectives:

1. Climate change mitigation
2. Climate change adaptation
3. The sustainable use and protection of water and marine resources
4. The transition to a circular economy
5. Pollution prevention and control
6. The protection and restoration of biodiversity and ecosystems

The first two environmental targets must be applied to reports published after January 1, 2022. The remaining targets must be applied to reports published after January 1, 2023. FUCHS' economic activities must be

investigated for Taxonomy-eligibility during the first reporting year and analyzed whether they fall within the scope of EU Taxonomy.

The second step – for reports published after January 1, 2023 – is to check whether the activities identified as Taxonomy-capable are Taxonomy-compliant. Taxonomy compliance is considered met when all the technical assessment criteria for the activity concerned laid down in the delegated acts on EU Taxonomy are met. These criteria define the conditions under which an activity is classified as sustainable. Moreover, these activities must not significantly adversely affect the achievement of other environmental objectives (“Do No Significant Harm” criterion), and must meet minimum social standards.

One of our projects was to assess our contribution to the environmental objectives “Climate change mitigation” and “Climate change adaptation”. We have thoroughly analyzed our economic activities and the sales revenues generated therefrom, as well as capital spending and operating expenses, and assessed which proportion can be classified as Taxonomy-capable activities. Double counting is avoided by clearly allocating taxonomically capable sales revenues, capital and operating expenditure to one taxonomically capable economic activity.

As part of the analysis of activities, FUCHS has reached the conclusion that the products – and thus related sales revenues – are to be classified as not Taxonomy-eligible

and cannot be allocated to any activity. This conclusion is due to the limited scope of the regulation to certain economic sectors and industries.

As part of the project, internal measures of FUCHS were considered and analyzed to determine the Taxonomy-eligible share of investments and operating expenditures. Economic activities relating to investments (CapEx) and operating expenditures (OpEx) arise from the leasing of company vehicles (passenger cars), with the share of electric and hybrid vehicles in the fleet steadily increasing. In our analysis, vehicle leasing was assigned to activity 6.5 (Transport by motorcycles, passenger cars and light commercial vehicles). Commercial vehicle leasing has been assigned to activity 6.6 (Road freight transport services). In addition to vehicles, forklifts are also leased, which has been assigned to activity 3.6 (Production of other low-carbon technologies).

In addition, FUCHS is steadily investing in the expansion of its sites and continually increasing energy efficiency and reducing its carbon footprint. The projects carried out during the financial year have been allocated to activity 7.1 (New plant construction). Activities 7.2 to 7.6 are of secondary importance here. The company interprets the EU Taxonomy and Category 7 activities as meaning that all investments in buildings are considered as a Taxonomy-eligible. Leasing of buildings is assigned to activity 7.7 (Acquisition and ownership of buildings).

3.2 EU Taxonomy

Despite the lack of a Taxonomy-eligibility for sales revenues-related activities, the lubricants and functional fluids manufactured and supplied by FUCHS provide efficiency increases through reduced friction, wear and corrosion due to their inherent properties in our customers' applications. As a result, lubricants overall help reduce greenhouse gas emissions and protect fossil resources. FUCHS also places the highest standards on the production process and related supply chains in terms of energy efficiency, the use of renewable energy and resource efficient processes. FUCHS products help you contribute to climate protection in a wide range of applications. For example, according to an externally audited eco-efficiency analysis, an excavator saves around 9,600 liters of diesel over an operating period of 8,000 hours using a premium hydraulic oil. This corresponds to a CO₂ equivalent of nearly 30 tons. Together with associations, research partners and suppliers, FUCHS is constantly setting new standards and driving sustainability in the industry. → <https://www.fuchs.com/group/magazine/en/topics/detail/what-makes-a-product-environmentally-friendly/>

Key performance indicators ("KPIs") include sales revenues, investments (CapEx) and operating expenditure (OpEx). KPIs relating to Taxonomy-eligible and non-Taxonomy-eligible economic activities must be disclosed for the reporting period 2021.

The Taxonomy-eligible sales revenues indicator (Sales revenue KPI) consists of the part of net sales revenue generated from Taxonomy-eligible economic activities stated in the numerator and the consolidated sales revenue within the meaning of IAS 1 82(a) stated in the denominator. As far as the numerator is concerned, we have not identified Taxonomy-eligible shares – as explained above. → [2021 Annual Report p. 115, 138 et seq. Income statement](#)

The Taxonomy-eligible investment indicator (CapEx-KPI) includes additions and investments in intangible assets, property, plant and equipment and, where appropriate, capitalized development costs. The numerator represents the Taxonomy-eligible share of CapEx, while the denominator includes additions and investments in assets in accordance with IAS 16, IAS 38, and IFRS 16. → [2021 Annual Report p. 143 et seq. Development of goodwill and other intangible assets 2021 + Development of property, plant and equipment](#)

Key additions to investments in the 2021 financial year include:

- Leases for buildings
- Investment in buildings
- Expansion and additions to the company car fleet

The Taxonomy-eligible operating expenses indicator (OpEx-KPI) describes the share of Taxonomy-eligible operating expenses to the total operating expenses defined in the regulation. Expenditure on non-capitalized

research and development costs, short-term leases, low-value leases, building maintenance, and maintenance and repairs are taken into account. The numerator includes operating expenses for building maintenance tasks in line with the allocation of the numerator of the CapEx KPI. The indicator was determined on the basis of controlling data.

Amounts used for CapEx and OpEx calculations are based on the figures reported in the consolidated financial statements. In order to avoid indicators being double counted, attention was paid to allocate CapEx and OpEx only to one Taxonomy-eligible economic activity each.

The indicators for the financial year are as follows:

	Share (in %)
Total sales revenues¹	100
thereof Taxonomy-eligible	0
not Taxonomy-eligible	100
Investments (CapEx)	100
thereof Taxonomy-eligible	40
not Taxonomy-eligible	60
Operating expenditure (OpEx)	100
thereof Taxonomy-eligible	5
not Taxonomy-eligible	95

¹ Only sales revenues from customer contracts according to IFRS 15 is included in the total sales revenues indicator.

4.1 About this report

2021 Sustainability Report

FUCHS published its first sustainability report in 2011. This 2021 report is FUCHS' eleventh sustainability report and is published separately from the 2021 annual report. For individual topics that have already been explained in detail in the 2021 annual report, FUCHS refers to these passages.

This sustainability report is intended to provide stakeholders in FUCHS with information on how we advance our business and make FUCHS more sustainable.

For this purpose, the reporting period extends from January 1, 2021 to December 31, 2021, unless otherwise stated. FUCHS' next, twelfth sustainability report will be published in the first half of 2023.

Procedure and material report contents

With this 2021 sustainability report, FUCHS is introducing sustainability reporting oriented to material topics for the first time.

In accordance with the GRI requirements, we assess the material topics for this report based on the principle of double materiality according to impact relevance and stakeholder relevance.

The materiality analysis carried out in 2021 identified 20 material topics that are current, balanced and complete for this reporting year. More information on this can be found in chapter 2.6 Materiality analysis.

FUCHS will review this every year and aims to update the materiality analysis every three years.

The report on material topics is structured according to the three sustainability dimensions of economic, ecological and social sustainability defined for FUCHS and is flanked by information on the business model, the sustainability organization and management, as well as the sustainability strategy, the circular economy and EU Taxonomy.

Overall the Executive Board is responsible for sustainability. The Executive Board member responsible for this is the CTO, who has approved the content of this report and confirms that it takes into account all sustainability topics that are material for the stakeholders and FUCHS.

Data collection, scope, and limits of the report

The data collection includes all relevant companies worldwide that belong to the scope of consolidation for the consolidated financial statements of FUCHS PETROLUB SE from January 1, 2021 to December 31, 2021.

FUCHS also reports the values for all joint ventures and associates separately and additionally for the ecological key figures for the sake of better transparency. The key figures of the joint ventures and associates are reported at 100 % (not at equity). The calculation of CO₂ emissions is in line with the GHG Protocol Corporate Accounting and Reporting Standard and relates exclusively to the production and operations-related processes within FUCHS' factories, also referred to as "gate-to-gate" scope.

The data used to calculate Scope 1 emissions in terms of gas, oil, and district heating consumption, as well as emissions from our vehicle fleets, leakage from air-conditioning systems, and direct emissions from the combustion of exhaust gases, are primarily based on actual consumption values. For sites where no exact utilization values are available, estimates are included in the calculation based on the square meter size as well as the number of employees working there. This is mainly done for some smaller sales sites.

The emissions from Scope 2, i.e. the utilization of electricity, steam and district heating, are collected on a "site-by-site" basis. This means that individual conversion factors for each country are used to calculate emissions.

FUCHS currently calculates the emissions generated within Scope 3 of the GHG Protocol for the categories business travel, commuting, water and wastewater, and waste generation. The underlying data is identified in the respective national companies and calculated by an external service provider using standard emissions databases. For commuting, estimates of average distances and exact days of presence on site due to individual home office arrangements are used if no precise data can be determined.

External audit

This sustainability report has not been subjected to an external audit. However, all ecological key figures (emissions, energy, water, waste) for the 100 % FUCHS companies were reported in the 2021 annual report as part of the non-financial statement and subjected to a limited assurance audit to this extent. For more information and the corresponding audit opinion, please refer to the 2021 annual report. → [2021 Annual Report p. 99 Independent Practitioner's Report on a Limited Assurance Engagement on Non-financial Reporting](#)

GRI

This sustainability report for the financial year 2021 is the first to be prepared aligned to the GRI standards (2016). FUCHS will successively increase the coverage of the GRI standards in the coming years and also examine the applicability of new sector-specific standards. FUCHS is continuously monitoring future specifications for sustainability reporting, such as Corporate Sustainability Reporting Directive (CSRD) of the EU.

Mapping of material topics¹

Material topics	GRI	GRI chapter
ECONOMIC		
Corporate strategy and investment planning		Are not reflected in GRI
Innovation and digitalization		Are not reflected in GRI
Customer orientation		Are not reflected in GRI
Risk management and quality	103 102-30	Management approach Effectiveness of risk management procedures
Tax	207	Tax
ECOLOGICAL		
Emissions	305	Emissions
Energy management	302	Energy
Water and wastewater	303	Water and wastewater
Waste and disposal	306	Wastewater and waste
Materials and raw materials	301	Materials
SOCIAL		
Leadership and corporate culture	102	102-18 – 102-39 Corporate management
Employment and employers	401	Employment
Safety and health at work	403	Safety and health at work
Anti-competitive behavior	206	Anti-competitive behavior
Anti-corruption and compliance	205	Anti-corruption
Respect for human rights	412	Audit and respect for human rights
Education and training	404	Education and training
Non-discrimination	406	Non-discrimination
Diversity and equal opportunities	405	Diversity and equal opportunities
Suppliers	308 414	Environmental assessment of suppliers Social evaluation of suppliers

¹ Material topics are arranged in the order in which they are mentioned in the report.

4.2 GRI Index

GRI-Standard	Topic	Page	Comment	Relevant SDGs	UNGC
GRI 101: Foundation		SR ¹ p. 64, 65			
GRI 102: General Disclosures 2016					
Organizational Profile					
102-1	Name of the Organization		FUCHS Petrolub SE		
102-2	Activities, brands, products, and services	SR p. 4 AR p. 4, 5, 53–56	www.fuchs.com/group/products-industries/product-program/		7
102-3	Location of headquarters	AR p. 4	Mannheim, Germany		
102-4	Location of operations	AR p. 14			
102-5	Ownership and legal form	AR p. 27 et seq.			
102-6	Markets served	AR p. 53–56			
102-7	Scale of the organization	AR p. 12			
102-8	Information on employees and other workers	AR p. 12, 38, 42–44, 88–91, 142, 156–158, 162–164, 172, 193		8	6
102-9	Supply Chain	AR p. 38, 83, 85, 91–93			
102-10	Significant changes to the organization and its supply chain	AR p. 167–170, 23, 24, 39, 50, 71–75, 109			
102-11	Precautionary principle or approach	AR p. 64–75, 23, 24			1-10
102-12	External initiatives	SR p. 37–60 AR p. 91			1-10
102-13	Membership of associations	AR p. 73			
102-14	Statement from senior decision-maker	SR p. 5–7			1-10
102-15	Key impacts, risks, and opportunities	AR p. 64–75			
Ethics and Integrity					
102-16	Values, principles, standards, and norms of behavior	AR p. 35, 39, 68, 71, 83, 84, 87, 92, 93, 102, 103, 109, 122–137, 184		16	1, 2, 10
102-17	Mechanisms for advice and concerns about ethics	AR p. 88, 93, 94		16	10

¹ SR = Sustainability Report, AR = Annual Report (https://fuchs.azureedge.net/fileadmin/Home/Investor_Relations/Geschaeftsbericht/Zwischenbericht/2021/FPL_GB21_englisch.pdf)

GRI-Standard	Topic	Page	Comment	Relevant SDGs	UNGC
Governance					
102-18	Governance structure	AR p. 18–21, 78			
102-19	Delegating authority	SR p. 9			
102-20	Executive-level responsibility for economic, environmental, and social topics	SR p. 9			
102-21	Consulting stakeholders on economic, environmental, and social topics	SR p. 9, 10		16	
102-22	Composition of the highest governance body and its committees	AR p. 105, 106, 175		5, 16	
102-23	Chair of the highest governance body	AR p. 106		16	
102-24	Nominating and selecting the highest governance body	AR p. 106, 108		5, 16	
102-25	Conflicts of interest	AR p. 23, 105		16	
102-26	Role of highest governance body in setting purpose, values, and strategy	AR p. 103, 105, 108			
102-27	Collective knowledge of the highest governance body	AR p. 108, 109		4	
102-28	Evaluating the highest governance body's performance		www.fuchs.com/group/the-company/compensation-systems/		
102-29	Identifying and managing economic, environmental, and social impacts	AR p. 22–26, 105		16	
102-30	Effectiveness of risk management processes	AR p. 103			
102-31	Review of economic, environmental, and social topics	SR p. 24			
102-32	Highest governance body's role in sustainability reporting	AR p. 103			
102-33	Communicating critical concerns		Any concerns can be expressed at the Annual General Meeting.		
102-34	Nature and total number of critical concerns		A total of 45 questions were asked at the last Annual General Meeting, mainly on the new compensation systems for members of the Executive Board and Supervisory Board (www.fuchs.com/group/the-company/compensation-systems/). Other topics included the conversion to registered shares, and various questions on the operating and strategic business.		

GRI-Standard	Topic	Page	Comment	Relevant SDGs	UNGC
102-35	Remuneration policies	AR p. 102	www.fuchs.com/group/the-company/compensation-systems/		
102-36	Process for determining remuneration	AR p. 102	www.fuchs.com/group/the-company/compensation-systems/		
102-37	Stakeholders' involvement in remuneration	AR p. 102	www.fuchs.com/group/the-company/compensation-systems/	16	
102-38	Annual total compensation ratio	AR p. 102	www.fuchs.com/group/the-company/compensation-systems/		
102-39	Percentage increase in annual total compensation ratio	AR p. 102	www.fuchs.com/group/the-company/compensation-systems/		
Stakeholder Engagement					
102-40	List of stakeholder groups		From 23 identified potential stakeholders, the following nine were interviewed either electronically, in person, or via representatives: – board of management/corporate executive committee – supervisory board – FUCHS family – shareholders/analysts – managers/specialist departments – employees – customers – suppliers – environmental and sustainability management		
102-41	Collective bargaining agreements		A global key figure does not exist. Most German Group companies are bound by the collective bargaining agreement. The other companies comply at least with the statutory minimum wages.	8	3
102-42	Identifying and selecting stakeholders	SR p. 15	Stakeholder-Analysis		
102-43	Approach to stakeholder engagement	SR p. 15	Stakeholder-Dialog		
102-44	Key topics and concerns raised	SR p. 15, 16	Results of the materiality analysis		
Reporting Practice					
102-45	Entities included in the consolidated financial statements	AR p. 178 et seq.			
102-46	Defining report content and topic boundaries	SR p. 15	Materiality analysis		
102-47	List of material topics	SR p. 16			

GRI-Standard	Topic	Page	Comment	Relevant SDGs	UNGC
102-48	Restatements of information	SR p. 15, 16, 64	This year's report has been aligned to the material issues, after conducting a materiality analysis for the first time.		
102-49	Changes in reporting	SR p. 15, 16, 64	The report is based on the GRI standards for the first time.		
102-50	Reporting period		01.01.2021 – 31.12.2021		
102-51	Date of most recent report		SR: 19.07.2021 AR: 09.03.2021		
102-52	Reporting cycle		Annually		
102-53	Contact point for questions regarding the report		Markus Garb (markus.garb@fuchs.com) Lutz Ackermann (lutz.ackermann@fuchs.com)		
102-54	Claims of reporting in accordance with the GRI Standards	SR p. 15, 16, 64			
102-55	GRI content index	SR p. 66–77			
102-56	External assurance	SR p. 65			
GRI 200: Economic Standards					
GRI 204: Procurement Practices 2016					
GRI 103	Management Approach (including 103-1, 103-2, 103-3)				
204-1	Proportion of spending on local suppliers		FUCHS currently has not implemented an analysis method that differentiates between local or global supply. This will be included as part of the implementation of the Supply Chain Act.	12	
GRI 205: Anti-corruption 2016					
GRI 103	Management Approach (including 103-1, 103-2, 103-3)	SR p. 32, 33 AR p. 81, 93–95			
205-1	Operations assessed for risks related to corruption		Various compliance risks are examined as part of the compliance management system. Currently, no site-specific data is broken down specifically on the subject of corruption.	16	10
205-2	Communication and training about anti-corruption policies and procedures	SR p. 32, 33 AR p. 94, 95		16	10

GRI-Standard	Topic	Page	Comment	Relevant SDGs	UNGC
205-3	Confirmed incidents of corruption and actions taken	SR p. 32, 33	There were no confirmed cases of corruption in the reporting year 2021.	16	10
GRI 206: Anti-competitive Behavior 2016					
GRI 103	Management Approach (including 103-1, 103-2, 103-3)	SR p. 32, 33 AR p. 81, 93–95			
206-1	Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	SR p. 32, 33 AR p. 79	There were no proceedings against the company for anti-competitive behavior, cartel, and monopoly formation in 2021.	16	
GRI 207: Taxes 2019					
GRI 103	Management Approach (including 103-1, 103-2, 103-3)	SR p. 22 AR p. 93			
207-1	Approach to tax	SR p. 22	A detailed tax strategy is being developed at the moment. In this context, FUCHS focuses on transparency, legal certainty and a sense of responsibility. Tax strategies aimed at tax avoidance are strictly rejected.		
207-2	Tax governance, control, and risk management	SR p. 22			
207-3	Stakeholder engagement and management of concerns related to tax		No specification possible at the present.		
207-4	Country-by-Country-Reporting	AR p. 93, 141	There is currently no country-specific external reporting. However, a breakdown is provided between domestic and foreign tax revenues.		
GRI 300: Ecological Approach					
GRI 301: Materials 2016					
GRI 103	Management Approach (including 103-1, 103-2, 103-3)	SR p. 23, 29			
301-1	Materials used by weight or volume	SR p. 29 AR p. 91, 92	The manufacturing of the products involves the use of a large number of externally purchased raw materials from renewable and fossil sources. Exact data on weight and volume are not yet recorded.	8, 12	7, 8, 9
301-2	Recycled input materials used	SR p. 29 AR p. 41	FUCHS already uses recycled raw materials. These are currently not recorded and reported separately.	8, 12	8, 9

GRI-Standard	Topic	Page	Comment	Relevant SDGs	UNGC
301-3	Reclaimed products and their packaging materials	SR p. 29 AR p. 41	FUCHS develops circular business models that can also include the return and recycling of products. FUCHS already uses recycled packaging materials (e.g. steel drums and returnable containers (IBC)). Through our participation in GVÖ in Germany, FUCHS is actively involved in taking back lubricant containers. The new automotive core container is currently manufactured with at least 30% recycled content. Key figures on recycled products and packaging materials are currently not recorded and reported separately.	8, 12	
GRI 302: Energy 2016					
GRI 103	Management Approach (including 103-1, 103-2, 103-3)	SR p. 12, 26, 27 AR p. 85			
302-1	Energy consumption within the organization	SR p. 13 AR p. 86		7, 12, 13	7, 8
302-2	Energy consumption outside of the organization		Energy consumption outside the organization is currently not recorded. As part of a GHG Scope 3 emissions screening, we are presently determining the emissions of the upstream supply chain; these also include energy consumption outside the organization.	7, 12, 13	7, 8
302-3	Energy intensity	SR p. 26, 27		12, 13	8
302-4	Reduction of energy consumption	SR p. 26 AR p. 85		8, 12, 13	7, 8, 9
302-5	Reductions in energy requirements of products and services	SR p. 26 AR p. 85, 86		8, 12, 13	8, 9
GRI 303: Water and Effluents 2018					
GRI 103	Management Approach (including 103-1, 103-2, 103-3)	SR p. 27, 28 AR p. 86, 87			
303-1	Interactions with water as a shared resource	SR p. 27, 28 AR p. 86, 87	Water is used as a raw material for products on a very limited scale; the biggest drivers of water consumption are usage as a cooling or heating medium, cleaning, and sanitary consumption.		7, 8

GRI-Standard	Topic	Page	Comment	Relevant SDGs	UNGC
303-2	Management of water discharge-related impacts		In terms of water recycling, FUCHS orientates itself towards the requirements of ISO 14001. 70 % of all manufacturing FUCHS companies are certified according to ISO 14001.		7, 8
303-3	Water withdrawal	SR p. 27, 28			7, 8
303-4	Water discharge	SR p. 27, 28			7, 8
303-5	Water consumption	SR p. 27, 28 AR p. 86, 87			7, 8
GRI 305: Emissions 2016					
GRI 103	Management Approach (including 103-1, 103-2, 103-3)	SR p. 23, 24 AR p. 84, 85			
305-1	Direct GHG emissions (Scope 1)	SR p. 24 AR p. 85		3, 12, 13, 14, 15	7, 8
305-2	Energy indirect GHG emissions (Scope 2)	SR p. 24 AR p. 85		3, 12, 13, 14, 15	7, 8
305-3	Other indirect GHG emissions (Scope 3)	SR p. 24 AR p. 85		3, 12, 13, 14, 15	7, 8
305-4	GHG emissions intensity	SR p. 24		3, 12, 13, 14, 15	8
305-5	Reduction of GHG emissions	SR p. 24 AR p. 84		3, 12, 13, 14, 15	8, 9
305-6	Emissions of ozone-depleting substances (ODS)		Direct emissions such as refrigerants for air conditioning systems are taken into account as part of the calculation of our corporate carbon footprint (CCF). They represent only an insignificant part of total emissions, which is why they are not reported separately.	3, 12, 13, 14, 15	7, 8
305-7	Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions		Named emissions are below local regulatory limits and are therefore not reported separately.		7, 8
GRI 306: Waste 2020					
GRI 103	Management Approach (including 103-1, 103-2, 103-3)	SR p. 28, 29 AR p. 86			
306-1	Waste generation and significant waste-related impacts	SR p. 28, 29			

GRI-Standard	Topic	Page	Comment	Relevant SDGs	UNGC
306-2	Management of significant waste-related impacts		Waste is preferably disposed of by handing it over to recycling companies. Any disposal in landfills or by thermal recycling is – as far as locally possible – being avoided.	3, 6, 12	8
306-3	Waste generated	SR p. 28 AR p. 86		3, 6, 11, 12, 13, 14, 15	8
306-4	Waste diverted from disposal		Data collection in process.	3, 6, 12, 13, 14	8
306-5	Waste directed to disposal	SR p. 28	Regarding the categories rinsing oils and finished products, the reported waste quantities only include the quantities that were not recycled.		
GRI 308: Supplier Environmental Assessment 2016					
GRI 103	Management Approach (including 103-1, 103-2, 103-3)	SR p. 12, 35, 36			
308-1	New suppliers that were screened using environmental criteria	SR p. 35, 36	An evaluation system checks each new supplier as part of the onboarding process. Sustainability basics of FUCHS, also in terms of the Supply Chain Act, must be fulfilled by every supplier.		8
308-2	Negative environmental impacts in the supply chain and actions taken	SR p. 29, 35, 36 AR p. 91–93			8
GRI 400: Social Standards					
GRI 401: Employment 2016					
GRI 103	Management Approach (including 103-1, 103-2, 103-3)	SR p. 30 AR p. 88 et seq.			
401-1	New employee hires and employee turnover	SR p. 31 AR p. 42, 88		5, 8	6
401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	SR p. 30, 47, 48 AR p. 88	We use temporary employees to an extent that is not significant in relation to the overall global workforce. All types of additional benefits that we grant in Germany are available to all employees in accordance with the German Part-Time and Temporary Employment Act (Teilzeit- und Befristungsgesetz).	8	6

GRI-Standard	Topic	Page	Comment	Relevant SDGs	UNGC
401-3	Parental leave	AR p. 88	FUCHS offers a wide range of options such as flexible working hours, part-time work, or vacation time care to help employees balance family and career. Furthermore, FUCHS creates the conditions for all employees to be able to exercise their legal right to parental leave. Additional information cannot be provided at present.	5, 8	6
GRI 403: Occupational Health and Safety 2016					
GRI 103	Management Approach (including 103-1, 103-2, 103-3)	SR p. 31, 32 AR p. 90, 91			
403-1	Occupational health and safety management system	SR p. 31, 32 AR p. 90, 91	Fuchs has recognized ISO 45001 as a leading management principle, and 70 % of all producing FUCHS companies are currently certified. Over the next few years, all production sites are to be certified.	3, 8	
403-2	Hazard identification, risk assessment, and incident investigation	SR p. 31, 32	In general, all work-related incidents are investigated. The ISO 45001-certified companies already carry out systematic risk assessment procedures. Over the next few years, all production sites are to be certified, thus enabling global and systematic risk assessment.	3, 8	
403-3	Occupational health services	SR p. 31 AR p. 90		3, 8	
403-4	Worker participation, consultation, and communication on occupational health and safety	SR p. 31 AR p. 90		3, 8	
403-5	Worker training on occupational health and safety	SR p. 31, 32 AR p. 90		3, 8	
403-6	Promotion of worker health	SR p. 31, 32 AR p. 70, 90		3, 8	
403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	SR p. 31, 32 AR p. 69, 90		3, 8	

GRI-Standard	Topic	Page	Comment	Relevant SDGs	UNGC
403-8	Workers covered by an occupational health and safety management system	SR p. 31 AR p. 90	70 % of all producing FUCHS companies are now certified according to ISO 450001. This coverage will be expanded in a targeted manner over the next few years. Most of the company offers to promote health and well-being apply to workers who are employees or whose workplace is controlled by the organization. Appropriate occupational health and safety measures are provided to all persons who perform work on the plant premises.	3, 8	
403-9	Work-related injuries	SR p. 31 AR p. 88		3, 8	
403-10	Work-related ill health	SR p. 31, 32 AR p. 88		3, 8	
GRI 404: Training and Education 2016					
GRI 103	Management Approach (including 103-1, 103-2, 103-3)	SR p. 34, 35 AR p. 88, 89			
404-1	Average hours of training per year per employee	SR p. 31, 34 AR p. 88		4, 5, 8	6
404-2	Programs for upgrading employee skills and transition assistance programs	SR p. 34, 35		8	
404-3	Percentage of employees receiving regular performance and career development reviews	SR p. 30	Within the framework of the Leadership Principles, a regular assessment and therefore a regular feedback meeting with the supervisor is provided for. Since 2021, FUCHS has been successively introducing a standardized, software-supported performance management process worldwide, which includes performance assessments at least once a year. Essentially, an open, non-hierarchical feedback culture is practiced.	5, 8	6
GRI 405: Diversity and Equal Opportunity 2016					
GRI 103	Management Approach (including 103-1, 103-2, 103-3)	SR p. 35 AR p. 91			
405-1	Diversity of governance bodies and employees	SR p. 31, 35 AR p. 91, 103, 104, 107		5, 8	6

GRI-Standard	Topic	Page	Comment	Relevant SDGs	UNGC
405-2	Ratio of basic salary and remuneration of women to men		FUCHS appoints relevant positions according to their competence and remunerates them depending on the scope of responsibility and tasks, irrespective of personal characteristics such as gender. FUCHS is the most diverse MDax company and achieved third place overall in the BCG Gender Diversity Index 2021 of the 100 largest listed companies in Germany. This is shown by the analyses of BCG and the Technical University of Munich (TUM). www.fuchs.com/group/press/press-releases/company-business-finances/news-detail/view/6003-fuchs-honored-as-the-most-diverse-mdax-company/	5, 8, 10	6
GRI 406: Non-discrimination 2016					
GRI 103	Management Approach (including 103-1, 103-2, 103-3)	SR p. 35 AR p. 91			
406-1	Incidents of discrimination and corrective actions taken		Incidents are reported via the whistleblowing hotline, whereupon action is taken against them on a case-specific basis in accordance with internal regulations and applicable law.	5, 8, 16	6
GRI 412: Human Rights Assessment 2016					
GRI 103	Management Approach (including 103-1, 103-2, 103-3)	SR p. 33, 34 AR p. 81, 93			
412-1	Operations that have been subject to human rights reviews or impact assessments	AR p. 93			1, 2
412-2	Employee training on human rights policies or procedures	SR p. 33, 34 AR p. 93	All employees are trained on the contents of the Code of Conduct upon joining our company (Fuchs_Code_of_Conduct_EN_161215_Web.pdf). This also includes the topics of human rights policies and procedures.		1, 2
412-3	Significant investment agreements and contracts that include human rights clauses or that underwent human rights screening		The Code of Conduct and the Supplier Sustainability Standards contain human rights clauses. These are regularly referred to in agreements and contracts. As of 2024, human rights clauses are to be used as standard in contracts within the scope of the Supply Chain Act.		1, 2

GRI-Standard	Topic	Page	Comment	Relevant SDGs	UNGC
GRI 414: Supplier Social Assessment 2016					
GRI 103	Management Approach (including 103-1, 103-2, 103-3)	SR p. 35–37 AR p. 91–93			
414-1	New suppliers that were screened using social criteria	SR p. 35, 36 AR p. 91, 92	Generally, all suppliers are required to recognize the Supplier Code of Conduct and ensure compliance along the value chain. This is also considered in the annual supplier assessment. A general social assessment system for new suppliers is being worked on in preparation for the Supply Chain Act.		1, 2
414-2	Negative social impacts in the supply chain and actions taken	SR p. 35, 36 AR p. 91, 92	This key performance indicator is not yet recorded globally.		1, 2

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