



ZF Corporate Environmental, Health and Safety Targets 2021 - 2025

The ZF Corporate EHS targets give direction to implement our EHS Policy, to support the ZF Strategy 2025 and the ZF Decarbonization Strategy on our way towards "Next Generation Mobility".
All domain functions, divisions and locations shall contribute to these group targets.

1. ZF Corporate Environmental Targets 2021 – 2025

1.1 Decarbonization

ZF is aiming for decarbonization and climate neutrality. Our long-term target is to become climate neutral - from scope 1 to scope 3 - not later than 2040 and already halve our emissions from production by 2030 compared to 2018. In doing so, the company is supporting the goals of the Paris Climate Agreement, which aims to limit global warming well below 2° C.

The target path is set in accordance to UN Sustainable Development Goals, Science Based Target Initiative, Carbon Disclosure Project and Taskforce on Climate-Related Financial Disclosures. All relevant Green House Gases are included and reported in their carbon dioxide equivalent as CO₂e.

1.1.1 ZF Production CO₂e emissions (Scope 1, 2)

To achieve decarbonization in production ZF focusses on reduction of energy consumption and transformation to green energy.

Energy efficiency

ZF Group reduces 2% energy consumption every year relative to value add. Base year is 2019.
Absolut reduction targets are derived for each Division. Main levers are electricity and gas consumption.

Transformation to green energy

ZF will transform its energy consumption to green energy. With major focus on electricity ZF relies on a mix of different levers to make electricity green. Examples are on-site and off-site projects as well as price purchase agreements of various types.

A share of 30% globally will be achieved by 2025, depending on the feasibility and availability in different countries worldwide considering local legal conditions. All projects will meet high quality and credibility requirements. Special focus will be given to generation of electricity on the basis of wind turbines with the use of ZF technologies.

1.2 Water

ZF locations in water stressed areas with medium to high impact have special focus on managing their water usage.

ZF locations in areas where water scarcity determines public life reduce their water consumption by 2% on an annual basis. Base year is 2019.

ZF locations reduce water consumption from all water sources relative to value add by 1% on an annual basis. Base year is 2019.



1.3 Waste

To support circular economy and to close material circuits, ZF locations reduce waste for disposal relative to value add by 1% on an annual basis. Base year is 2019.

Reduction of hazardous waste is a general target in waste management

2. ZF Safety and Health Targets 2021 - 2025

2.1 Lost Time Accident Rate (LTAR)

Reduction of the Group accident rate from 3.8 (2019) to 2.0 (2025) to move forward towards industry leading performance.

(LTAR: accidents with at least one full day absence from work per million working hours).

2.2 Severity Rate (SR)

Reduction of the Group severity rate from 14.5 (2019) to 8 (2025) by increasing focus on high consequence injuries and near misses.

(SR: Number of lost working days per accidents).

2.3 Ergonomics

Low ergonomic risk profile for 90% of workplaces by 2025. Risk assessments and improvement measures are conducted according to global standards.

2.4 Occupational Health Professionals

All sites globally must appoint local occupational health professionals. This ensures that occupational health expertise is available whenever it is needed.

Friedrichshafen, March 2021

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