

Supplier Information Letter | Supplier Sustainability requirements and initiatives 2026

Dear Business Partners,

As a leading Motion Technology Company, Schaeffler considers sustainability as a holistic, overarching topic and assumes ecological and social responsibility throughout the entire value chain. Schaeffler takes ownership on this subject and actively engages its business partners to reduce carbon emissions and take over social responsibility in the whole value chain. In the following, we would like to provide you with further details regarding our 2026 supplier sustainability initiatives and requirements. We expect our business partners to act on these requirements immediately upon being identified and contacted individually. Please be aware that insufficient commitment may have an impact on your current and future cooperation with Schaeffler.

HUMAN RIGHTS AS THE CORE OF OUR COOPERATION

As a global company, Schaeffler is firmly committed to upholding and respecting human rights throughout the entire value chain. This commitment extends to all stakeholders, including our suppliers, with whom we collaborate closely to identify, prevent, and address any potential human rights impacts and violations. Our formal [Human Rights Statement](#) outlines the detailed processes and key issues guiding this commitment. Accordingly, we have outlined our expectations for active engagement and human rights standards in our [Business Partner Code of Conduct](#) (BPCoC). It ensures that all individuals throughout our supply chain are treated with equal respect and dignity.

Our expectations as outlined in the BPCoC: include, among others:

- Prohibition of forced and child labor
- Prevention of discrimination and promotion of equal opportunities
- Ensuring safe and healthy working conditions
- Respect for freedom of association and reasonable working hours

Your responsibility: As a supplier, you bear significant responsibility for ensuring that human rights standards are upheld within your company and by your subcontractors. We ask you to carefully review and implement the requirements.

Support and cooperation: To ensure measurable and transparent compliance with human rights standards, Schaeffler provides its partners with dedicated training and audit programs. We invite you to utilize these training resources and expect full cooperation with social audit requests. Audits are performed on a justified basis to identify and effectively eliminate any non-compliance.

Our shared goal: Respecting human rights is a key factor for sustainable business success and corporate responsibility. We are confident that together with you, we can successfully implement these standards and build a long-term, trusting partnership.

1. Sustainability risk analysis

Schaeffler conducts a yearly risk assessment of its suppliers according to legal and Stakeholder requirements. Based on the results of this sustainability risk analysis, we may request you to implement mitigation measures to address any identified risks.

Requirement: Implementation of addressed risk mitigation measures by identified business partners

Potential measures: On-site audit according to RSCI (Responsible Supply Chain Initiative) standard, implementation of management systems ISO14001/ EMAS or ISO45001, Completion of SAQ via NQC platform, Completion of training

Start of supplier inquiry: April 2026

Sender of supplier inquiry: Shared Service Center Supplier Sustainability will contact identified suppliers via email-address purchasing-sustainability@schaeffler.com (until May 2026) and purchasing-sustainability@mail.schaeffler.com (starting June 2026)

2. Conflict Minerals / Critical Raw Materials Compliance

Schaeffler mandates that all products remain free of minerals financing conflicts or originating from high-risk areas. Suppliers identified during our annual risk assessment are required to submit an annual report regarding Conflict Minerals and Critical Raw Materials.

Requirement: Submission of CMRT, EMRT and/ or AMRT by identified business partners; removal of sanctioned and high-risk smelters

Start of supplier inquiry: May 2026

Sender of supplier inquiry: Identified suppliers will be contacted via email-addresses krupajan@schaeffler.com/ gasiobrt@schaeffler.com (until May 2026) and krupajan@mail.schaeffler.com/ gasiobrt@mail.schaeffler.com (starting June 2026)

3. European Deforestation Regulation (EUDR)

The European Union Deforestation Regulation (EUDR) seeks to ensure that products placed on or exported from the EU market do not contribute to deforestation or forest degradation. Suppliers must conduct due diligence to prove that products do not come from recently deforested land (after 31 December 2020) or cause forest degradation.

Requirement: Provision of required information via Prewave platform to support Due Diligence process or provision of Due Diligence Statement for affected products by identified business partners

Start of supplier inquiry: March 2026

Sender of supplier inquiry: Supplier inquiry via Prewave platform for identified suppliers

Point of contact for suppliers: OR-HZA-EUDR@schaeffler.com (until May 2026) and OR-HZA-EUDR@mail.schaeffler.com (starting June 2026)

4. Forced Labor in the Supply Chain

The Schaeffler Group is actively committed to preventing forced labor in its supply chain, as outlined in its Business Partner Code of Conduct. It has developed a forced labor risk mitigation concept guided, among other by the requirements of the U.S. Uyghur Forced Labor Prevention Act (UFLPA). To reduce procurement and import risks,

selected supply chains are analyzed for indications of forced labor. Based on these analyses, you may be asked to complete a questionnaire regarding forced labor due diligence and supply chain transparency.

Requirement: Completion of questionnaire regarding supply chain transparency by identified business partners

Start of supplier inquiry: April 2026

Sender of supplier inquiry: Shared Service Center Supplier Sustainability will contact identified suppliers via email-address purchasing-sustainability@schaeffler.com (until May 2026) and purchasing-sustainability@mail.schaeffler.com (starting June 2026)

DECARBONIZATION

In addition to environmental compliance, Schaeffler is committed to further decrease its emissions along its value chain continuously in accordance with the Paris Agreement. To do so, key initiatives and performance indicators have been established to reduce the environmental impact of Schaeffler's supplier portfolio.

1. Renewable Electricity

For Schaeffler, using renewable electricity as well as expanding the self-generation of renewable electricity for suppliers' production facilities represents a key action to reduce emissions. Due to the significant emission reduction potential, Schaeffler focuses on a supplier portfolio that will transition to $\geq 90\%$ renewable electricity usage in their production by 2030, the latest.

Requirement: Switch to $\geq 90\%$ renewable electricity by 2030 at the latest and provide evidence via a signed Conformity Statement. In addition, it is mandatory to disclose the current renewable electricity status in sourcing projects with a certain monetary volume.

Timeline: Ongoing, to be implemented by 2030, the latest

Sender of supplier inquiry: Supplier surveys via SupplyOn and Coupa in 2025, responsible Schaeffler purchasers for follow-ups in the future

2. Carbon Border Adjustment Mechanism (CBAM)

The EU CBAM regulation imposes a carbon price on carbon-intensive products imported into the EU, equivalent to the costs faced by EU manufacturers under the Emission Trading Scheme. CBAM currently applies to products such as iron, steel, cement, aluminum, fertilizers, electricity, and hydrogen. EU importers such as Schaeffler are required to report both the quantities and embedded greenhouse gas emissions of these goods and subsequently acquire corresponding CBAM certificates. According to the most recent implementing regulations, starting with the definitive CBAM period in 2026, supplier data must undergo official verification before Schaeffler can use it in reporting to the EU. To ensure compliance, Schaeffler depends on the active cooperation of its partners. We will reach out to relevant suppliers in due course; however, we encourage all affected suppliers to proactively familiarize themselves with the calculation and verification requirements published by the European Commission.

Requirement: Provide verified embedded emissions data upon request

Timeline: Supplier data requests are anticipated within the next 12 months

Current point of contact: CBAM@schaeffler.com (until May 2026) and CBAM@mail.schaeffler.com (starting June 2026)

3. Supplier PCF data collection

Schaeffler is committed to the Paris agreement and is currently working on updating its climate targets. Product carbon footprint (PCF) data of our purchased products is of significant value to Schaeffler as it allows us to increase transparency on our Scope 3.1 emissions as well as to effectively display emission reduction measures and thus contribute to the overall climate mitigation path and target achievement.

Requirement: Mandatory disclosure of PCF value in sourcing projects with a certain monetary volume. The PCF value must be calculated according to [Schaeffler standards](#), which are based on relevant ISO norms and the Greenhouse Gas Protocol Life Cycle Accounting Standard. In addition to the PCF value, comprehensive documentation of the PCF calculations is required. This can either be the filled-out PCF-Excel-Format provided by Schaeffler, a structured PCF communication, and Environmental Product Declaration (EPD), or a 3rd party certificate.

Timeline: Ongoing

Sender of supplier inquiry: Via sourcing RfQs, and/ or individual requests

4. Secondary material share

According to the European Sustainability Reporting Standard (ESRS), Schaeffler is obligated to report on the secondary material share of its purchased goods. Besides increasing transparency on its suppliers' secondary material share, Schaeffler also intends to increase the respective values continuously where technically feasible and in line with product-specific requirements.

Requirement: Schaeffler will make it a mandatory requirement to disclose the current secondary material share on a supplier and material number level. Data must be made available either via IMDS (if available for automotive goods) or, in case of non-automotive, via a separate communication channel that will be made available by Schaeffler.

Timeline: to come soon

Sender of supplier inquiry: Central inquiry for identified suppliers

PLEASE NOTE: The initiatives mentioned above represent an overview of potential measures. Since not every business partner is required to participate in every initiative, you will be contacted individually regarding the specific topics relevant to you. However, our objective is to introduce the general requirements, the specific timelines and the communication channels we will use to approach you regarding the requirements with this letter.

Thank you for your support and for joining us on the journey to a sustainable future.

Yours sincerely,



Mathias Pütz

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