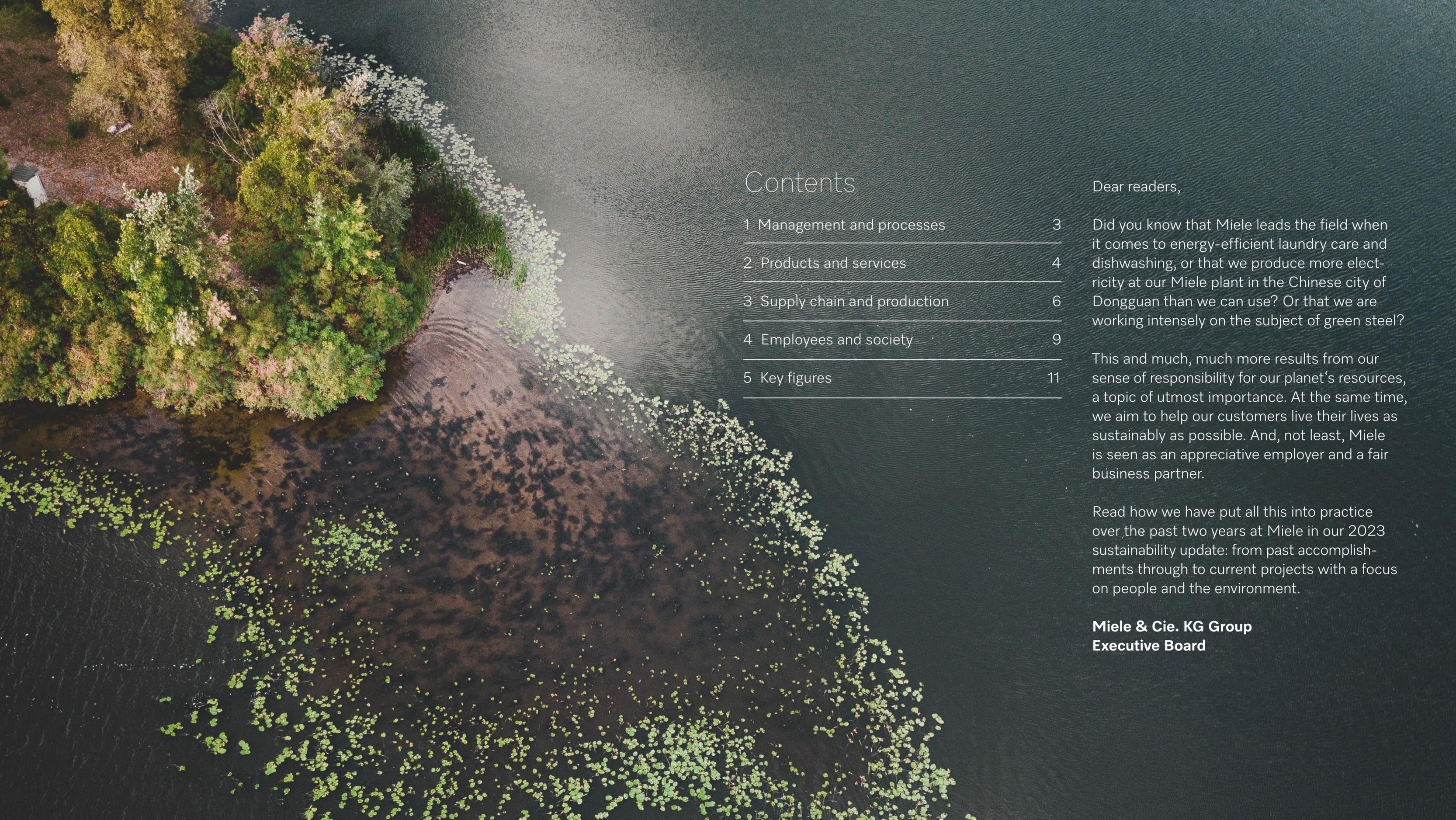




Miele

Sustainability

Update 2023

An aerial photograph of a pond with a dense forest on the left bank. The water is dark, and there are many green lily pads floating on the surface. The trees on the bank are in various shades of green and yellow, suggesting a late summer or early autumn setting.

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Dear readers,

Did you know that Miele leads the field when it comes to energy-efficient laundry care and dishwashing, or that we produce more electricity at our Miele plant in the Chinese city of Dongguan than we can use? Or that we are working intensely on the subject of green steel?

This and much, much more results from our sense of responsibility for our planet's resources, a topic of utmost importance. At the same time, we aim to help our customers live their lives as sustainably as possible. And, not least, Miele is seen as an appreciative employer and a fair business partner.

Read how we have put all this into practice over the past two years at Miele in our 2023 sustainability update: from past accomplishments through to current projects with a focus on people and the environment.

**Miele & Cie. KG Group
Executive Board**

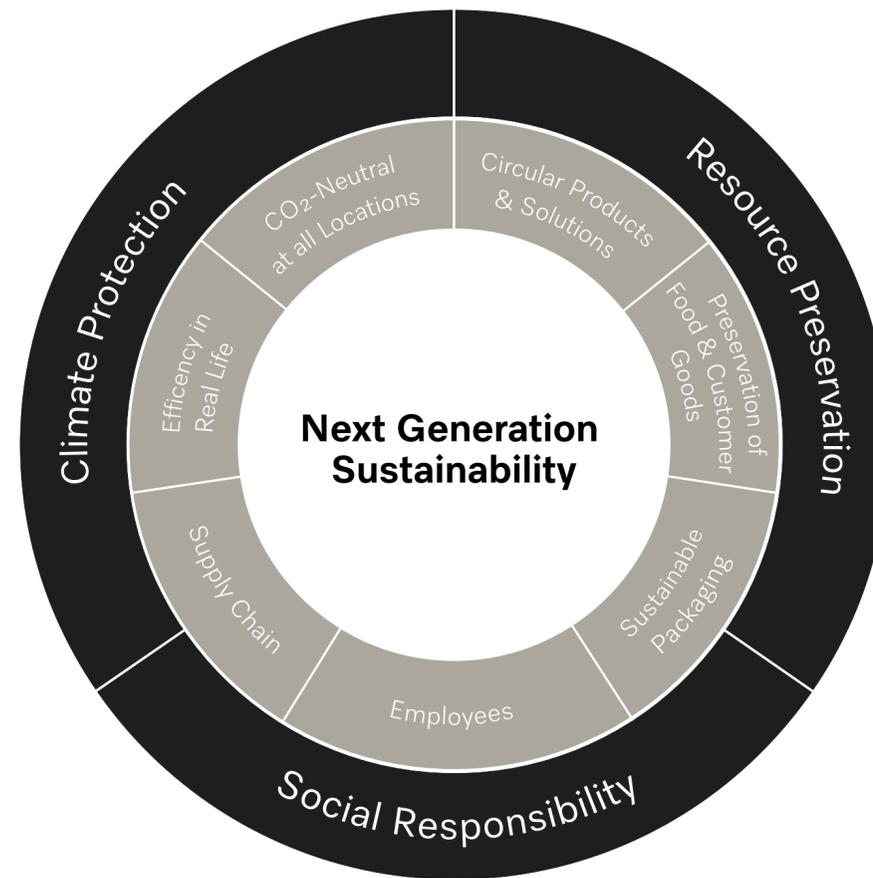
Management and processes

For more than 120 years, our family company has stood for a sound and responsible approach to business. We act with integrity, place a clear focus on quality and rise to the challenges of our times. Issues such as increasingly scarce resources, climate change, dwindling biological diversity and increasing complexity in the supply chain are addressed directly – with a variety of approaches in compliance with our own sustainability strategy. In more concrete terms, our aim is to promote circularity and hence reduce our need for raw materials, cut our greenhouse gas emissions and uphold labour and human rights standards in our supply chain.

Next-generation sustainability

Sustainability is the backbone of our corporate strategy. We rise to our corporate responsibilities and aim to be ‚Immer Besser‘ in accordance with our company philosophy in the implementation of measures. For that reason, we have further expanded the Miele sustainability strategy with its ambitious goals for climate and environmental protection in order to fill the interface between climate protection, the preservation of resources and social responsibility with life.

In order for tomorrow’s world to be even more sustainable, we at Miele all pull in the same direction – with the Executive Board leading by example, supported by the central sustainability team, further departments at Central Headquarters, the business units and sales subsidiaries.



Our pledges

In 2022, we formulated three pledges relating to sustainability. Together with our sustainability strategy, these point in the right direction in the process of making sustainable business decisions.



Make sustainability happen at every step

We continuously work towards making sustainability essential at every stage of our services and products’ life cycle – as well as across all our value chains and in the homes of our customers.



Make appliances that won’t leave a mark

Miele is dedicated to producing the best possible products and services with the least impact on the environment, with the ultimate aim to make them 100% carbon-neutral.



End waste by giving our appliances new life

We are working towards creating a circular value chain with net-zero waste for all materials used in our appliances to re-enter the loop at the end of their lifecycle.



Products and services

Miele stands for long-lasting products offering top-class performance and excellent user convenience which go gentle on the environment and resources. In keeping with our ‚Immer Besser‘ guideline, we are working on making our products and their packaging even more sustainable. Amongst others, the emphasis is on a circular economy and on business models which help our customers live more sustainability.

Conservation of resources through prolonged use

Product life cycle of up to **20 years** supported by tests

Durable products do away with the need to buy new ones. Providing they subscribe to modern standards, they protect the environment and reduce the consumption of resources. From an ecological viewpoint, it is often worthwhile having machines repaired in order to keep them in service for as long as possible. We at Miele therefore test our domestic appliances in long-term endurance tests to ensure they last up to 20 years. In addition to this, we offer our customers warranties of up to 10 years. At the same time,

we ensure that our machines are easy to repair and we maintain our own customer service operation in 50 countries. Key functional spare parts are available for at least 15 years from the date when production is discontinued; around 70,000 different parts are immediately available at all times from Central Spares in Gütersloh.

Breathing new life into old appliances

Together with our customers, we lead the way towards a circular economy to protect natural resources. Instead of simply disposing of discarded washing machines, we have been exploring new avenues since 2022 in a pilot project in the Netherlands: Suitable old machines are overhauled and offered to consumers as an attractively priced alternative to a new machine. Beforehand, they are thoroughly inspected by trained service technicians, fitted with new spare parts and updated with the latest software.

Avoiding food waste

Our domestic appliances can help save food: In the refrigerator, fruit and vegetables stay fresh up to five times longer with **> PerfectFresh Pro** on the PerfectFresh Active version, vitamins and freshness are additionally maintained through the use of a fine mist of water vapour. Ovens with TasteControl

prevent food from overcooking. And on the Miele Combi steam oven, users can prepare a meal by combining various leftovers from the fridge using the Mix & Match function. Smart Food ID, which uses a camera in the oven, and the app-based CookAssist hob function prevent food waste by providing useful information.

Our efficiency champions

Higher demands and stricter thresholds make it increasingly difficult to lead the field with respect to the new EU Energy Label. Nevertheless, almost all our front-loading washing machines achieve the top ‚A‘ rating for energy efficiency. Appliances from other product groups such as most G 7000 dishwashers also achieve top marks. The outstanding energy efficiency of our products has been repeatedly endorsed by Stiftung Warentest, Germany’s leading consumer watchdog. It pays for us to invest more than 50 per cent of all R&D expenditure on energy and resource conservation – as it benefits both our customers, the environment and the climate.

8 % lower CO₂ emissions during the usage phase across all product groups (since 2019)

Smart features save resources

The bulk of the CO₂ footprint of Miele domestic appliances occurs during the usage phase. We strive to ensure that machines run particularly efficiently and support our customers in exploiting even greater savings – not least thanks to smart functions. For instance, the new Consumption Dashboard in the Miele app records consumption in the programmes used, provides tips on more efficient machine usage and helps to further reduce water and electricity consumption. Furthermore, we are busy building a smart energy management system with partners such as Loxone (building management systems) and Smappee (charging and energy management): This allows Miele domestic appliances to be coupled with a PV array and run most effectively when power is cheapest.

On washing machines, our automatic TwinDos dispensing system helps to go easy on resources – reducing detergent consumption by up to 30 percent. Precise PowerWash 2.0 saves water and electricity. Efficiency is high both with minimum loads (SingleWash) and full loads.

Eco mode: Saves even more energy

Adopting a behaviour which protects resources can be easy – for example with Eco programmes on Miele washing machines and dishwashers. Despite this, only few make use of these thrifty programmes. This is certainly what is revealed by anonymised cross-manufacturer polls: Only 25 percent of dishwasher cycles use the Eco programme. The figure for washing machines is not even five percent.

We have conducted a **> fact check** on this subject. Summary: The Eco mode guarantees good washing and cleaning performance. The big benefit of Eco programmes: They demonstrably save energy as there is less of a need to heat up wash water. Laundry and crockery, though, is still washed clean – it just takes a little longer as detergents require more time to act effectively at lower temperatures. And, contrary to popular perceptions, the durability of washing machines and dishwashers does not suffer from longer cycles. After all, we test for a service life of 20 years – including Eco programmes.

Highlights and progress achieved

2023

Green Product Award for dishwashers

70,000

different spare parts stocked permanently by Central Spares

A

is the energy-efficiency rating of most washing machines in the domestic sector

30%

lower detergent consumption can be achieved through the use of automatic TwinDos* dispensing

60%

energy and time savings thanks to SingleWash compared with conventional AutoLoad control; water savings of more than 50 %

* compared with manual dispensing, hence resulting in a reduction in the greenhouse effect of around 30 %

Supply chain and production

Reducing emissions and the use of resources, improving energy efficiency and expanding power generation using renewable sources: All this is promoted at our production locations. We support environmental protection and human rights along the entire value creation chain. Starting with our upstream suppliers, we also demand high social and ecological standards.

Innovative solutions reduce resources

In order to preserve resources, we aim to increase the use of recycled plastics (recyclates) to between 5,000 and 7,500 tonnes per year by 2025 whilst at the same time saving material in components, surface treatment and packaging. Innovative solutions to this end are being developed at the Technology Centre Plastics at our Warendorf plant. The upholstery and crevice nozzles, dusting brushes and special-purpose attachments for our vacuum cleaners from Miele Bielefeld are already successfully made from recyclates. Our packaging, too, is increasingly made from recycled materials.

We are developing material-saving components such as an injection-moulded floor module for our tumble dryers. Production of these components involves the use of a foaming additive for which we were the only

domestic appliance manufacturer to be awarded the TecPart Innovation Prize in 2022. In combination with an optimisation of the module, we save up to 30 percent of material, equating to several hundred tonnes of granulate per year.

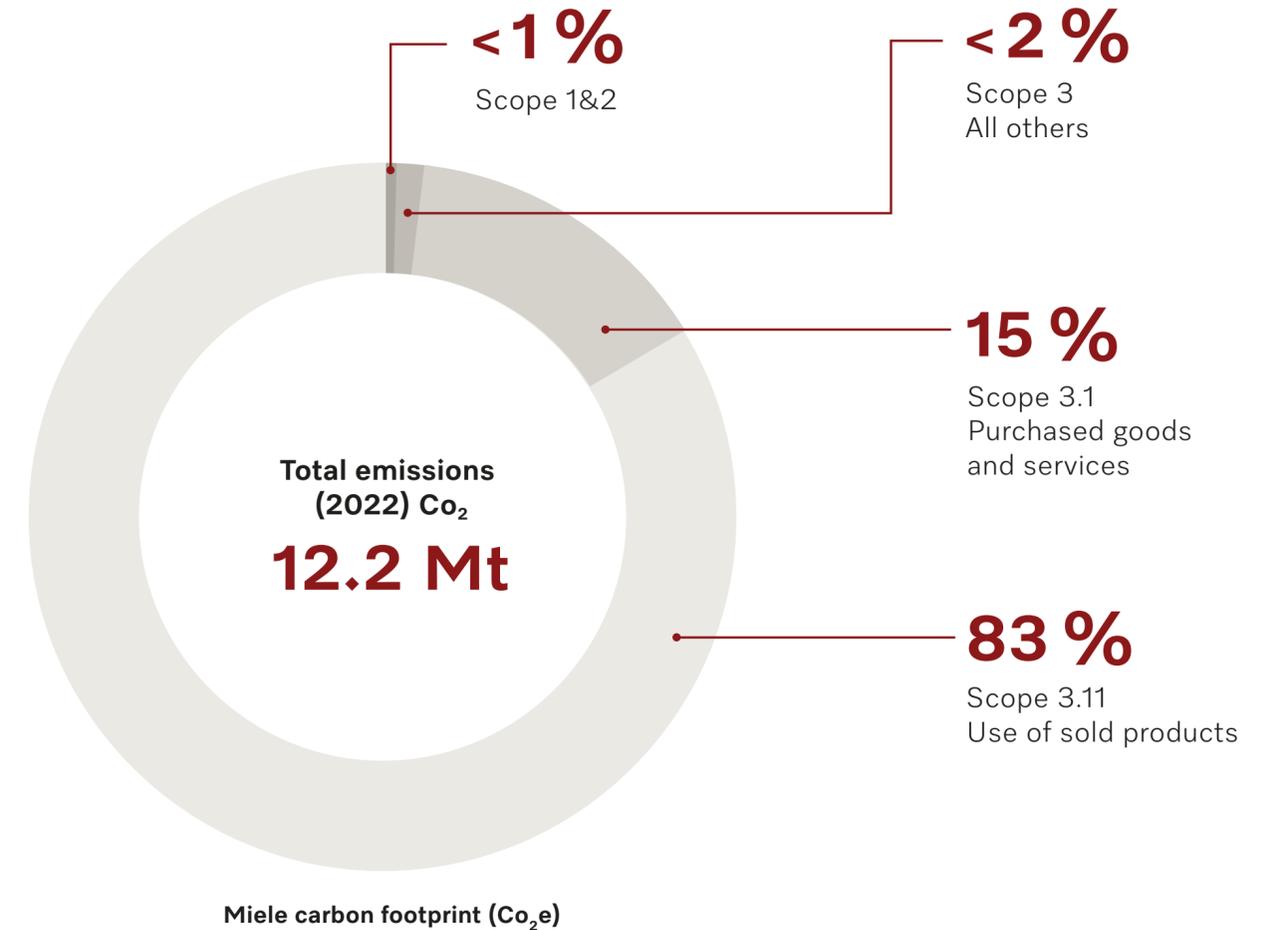
Our responsibility for the climate

We do our utmost to support the goal of the Paris Climate Agreement of limiting global warming to 1.5°C by 2100 compared with pre-industrialisation levels. Our greenhouse gas balance shows the impact of our business on climate change according to Scopes 1 to 3 (according to the Greenhouse Gas Protocol). This helps us in prioritising our climate protection measures.

At 83 percent, our CO₂ footprint is greatest during the usage phase (Scope 3.1). We intend to reduce these CO₂ emissions by 15 percent by 2030 (compared with 2019), in terms of typical real-life use across all programmes and not merely in the Eco programme. To this end, we develop products and programmes which save water and energy. And we go to great lengths to support customers, for example with assistance programmes and apps.

Greenhouse gas balance in our value creation chain

Our decisions impact the lives of those who use our products. Consequently, we wish to be an inspiration to our customers and encourage them to make positive changes of their own, to be more responsible consumers and to live better lives.





Further reductions in greenhouse gas emissions (Scope 3.1) are achieved by paying attention to the smallest possible CO₂ footprint when purchasing our raw materials and primary products.

Our direct and indirect emissions (Scopes 1 and 2) are reduced by the exclusive use of green electricity at our various production locations, through the more efficient use of energy and through in-house plant and equipment to generate renewable energy. Locations in China, Germany, the Netherlands and Austria already have PV systems or are in the process of setting such systems up. Since the spring of 2023, we have been installing a geothermal plant at our headquarters in Gütersloh. Our objective in doing so is to cut emissions by half at our production and sales locations worldwide by 2030 compared with 2019. Our climate goals are recognised by the Science Based Targets initiative (SBTi) as scientifically based and validated.

Unavoidable emissions are compensated for using high-quality certificates issued by climate protection projects aimed at reducing CO₂. With this mix of measures, Miele has been CO₂-neutral on balance since 2021 with reference to Scopes 1 and 2.

5 GWh of self-generated electricity produced by a photovoltaic array at our Dongguan production site

Alternative drives power vehicle fleet

Around 46 percent of Scope 1 and Scope 2 emissions are the result of our road vehicles. It is our aim to reduce vehicle emissions by a minimum of 30 percent by 2030. Since 2019, we have already achieved a 9 percent reduction. In each vehicle category, we offer our employees at least one electric model as a company car. In Germany, 41 electric cars, one e-van and five hybrid cars are already on the road. A further 83 all-electric vans and 13 electric cars are due for registration by the end of 2023.

Since 2022, Miele has been one of the first companies to use the new all-electric ID.Buzz Cargo from Volkswagen Commercial Vehicles in our service fleet. Five of these vehicles have been customised to cater for the particular needs of after-sales service and were commissioned immediately by Customer Service to coincide with the market launch in Germany, Austria, Great Britain, Norway and Spain. Added to all this, we are also using two hydrogen-powered vehicles from Opel in Customer Service. The Vivaro-e HYDROGEN, equipped with a fuel cell, has a load volume of up to 6.1 m³, a payload of 960 kg and zero emissions. The first vehicle allows a technician servicing dental practices and medical and pharmaceutical laboratories to go about his daily work.

Supply chain: Reduction in fossil fuels

Purchased goods and services account for 15 percent of our CO₂ emissions. Steel accounts for the largest proportion of this. In collaboration with ThyssenKrupp Steel Europe AG, Salzgitter AG and H2 Green Steel, we have signed declarations of intent covering for the most part future supplies of low-CO₂ steel. A pilot project with Salzgitter already shows how green steel can be successfully deployed on ovens.

We persist in reducing our footprint in procurement. Indeed, 2023 also saw the introduction of aluminium produced entirely using green electricity generated using water power on our ovens.

66 % reduction in CO₂ through the use of green steel on ovens

Suppliers: Joining forces for greater sustainability

Miele prefers to engage in long-term relationships with its suppliers as enduring partnerships are instrumental in contributing to the high quality of Miele products and services. This also allows greater account to be taken of social and ecological aspects within the supply chain. To achieve this, our suppliers are obliged, amongst other things, to subscribe to the Code of Conduct of the BME Compliance Initiative and to demand observance of the criteria pursuant to the SA8000 standard. Compliance is monitored via internal and external audits and our own risk matrix.

Highlights and progress achieved

Net zero

CO₂ neutrality on balance across all locations and the vehicle fleet for Scopes 1 and 2 since 2021

9 %

of CO₂ emissions from the vehicle fleet reduced in 2022

10 GWh

is saved annually through energy efficiency measures since 2019, of which 5 GWh in 2022

7 GWh

is generated annually by Miele PV arrays alone

€ 16 m

will be invested in 2023 in photovoltaic and geo-thermal projects

700 tonnes

of plastic recyclates are used by Miele each year



Employees & Society

With their expertise and individual strengths, more than 23,300 employees contribute to the success of Miele. Their diversity is our advantage. As a family-owned company, a sense of togetherness marked by mutual esteem and respect is particularly important to us. And to ensure our staff enjoys being in our employment, we promote their careers and personal development and, for example, offer them great flexibility in the form of schemes which allow them to work from home.

Further education and training with a difference

To allow all our employees to achieve their full potential, we offer a broad range of further training opportunities – both in-person and online. One aspect of this drive is our virtual Escape Room which has been in existence since 2021 and which is also aimed at international project teams: Via this e-learning platform, employees can put their knowledge of Miele products to the test in a playful way and hone their skills. They deep-dive into absorbing stories and are given the challenge of solving tasks relating to their specific target group within a given period of time. Possible gaps in their knowledge are addressed by additional modules.

In **2021**, our Escape Room learning platform was awarded the
 > Comenius Award and
 > Brandon Hall Award in Gold.

Young talent can enter the employment of Miele through more than 30 apprenticeship trades, dual degree programmes and special-purpose schemes – for instance via the international post-graduate trainee programme: Key features include job rotation, networks and involvement in a variety of projects. Over 12 months, trainees are given an insight into various business units, production plants and sales subsidiaries and are accompanied by mentors. And what's more, even seasoned specialists have the opportunity to further their own development through coaching.

70 years of clever ideas

Many clever minds push the envelope of technological progress at Miele. Their bright ideas have been collected and commended by the company suggestions box scheme since 1951. The motto for 2022 was 'Do it simpler. Do it better': Employees are encouraged to submit proposals on how to further simplify and optimise processes and products –

for example through interdepartmental collaboration or particularly resource-saving developments and their implementation.

Diverse, but united for Miele

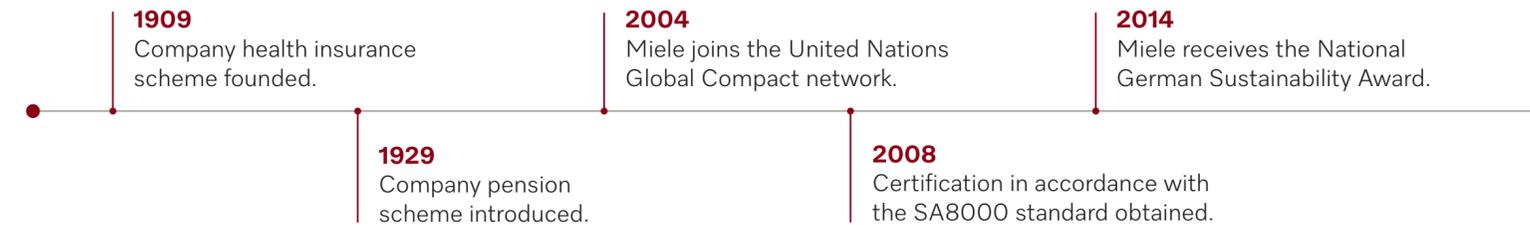
At Miele, we are committed to creating a working environment characterised by fairness, esteem and equal opportunities. This was clearly illustrated by our 2022 International Diversity Week. Many presentations and workshops were held on the subjects of diversity, inclusion and putting a stop to prejudices at many different locations. In addition to this, there were also joint cooking events featuring international cuisine, a wheelchair rally – for colleagues with and without physical disabilities – and discussion groups for example with the Managing Directors of various Miele sales subsidiaries. Since 2022, the international LGBTIQ network 'Queer & Mie' has been in existence, allowing lesbian, gay, bisexual and transgender employees to exchange experiences and provide support to each other across locations.

For a better urban climate

Together with our employees, we are committed to an ecologically better future. One example of this was our 2021 Car-Free Day campaign where Miele donated a tree for each car journey to work and back saved. In total, 626 trees were donated by our company to a project run by the Gütersloh municipal authorities, bringing the number of indigenous deciduous trees to 1,300. On an area covering just under 20,000 m², these now improve the urban climate and promote biodiversity. There were also international campaigns: Employees from the Romanian plant in Braşov together with their families planted 150 trees in a nearby park, whilst the staff at Miele’s sales subsidiary in Canada contributed by supporting tree-planting and forestry measures for each dishwasher sold during their summer campaign period. At the site of our Italian medical technology subsidiary SteelCo, around 25 employees grow their own fruit and vegetables.

Concepts for sustainable living

Smart home applications are becoming increasingly important in achieving convenient living which goes easy on the climate and resources. As a manufacturer of domestic appliances, we investigate sustainable and holistic living concepts and promote for example a pilot project focussing on future living in the Australian city of Melbourne where we kitted out a > Zero Waste House with our most energy-efficient products. They are powered exclusively by solar electricity as part of the circular systems within the building. Miele also collaborates with research institutes. As part of the > Solar Decathlon Europe architecture competition for students, 2022 saw Miele supporting a team from Düsseldorf University by providing kitchen appliances in order to pinpoint energy-saving potential in a real-life scenario.



Milestones

Highlights and progress achieved

Diversity and Equal Opportunities*

30 % women worldwide in the total Miele workforce

12 % women in technical apprenticeships

48 % women in commercial apprenticeships

Broad apprenticeship and further training programme*

€ 20.2 m invested in apprenticeships and training

425 apprentices, dual-study undergraduates and trainees in Germany

* in 2022



Key figures

The following pages provide our key sustainability figures for the 2021 and 2022 business years. Please refer to the [2021 Miele Sustainability report](#) for a more detailed appraisal and longer-term developments.

Products and services

Figures relating to the Energy Label refer to the energy consumption labelling scheme valid since March 1, 2021. These values apply to all products sold in EU countries in which the Energy Label applies, as well as in Great Britain, Croatia, Norway and Switzerland. In terms of consumption efficiency, the figures are quoted for the most energy- or water-saving Miele appliance available during the year under review.

Supply chain and production

The figures in this section, unless stated otherwise, refer to production locations.

Employees and society

All figures relating to employees refer to natural persons and not FTEs. Unless otherwise stated, the figures refer to locations in Germany (excluding stakes in other companies). Figures relating to occupational health and safety refer to all production locations and Miele's German sales subsidiary.

Total Miele turnover in billion euros	2021	2022
Total	4.84	5.43
Germany	1.39	1.47
Abroad	3.25	3.72
Participations/other	0.20	0.24
Foreign share (%)	70	72

Turnover by country and region as a percentage	2021	2022
DACH	40	38
Southern and Eastern Europe (SEE)	10	9
Northern and Western Europe (NWE)	22	22
Asia Pacific (APAC)	9	10
Global Focus Markets (GFM) ¹⁾ , South America and countries without a sales subsidiary	15	17
Participations/other	4	4

1) Global focus markets: US, Canada, China

Turnover by business unit ¹⁾ as a percentage	2021	2022
Cooking ²⁾	21	21
Customer Service	5	5
Dishwashing	13	15
Laundry	23	23
New Growth Factory	0	1
Professional	14	14
Refrigeration	8	8
Small Domestic Appliances (SDA) ³⁾	15	14

1) Deviations of the total of the individual amounts from the entirety of 100 percent are attributable to rounding. Turnover from accessories and consumables is directly allocated to the respective business units.

2) Includes cookers/ovens, steam cookers, hobs/cooking zones, cooker hoods

3) Among others Vacuum cleaners, coffee machines, rotary ironers

Sales by product group in thousands	2021	2022
Dishwashers	878	943
Cookers/ovens	421	427
Refrigerators and freezers	392	367
Vacuum cleaners	2,467	2,335
Washing machines	942	1,037
Tumble dryers	498	451
Others ¹⁾	771	747
Domestic appliances total	6,369	6,307
Commercial machines total	100	101
Domestic appliances and commercial machines total	6,469	6,408

¹⁾ i.a. Hobs/cooking zones, cooker hoods, microwave ovens, steam cookers, coffee machines, rotary ironers

2 Expenditures for research and development in million euros and as a percentage of total turnover	2021	2022
Total expenses	265.3	289.8
Share of total turnover	5.5	5.3

2 Energy label: washing machines as a percentage	2021	2022
A	76	81
B	24	19
C	0	0
D	0	0
E	0	0
F	0	0
G	0	0

2 Energy label: tumble dryers as a percentage ¹⁾	2021	2022
A+++	63	62
A++	33	38
A+	0	0
A	0	0
B	3	0
C	1	0
D	0	0

¹⁾ Deviations of the total of the individual amounts from the entirety of 100 percent are attributable to rounding.

2 Energy label: dishwashers as a percentage ¹⁾	2021	2022
A	1	25
B	5	11
C	66	42
D	2	2
E	24	18
F	3	3
G	0	0

¹⁾ Deviations of the total of the individual amounts from the entirety of 100 percent are attributable to rounding.

2 Energy label: cookers and ovens as a percentage	2021	2022
A+	99.5	99.5
A	0.5	0.5

2 Energy label: refrigerators and freezers as a percentage¹⁾

	2021	2022
A	0	0
B	0.5	1
C	1	1
D	18	22
E	29	39
F	47	33
G	5	4

1) Deviations of the total of the individual amounts from the entirety of 100 percent are attributable to rounding.

2 Power consumption energy label in kWh

	2021	2022
Washing machines ¹⁾		
Power consumption in kWh/kg of laundry	0.054	0.054
Dishwashers		
Power consumption in kWh/place setting	0.046	0.039

1) Values for 2021 and 2022 apply to the WER875 WPS model and refer to the new Energy Label (valid since 01.03.2021) in the Eco 40-60 programme.

2 Power consumption energy label in kWh

	2021	2022
Refrigerators with up to and including 150 l of usable capacity and a freezer compartment		
Power consumption in kWh/100 l over 24 hours	0.29	0.29
Refrigerators with up to and including 150 l of usable capacity without a freezer compartment		
Power consumption in kWh/100 l over 24 hours	0.16	0.16
Refrigerators with 151 l to 300 l of usable capacity with a freezer compartment		
Power consumption in kWh/100 l over 24 hours	0.18	0.18
Refrigerators with 151 l to 300 l of usable capacity without a freezer compartment		
Power consumption in kWh/100 l over 24 hours	0.13	0.13
Freezers with up to and including 150 l of usable capacity		
Power consumption in kWh/100 l over 24 hours	0.48	0.39
Freezers with 151 l to 300 l of usable capacity		
Power consumption in kWh/100 l over 24 hours	0.3	0.3
Cookers and ovens		
Power consumption in kWh	0.61	0.61
Tumble dryers ²⁾		
Power consumption in kWh/kg of laundry	0.138	0.121

2) The values for 2021 apply to the TSL783WP (8 kg) model; 2022 values are based on the TCR790WP (9 kg) model and apply to the new Energy Label (valid since 01.03.2021).

2 Water consumption energy label in litres

	2021	2022
Washing machines ¹⁾		
Water consumption in l/kg of laundry	5.3	5.3
Dishwashers		
Water consumption in l/place setting	0.6	0.6

1) Values for 2021 and 2022 apply to the WER875 WPS model and refer to the new Energy Label (valid since 01.03.2021) in the Eco 40-60 programme.

3 Production materials used in tonnes

	2021	2022
Raw materials	132,480	137,681
Metals	110,167	115,440
Plastic granulate	22,313	22,241
Processing materials	7,107	7,345
Paints, varnishes, enamels	1,036	1,099
Oils, greases, lubricants	213	213
Acids, lye, solvents	210	222
Others ¹⁾	5,648	5,811
Electronics	3,514	3,600

1) The other auxiliary and operating materials consist mainly of casting materials for the manufacture of mass-balancing weights.

3 Devices produced in tonnes	2021	2022
Total weight	214,697	232,527

3 Packaging materials used in tonnes ¹⁾	2021	2022
Total²⁾	24,949	26,727
Solid wood	10,358	11,323
Paper/cardboard/carton	9,973	10,562
EPS/polystyrene	3,003	3,073
Film/plastics	1,599	1,754
Others	17	15

1) The overall weight of packaging materials has increased despite a reduction in sales because the product mix has changed and consequently the type and quantity of packaging is different.

2) Deviations of the total of the individual amounts from the entire figure are attributable to roundings.

3 Suppliers of production materials number	2021	2022
Total	2,155	2,177

3 Purchasing volume ¹⁾ as a percentage	2021	2022
Germany	45	44
Europe	38	37
Overseas	17	19

1) Payments to suppliers

3 Payments to suppliers for production materials ¹⁾ in millions of euros	2021	2022
Germany	630	751
Europe	521	632
Overseas	240	314
Total payments to suppliers	1,390	1,697

1) Deviations of the total of the individual amounts from the entire figure are attributable to rounding.

3 Self-assessment on compliance with social standards by suppliers number	2021	2022
Compliance confirmed	471	341
Compliance not confirmed	11	15
Total	482	356

3 Investments in environmental protection in thousands of euros	2021	2022
Total	719	4,644
Waste management	49	116
Water pollution control	79	379
Climate protection/energy efficiency ¹⁾	437	3,884
Noise control	0	0
Air pollution control	153	265
Nature conservation and landscape maintenance	0.5	0

1) The high increase in investments is due to the construction of photovoltaic plants and the use of geothermal energy.

3 Ongoing environmental expenditures ¹⁾ in thousands of euros	2021	2022
Total	8,076	6,934
Waste management	3,166	3,356
Soil remediation	59	95
Water pollution control	2,375	1,339
Noise control	82	60
Air pollution control	2,386	2,064
Nature conservation and landscape maintenance	8	20

1) Deviations of the total of the individual amounts from the entire figure are attributable to rounding

3 Waste for recycling and disposal by type ¹⁾ in tonnes	2021	2022
Total waste produced	40,357	41,953
Scrap metal	20,650	21,229
Waste for recycling	38,160	39,429
Hazardous waste	1,784	1,789
Waste for disposal	2,197	2,523
Hazardous waste	1,610	1,895

1) The waste disposal method was determined on the basis of information provided by the waste disposal provider.

3 Waste for recycling and disposal by type (solid/liquid) ¹⁾ in tonnes	2021	2022
Solid waste for recycling	36,824	37,522
Liquid waste for recycling	1,336	1,907
Solid waste for disposal	1,174	1,136
Liquid waste for disposal	1,023	1,387

1) Deviations of the total of the individual amounts from the entire figure are attributable to rounding.

3 Source areas of total waste ¹⁾ in tonnes	2021	2022
Waste from production, product parts ²⁾	32,924	35,231
Waste from operational plants, administration and development areas ³⁾	2,610	3,342
Waste from buildings, ground ⁴⁾	4,823	3,380

1) Deviations of the total of the individual amounts from the entire figure presented under "Waste for recycling and disposal by type" are attributable to rounding.
 2) A waste type is allocated to a source area if at least 80 percent of the waste type comes from the area concerned. Waste from production: product and production parts such as scrap metal, foundry waste and acids, as well as waste from the treatment of technical waste water and plastic parts.
 3) Waste from operational plants, administration and the development areas includes obsolete production facilities, cable remains, spent oils, cardboard and paper, pallets and scrap wood, as well as general waste.
 4) Waste from buildings and grounds includes building rubble, excavated soil, stones, replaced neon tubes, flooring, waste from green areas and sewer cleaning, as well as rubbish.

3 Production waste per tonne of product ¹⁾ in kilogrammes	2021	2022
	153	152

1) Waste incurred in direct relation to production activities, such as scrap metal, foundry waste and acids, is expressed in relation to tonnes of product. The amounts of waste from the source areas "Buildings/grounds" and "Operations facilities, administration and development areas" are not included here (see source areas of total waste).

3 Destination of total waste ¹⁾ in tonnes	2021	2022
Materials recycling, processing ²⁾	35,604	36,212
Energy recovery, incineration ³⁾	2,167	2,222
Physicochemical treatment ⁴⁾	2,272	3,190
Dumping ⁵⁾	314	330

1) Deviations of the total of the individual amounts from the entire figure presented under "Waste for recycling and disposal by type" are attributable to rounding.
 2) Recovery, conditioning methods, processing of sludge into building materials.
 3) Thermal recovery of highly calorific waste with a gross calorific value of over 11,000 kJ and special waste incineration.
 4) Treatment of waste from surface and waste water treatment, cleaning of sewers and emulsion drilling.
 5) Rubble and soil from construction work are normally disposed of at dumpsites.

3 Water abstraction ¹⁾ in cubic metres	2021	2022
Total	386,765	377,759
Water from the public system	228,470	237,289
Water from own supply	158,295	140,470

1) Water consumption is measured using water meters and taken from the energy reports from the energy management system.

3 Water abstraction per tonne of product in cubic metres	2021	2022
	1.80	1.62

3 Waste water in cubic metres	2021	2022
Total	350,223	360,628
Technical waste water ¹⁾	49,271	43,385
Other waste water ²⁾	300,952	317,243

1) Technical waste water is treated mechanically, chemically or biologically before being discharged into the public sewer system.
2) Standard household dirty water discharged indirectly into the local sewer for local waste water treatment.

3 Waste water per tonne of product in cubic metres	2021	2022
	1.63	1.55

3 Energy consumption in megawatt-hours	2021	2022
Direct energy consumption	93,238	83,568
Heating oil	2,631	1,898
Natural gas	90,607	81,671
Indirect energy consumption	207,680	205,072
District heating	41,678	36,360
Electricity	166,002	168,712
Total energy consumption	300,918	288,640

3 Energy consumption per tonne of product in kilowatt-hours	2021	2022
	1,402	1,241

3 Energy consumption per product in kilowatt-hours	2021	2022
	76	69

3 Corporate carbon footprint (Scope 1 and 2) – market-based ¹⁾ in tonnes of CO ₂ equivalents (CO ₂ e) ²⁾	2021	2022
Scope 1 – Direct CO₂ emissions	36,991	36,884
Natural gas	18,379	16,506
Heating oil	671	483
Fleet ⁴⁾	17,940	19,896
Scope 2 – Indirect CO₂ emissions	7,017	5,955
Electricity	0	0
District heating	7,017	5,955
Scope 1 + 2 – Total CO₂ emissions	44,008	42,838

1) This representation is based on the 'market-based' method and therefore takes into account brand-specific emission factors relating to grid-supplied energy. Calculated according to the 'location-based' method, the values for the 2021 business year stood at 129,296 tonnes of CO₂e and 112,515 tonnes of CO₂e for 2022. VDA 2022 emission factors were applied in calculations according to the 'location-based' method. Alternatively, emission factors published by the British Department for Business, Energy & Industrial Strategy (DBEIS) were used. All production locations, sales subsidiaries and participating interests were taken into account. The CO₂ emissions of Eurofilters, which has been part of Miele since 2022, will be included from 2023.

2) Extension of representation of greenhouse gas emissions from CO₂ to CO₂e. This takes into account CH₄ and N₂O alongside CO₂. Emissions from volatile gases were deemed irrelevant according to a materiality analysis.

3 Transport volume in million tonne-kilometres and percentages	2021	2022
Total	1,395	1,574
Outbound	1,072	1,202
By ship (%)	84	84
By lorry (%)	13	13
By rail (%)	2	2
By air (%)	1	1
Distribution	71	85
By lorry (%)	99	99
By air (%)	1	1
Transport on own account	252	287
By lorry (%)	54	51
By ship (%)	46	46
By rail (%)	0	3

3 Transport-related CO ₂ -eq emissions – WTW ¹⁾ in tonnes and percentages	2021	2022
Total	78,148	86,222
Outbound	38,690	43,089
By ship (%)	44	44
By lorry (%)	42	40
By rail (%)	1	1
By air (%)	13	14
Distribution	24,018	26,607
By lorry (%)	97	97
By air (%)	3	3
Werkverkehre	15,440	16,526
By lorry (%)	92	90
By ship (%)	8	9
By rail (%)	0	1

1) Well-to-wheel representation

3 Use of job tickets for public transport at the Gütersloh and Bielefeld plants Number	2021	2022
	690	598

3 Area covered and not covered by structures in square metres	2021	2022
Total	1,448,090	1,502,583
Area covered by structures	603,216	628,649
Area not covered by structures	844,874	873,934
Green areas	341,797	341,827
Surfaced area	503,077	532,107

4 Employees Number	2021	2022
Total	21,921	23,322
Germany	11,169	11,928
Outside Germany	10,752	11,394

4 Contract employees Number and percentage	2021	2022
Number	758	774
Proportion of the entire workforce (%) ¹⁾	6.8	6.5

1) The Company-Wide Collective Agreement specifies the conditions under which the rate of 4.5 percent (also determined in the Agreement) can be deviated from.

4 Employee turnover ¹⁾	2021	2022
Number of resignations	193	180
Rate of turnover (%)	1.7	1.5

1) Temporary employment contracts are not included. Terminations issued by the company are included in the figure.

4 Proposed improvements submitted as part of the ideas management scheme ¹⁾ Number	2021	2022
	2,879	3,003

1) These figures refer to all German plants, excluding the Bünde and Arnsberg locations of imperial-Werke, a Miele affiliate.

4 Total savings from implemented employee proposals for improvement ¹⁾ in thousands of euros	2021	2022
	2,257	2,452

1) These figures refer to all German plants, excluding the Bünde and Arnsberg locations of imperial-Werke, a Miele affiliate.

4 Reportable workplace¹⁾ and commuting accidents Number

	2021	2022
Workplace accidents	199	176
Commuting accidents	84	69
Total	283	245

1) All accidents resulting in an absence of three or more workdays must be disclosed in detail to the insurer. Incidents involving an absence of less than three days are covered by accident notifications.

4 Reportable workplace¹⁾ and commuting accidents²⁾ Number per 1 million work hours (injury frequency)

	2021	2022
Workplace accidents	9.8	8.2
Commuting accidents	4.1	3.2
Total	13.9	11.4

1) All accidents resulting in an absence of three or more workdays must be disclosed in detail to the insurer. Incidents involving an absence of less than three days are covered by accident notifications.
2) Deviations of the total of the individual amounts from the entire figure in question are attributable to rounding.

4 Reportable workplace¹⁾ and commuting accidents Number per 1,000 employees ("thousand-man rate")

	2021	2022
Workplace accidents	13.7	11.6
Commuting accidents	5.8	4.6
Total	19.5	16.2

1) All accidents resulting in an absence of three or more workdays must be disclosed in detail to the insurer. Incidents involving an absence of less than three days are covered by accident notifications.

4 Lost days¹⁾ due to a workplace or commuting accident Number

	2021	2022
Lost days due to a workplace accident	3,603	2,871
Lost days due to a commuting accident	1,697	951
Total	5,300	3,822

1) "Lost days" denotes the number of scheduled workdays lost starting from the time of the accident.

4 Training sessions on occupational safety Number of participants

	2021	2022
	1,500	1,406

4 Cost of vocational training and development in millions of euros

	2021	2022
	18.1	20.2

4 Apprentices¹⁾ Number and percentage

	2021	2022
Number	417	425
Percentage	3.7	3.6

1) The reference date for each year is 30 September. This date provides a better representation of actual apprentice figures than the respective business-year end does, as most apprenticeships start on 1 September.

4 Women and men in the technical and commercial apprenticeship scheme¹⁾ as a percentage

	2021	2022
Technical apprenticeship		
Women	11	12
Men	89	88
Commercial apprenticeship		
Women	53	48
Men	47	52

1) The disclosures relate to vocational training and the dual study programmes as a whole.

4 Employees according to age group as a percentage

	2021	2022
< 30 years	15	15
30 to 50 years	42	43
> 50 years	43	42

4 Women and men in the Miele workforce as a percentage

	2021	2022
Women	22	24
Men	78	76

4 Women and men in the Miele workforce worldwide¹⁾ as a percentage

	2021	2022
Women	30	30
Men	70	70

1) The reference date for each year is 31 December.

4 Women and men in management positions as a percentage

	2021	2022
Women	25	25
Men	75	75

4 Employees with disabilities¹⁾²⁾

	2021	2022
Number of employees with disabilities	567	581
Proportion of employees with disabilities (%)	6	6

1) The definition of "employees with disabilities" follows the legal definition of disability in social legislation – Article 2 of the Social Code (SGB) IX.

2) The reference date for each year is 31 December 31.

4 Full and part-time employment

	2021	2022
Number of full-time workers	10,285	10,736
Proportion of full-time workers (%)	92	92
Number of part-time workers	882	924
Proportion of part-time workers (%)	8	8

4 Employees with and without flexitime as a percentage

	2021	2022
With flexitime	56	56
Without flexitime	44	44

4 Foreign employees¹⁾

	2021	2022
Number	732	816
Proportion as a percentage	7	7

1) "Foreign employees" denotes all employees who do not have German citizenship.

4 Amount of financial donations to charitable projects made by Miele & Cie. KG in thousands of euros

	2021	2022
	485	560

4 Amount of financial donations to charitable projects made by the Miele Foundation in thousands of euros

	2021	2022
	58	83



Miele

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