

Press Release

Stuttgart, August 9, 2023

Collective agreement at MAHLE Germany: transformation process and safeguarding employment until the end of 2025

- Agreement enables future concepts for German locations as part of the MAHLE Transformation Dialogue
- Combining security with new dynamics to shape the future
- Dismissal protection and qualification for around 10,500 employees

Management and employee representatives at MAHLE have agreed on a labor agreement to strengthen the future viability of the Group's German locations. The core of the agreement is a process for the development of future concepts for the individual locations with the participation of the unions and works council as part of the MAHLE transformation dialogue. In addition, the agreement provides for safeguarding employment and qualification for the approximately 10,500 employees. The future collective agreement has been in force since August 1, 2023 and runs until December 31, 2025.



The new collective agreement for the future regulates the development of concepts for the German MAHLE locations.

“MAHLE is fully on track for transformation. In this context, our German locations are facing particularly great challenges. With this groundbreaking agreement, we can now actively go ahead designing individual and urgently needed concepts for the future of our plants here,” said Arnd Franz, Chairman of the Management Board and CEO of MAHLE.

“I am pleased that the negotiating partners have succeeded in agreeing on suitable instruments for the transformation of the Group in Germany. The agreement combines security with a new dynamic to shape the future in the best possible way and thus creates good conditions,” said Dr Beate Bungartz, Member of the Management Board and Director of Human Resources.

Boris Schwürz, Chairman of the General Works Council of MAHLE, expressed his satisfaction with the outcome of the negotiations: “The future collective agreement takes us down a new path to ensure that MAHLE remains competitive in the future and that employment is secured at the German locations. However, this agreement is also a clear signal to all locations to now deal intensively with the goal-setting processes and to design concepts for the future. Company agreements on the future support and frame this process. This includes, for example, measures to secure employment such as dismissal protection and partial retirement as well as the promotion of qualification and training.”

Matthias Fuchs, chief negotiator for IG Metall Baden-Württemberg union, sees a great opportunity in the agreement: “The collective agreement offers security for the employees and gives them many opportunities to play a decisive role in shaping the transformation of MAHLE in their interests. This opportunity must now be seized. As IG Metall in Baden-Württemberg, we are already actively underway with the “Team Transformation” at the locations. With the future check and the participation of the colleagues, we are now starting the goal-setting processes.”

Help for editors: The accompanying photo material for this press release can be found at <https://www.mahle.com/de/news-and-press/press-releases/>.

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About MAHLE

MAHLE is a leading international development partner and supplier to the automotive industry with customers in both passenger car and commercial vehicle sectors. Founded in 1920, the technology group is working on the climate-neutral mobility of tomorrow, with a focus on the strategic areas of e-mobility and thermal management as well as further technology fields to reduce CO₂ emissions, such as fuel cells or highly efficient, clean combustion engines that also run on synthetic fuels or hydrogen. Today, one in every two vehicles globally is equipped with MAHLE components.

MAHLE generated sales of more than EUR 12 billion in 2022. The company is represented with around 72,000 employees at 152 production locations and 12 major research and development centers in 30 countries. (Last revised: 12/31/2022)

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