


An aerial photograph showing a dark, calm lake on the left, a winding asphalt road in the center, and a dense green forest on the right. A small white car is visible on the road.

FORVIA HELLA

Sustainability Factsheet



Environment

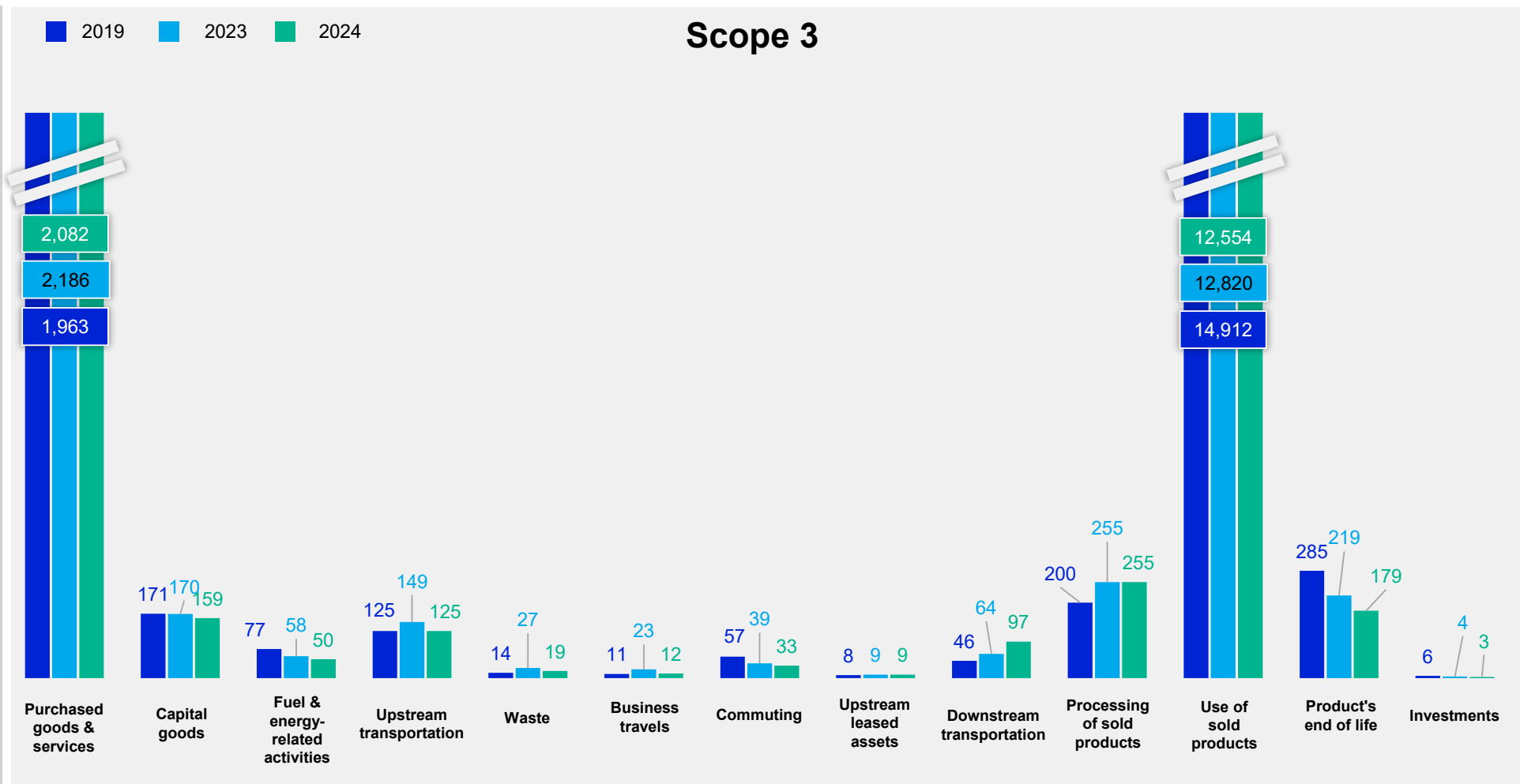
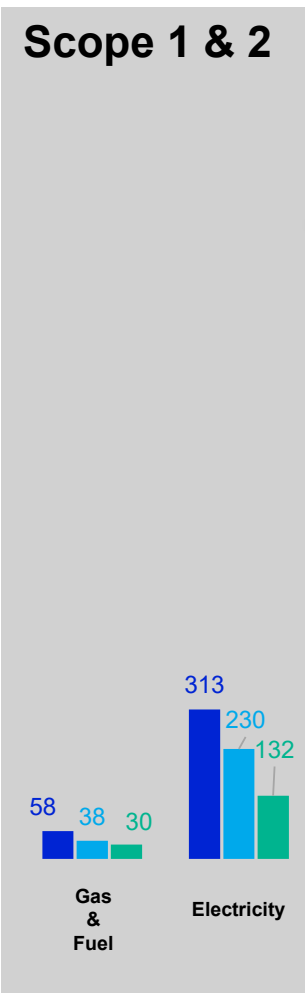
KPI	DEFINITION	CY 2019 FY 2019/2020	FY 2023	FY 2024	TARGET
Climate change					
CO₂ Emissions Scope 1	direct emissions in tons of CO ₂ e as defined in Greenhouse Gas Protocol related to gas, refrigerant gas, fuel and oil	57,884	37,958	30,350	2025: CO₂ neutral for scope 1 and 2* 2030: -45% vs. 2019 for all scopes 2045: net-zero emissions** 
CO₂ Emissions Scope 2	indirect CO ₂ emissions in tons of CO ₂ e related to electricity used in accordance with the GHG Protocol	313,250	229,774	132,374	
CO₂ Emissions Scope 3	indirect CO ₂ emissions in tons of CO ₂ e generated along the value chain (Scope 3) in accordance with the GHG Protocol	17,875,464	16,023,142	15,575,939	

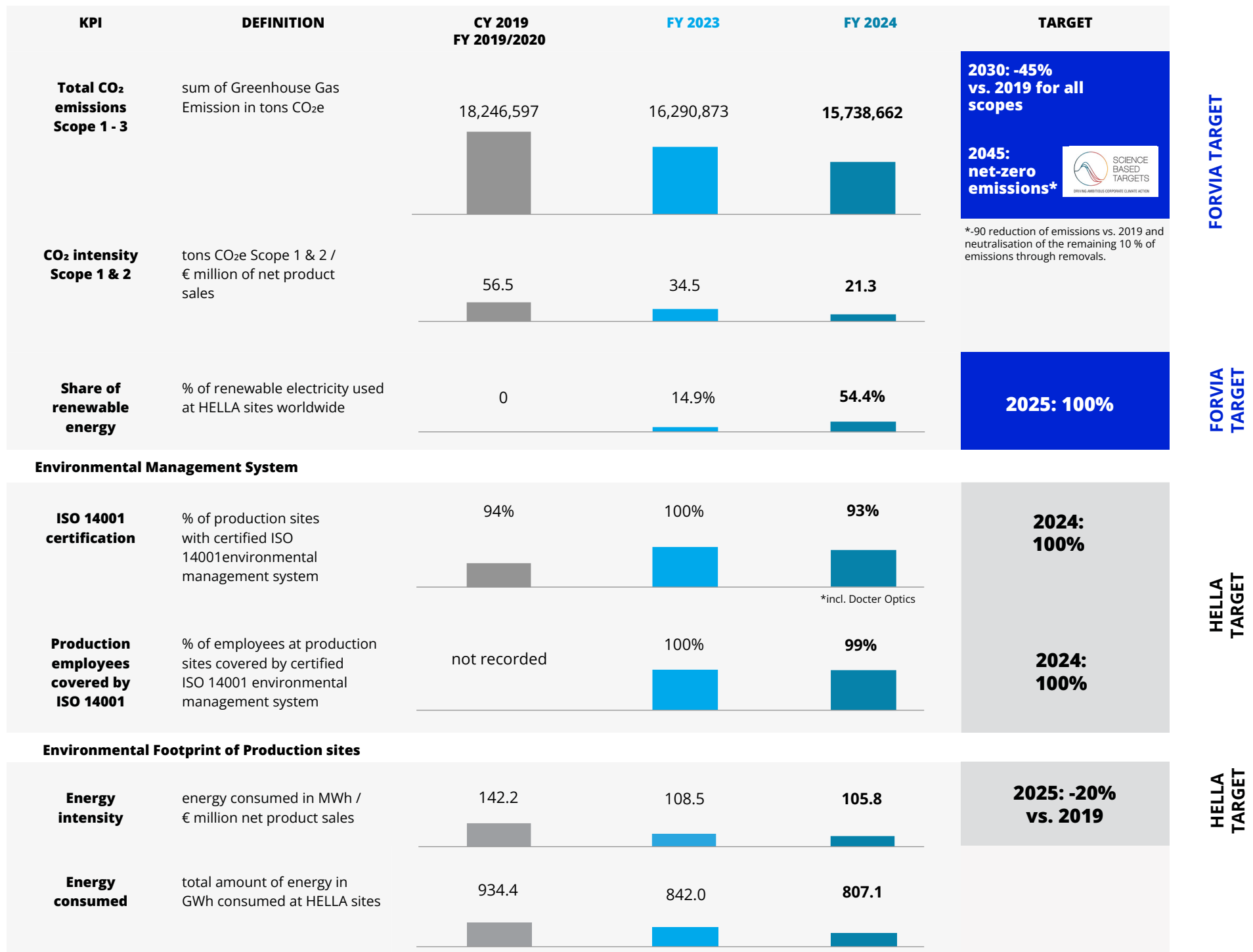
FORVIA TARGET

* At least -80% reduction of emissions vs. 2019





** -90 reduction of emissions vs. 2019 and neutralisation of the remaining 10 % of emissions through removals.

2024: HELLA GROUP CO₂e FOOTPRINT IS 15.7 MIO TONS CO₂e; A 14% DECREASE VS. 2019





*-90 reduction of emissions vs. 2019 and neutralisation of the remaining 10 % of emissions through removals.

KPI	DEFINITION	CY 2019 FY 2019/2020	FY 2023	FY 2024	TARGET
Environmental Footprint of Production sites					
Waste intensity	waste total in tons / € million of net product sales	4.9	4.5	4.5	2025: -9% 2027: -13% vs. 2019
					
Waste total	total amount of waste in tons generated at HELLA production sites	30,439	33,608	34,194	2030: -7% vs. 2023
					
Water intensity	total water in m3 withdrawn / € million of net product sales	not recorded	125	114	
					
Total water withdrawn	total amount of water of m3 withdrawn from all sources for all purposes of production sites	not recorded	939,534	869,597	
					

HELLA
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TARGET

Social

KPI	DEFINITION	CY 2019 FY 2019/2020	FY 2023	FY 2024	TARGET
General					
Total employees	employees (number of people) in reported staff as of 31.12.	36,311	37,773	36,413	
Employee satisfaction					
Employee satisfaction survey	favorable points out of 100	n.a	76/100	74/100	
Turnover rate	ratio of employees who voluntarily leave HELLA / average number of employees	12.2% (FY2019/2020)	12.1%	8.1 %	
Training and professional development					
Training hours	average training hours per employee	11.7 (FY2020/2021)	16.7	17.0	2030: 25
Diversity & inclusion					
Female share managers and professionals	share of females in managers and professional roles	21	25.8	26.2	2025: 26.6%
Gender Pay Gap (adjusted)	ratio of average pay levels between female and male employees in comparable positions	not recorded	not recorded	2.3%	No gender pay gap

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KPI	DEFINITION	CY 2019 FY 2019/2020	FY 2023	FY 2024	TARGET	
Health and Safety						
ISO 45001 certification	% of production sites >200 employees with certified ISO 45001 occupational health and safety management system	38% <small>(FY2019/2020)</small>	83%	100%	2025:100%	HELLA TARGET
Production employees covered by ISO 45001 certification	% of employees at production sites >200 employees with certified ISO 45001	not recorded	95%	100%		
Accident Rate	number of all occupational accidents with at least one day of absence per 1 million attendance hours	4.9	3.2	2.4		
Fatal accidents	deaths of employees due to occupational accidents	0	0	1		
Lost-time-Rate	number of lost days due to accidents per 1 million work hours	496 <small>(FY2019/2020)</small>	388	338		
Responsible Supply Chain						
Purchasing Volume assessed for Sustainability Performance	Share of purchasing volume of strategic suppliers with a valid sustainability assessment by Ecovadis (min. 50/100 points)	n.a	42%	60%	2025: 75%	FORVIA TARGET

Governance

KPI	DEFINITION	CY 2019 FY 2019/2020	FY 2023	FY 2024	TARGET
Business Ethics					
Code of Conduct training	% of targeted employees trained on HELLA Code of Conduct and business ethics	89% <div><div></div></div> <div>(FY 2019/2020)</div>	96% <div><div></div></div>	95% <div><div></div></div>	2025: 100%
Innovation					
Employees in research and development	number of employees in research and development roles	~7,700 <div><div></div></div>	9,118 <div><div></div></div>	8,850 <div><div></div></div>	
% of sales invested in research and development	total amount of waste in tons generated at HELLA investment in research and development as % of sales	10.6% <div><div></div></div> <div>(FY 2019/2020)</div>	10.2% <div><div></div></div>	10.0% <div><div></div></div>	

**FORVIA
TARGET**

Sustainability Ratings



FORVIA
Inspiring mobility

Score
A

FORVIA recognized with 'A' score for transparency on climate change

ecovadis

FORVIA
Inspiring mobility

75/100

FORVIA scored 75, placing the Group **in the top 3% of companies in its category**

NQC | SUPPLIER
ASSURANCE

average Score from all locations 2024

89 out of **100**

FORVIA HELLA SAQ Rating improved from 87.2 in 2023



ESG Risk Rating

11.7 Low Risk



Leading position in its industry group: **Ranked 6 out of 241 auto components suppliers**

HELLA GmbH & Co. KGaA
Rixbecker Straße 75 59552
Lippstadt /Germany
www.hella.com

