

# FACT SHEET

## ESG PERFORMANCE & SUSTAINABILITY



With this ESG Fact Sheet, HELLA publishes an annual overview of our sustainability performance. The Fact Sheet is aimed at our stakeholders who want to know what values and principles we act on and how we measure our sustainability performance. In case of questions, please contact [investor.relations@hella.com](mailto:investor.relations@hella.com)

- ▶ POLICIES
- ▶ ENVIRONMENT
- ▶ SOCIAL
- ▶ GOVERNANCE

### HELLA POLICIES AND KEY PRINCIPLES (LINKED)

<b>HELLA Values</b>	▶	describe our company values and basic rules of how we work together.
<b>Code of Conduct</b>	▶	contains the basic rules of behavior. It guides us in our daily work with colleagues, customers, suppliers, other business partners and third parties.
<b>Supplier Code of Conduct</b>	▶	defines HELLA's principles and our expectations to our suppliers and their employees.
<b>Environmental Policy</b>	▶	defines basic rules regarding environmental protection.
<b>Quality Policy</b>	▶	defines basic rules regarding quality.
<b>Health and Safety Policy</b>	▶	defines basic rules regarding occupational health & safety.
<b>Labor Standards</b>	▶	set standards for our personnel work and protect human and employee rights.
<b>HELLA Non-financial Report Fiscal Year 2019/20</b>	▶	presents material sustainability topics for HELLA.
<b>HELLA Statement on Compliance with the UK Modern Slavery Act 2015</b>	▶	states HELLA's due diligence activities to avoid and prevent modern forms of slavery in its supply chain.

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### ENVIRONMENT

		FY19/20
<b>Environmental Management System</b>	Production locations in % with ISO 14001 certified Environmental Management System	<b>94</b>
<b>CO<sub>2</sub> Emissions</b>	Scope 1*	<b>54,731</b>
	Scope 2**	<b>202,938</b>
<b>Climate Targets:</b>		
<b>CO<sub>2</sub> neutral production (scopes 1 &amp; 2) by 2025</b>		
<b>CO<sub>2</sub> neutral products (incl. supply chain) by 2050</b>		
<b>Energy</b>	Total electricity consumption in kWh	<b>479,968,294</b>
	thereof % renewable energy	<b>&lt;10</b>
	Specific energy consumption (kWh/1000€ Sales)***	<b>96.7</b>
<b>Water***</b>	Total water withdrawal in m <sup>3</sup>	<b>1,227,818</b>
	thereof fresh water (municipal water) withdrawal in m <sup>3</sup>	<b>433,138</b>
	Total waste water in m <sup>3</sup>	<b>625,507</b>
<b>Waste***</b>	Total waste in t	<b>24,798</b>
<b>Supply Chain Management</b>	Strategic suppliers with ISO14001 certification in % ****	<b>~70</b>

\* The calculation of the scope 1 emissions is based – in accordance with the requirements of GHG Protocol – on the gas consumption of the production sites as well as the diesel and petrol consumption of standby generators, including the fleet consumption of the Romanian and German companies, with Defra’s emission factors (2019) applied.

\*\* The calculation of the scope 2 emissions is based on the reported electricity use or district heating of the production sites following the location-based method of the GHG Protocol, with the emission factors of the IEA (2019) or Defra (2019) applied.

\*\*\* Calculation based on ISO 14001 certified production sites

\*\*\*\* Strategic suppliers cover around 80% of the production purchasing volume.

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### SOCIAL

		FY19/20
<b>Health &amp; Safety Management System</b>	Production locations in % with ISO 45001 certified Health and Safety Management System*	28
<b>Health &amp; Safety Performance</b>	Accident rate (accidents per 1 Mio. work hours)	4,7
	Lost time rate (time lost in hours per 1 Mio. work hours)	496
<b>Workforce</b>	Total number of employees worldwide	36,311
	thereof Germany	9,479
	thereof Europe (without Germany)	13,877
	thereof Asia, Pacific, Rest of World	5,818
	thereof North, Central and South America	7,137
<b>Diversity</b>	thereof male	22,795
	thereof female	13,516
<b>Training</b>	Average training hours (indirect employees)	13.4
<b>Employer attractiveness</b>	Unwanted attrition rate in %	12.2

\* incl. OHSAS certification

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### GOVERNANCE

		FY19/20
<b>Quality Management Systems</b>	Production locations in % with ISO 9001 or IATF 16949 certified Quality Management Systems	100
<b>Product Innovation</b>	Employees in research and development	~7,700
	R&D employees of total workforce in %	21
	% of sales invested in research and development	10.6
<b>Compliance</b>	Completed training courses (e-learning) "Code of Conduct and Compliance Basics"	2,000
<b>Executive Management Board</b> ▶	Members	5
	thereof female	1
<b>Supervisory Board</b> ▶	Members	16
	thereof female	6
	thereof independent*	8
<b>Shareholder Committee</b> ▶	Members	8
	thereof female	0
	thereof independent*	8
<b>Compensation</b> ▶	Our management board is paid for performance. Details on the compensation system are available in the HELLA annual report.	

\* as defined by Recommendation C.7 DCGK (Deutscher Corporate Governance Kodex / German Corporate Governance Code)