









# HELLA Sustainability Factsheet



# Planet

KPI	DEFINITION	HELLA CY 2019 FY 2019/2020	HELLA CY2022	DEVELOPMENT 2019 VS. 2022	TARGET
<b>Climate</b>					
<b>CO2 Emissions Scope 1</b>	direct emissions in tons of CO2e as defined in Greenhouse Gas Protocol related to gas, refrigerant gas, fuel and oil	57,000	49,000		<b>2025: CO2 neutral</b>  <b>2025: CO2 neutral</b>  <b>2030: -45% vs. 2019</b> <b>2045: CO2 neutral</b> 
<b>CO2 Emissions Scope 2</b>	indirect CO2 emissions in tons of CO2e related to electricity used in accordance with the GHG Protocol	284,000	135,000		
<b>CO2 Emissions Scope 3</b>	indirect CO2 emissions in tons of CO2e generated along the value chain (Scope 3) in accordance with the GHG Protocol	7,774,000	7,125,000		

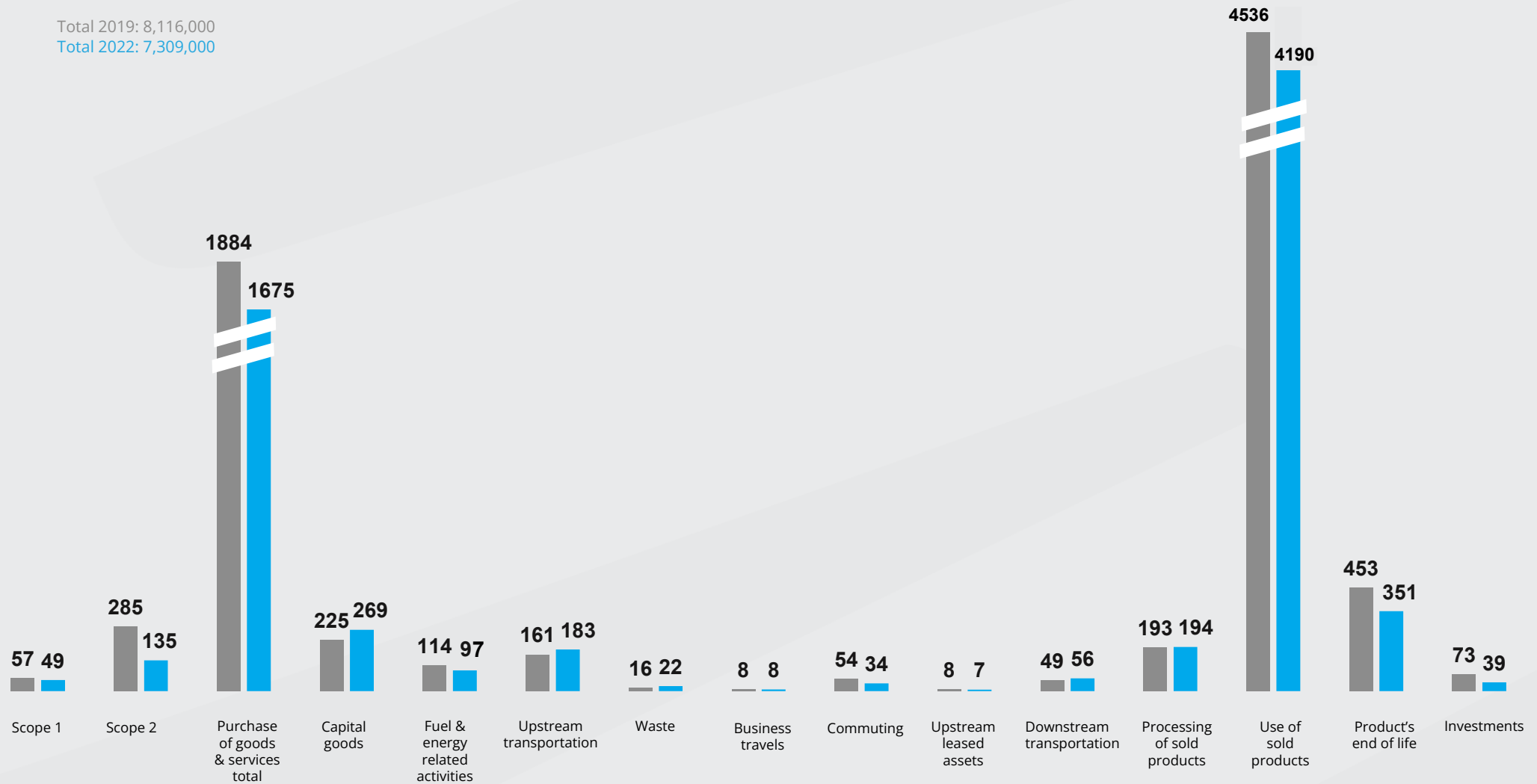
FORVIA TARGET

# HELLA CO2 Footprint in ktons CO2e

<sup>1</sup>2019 recalculated due to improved data availability in accordance with the requirements of the GHG Protocol. Scope 2 including common market instruments such as green energy contracts.

Total 2019: 8,116,000

Total 2022: 7,309,000


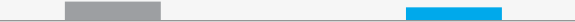
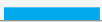

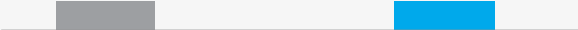







HELLA CY2019

HELLA CY2022












KPI	DEFINITION	HELLA CY2019 FY 2019/2020	HELLA CY2022	DEVELOPMENT 2019 VS. 2022	TARGET	
Total CO2 emissions Scope 1 - 3	sum of Greenhouse Gas Emission in tons CO2e	8,116,000 <div><div></div></div>	7,309,000 <div><div></div></div>	<div><div></div></div>		
CO2 intensity Scope 1 & 2	tons CO2e Scope 1 & 2 / € million of net product sales	55.5 <div><div></div></div>	27.2 <div><div></div></div>	<div><div></div></div>		
Share of renewable energy	% of renewable electricity used at HELLA sites worldwide	0 <div><div></div></div>	27.5% <div><div></div></div>	<div><div></div></div>	2025: 100%	FORVIA TARGET
Environmental Management System						
ISO 14001 certification	% of production sites with certified ISO 14001 environmental management system	94% <div><div></div></div> <div>(FY2019/2020)</div>	97% <div><div></div></div>	<div><div></div></div>	2023: 100%	HELLA TARGET
Production employees covered by ISO 14001	% of employees at production sites covered by certified ISO 14001 environmental management system	not recorded <div><div></div></div>	99% <div><div></div></div>	n.a	2023: 100%	
Environmental Footprint of Production sites						
Energy intensity	energy consumed in MWh / € million net product sales	147.8 <div><div></div></div>	120.8 <div><div></div></div>	<div><div></div></div>	2025: -27%	FORVIA TARGET
Energy consumed	total amount of energy in MWh consumed at HELLA sites	910,000 <div><div></div></div>	816,000 <div><div></div></div>	<div><div></div></div>		

KPI	DEFINITION	HELLA CY2019 FY 2019/2020	HELLA CY2022	DEVELOPMENT 2019 VS. 2022	TARGET
<b>Environmental Footprint of Production sites</b>					
<b>Waste intensity</b>	waste total in tons / € million of net product sales	4.9	4.5		<b>2025: -9% 2027: -13% vs. 2019</b>
					
<b>Waste total</b>	total amount of waste in tons generated at HELLA production sites	30,439	30,437		
					
<b>Water intensity</b>	total water in m3 withdrawn / € million of net product sales	not recorded	11.8	n.a	
					
<b>Total water withdrawn</b>	total amount of water in millions of m3 withdrawn from all sources for all purposes of production sites	not recorded	0.8	n.a	
					

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










# Business

KPI	DEFINITION	HELLA CY2019 FY2019/2020	HELLA CY2022	DEVELOPMENT 2019 vs. 2022	TARGET	HELLA TARGET	
Health and Safety							
ISO 45001 certification	% of production sites >200 employees with certified ISO 45001 occupational health and safety management system	38% <div><div></div></div> (FY2019/2020)	76% <div><div></div></div>	<div><div></div></div>	2025: 100%		
Production employees covered by ISO 45001 certification	% of employees at production sites >200 employees with certified ISO 45001	not recorded	85% <div><div></div></div>	n.a	2025: 100%		
Accident Rate	number of all occupational accidents with at least one day of absence per 1 million attendance hours	4.7 <div><div></div></div>	2.9 <div><div></div></div>	<div><div></div></div>	2025: 2.2		
Fatal accidents	deaths of employees due to occupational accidents	0	0	<div><div></div></div>			
Lost-time-Rate	number of lost days due to accidents per 1 million work hours	496 <div><div></div></div> (FY2019/2020)	238 <div><div></div></div>	<div><div></div></div>			
Responsible Supply Chain							
ISO 14001 certified suppliers	% of key suppliers (=80% purchase volume) certified under ISO 14001 (Group view)	not recorded	66% <div><div></div></div>	n.a	2023: 71%	HELLA TARGET	

KPI	DEFINITION	HELLA CY2019 FY 2019/2020	HELLA CY2022	DEVELOPMENT 2019 vs. 2022	TARGET
<b>Business Ethics</b>					
<b>Code of Conduct training</b>	% of targeted employees trained on HELLA Code of Conduct and business ethics	89%  (FY2019/2020)	97% 		<b>2025: 100%</b>
<b>Innovation</b>					
<b>Employees in research and development</b>	number of employees in research and development roles	~7,700 	8,223 		
<b>% of sales invested in research and development</b>	investment in research and development as % of sales	10.6%  (FY2019/2020)	10.4% 		

FORVIA  
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# People

KPI	DEFINITION	HELLA CY2019 FY2019/2020	HELLA CY2022	DEVELOPMENT 2019 VS. 2022	TARGET
<b>General</b>					
<b>Total employees</b>	employees (number of people) in reported staff as of 31.12.	36,311 	36,280 		
<b>Employee satisfaction</b>					
<b>Employee satisfaction survey</b>	% favorable	n.a. 	74% 	n.a.	
<b>Fluctuation rate</b>	ratio of employees who voluntarily leave HELLA / average number of employees	12.2%  <small>(FY2019/2020)</small>	14.9% 		
<b>Training and professional development</b>					
<b>Training hours</b>	average training hours per employee	11.7  <small>(FY2020/2021)</small>	13.8 		<b>2030: 25</b>
<b>Diversity &amp; inclusion</b>					
<b>Female share managers and professionals</b>	share of females in managers and professional roles in %	21% 	25% 		<b>2027: 30% 2030: 35%</b>

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# Sustainability Ratings



Score  
**B**

HELLA improved its CDP climate rating from **B- in 2021 to B in 2022.**

ecovadis

Silver Medal  
**56/100**

HELLA placed among the top 25 percent of companies assessed by EcoVadis. Rating improved from **Bronze Medal in 2021 to Silver Medal in 2022.**

NQC | SUPPLIER ASSURANCE

average Score from all locations 2022

**85.4** out of **100**

HELLA SAQ Rating improved from **81.8 in 2021 to 85.4 in 2022.**



ESG Risk Rating

**13.7** Low Risk



Leading position in the sub-industry peer group: Ranked **23 out of 231 Auto Components suppliers.**

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