

**Key sustainability figures**

**Non-financial report**

**2023**

→ 2024-02-29

**Classification: Public**

# Key sustainability figures 2023

## Company profile & Products and solutions

### Joint Offering

- Industrial trucks
- Automated warehouse solutions
- Services



**€11.4 bn**

Revenue<sup>a</sup>

**€314.4 m.**

Net income<sup>a</sup>

**91.1 %**

Share of electric powered vehicles sold (ITS segment)

**19.3 %**

Share of used industrial trucks sold (ITS segment)<sup>b</sup>

**€351 m.**

Research & development expenditure<sup>a</sup>

**2,937** Patent applications and patents granted of which **89** new

# Key sustainability figures 2023

## Environment & Employees

**146 kt CO<sub>2</sub>e**

GHG emissions Scope 1+2<sup>d</sup>

**75,617 t**

Waste produced

**42,325**

Employees<sup>e</sup>

**18 %**

Female employees

**596 m. l**

Water consumption

**14,794 kt CO<sub>2</sub>e**

GHG emissions Scope 3<sup>d</sup>

**5.2**

Lost-time Injury Frequency Rate<sup>f</sup> (LTIFR)

**90 %**

ISO 14001 certification rate<sup>c</sup>

**2,296,953 GJ**

Energy use

**89 %**

ISO 45001 certification rate<sup>c</sup>

**€3,169.6 m.**

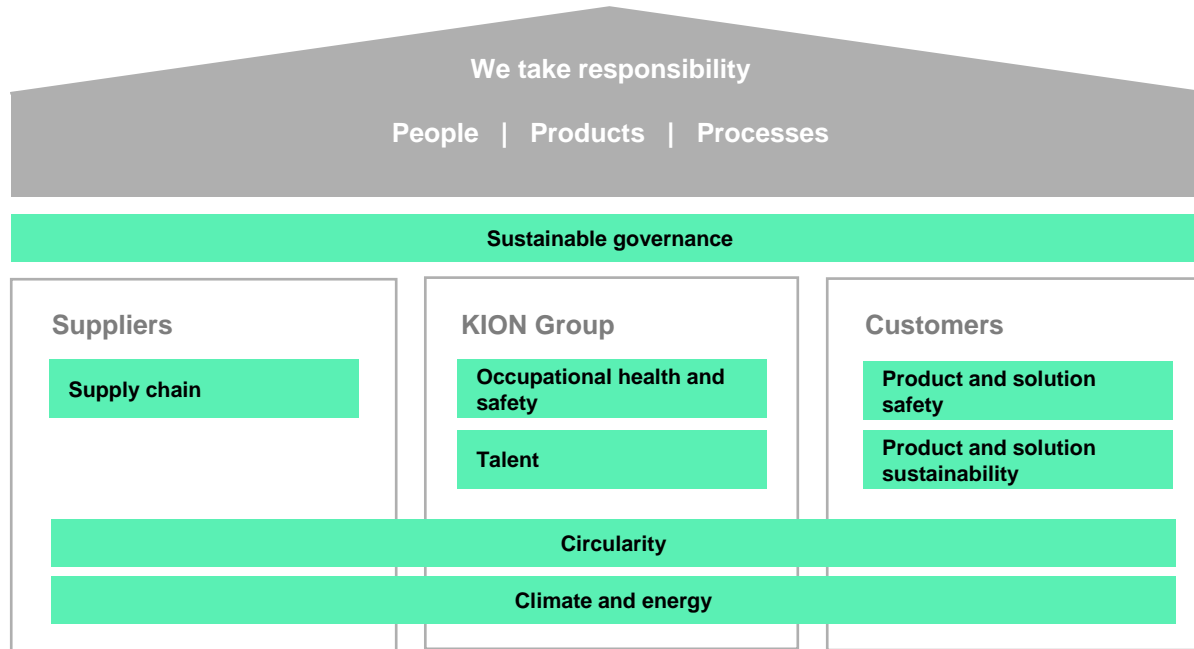
Personal expenses

**786**

Apprentices<sup>e</sup>

# Sustainability Strategy

## 8 Sustainability action fields



# Sustainability Strategy Status Overview

## Leading targets and status per action field

People: Target and indicators, [target year]		Status 2023	Status 2022
Occupational health and safety	Reduction of accident frequency rate <sup>1</sup> by <b>5 % per annum</b> (based on the annual upper limit; long-term: no occupational accidents), [per annum]	✔ 5.2	5.9
	100 % ISO 45001 certification rate <sup>2</sup> (all sites), [2024]	✔ 89 %	80 %
Talent	Increase in employee satisfaction to an <b>engagement score</b> of at least <b>75</b> and a <b>participation rate</b> of at least <b>80 %</b> , as measured by an annual, global employee survey <sup>3</sup> , [2026]	✔ Engagement score: <b>74</b> Participation rate: <b>80 %</b>	Engagement score: <b>74</b> Participation rate: <b>77 %</b>
	<b>No cases of non-compliance</b> with KION Group minimum employment standards, [ongoing]	✔ 0 cases	0 cases



# Sustainability Strategy Status Overview

## Leading targets and status per action field

Products: Target and indicators, [target year]		Status 2023	Status 2022
Product and solution safety	ITS: Average number of selected <b>safety features per industrial truck</b> <sup>4</sup> increased to <b>4</b> , [2027]	3.4	3.3
	SCS: Mitigating risks of noise pollution by offering quieter and safer solutions: <b>20 %</b> of Dematic's solution <b>portfolio</b> targeted to <b>operate under 85 dB(A)</b> , [2027]		
Product and solution sustainability	ITS: Strive for an electric-focused portfolio incl. battery and fuel cell-driven products by increasing the <b>share of electric-powered vehicles sold annually</b> <sup>5</sup> to <b>90 %</b> , [2027]	91.1 %	88.1 %
	Increase <b>number</b> of products with available <b>lifecycle assessment</b>		
	Increase <b>number</b> of products with <b>cradle to cradle certification</b>		

# Sustainability Strategy Status Overview

## Leading targets and status per action field

Processes (1/2): Target and indicators, [target year]		Status 2023	Status 2022
Climate and energy	<b>Absolute reduction</b> in GHG emissions ( <b>Scope 1, 2, 3</b> ) in metric tons of CO <sub>2</sub> e compared with 2021 <sup>6</sup>		
	Near-term [2030]: <b>Scope 1+2</b> by <b>4.2 %</b> per year (linear) <b>Scope 3</b> by <b>2.5 %</b> per year (linear)	-2.2 % -26.5 %	-4.2 % -10.0 %
	Long-term [before 2050]: <b>net-zero, Scope 1, 2, 3</b> by <b>100 %</b>	<b>14.9</b> million tons	<b>18.2</b> million tons
	Increase <b>share of renewable energy use</b> in own operations	<b>20.3 %</b>	<b>18.9 %</b>
	<b>100 % ISO 14001 certification rate</b> <sup>2</sup> (all sites), [2024]	<b>90 %</b>	<b>81 %</b>
Circularity	Increase <b>share of recovered waste</b> in own operations	<b>80 %</b>	<b>84 %</b>

# Sustainability Strategy Status Overview

## Leading targets and status per action field

Processes (2/2): Target and indicators, [target year]		Status 2023	Status 2022
Supply chain	<p><b>EcoVadis or alternative rating</b><sup>7</sup> (Corporate Social Responsibility performance) available for:</p> <p><b>100 % of strategic and high-risk</b><sup>8</sup> suppliers, [2023]</p> <p><b>100 % of direct</b> suppliers, [2025]</p>	<p> <b>73 %</b> of high-risk suppliers covered</p> <p> <b>70 %</b> of direct suppliers covered</p>	<p><b>65 %</b> of high-risk suppliers covered</p> <p></p>
	<p><b>EcoVadis “gold” rating</b> for the KION Group and assessed subsidiaries, [2027]</p>	<p> KION Group: Gold Assessed subsidiaries<sup>9</sup>: 2 platinum; 2 gold; 1 bronze; 1 unrated</p>	<p>KION Group: Gold Assessed subsidiaries<sup>9</sup>: 1 platinum; 1 gold; 2 silver; 1 no medal; 1 unrated</p>
Sustainable governance	<p><b>S&amp;P Global Corporate Sustainability Assessment (CSA) score ≥ 70</b> points for the KION Group, [2027]</p>	<p> <b>61</b></p>	<p><b>62</b> (2021: 57)</p>



# Sustainability-relevant key figures 2023

## Footnotes

- <sup>a</sup> For further information, please refer to the 2023 annual report, including the consolidated financial statements (consolidated income statement) and management report (research and development).
- <sup>b</sup> 2022 and 2021 values recalculated retrospectively after refinement of definition of used trucks sold and exclusion of on-balance leasing/rental business.
- <sup>c</sup> Or equivalent standard, based on all sites.
- <sup>d</sup> Greenhouse gas emissions in thousand tons CO<sub>2</sub> equivalents (CO<sub>2</sub>e), scope 2 market-based, scope 1 and 3 location-based (details on methodology in respective report section). Fiscal years 2021 and 2022 have been recalculated retrospectively considering further scope 3 categories (details in respective report section) as well as methodology and data base enhancements, e.g. by refined emission factors. Changes in scope 3 greenhouse gas emissions compared to re-reported values in the sustainability report 2022: for fiscal year 2021: +2.4 % and fiscal year 2022: –1.4 %.
- <sup>e</sup> Full-time equivalents (FTE) as at balance sheet date 31/12/.
- <sup>f</sup> Occupational accidents of active employees with one or more working days lost per million hours worked.

# Sustainability Strategy Status Overview

## Footnotes

- <sup>1</sup> Calculation is based on the actual number of lost-time injuries of active employees (work-related accident resulting in the loss of one full working day or more) and the total number of actual working hours in the reporting period relative to one million hours worked.
- <sup>2</sup> Or equivalent standards.
- <sup>3</sup> The engagement score is based on two questions: employee satisfaction ("How much do you enjoy working at your company?") and recommendation ("I would recommend my company as an excellent employer."). All ratings are present-ed on a 100-point scale. The participation rate indicates how many employees took part in the global survey compared to the total group of requested respondents, at effective date (01.09.2023).
- <sup>4</sup> Number of safety features ordered by customers in addition to the standard truck (which is safe in accordance with legal requirements) that can be assigned to the areas of optical-acoustic safety features (e.g. SafetyLight), access authorization/fleet management (e.g. Access control), mechanical solution to increase safety (e.g. Swiveling seat), and assistance systems with optional intervention in driving controls (e.g. Speed Assist); based on the number of counterbalance fork-lifts (under a tonnage of 10 t), reach trucks, and VNA trucks sold, which are produced in the respective operating units. KION North America is currently not included, foreseen for 2024. The criteria for the calculation are kept consistent for reported years since introduction in 2021.
- <sup>5</sup> Proportion of electric-powered products in ITS segment in order intakes in terms of units in new business; data source: World Industrial Truck Statistics (WITS)/Fédération Européenne de la Manutention (FEM).
- <sup>6</sup> Greenhouse gas emissions of fiscal years 2021 and 2022 have been recalculated retrospectively considering further scope 3 categories (details in respective report section) as well as methodology and data base enhancements, e.g. by refined emission factors. Changes in scope 3 greenhouse gas emissions compared to reported values in 2022: for fiscal year 2021: +2.4 % and fiscal year 2022: -1.4 %.
- <sup>7</sup> Group or site rating.
- <sup>8</sup> High risk suppliers refers to industry and country risk based on sustainability criteria.
- <sup>9</sup> The reported status refers to the latest valid rating in the reporting year. One platinum rating maintained validity until November 2023, nonetheless the reassessment – which was in progress at the end of the reporting year – confirmed the same rating at the beginning of 2024.

**KION<sup>®</sup>**

**G R O U P**