



Targets and Key Figures

- 7 | **Overview of Sustainability Key Performance Indicators**
- 8 | **Key Targets**



Overview of Sustainability Key Performance Indicators

All KPIs and data can be found in the respective chapters.

	2025	2024	2023
Environment			
ISO 14001 certification rate ¹	95%	92%	91%
Energy use	657,827 GJ	673,072 GJ	704,729 GJ
Greenhouse gas emissions (Scope 1 and 2) ²	33,952 t CO ₂ eq	36,210 t CO ₂ eq	38,298 t CO ₂ eq
Greenhouse gas emissions (Scope 3.3) ²	10,228 t CO ₂ eq	10,609 t CO ₂ eq	10,405 t CO ₂ eq
Water withdrawal	78,910 m ³	118,314 m ³	121,130 m ³
Waste produced	26,922 t	27,532 t	26,074 t
Employees			
Percentage of female employees	15%	15%	14%
ISO 45001 certification rate ¹	95%	92%	91%
LTI (lost time injuries) ³	122	140	141
Accident frequency rate ⁴	8.3	9.0	9.6

¹ Or equivalent standards, based on all locations

² Scope 1 and 2 market-based, Scope 3.3 location-based

³ Number of reported accidents in the workplace with lost time of one full working day or more

⁴ Accident frequency rate corresponds to the number of accidents in the workplace among the active workforce with lost time (≥ 1 working day) in relation to the actual hours worked; in each case in the reporting period and standardized to one million hours worked

Key Targets

The sustainability targets of STILL align with the key targets set out in the KION sustainability strategy and include both Group-wide actions and individual measures within specific organizational units.

Targets and Status of the KION Sustainability Strategy

Dimension	Action field	Targets and indicators	Target year	Status 2025	Status 2024
People	Occupational health and safety	Reduction of accident frequency rate ¹ by at least 5% per annum (based on the annual upper limit; long-term: no occupational accidents)	annually	4.2 target achieved	4.4 target achieved
		100% ISO 45001 ² certification rate (all sites, with at least 12 months of company service)	2025	99%	99%
		KION HSE Assessment: 100% average fulfilment score of the KION HSE standard (all sites, with at least 12 months of company service)	2027	95.9%	95.8%
	Talent	Increase in employee satisfaction to an engagement score ³ of at least 75 and a participation rate ³ of at least 80%, as measured by an annual, global employee survey	2026	Engagement score: 75 Participation rate: 81%	Engagement score: 75 Participation rate: 83%
		No cases of non-compliance with KION minimum employment standards	ongoing	0 cases target achieved	0 cases target achieved
Products	Product and solution sustainability	Strive for an electric-focused portfolio incl. battery and fuel cell-driven products by increasing the share of electric-powered vehicles sold annually ⁴ to 92%	2027	92.6%	91.7%
		Increase number of products with available lifecycle assessment	ongoing	◆	◆
		Increase number of products with Cradle to Cradle certification	ongoing	◆	◆



Dimension	Action field	Targets and indicators	Target year	Status 2025	Status 2024
Processes	Climate and energy	Absolute reduction in GHG emissions (Scope 1, 2, 3) in metric tons CO ₂ eq ⁵ compared with base year 2021:	Net-Zero until 2050		
		Until 2030: Scope 1+2 by 42% ⇒ linear reduction by 4.7% p.a. (SBTi + ESRS)		-24.8%	-1.9%
		Scope 3 by 25% ⇒ linear reduction by 2.8% p.a. (SBTi + ESRS)		-37.4%	-31.8%
		Until 2050: net-zero Scope 1, 2, 3 by 100%		14.8 million tons	16.2 million tons
		Increase share of renewable energy use by at least 35% in own operations	2030	29.2%	21.2%
		Decrease energy intensity ⁶ in own operations	ongoing	55.5 MWh per million €	54.8 MWh per million €
		100% ISO 14001 ² certification rate (all sites, with at least 12 months of company service)	2025	99%	99%
	Circularity	Increase share of recovered waste in own operations to ≥ 85%	2030	79.9%	77.8%
	Supply chain	Increase the share of the annual spend related to Direct Tier-1 category A suppliers with low ESG risk by 80% ⁷	2030	60.9%	60.5%
	Sustainable governance	EcoVadis platinum rating for the KION Group and selected assessed subsidiaries	2027	KION: Platinum Subs.⁸: 2 platinum; 3 silver; 1 unrated	KION: Gold Subs. ⁸ : 2 platinum; 2 gold; 1 bronze; 1 unrated
		S&P Global Corporate Sustainability Assessment (CSA) score ≥ 70 points for the KION Group	2027	69	64

- 1 Accident frequency rate is calculated as actual number of lost-time injuries of the own workforce (≥ 1 working day) in relation to the total number of active working hours; in the reporting period and relative to one million hours worked
- 2 ISO 45001, ISO 14001 or equivalent standards. As initially defined in the target scope, the calculation excludes selected sites that were newly established or acquired during the previous 18 months, or based on other pre-defined criteria
- 3 Engagement score is based on the employee satisfaction and the satisfaction with the company (on a 100-point scale). The participation rate indicates how many employees took part in KION Group's global survey
- 4 Proportion of electric-powered products in ITS segment in terms of units of trucks ordered (based on order intake). Data source: World Industrial Truck Statistics (WITS)/Fédération Européenne de la Manutention (FEM)
- 5 According to GHG protocol
- 6 In accordance with the GHG Protocol; includes energy consumption and revenue of the KION Group without limitation to activities in high climate impact sectors (differs from ESRS definition)
- 7 Low risk suppliers refers to industry, country, goods and individual supplier risk based on sustainability criteria
- 8 Status refers to the latest valid rating for selected assessed subsidiaries of the KION Group in the reporting year
- ◆ In process