

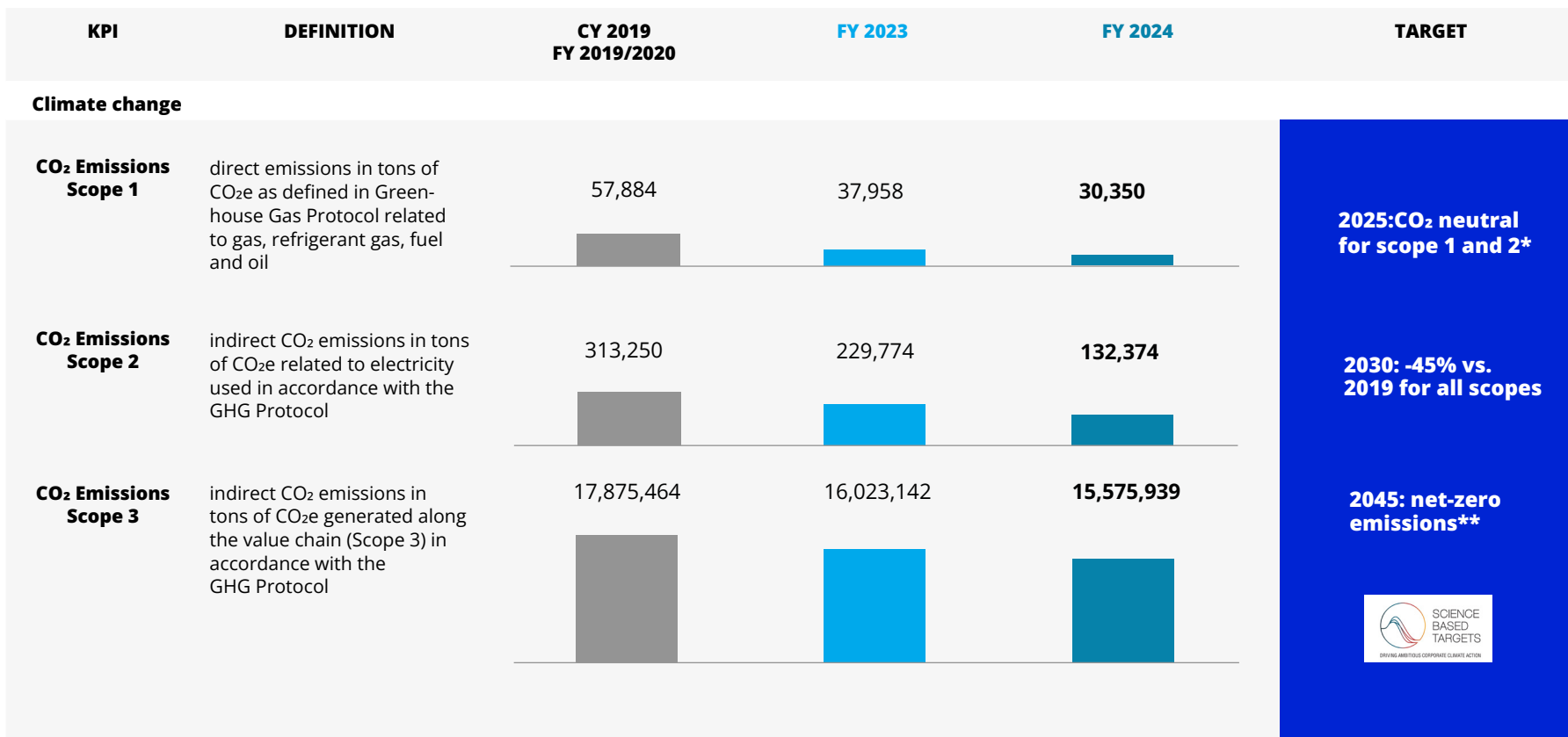
An aerial photograph showing a dark asphalt road curving through a dense green forest. To the left of the road is a large, dark blue body of water with ripples on its surface. A single white car is visible on the road, moving away from the viewer. The overall scene is serene and natural.

# FORVIA HELLA

## Sustainability Factsheet



# Environment

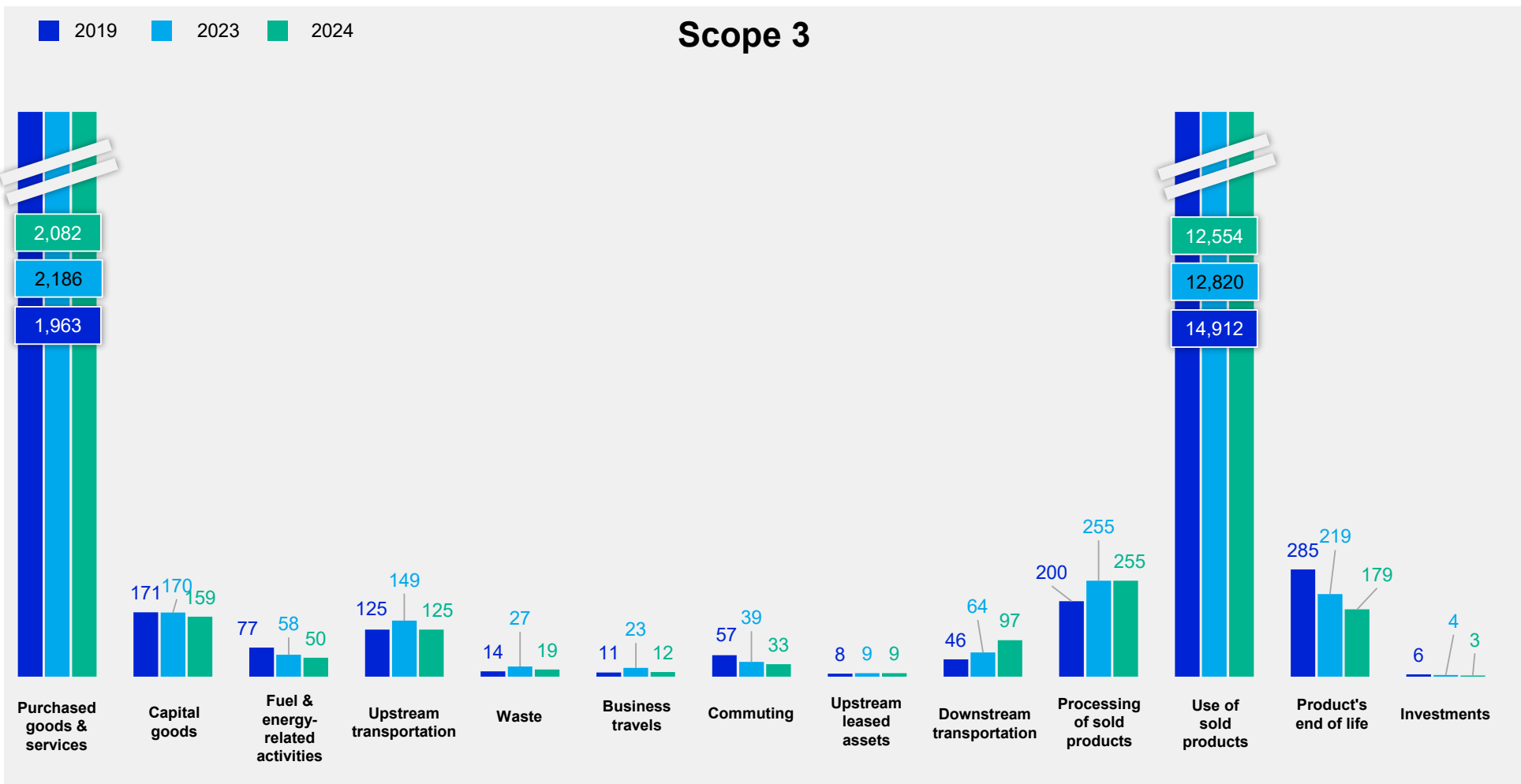
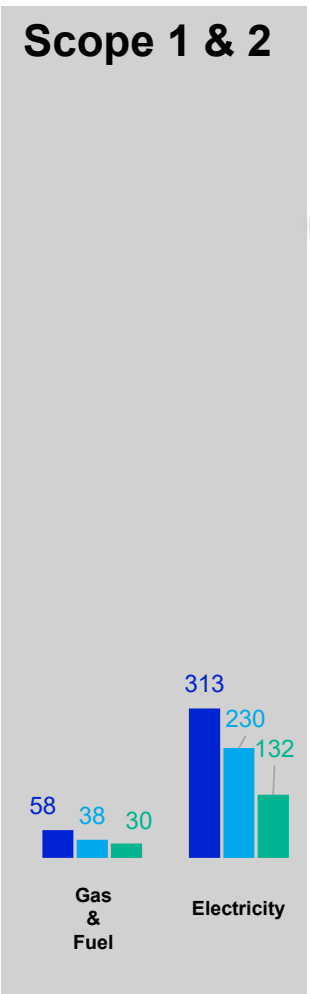



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\* At least -80% reduction of emissions vs. 2019

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

# 2024: HELLA GROUP CO<sub>2</sub>e FOOTPRINT IS 15.7 MIO TONS CO<sub>2</sub>e; A 14% DECREASE VS. 2019



KPI	DEFINITION	CY 2019 FY 2019/2020	FY 2023	FY 2024	TARGET
<b>Total CO<sub>2</sub> emissions Scope 1 - 3</b>	sum of Greenhouse Gas Emission in tons CO <sub>2</sub> e	18,246,597	16,290,873	15,738,662	<div style="background-color: #0056b3; color: white; padding: 10px;"> <p><b>2030: -45% vs. 2019 for all scopes</b></p> <p><b>2045: net-zero emissions*</b></p>  <p><small>DRIVING AMBITIOUS CORPORATE CLIMATE ACTION</small></p> </div> <p><small>*-90 reduction of emissions vs. 2019 and neutralisation of the remaining 10 % of emissions through removals.</small></p>
<b>CO<sub>2</sub> intensity Scope 1 &amp; 2</b>	tons CO <sub>2</sub> e Scope 1 & 2 / € million of net product sales	56.5	34.5	21.3	
<b>Share of renewable energy</b>	% of renewable electricity used at HELLA sites worldwide	0	14.9%	54.4%	

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FORVIA TARGET

**Environmental Management System**

<b>ISO 14001 certification</b>	% of production sites with certified ISO 14001 environmental management system	94%	100%	93%	<div style="background-color: #cccccc; padding: 10px;"> <p><b>2024: 100%</b></p> </div>
<b>Production employees covered by ISO 14001</b>	% of employees at production sites covered by certified ISO 14001 environmental management system	not recorded	100%	99%	

HELLA TARGET

**Environmental Footprint of Production sites**

<b>Energy intensity</b>	energy consumed in MWh / € million net product sales	142.2	108.5	105.8	<div style="background-color: #cccccc; padding: 10px;"> <p><b>2025: -20% vs. 2019</b></p> </div>
<b>Energy consumed</b>	total amount of energy in GWh consumed at HELLA sites	934.4	842.0	807.1	

HELLA TARGET

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

# Social

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

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KPI	DEFINITION	CY 2019 FY 2019/2020	FY 2023	FY 2024	TARGET	
<b>Health and Safety</b>						
<b>ISO 45001 certification</b>	% of production sites >200 employees with certified ISO 45001 occupational health and safety management system	38% <small>(FY2019/2020)</small>	83%	100%	<b>2025:100%</b>	
<b>Production employees covered by ISO 45001 certification</b>	% of employees at production sites >200 employees with certified ISO 45001	not recorded	95%	100%		
<b>Accident Rate</b>	number of all occupational accidents with at least one day of absence per 1 million attendance hours	4.9	3.2	2.4		<b>2025: 2.1</b>
<b>Fatal accidents</b>	deaths of employees due to occupational accidents	0	0	1		
<b>Lost-time-Rate</b>	number of lost days due to accidents per 1 million work hours	496 <small>(FY2019/2020)</small>	388	338		
<b>Responsible Supply Chain</b>						
<b>Purchasing Volume assessed for Sustainability Performance</b>	Share of purchasing volume of strategic suppliers with a valid sustainability assessment by Ecovadis (min. 50/100 points)	n.a	42%	60%	<b>2025: 75%</b>	

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# Governance

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

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# Sustainability Ratings



DISCLOSURE INSIGHT ACTION

**FORVIA**  
Inspiring mobility

Score  
**A**

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



**FORVIA**  
Inspiring mobility

Silver Medal  
**75/100**

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



SUPPLIER ASSURANCE

average Score from all locations 2023  
**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 13 out of 242 Auto Components suppliers**

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