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<tbody>
<tr>
<td><strong>Climate change</strong></td>
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<tr>
<td><strong>CO2 Emissions Scope 1</strong></td>
<td>direct emissions in tons of CO2e as defined in Greenhouse Gas Protocol related to gas, refrigerant gas, fuel and oil</td>
<td>56,680</td>
<td>48,830</td>
<td>37,000</td>
<td></td>
<td>2025: CO2 neutral</td>
</tr>
<tr>
<td><strong>CO2 Emissions Scope 2</strong></td>
<td>indirect CO2 emissions in tons of CO2e related to electricity used in accordance with the GHG Protocol</td>
<td>293,240</td>
<td>182,250</td>
<td>205,860</td>
<td></td>
<td>2025: CO2 neutral</td>
</tr>
<tr>
<td><strong>CO2 Emissions Scope 3</strong></td>
<td>indirect CO2 emissions in tons of CO2e generated along the value chain (Scope 3) in accordance with the GHG Protocol</td>
<td>9,391,470</td>
<td>9,209,640</td>
<td>9,892,740</td>
<td></td>
<td>2030: -45% vs. 2019 2045: CO2 neutral</td>
</tr>
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</table>
HELLA CO2 Footprint 2023: 10.1 Million Tons of CO2e

Scope 1 & 2*

*in 1.000 tons of CO2e
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<tbody>
<tr>
<td>Total CO2 emissions Scope 1 - 3</td>
<td>sum of Greenhouse Gas Emission in tons CO2e</td>
<td>9,741,390</td>
<td>9,447,200</td>
<td>10,135,600</td>
<td>2019 vs. 2023</td>
<td>2025: -20% vs. 2019</td>
</tr>
<tr>
<td>CO2 intensity Scope 1 &amp; 2</td>
<td>tons CO2e Scope 1 &amp; 2 / € million of net product sales</td>
<td>54.3</td>
<td>33.7</td>
<td>32.4</td>
<td>2025: 100%</td>
<td></td>
</tr>
<tr>
<td>Share of renewable energy</td>
<td>% of renewable electricity used at HELLA sites worldwide</td>
<td>0</td>
<td>27.5%</td>
<td>32%</td>
<td></td>
<td>2025: 100%</td>
</tr>
</tbody>
</table>

### Environmental Management System

| ISO 14001 certification                | % of production sites with certified ISO 14001 environmental management system | 94%                  | 97%    | 100%    | 2023: 100%                  |                              |
| Production employees covered by ISO 14001 | % of employees at production sites covered by certified ISO 14001 environmental management system | not recorded         | 99%    | 100%    | 2023: 100%                  |                              |

### Environmental Footprint of Production sites

| Energy intensity                       | energy consumed in MWh / € million net product sales                        | 139.8                | 118.9  | 104.9   | 2025: -20% vs. 2019         |                              |
| Energy consumed                        | total amount of energy in GWh consumed at HELLA sites                       | 900.6                | 816.0  | 785.4   |                              |                              |
### Environmental Footprint of Production sites

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<tbody>
<tr>
<td><strong>Waste intensity</strong></td>
<td>waste total in tons / € million of net product sales</td>
<td>4.7</td>
<td>4.4</td>
<td>4.5</td>
<td></td>
<td></td>
</tr>
<tr>
<td><strong>Waste total</strong></td>
<td>total amount of waste in tons generated at HELLA production sites</td>
<td>30,439</td>
<td>30,437</td>
<td>33,608</td>
<td></td>
<td></td>
</tr>
<tr>
<td><strong>Water intensity</strong></td>
<td>total water in m3 withdrawn / € million of net product sales</td>
<td>not recorded</td>
<td>127</td>
<td>116</td>
<td></td>
<td></td>
</tr>
<tr>
<td><strong>Total water withdrawn</strong></td>
<td>total amount of water of m3 withdrawn from all sources for all purposes of production sites</td>
<td>not recorded</td>
<td>874,300</td>
<td>869,534</td>
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### Health and Safety

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<tbody>
<tr>
<td><strong>ISO 45001 certification</strong></td>
<td>% of production sites &gt;200 employees with certified ISO 45001 occupational health and safety management system</td>
<td>38%</td>
<td>76%</td>
<td>83%</td>
<td></td>
<td>2025:100%</td>
</tr>
<tr>
<td><strong>Production employees covered by ISO 45001 certification</strong></td>
<td>% of employees at production sites &gt;200 employees with certified ISO 45001</td>
<td>not recorded</td>
<td>85%</td>
<td>95%</td>
<td></td>
<td>2025: 100%</td>
</tr>
<tr>
<td><strong>Accident Rate</strong></td>
<td>number of all occupational accidents with at least one day of absence per 1 million attendance hours</td>
<td>4.7</td>
<td>2.9</td>
<td>3.2</td>
<td></td>
<td>2025: 2.2</td>
</tr>
<tr>
<td><strong>Fatal accidents</strong></td>
<td>deaths of employees due to occupational accidents</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td></td>
<td></td>
</tr>
<tr>
<td><strong>Lost-time-Rate</strong></td>
<td>number of lost days due to accidents per 1 million work hours</td>
<td>496</td>
<td>238</td>
<td>388</td>
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### Responsible Supply Chain

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<tbody>
<tr>
<td><strong>Purchasing Volume assessed for Sustainability Performance</strong></td>
<td>Share of purchasing volume of strategic suppliers with a valid sustainability assessment by Ecovadis (min. 45/100 points)</td>
<td>n.a</td>
<td>n.a</td>
<td>42%</td>
<td></td>
<td>2025: 95%</td>
</tr>
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<tr>
<td>Business Ethics</td>
<td>% of targeted employees trained on HELLA Code of Conduct and business ethics</td>
<td>89%</td>
<td>97%</td>
<td>96%</td>
<td></td>
<td>2025: 100%</td>
</tr>
</tbody>
</table>

| Innovation | number of employees in research and development roles | ~7,700 | 8,223 | 9,118 |                           |        |
| % of sales invested in research and development | total amount of waste in tons generated at HELLA investment in research and development as % of sales | 10.6% | 10.4% | 11.0% |                           |        |
## People

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<tbody>
<tr>
<td><strong>General</strong></td>
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<tr>
<td>Total employees</td>
<td>employees (number of people) in reported staff as of 31.12.</td>
<td>36,311</td>
<td>36,280</td>
<td>37,773</td>
<td></td>
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</tr>
<tr>
<td><strong>Employee satisfaction</strong></td>
<td></td>
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<tr>
<td>Employee satisfaction survey</td>
<td>favorable points out of 100</td>
<td>n.a</td>
<td>74/100</td>
<td>76/100</td>
<td></td>
<td>n.a</td>
</tr>
<tr>
<td>Turnover rate</td>
<td>ratio of employees who voluntarily leave HELLA / average number of employees</td>
<td>12.2%</td>
<td>14.9%</td>
<td>12.1%</td>
<td></td>
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<tr>
<td><strong>Training and professional development</strong></td>
<td></td>
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<tr>
<td>Training hours</td>
<td>average training hours per employee</td>
<td>11.7</td>
<td>13.8</td>
<td>16.7</td>
<td></td>
<td>2030: 25</td>
</tr>
<tr>
<td><strong>Diversity &amp; inclusion</strong></td>
<td></td>
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<tr>
<td>Female share managers and professionals</td>
<td>share of females in managers and professional roles</td>
<td>21</td>
<td>25</td>
<td>25.8</td>
<td></td>
<td>2025: 27%</td>
</tr>
</tbody>
</table>
FORVIA recognized with 'A' score for transparency on climate change.

FORVIA scored 74, placing the Group in the top 3% of companies in its category.

FORVIA HELLA SAQ Rating improved from 85.4 in 2022 to Leading position in its industry group: Ranked 28 out of 245 Auto Components suppliers.