

# HELLA LITHUANIA – HLT

2026

**FORVIA**



# KEY FACTS

HELLA Lithuania – a central pillar of the HELLA Electronics business growth strategy in Europe

## HELLA Lithuania is a pure production site

- > We are industrializing new production projects and running series production.
- > Our responsibility ranges from taking care of purchased parts and manufacturing equipment until delivery of the final product to the customer.
- > We support HELLA's global sales team to acquire projects and the global development teams in the design of our products.



## We have all functions on site which are necessary to run our operations smoothly

- > Production, Launch Management, Logistics, Technical Service and Quality departments are preparing and running the business.
- > Purchasing, Finance & Controlling, Human Resources and Administration are supporting them.

**Product portfolio consists only of automotive electronics parts**

# DECISION RATIONALE

Overall strategic rationale for a new plant in Europe – running out of space in the mid-term

## High availability of qualified workforce

- > High availability of education e.g. Kaunas University of Technology.
- > High English level.
- > Low attrition rates.



## Highly developed country

- > Part of the EU, EURO zone and NATO.
- > Very good road / sea infrastructure.
- > Good manufacturing availability and high electronics motivation.

Lithuania was chosen out of originally 17 countries – decision after evaluation of empirical data, on-site visits, interviews with international companies located in Lithuania and consultation of HELLA customers

# LOCATION

Plant located in Kaunas Free Economic Zone (FEZ)

8.8 km to Kaunas city center and 7.3 km to Kaunas airport

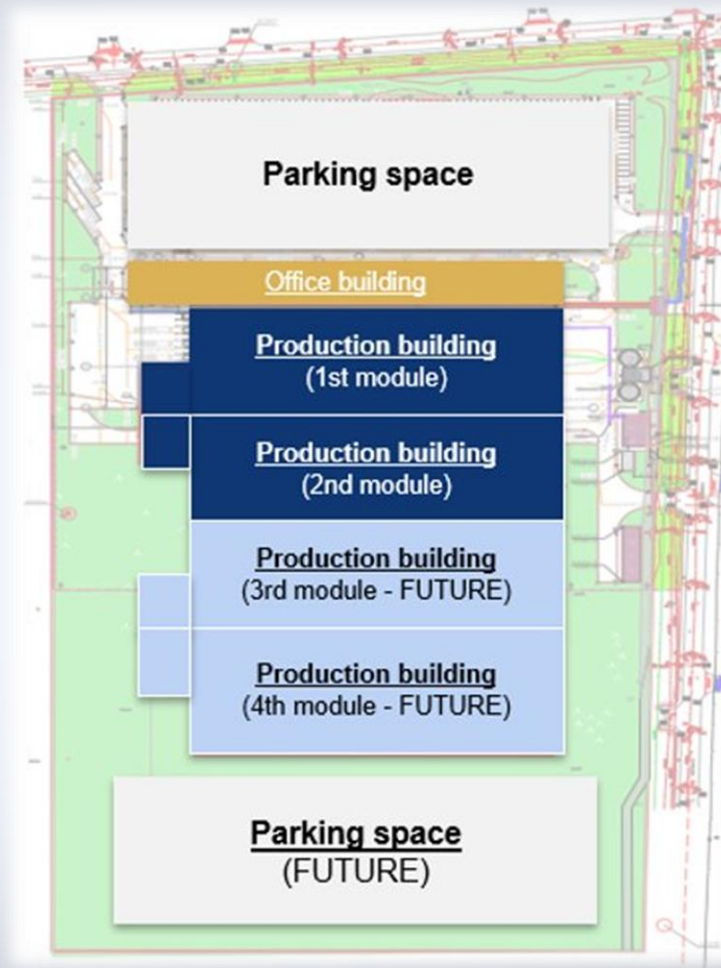


# LAND PLOT

Kaunas Free Economic Zone selected due to favorable location, pre- installed infrastructure & expansion possibility

**Total size of land plot: 89,297m<sup>2</sup>**

- > Utilization in four construction steps
- > Extension started 2nd production module & engineering center
- > Plant today:
  - 7,592 m<sup>2</sup> shopfloor
  - 5,670 m<sup>2</sup> warehouse
  - 3,300 m<sup>2</sup> office



# LEADERSHIP TEAM



**Managing Director /  
Purchasing Indirect**  
Maxim Zakletskiy



**Head of Operations and  
temporary IF3**  
Mantas Skinderis



**Human Resources**  
Jurgita Macijauskienė



**Finance & Controlling  
/ Operations Services**  
Liveta Cirtautaitė



**EHS & Regulatory  
Services**  
Justas Jurgaitis



**Temporary Head of  
Quality**  
Giedrius Vitkus



**Internal Factory 1**  
Tomas Ziutelis



**Internal Factory 2**  
Donatas Vlasovas



**Logistics**  
Živilė Dabašinskienė

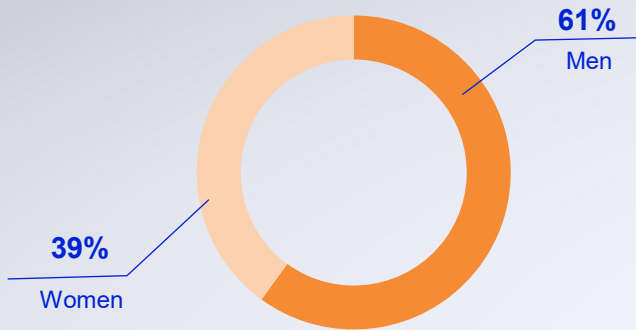


**Technical Service**  
Arvydas Maciulevičius

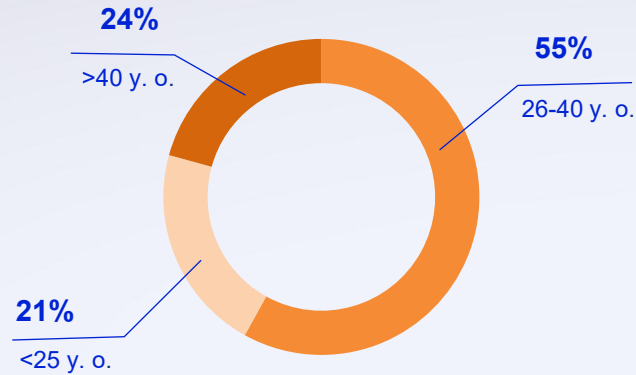


# TEAM STRUCTURE

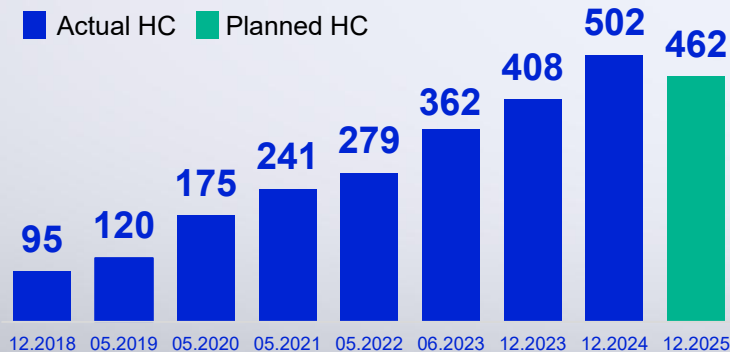
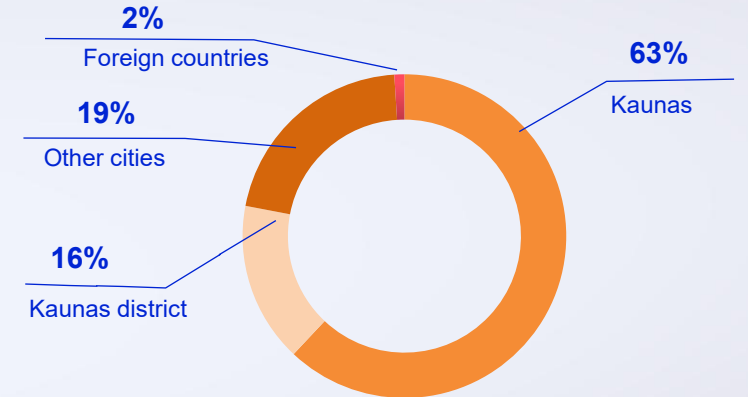
## Employee Gender Distribution



## Employee Age Distribution



## Employee Location Distribution



**474 employees**  
employed by 05.07.2026

**34 years**  
the average age

**All employees are trained**  
based on the requirements of  
their positions in existing HELLA  
plants and central departments



# HLT DNA

Being the team of openminded intrapreneurs in automotive electronics

## Growing together

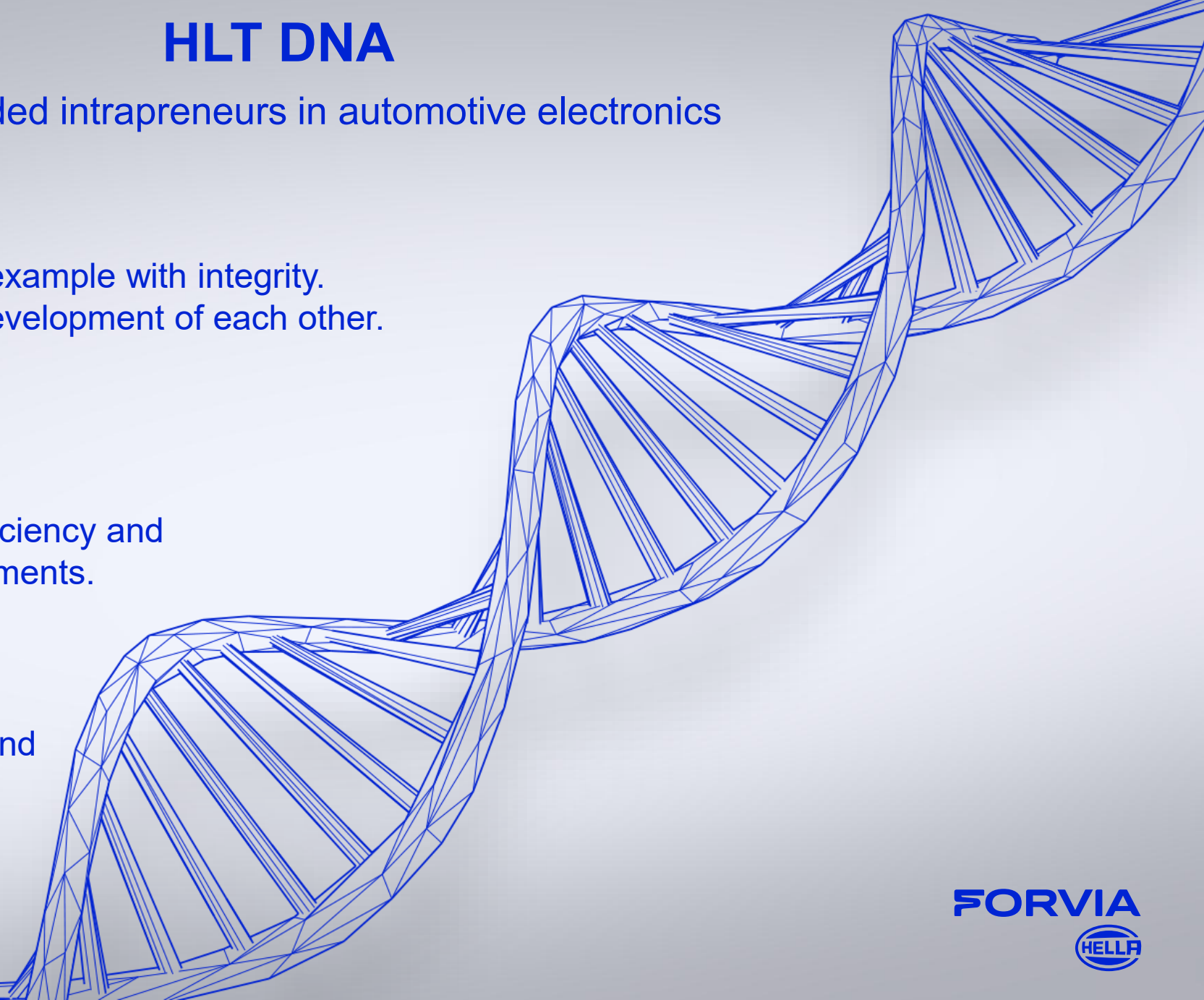
- › Acting as one team leading by example with integrity.  
Keeping focus on continuous development of each other.

## Working as intrapreneurs

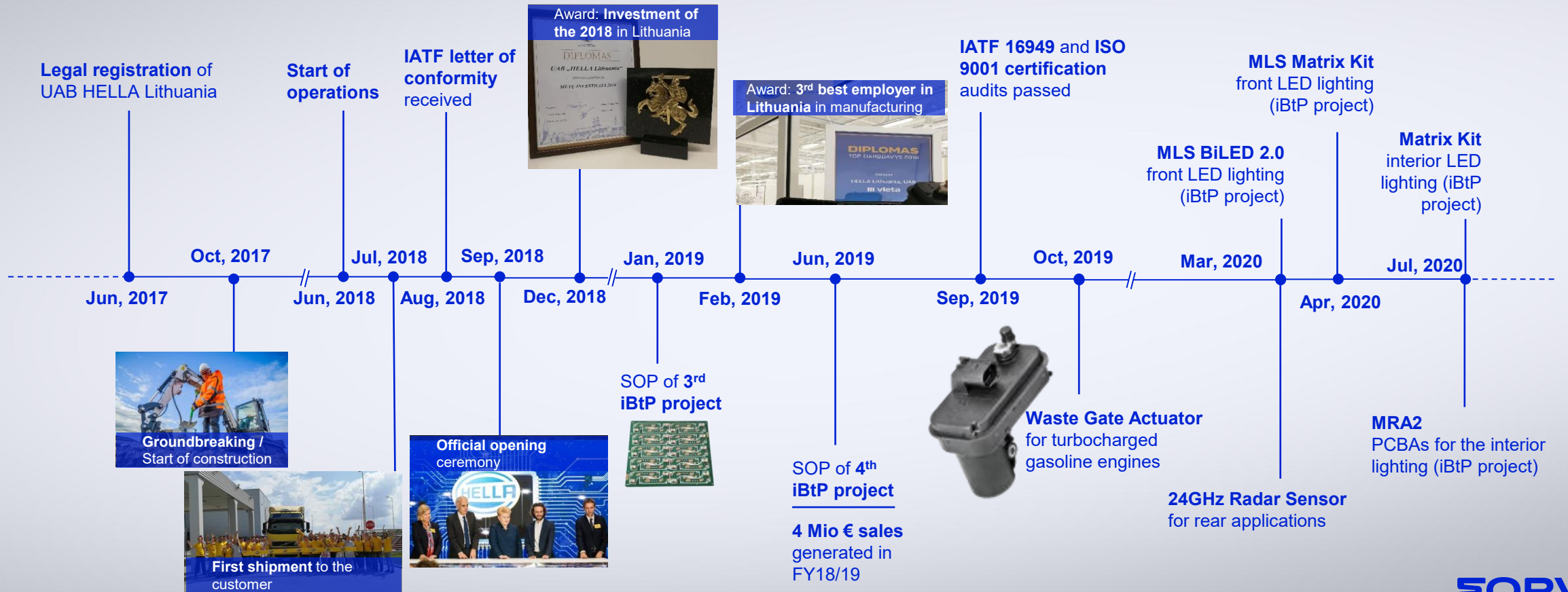
- › Being result oriented, driving efficiency and proactively handling our commitments.

## Being open minded

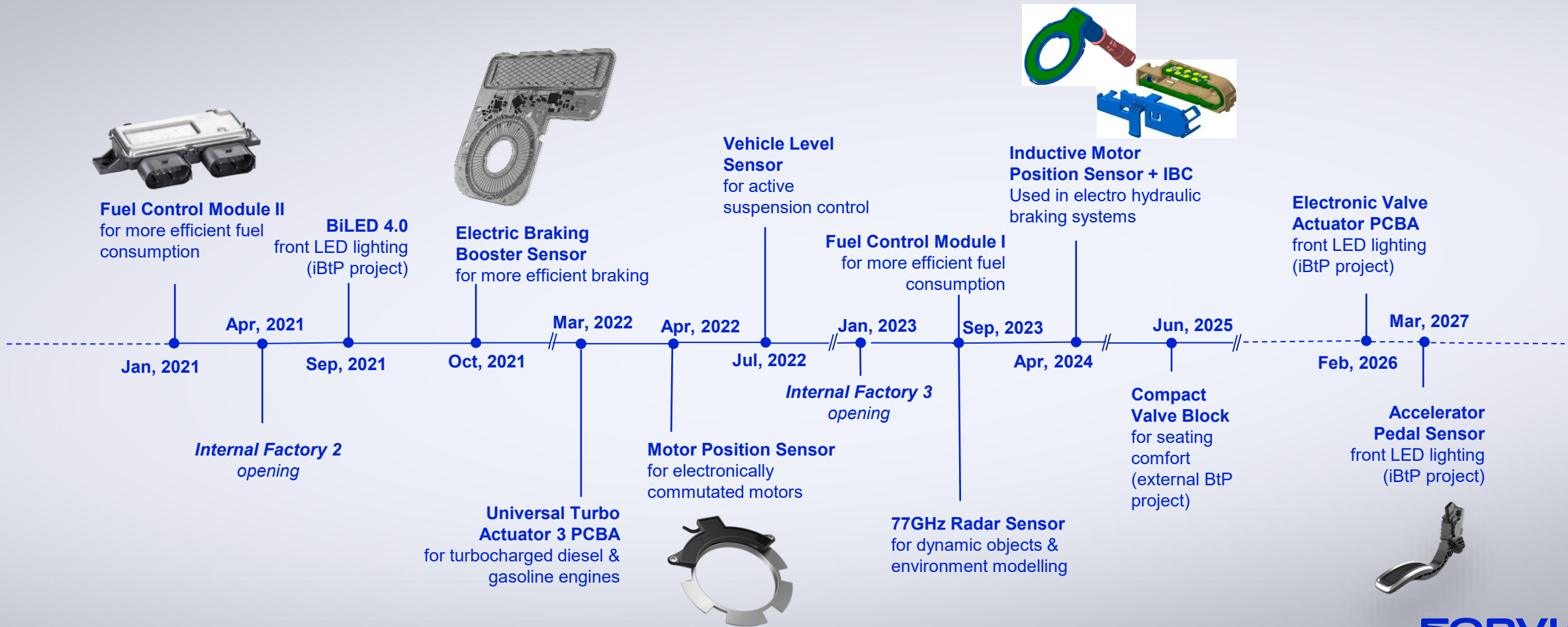
- › Considering feedback as a gift and constructively sharing our knowledge



# COMPANY HIGHLIGHTS AND ROADMAP



# COMPANY HIGHLIGHTS AND ROADMAP



# EXPERIENCE

## An active management of know how and Lessons Learned allows a consistently high quality in the HELLA network

### Focus on implementation of low risk projects

- › First project launches with focus on proven process technologies and products (Lighting assembly groups, Fuel Control Module (FCM) Waste Gate Actuator (WGA), Radar Sensor)

### Standardized plant layout, business processes and SAP

- › Plant layout is unified regarding material flow and planning of different areas based on experience from existing plants
- › Key operations and logistics processes are defined with headquarters according to corporate processes
- › Setup of SAP system was derived from these results

### Strong engagement of lead plants, technology networks and central functions

- › Lead plant concept involves experienced HELLA engineers to ensure a high quality level worldwide
- › Technology networks include project support, monthly conference calls and yearly Face2Face meetings to address challenges with core technologies



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