

HELLA LITHUANIA – HLT

October 2025

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

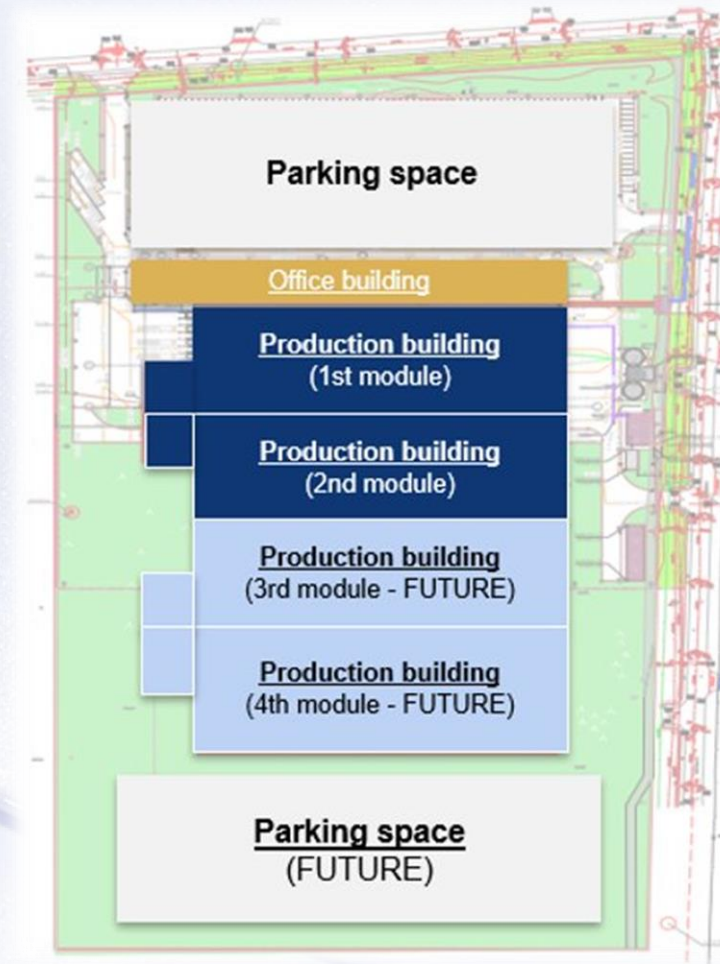


LAND PLOT

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

Total size of land plot: 89,297m²

- Utilization in four construction steps
- Extension started 2nd production module & engineering center
- Plant today:
 - 7,592 m² shopfloor
 - 5,670 m² warehouse
 - 3,300 m² 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



Quality
Vaida Kolosej



Internal Factory 1
Tomas Ziutelis



Internal Factory 2
Donatas Vlasovas



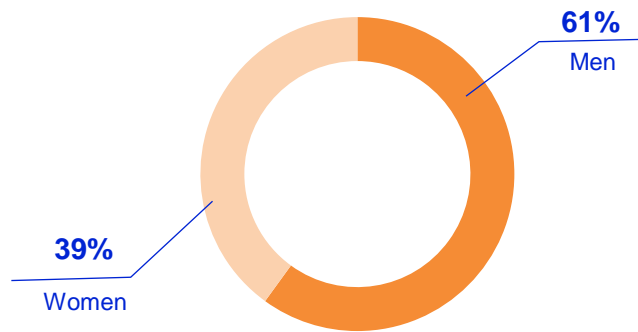
Logistics
Živilė Dabašinskienė



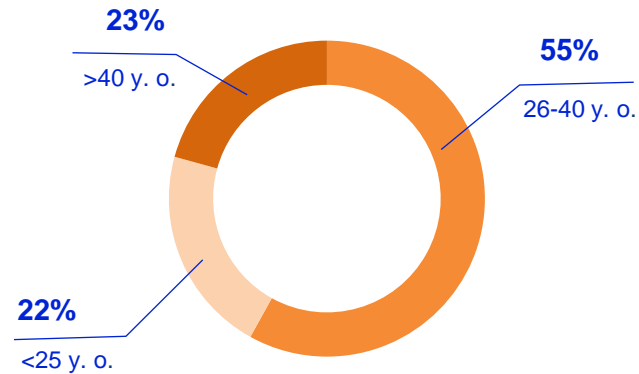
Technical Service
Arvydas Maciulevičius

TEAM STRUCTURE

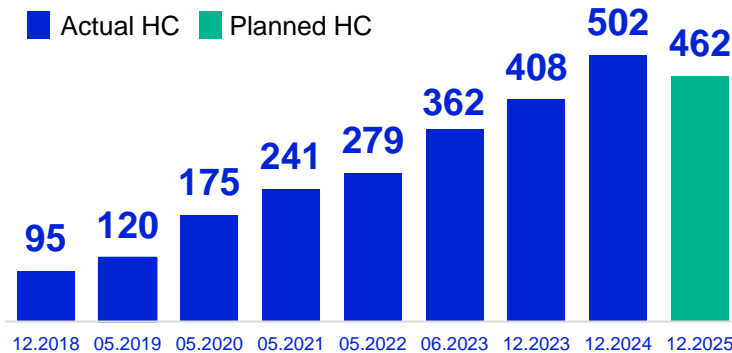
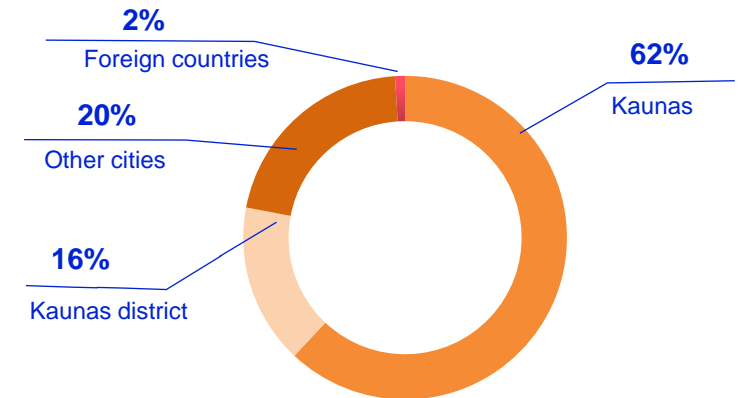
Employee Gender Distribution



Employee Age Distribution



Employee Location Distribution



458 employees
employed by 31.07.2025

33 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

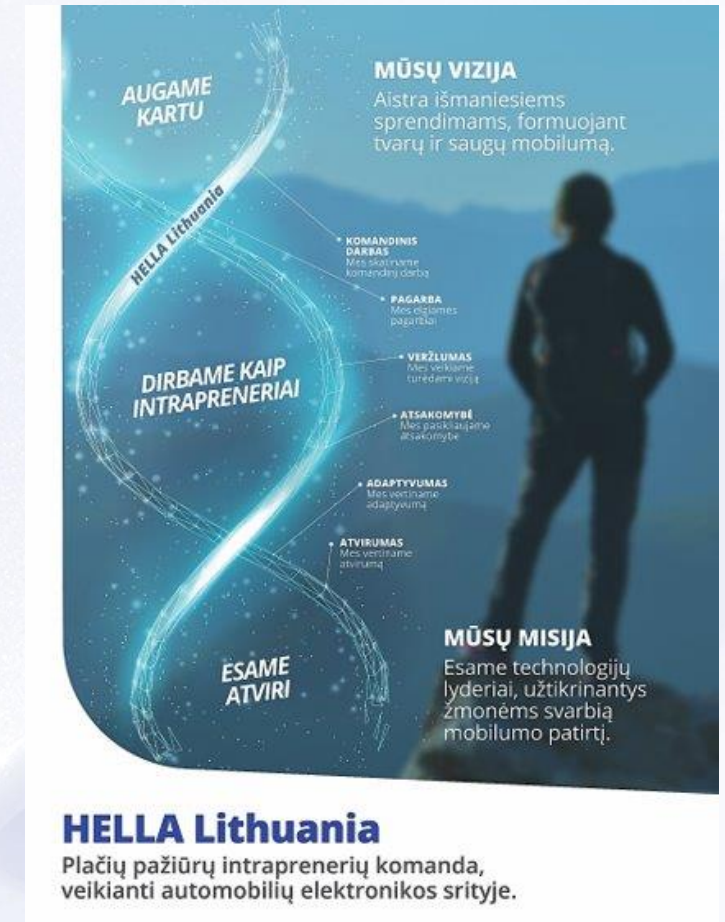
Acting as one team leading by example with integrity. Keeping focus on continuous development of each other.

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



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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