



THE BLUE EFFECT



SUSTAINABILITY FACT SHEET – FISCAL YEAR 2025

Environment – Climate Change

2025
HIGHLIGHTS



12.9
Mio t CO₂e
26% CO₂e
reduced vs. 2019



99.9%
electricity
from renewable
sources



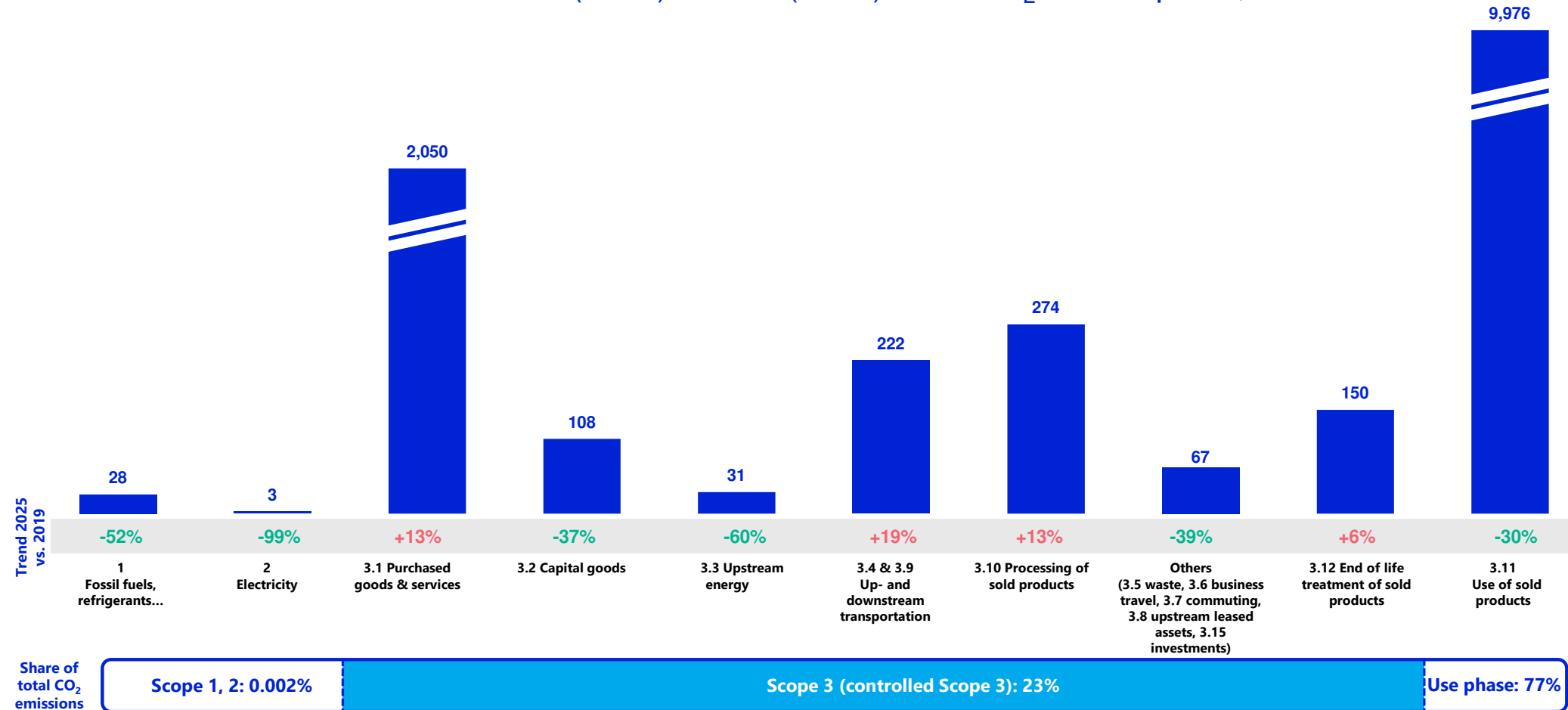
237
energy projects
saved 25.5 GWh

Key performance indicators	Definition	Targets	2025	2024*	2019 (base)*	2025 vs. base	Trend vs. target
Scope 1	kt CO ₂ e related to gas, refrigerants, fuel, oil	2025: > -80% Scopes 1&2 vs. 2019	28	30	58	- 92%	●
Scope 2	kt CO ₂ e related to electricity used		3	132	313		
Scope 3	kt CO ₂ e generated along the value chain	2030: -45% vs. 2019	12,877	13,506	17,024	- 24%	●
Scopes 1, 2 & 3	Total CO ₂ e in kt CO ₂ e	2045: NetZero (= -90% vs. 2019 and 10% offsetting)	12,908	13,668	17,395	- 26%	●
CO₂e intensity Scopes 1 & 2	CO ₂ e / Mio € sales		4.1	21.2	57.6	- 93%	
CO₂e intensity Scope 3	CO ₂ e / Mio € sales		1.7	1.8	2.6	- 36%	
CO₂e intensity Scopes 1, 2 & 3	CO ₂ e / Mio € sales		1.7	1.8	2.7	- 37%	
Share of renewable electricity	% of renewable electricity used at HELLA sites worldwide	as of 2025: 100%	99.9%	54.5%	0	+ 99.9%	●
Energy consumed	Total amount of energy in GWh consumed		784.8	807.1	934.4	- 16%	
Energy intensity	MWh / Mio € sales	2025: -20% vs. 2019	103.9	105.8	142.2	- 27%	●

* CO₂ KPIs restated, as published in 2025 Non-financial report for HELLA GmbH & Co. KGaA

2025: FORVIA HELLA REDUCED CO₂ FOOTPRINT BY 26% VS. 2019

Reduction from 17.4 (2019) to 12.9 (2025) Mio t CO₂e in Scopes 1, 2 & 3



Environment – Operational Performance

2025
HIGHLIGHTS



4.5
waste intensity
(waste / Mio € sales)



74%
waste
recycling rate



water withdrawal
intensity
-15%
vs. 2023

Key performance indicators	Definition	Targets	2025	2024	2019 (base)	2025 vs. base	Trend vs. target
Waste	Tons generated at production sites		34,033	34,194	30,439	+ 12%	
Waste intensity	Tons / Mio € sales	2027: 4.1 = -13% vs. 2019	4.5	4.5	4.7	- 4%	●
Waste recycling rate	% of recycled waste		74%	75%	/		
Water withdrawal	1,000 m ³ water withdrawn from all sources for all purposes at production sites		835	870	/		
Water withdrawal intensity	m ³ / Mio € sales	2027: 106 = -15% vs. 2023	110	114	125 2023 base year	- 15%	●

Social – Health & Safety, Diversity, Training

2025
HIGHLIGHTS



1.6
accident
rate



26.8%
women in manager &
professional roles



16.8
training hours per
employee in 2025

Key performance indicators	Definition	Targets	2025	2024	2019 (base)	2025 vs. base	Trend vs. target
Employees	Headcount in reported staff as of 31.12.		34,046	36,413	36,111		
Female share of managers and professionals	Share of females in manager and professional roles	2027: 28.3%	26.8	26.2	21	+ 28%	●
Female share at the top management level	Share of females in first two leadership levels below management board	2027: 16.5%	14.8	13.1			●
Gender pay gap (adjusted)	Ratio of average pay levels between female and male employees in comparable positions	no gender pay gap	2.9*	2.3			
Employee satisfaction	Engagement index: favorable points out of 100		69	74			
Turnover rate	Ratio of employees who voluntarily leave HELLA / number of employees		6.5	8.1	12.2	- 47%	
Training hours	Average training hours per employee	2030: 25	16.8	16.9			●
Accident rate	Accidents with min. 1 day of absence / Mio hours worked	2027: 1.0	1.6	2.4	4.9 FY19/20 base year	- 67%	●
Fatal accidents	Deaths of employees due to accidents		0	1	0		
Lost time rate	Number of lost days due to accidents / Mio hours worked		200	338	496	- 60%	

* 2025: methodical change, as published in 2025 Non-financial report for HELLA GmbH & Co. KGaA

Social & Governance – Purchasing and Compliance

2025
HIGHLIGHTS



64%
purchasing volume
with Ecovadis score ≥ 50



0
severe human
rights violations



Whistleblowing tool *tellUS!*
24 hours / 7 days
available

Key performance indicators	Definition	Targets	2025	2024	2025 vs. base	Trend vs. target
Purchasing volume with ESG assessment (target panel suppliers)	% of purchasing volume in € of ~top 400 suppliers with Ecovadis score $\geq 50/100$	2025: 75% ≥ 50 2027: 80% ≥ 55	64%	60%	+ 7%	●
Purchasing volume with ESG assessment (active suppliers)	% of purchasing volume in € of ~1,700 suppliers assessed by Ecovadis		81%			
Code of Conduct training	% of targeted employees trained on the Code of Conduct	100%	98%	95%		●
Anti-corruption training	% of targeted employees trained on anti-corruption		98%	95%		
Severe human rights violations	Systematic practices that lead to a comprehensive violation of fundamental occupational safety, human dignity, and autonomy of people		0	0		
Confirmed corruption cases	Recorded company convictions or fines or public court proceedings due to violations of corruption and bribery regulations		0	0		

Governance – Product Innovation

2025
HIGHLIGHTS




7.9%
recycled
materials



9.3%
of sales invested
in R&D



14.2%
primary data for CO₂e
footprint calculations

Key performance indicators	Definition	Targets	2025	2024	2019 (base)	2025 vs. base	Trend vs. target
Employees in research and development			8,200	8,850	7,700		
% of sales invested in research and development			9.3%	10.0%	10.6%		
Recyclability potential	% by weight of recycled & biobased material incl. packaging of total weight of purchased material		16.9%				
% recycled / biobased materials	% by weight of recycled & biobased material incl. packaging of total weight of purchased material		7.9%	9.8%		- 19%	
% recycled / biobased resin	% by weight of recycled & biobased resin in purchased resin	2030: 25%	2.3%				
Primary CO₂ data	Primary CO ₂ data from suppliers used to calculate Scope 3.1 (purchased goods and services) emissions and product carbon footprints		14.2%				

Sustainability Ratings



FORVIA
Inspiring mobility

Score
A

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

ecovadis

FORVIA
Inspiring mobility

79/100

FORVIA scored 79, placing the Group **in the top 3% of companies in its category**

NQC | SUPPLIER ASSURANCE

average Score from all locations 2025

89 out of **100**

FORVIA HELLA SAQ Rating improved from **87.2 in 2024**

100%

of production sites ISO 14001 certified.

78%

of production sites ISO 45001 certified.

ISO 45001: Occupational Health and Safety Management Systems
ISO 14001: Environmental Management Systems

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FORVIA