



# THE BLUE EFFECT

HELLA

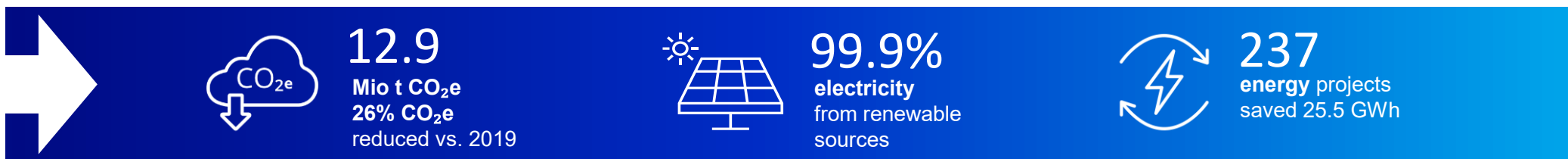
**FORVIA**



SUSTAINABILITY FACT SHEET – FISCAL YEAR 2025

# Environment – Climate Change

2025  
HIGHLIGHTS

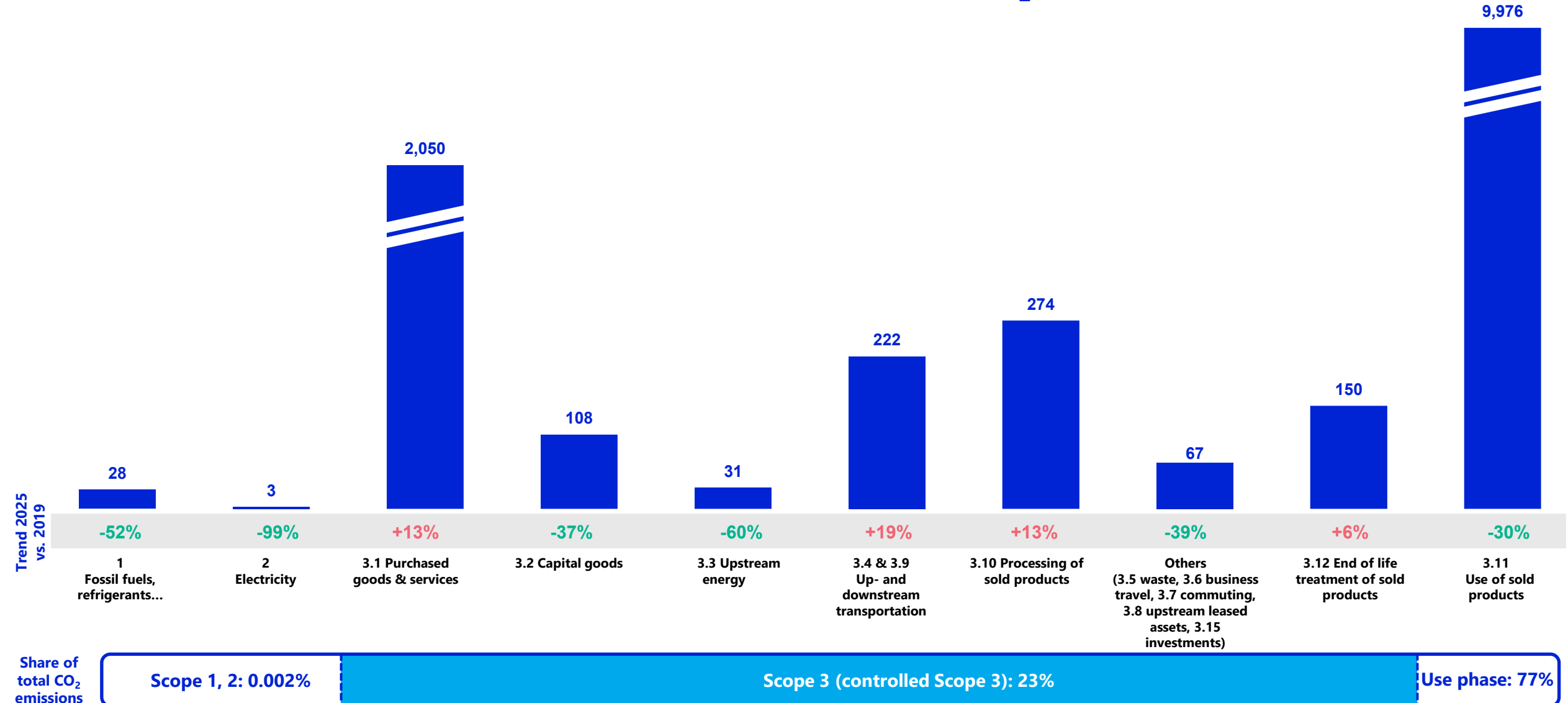


Key performance indicators	Definition	Targets	2025	2024*	2019 (base)*	2025 vs. base	Trend vs. target
<b>Scope 1</b>	kt CO <sub>2</sub> e related to gas, refrigerants, fuel, oil	2025: > -80% Scopes 1&2 vs. 2019	<b>28</b>	30	58	- 92%	●
<b>Scope 2</b>	kt CO <sub>2</sub> e related to electricity used		<b>3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

\* CO<sub>2</sub> KPIs restated, as published in 2025 Non-financial report for HELLA GmbH & Co. KGaA

# 2025: FORVIA HELLA REDUCED CO<sub>2</sub> FOOTPRINT BY 26% VS. 2019

Reduction from 17.4 (2019) to 12.9 (2025) Mio t CO<sub>2</sub>e in Scopes 1, 2 & 3



# Environment – Operational Performance

2025  
HIGHLIGHTS



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 water withdrawn from all sources for all purposes at production sites		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

# Social – Health & Safety, Diversity, Training

## 2025 HIGHLIGHTS



Key performance indicators	Definition	Targets	2025	2024	2019 (base)	2025 vs. base	Trend vs. target
<b>Employees</b>	Headcount in reported staff as of 31.12.		<b>34,046</b>	36,413	36,111		
<b>Female share of managers and professionals</b>	Share of females in manager and professional roles	2027: 28.3%	<b>26.8</b>	26.2	21	+ 28%	●
<b>Female share at the top management level</b>	Share of females in first two leadership levels below management board	2027: 16.5%	<b>14.8</b>	13.1			●
<b>Gender pay gap (adjusted)</b>	Ratio of average pay levels between female and male employees in comparable positions	no gender pay gap	<b>2.9*</b>	2.3			
<b>Employee satisfaction</b>	Engagement index: favorable points out of 100		<b>69</b>	74			
<b>Turnover rate</b>	Ratio of employees who voluntarily leave HELLA / number of employees		<b>6.5</b>	8.1	12.2	- 47%	
<b>Training hours</b>	Average training hours per employee	2030: 25	<b>16.8</b>	16.9			●
<b>Accident rate</b>	Accidents with min. 1 day of absence / Mio hours worked	2027: 1.0	<b>1.6</b>	2.4	4.9 FY19/20 base year	- 67%	●
<b>Fatal accidents</b>	Deaths of employees due to accidents		<b>0</b>	1	0		
<b>Lost time rate</b>	Number of lost days due to accidents / Mio hours worked		<b>200</b>	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  $\geq 50$

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

# Governance – Product Innovation

2025  
HIGHLIGHTS

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

# Sustainability Ratings



**FORVIA**  
Inspiring mobility

Score  
**A**

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

ecovadis

**FORVIA**  
Inspiring mobility

**75/100**

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

NQC | SUPPLIER ASSURANCE

average Score from all locations 2023

**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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