

# Declaration of compliance with antitrust regulations

Compliance with antitrust laws (competition rules) is of utmost importance to HELLA.

HELLA does not need to resort to unfair or illegal methods to win in the marketplace.

We are confident that we can and will win on the basis of our strengths. An infringement of competition rules can seriously harm our business and undermine our reputation by exposing us - both the company and the persons responsible for an infringement - to sanctions and raising doubts about our integrity. It would also show a lack of confidence in our ability to compete.

Anticompetitive behaviour is never an acceptable means of winning business. HELLA will rather forego a business opportunity than violate the law - even if this means failing to meet established business targets. Our reputation and long-term success are worth far more. HELLA does, therefore, not tolerate any anti-competitive conduct, in particular agreements with competitors which aim at exchanging sensitive information with competitors, e.g. on pricing, or partitioning markets or allocating projects, bidding proceedings or customers. Disciplinary action can be taken against any employee found to be responsible for a breach of competition rules.

HELLA expects all its employees to compete vigorously and fairly, wherever we do business. It is the responsibility of each person to comply with the competition rules. Should you have any doubts about any conduct, please contact the legal department.

HELLA's management board is unreservedly committed to ensure that everybody working for HELLA fully understands and respects the competition rules unrestrictedly.

Lippstadt, February 21, 2023



**MICHEL FAVRE**  
CEO