

FORVIA HELLA AT A GLANCE

Company presentation

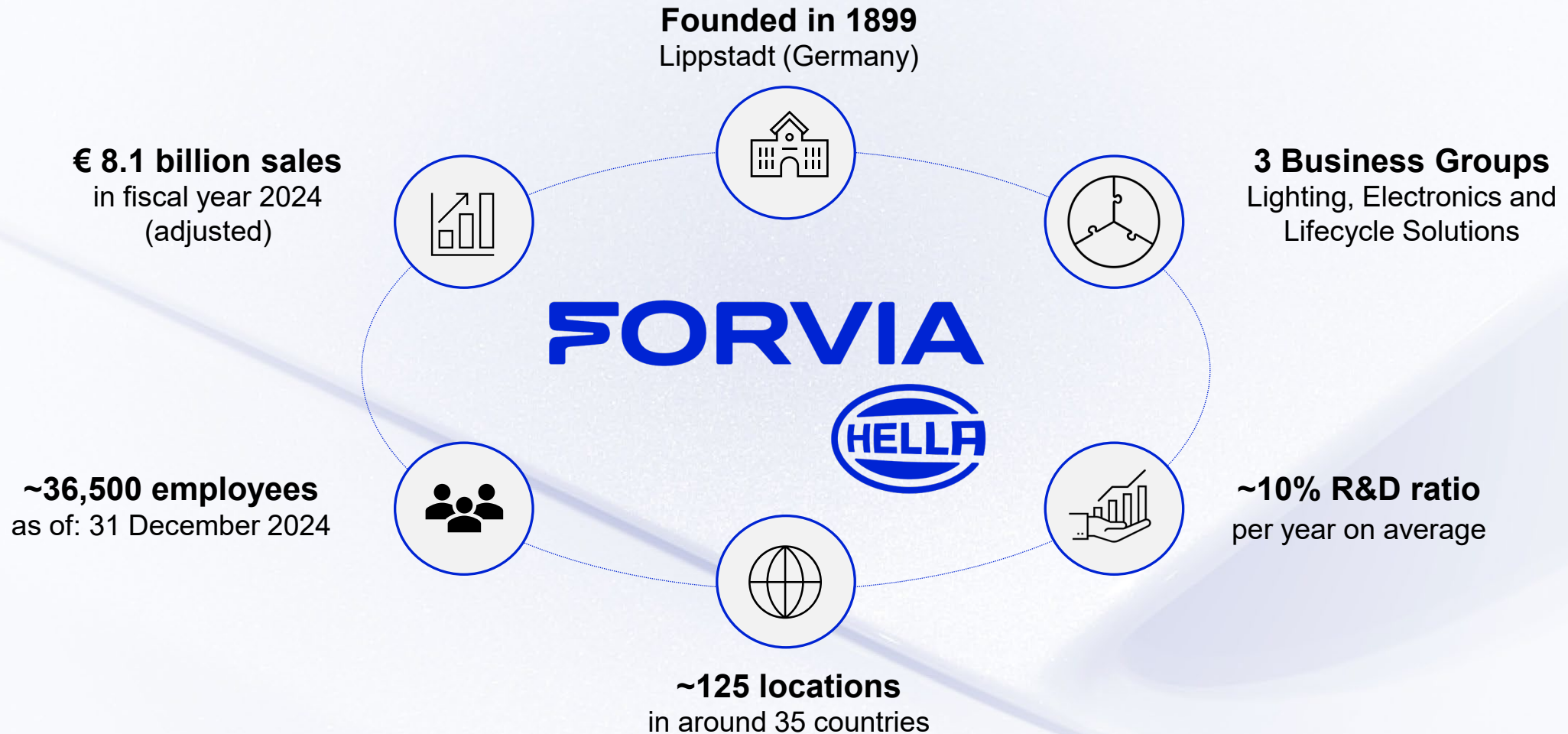
April 2025

FORVIA








FORVIA HELLA HAS BEEN SHAPING MOBILITY FOR 125 YEARS

Company overview



BROAD POSITIONING WITH THREE STRONG BUSINESS GROUPS

Company portfolio

Lighting 	Electronics 	Lifecycle Solutions 
Product groups: <ul style="list-style-type: none">▪ Headlamps▪ Rear combination lamps▪ Interior lighting▪ Car body lighting	Product groups: <ul style="list-style-type: none">▪ Sensors and actuators▪ Automated driving▪ Lighting and body electronics▪ Energy management	Product groups: <ul style="list-style-type: none">▪ Independent aftermarket▪ Workshop solutions▪ Special Original Equipment
 € 4.0 billion (49%)	€ 3.3 billion (38%)	€ 1.0 billion (13%)
 ~18,000	~12,000	~4,200

Sales figures for Fiscal Year 2024 (1 January to 31 December 2024); headcount as of: 31 December 2024

SINCE 1899: FOCUS ON INNOVATION AND HIGH ADAPTABILITY

Company history



1899
Founded as
"Westfälische
Metall Industrie
AG"



1908
Acetylene
headlamp
"System Hella":
HELLA becomes
a trademark



1965
The first
electronics
product: the fully
electronic flasher
unit

1961
Start of inter-
nationalization:
first factory
outside Germany

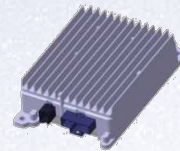
1971
World's first
approval for an
H4 main
headlamp



1986
"Hella" becomes
the company
name

1995
First locations in
China;
subsequent inter-
national-
ization also in
Eastern Europe

2008
First full-LED
headlamp from
FORVIA HELLA



2010
First voltage
converter

2011
Expansion, e.g.
to Mexico, Brazil
and Dubai

2013
World's first LED
matrix
technology



2014
FORVIA HELLA
goes public



2016
Multibeam LED
headlamp

2017
750 millionth
position sensor
with CIPOS®
technology

2020
Production launch
of 77 GHz radar
sensors and
"world headlamp"
SSL100

FORVIA
Inspiring mobility

2022
Majority
acquisition by
Faurecia;
together forming
FORVIA, the
seventh largest
automotive
technology
supplier
worldwide

Company Highlights

Product Highlights

HIGH CUSTOMER PROXIMITY IN ALL CORE REGIONS

International presence



Sales by region
Fiscal Year 2024



Employees by region
as of 31 December 2024

worldwide
36,413

Europe

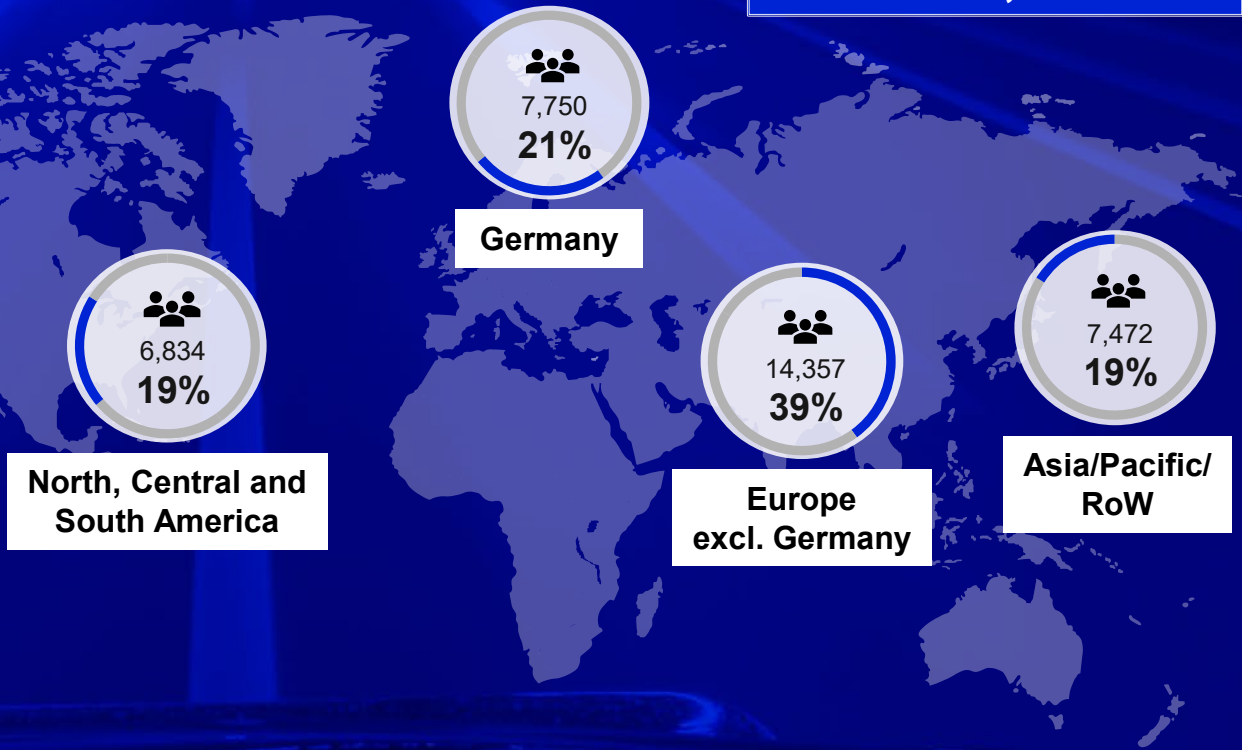
57%
€ 4,577 mill.

North, Central and South America

20%
€ 1,630 mill.

Asia/Pacific/RoW

23%
€ 1,818 mill.



FORVIA HELLA IS LED BY AN EXPERIENCED MANAGEMENT TEAM

Management Board



**Bernard
Schäferbarthold**
Chief Executive
Officer (CEO)



Yves Andres
Lighting



**Stefan van
Dalen**
Lifecycle
Solutions



Stefanie Rheker
Human
Resources
(CHRO)



**Philippe
Vienney**
Chief Financial
Officer (CFO)



Jörg Weisgerber
Electronics

MULTIDIMENSIONAL MATRIX STRUCTURE

Company management



CEO Bernard Schäferbarthold			
	Business Group Lighting Yves Andres	Business Group Electronics Jörg Weisgerber	Business Group Lifecycle Solutions Stefan van Dalen
Finance, Controlling, Risk Management and Internal Control System Philippe Vienney	Executive Board: Ondrej Benes Stefanie Brettin Boštjan Furlan Christian Göke	Executive Board: Binyi Bai Heiko Berk Dr. Naveen Gautam Sven Hoenecke	Executive Board: Adnan Cemal Inga Haßenewert Saskia Schumacher Ulf Steinberg
Human Resources Stefanie Rheker	Robert Grienberger Dr. Christof Hartmann Didier Keskas Dr. Michael Kleinkes Silke Krome Svenja Laurie	Jens Hunecke Sebastian Keils Dr. Christoph Koltermann Andreas Lütkes Johannes Müller Lennart Pletziger	Dr. Marcel Wiedmann Dr. Mario Winkelhaus
Sustainability, Quality, Legal and Compliance Bernard Schäferbarthold	Tobias Pohlschmidt Ernesto Segura-Mendez Dr. Tobias Sprute Kai Tiftik Alexander Werner	Jörg Schock Guido Schütte Kay Talmi Heike Wessels Dr. Michael Winkler Joachim Ziethen	
International FORVIA HELLA Companies			

General Partner: Hella Geschäftsführungsgesellschaft mbH











Managing Directors of Hella Geschäftsführungsgesellschaft mbH: Bernard Schäferbarthold (Chair), Yves Andres, Stefan van Dalen, Stefanie Rheker, Philippe Vienney, Jörg Weisgerber

Chairman of the Supervisory Board: Andreas Renschler

Shareholder Committee: Dr. Wolfgang Ziebart (Chair), Martin Fischer, Judith Buss, Olivier Durand, Jill Greene, Olivier Lefebvre, Andreas Renschler, Jean-Pierre Sounillac



SUSTAINABILITY ROADMAP AT FORVIA HELLA

Environment		Social	Governance
Climate	Energy	Health & Safety	Supply Chain
<p>2025: 100%  neutral production (Scope 1 & 2)¹</p> <p>2030: -45% FORVIA CO2 footprint vs. 2019 </p> <p>2045: NetZero company²</p>	<p>2025: 100% renewable electricity supply</p> <p>Transition to renewable  heat</p> <p>2025: -20% energy intensity vs. 2019</p>	<p>2025: Accident Rate 2.1 Accidents per Mio. hours worked³ </p>	<p>2025: 75% of purchase volume of strategic suppliers with valid sustainability assessment </p>
Waste	Water	Diversity & Inclusion	Business Ethics
<p></p> <p>2025: -9% waste intensity in our operations vs. 2019</p>	<p></p> <p>2030: >7% water intensity reduction in our operations vs. 2023</p>	<p>2026: 27.5% females in manager & professional positions </p>	<p>2025: 100% of targeted employees trained on Code of Conduct </p>
		Training & Skills	
		<p>2030: 25 training hours per employee per year </p>	

¹ -80% vs. 2019 and compensation; ² -90% reduction of emissions and neutralisation of the remaining 10 % of emissions through removals; ³ Accidents per Mio hours worked with time lost

KEY FINANCIAL FIGURES AT A GLANCE

Overview of KPIs

Selected key figures

in € million

	Fiscal year 2024 1 January to 31 December 2024	Fiscal year 2023 1 January to 31 December 2023
Currency-adjusted sales	8,060	7,954
Reported sales	8,025	7,954
Operating income	446	486
Operating income margin	5.6 %	6.1%
Earnings for the period	371	266
Net cash flow	189	205
Net cash flow in relation to sales	2.4%	2.6%
R&D expenses	803	809
R&D ratio	10.0%	10.2%
	31 December 2024	31 December 2023
Net financial liquidity / debt	213	-56
Equity ratio	43.4%	41.0%

An aerial photograph of a winding asphalt road through a dense green forest. The road curves from the bottom left towards the top right. Several cars are visible on the road. The image is split vertically by a white line. The left panel shows the road and forest in a more natural, slightly desaturated green. The right panel shows the same scene but with a more vibrant, saturated green, and the word 'FORVIA' is overlaid in large white letters.

FORVIA

FORVIA: A GLOBAL LEADER IN AUTOMOTIVE TECHNOLOGIES

6

Business Groups

€27bn

sales

900

Close to
programs in 2024

250

Close to
plants / industrial sites

1 in 2

vehicles worldwide equipped
with FORVIA products

€31bn

order intake

including

400+

new launches

78

R&D centers

150,000

employees

15,000

R&D engineers

80+

automotive customers

40

countries

13,000

Close to
patents

All figures as of December 31, 2024

A COMPREHENSIVE PORTFOLIO

Six international business groups with differentiating product lines



Seating

- > Seat structures
- > Complete seats



Interiors

- > Instrument Panels
- > Door Panels
- > Center Consoles
- > Sustainable Materials
- > Surface activation



Clean Mobility

- > Ultra low emissions solutions for passenger and light commercial vehicles
- > Zero emission hydrogen solutions for mobility, energy storage and distribution



Electronics

- > Sensors & Actuators
- > Automated Driving
- > Lighting/Body Electronics
- > Energy Management
- > Cockpit Electronics
- > Cockpit Experiences



Lighting

- > Headlamps
- > Rear Lamps
- > Interior Lighting
- > Car Body Lighting



Lifecycle Solutions

- > Independent Aftermarket
- > Workshop Solutions
- > Special Original Equipment

 **FORVIA Faurecia**

 **FORVIA HELLA**

 **FORVIA Faurecia & FORVIA HELLA**

A LEADING ESG COMPANY

Sustainability

Environmental



- › **Ambitious CO₂ neutrality roadmap:** CO₂ neutral at sites (-80% vs. 2019 and compensation) by 2025 and CO₂ net zero as of 2045 (-90% vs. 2019 and 10% bound in materials)
- › **Sustainable product solutions** with eco-design, sustainable materials, energy efficiency and circular economy
- › **Solutions for zero emissions vehicles:** strong expertise in BEV and FCEV

Social



- › **A responsible employer**, promoting gender diversity and inclusiveness, working extra-hard to attract talents
- › **A learning organization** that encourages employee training and development
- › **Supporting local communities** with a foundation acting in education, mobility & environment

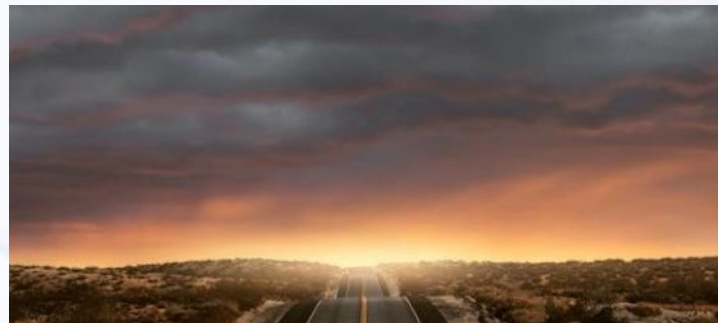
Governance



- › **Robust and sustainable governance**
- › **A strict respect for compliance** and strong value for ethics
- › **A safe work environment** to all our employees
- › **A responsible supply chain** with sustainable partners & suppliers

CO₂ NEUTRALITY AT THE HEART OF OUR STRATEGY

Environmental and climate protection



Climate change, poor air quality

in cities, vulnerable ecosystems... these disturbances affect every single person and are posing an increasing threat to humanity.

As a company, we believe that **we can act today to reverse the trend**. Translating this conviction, FORVIA is putting into motion a comprehensive action plan for the planet.



3 key steps

- › **By 2025:** CO₂ neutrality for our internal emissions (scopes 1 and 2)
- › **By 2030:** -45% for scope 3 emissions
- › **From 2045:** CO₂ net zero for all our emissions (scopes 1-2-3)



3 key levers

- › Use **Less**
- › Use **Better**
- › Use **Longer**

Recycling & circular economy



Vision

Mobility is at the heart of people's life
and of what matters to them:
moving freely, caring for the planet, their own way

Vision

Mobility is at the heart of people's life and of what matters to them:

- › **Mobility empowers people's life:** freedom of movement, access to a world of opportunities, proximity with loved ones, connectivity
- › Today, the world faces tremendous **challenges impacting mobility:** climate change, access to development, technology. These challenges matter to people.

moving freely, caring for the planet, their own way

- › **Mobility is not just about how we move; it's about how we live**
- › Today, people expect more from mobility than a standard journey: they expect a **safer, more sustainable, more connected and more personalized experience**



Mission

**We pioneer technology
for mobility experiences
that matter to people**

Mission

We pioneer technology for mobility experiences that matter to people

- › **Reveals our leadership and our visionary dimension**, at the forefront of an era of transformation:
 - Electrification & Energy management
 - Safe and Automated Driving
 - Digital & Sustainable Cockpit Experiences
- › Highlights **our innovation capabilities and our transformative mindset** to impact the world positively
- › Expresses **our technological expertise**, the key driver of **our customer relationship**
- › Expresses the promise of **a new mobility**: people expect more than a standard journey
- › Focuses on the **end-user benefits**
- › Emphasizes that we propose a **comprehensive approach, encompassing safety, sustainability, affordability, connectivity, well-being and customization...**
- › Clearly states our **strong connection to people** and our determination **to lead positive change**
- › People as our employees, our partners, our suppliers, our customers, our end-users

FORVIA

