

HELLA at a glance

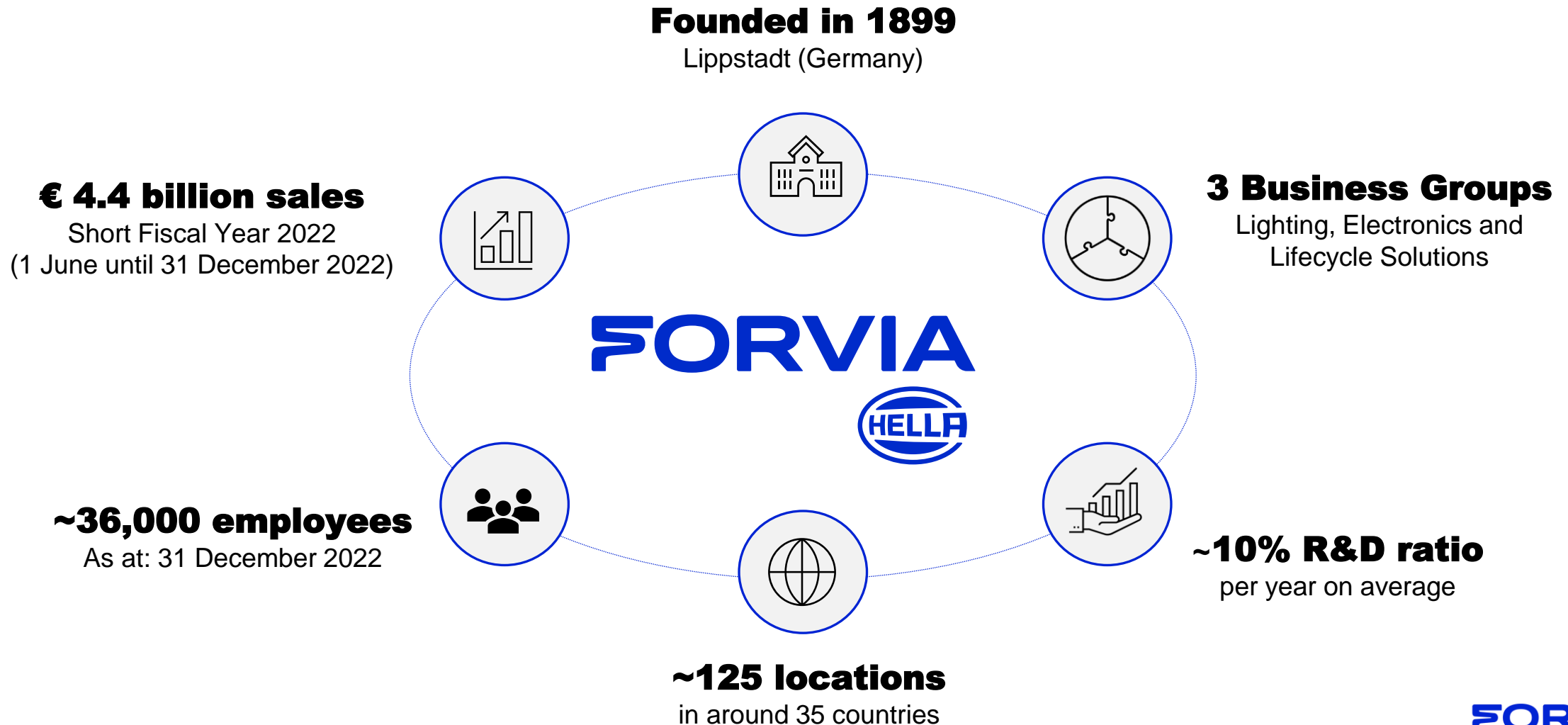
Company presentation

January 2024



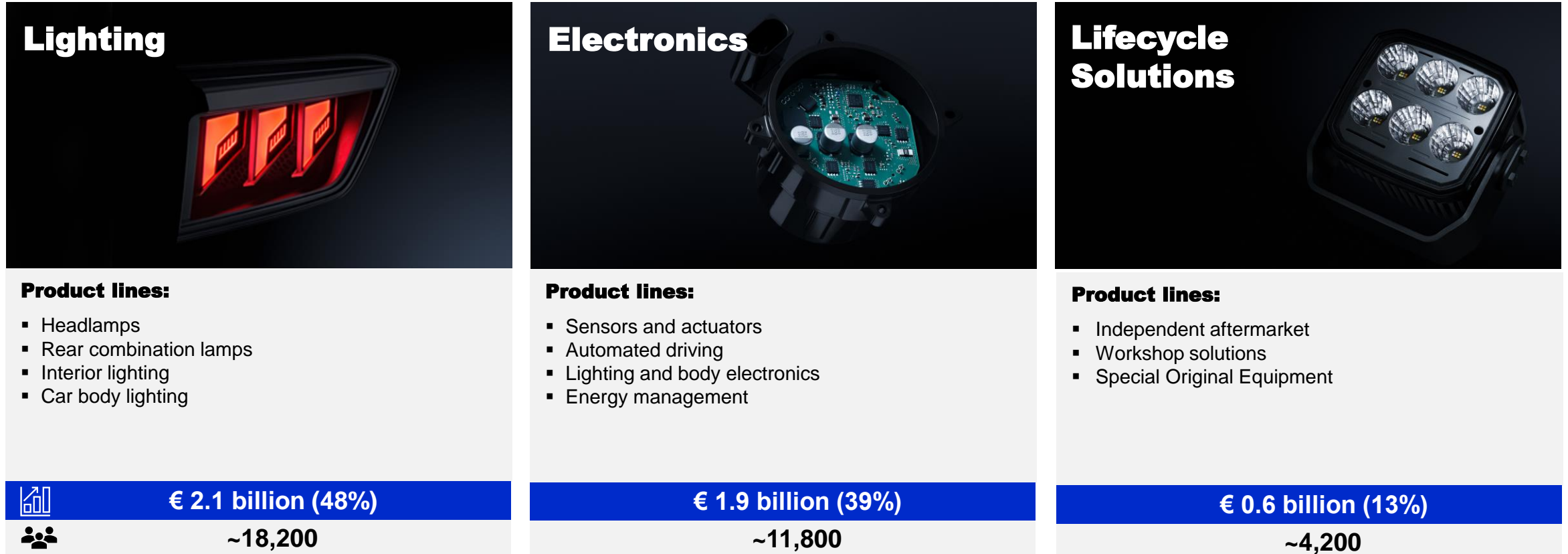
HELLA has been a close and reliable partner to the automotive industry for 125 years

HELLA in overview



HELLA stands for high-performance lighting technology, automotive electronics and Lifecycle Solutions

Business portfolio



Sales figures for Short Fiscal Year 2022 (1 June to 31 December 2022); headcount as at: 31 December 2022

The history of HELLA: from the first acetylene lamp to the chip-based headlamp

Company history



1899

Founded as "Westfälische Metall Industrie AG"



1908

Acetylene headlamp "System HELLA": HELLA becomes a trademark



1965

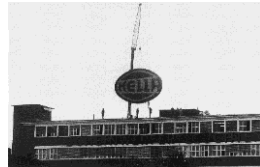
The first electronics product: the fully electronic flasher unit

1961

Start of internationalization: first foreign factory

1971

World's first approval for an H4 main headlamp



1986

"Hella" becomes the company name

1995

First companies in China; subsequent internationalization also in Eastern Europe

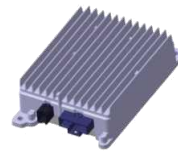


1999

Start of the network strategy

2008

First full-LED headlamp from HELLA



2010

First voltage converter

2011

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

2013

World's first LED matrix technology



2014

HELLA goes public



2016

Multibeam LED headlamp

2017

750 millionth position sensor with CIPOS® technology

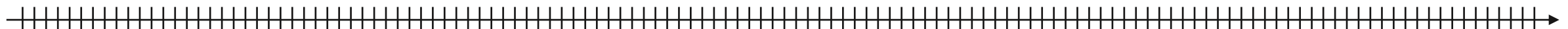
2020

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



2022

Acquisition by Faurecia; together, the two companies operate under the umbrella brand "FORVIA"




Company Highlights

Product Highlights

HELLA maintains a high degree of customer proximity and seizes growth opportunities in all regions

International presence

 **Sales by region**
Short Fiscal Year 2022

 **Employees by region**
as at 31 December 2022

worldwide
36,280

Europe

53%
€ 2,327 mill.

North, Central and South America

21%
€ 931 mill.

Asia/Pacific/RoW

26%
€ 1,153 mill.


North, Central and
South America


7,150
20%

Germany


7,962
22%

Europe
excl. Germany


14,561
40%

Asia/Pacific/
RoW


6,607
18%

HELLA is led by an experienced management team

Management Board



Bernard Schäferbarthold
CEO, CFO, Human Resources



Yves Andres
Lighting



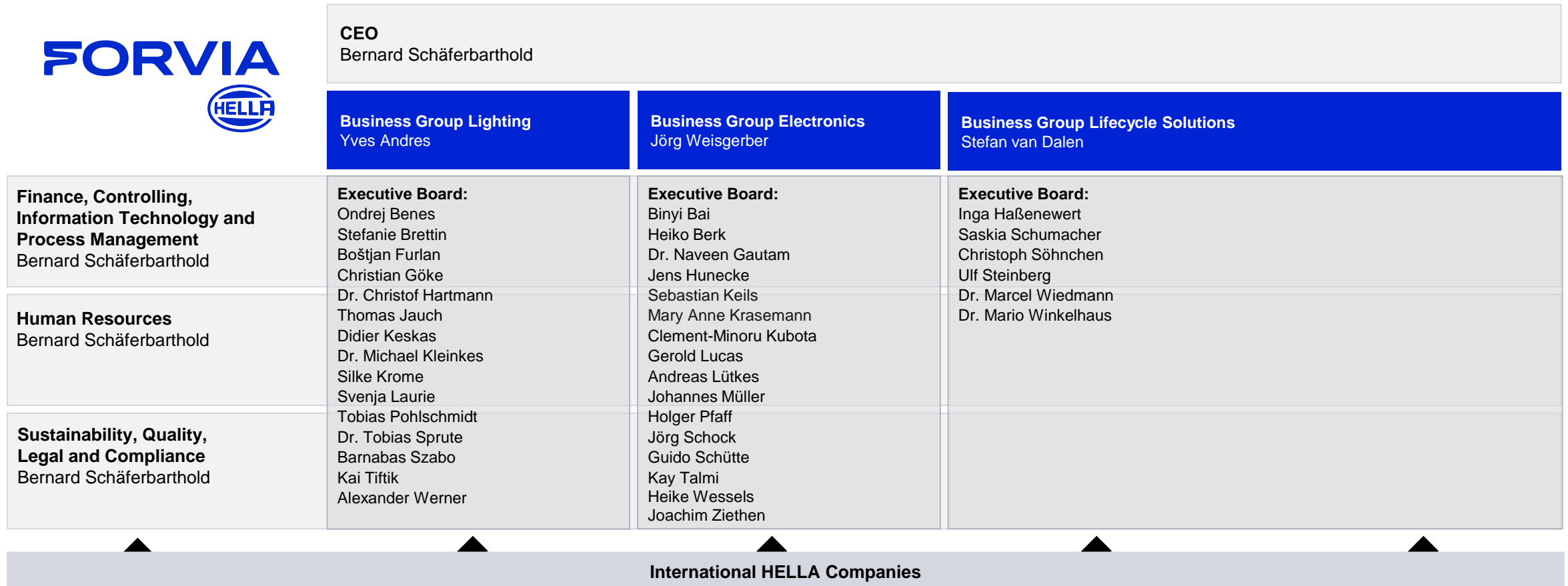
Stefan van Dalen
Lifecycle Solutions



Jörg Weisgerber
Electronics

The company is managed via a multidimensional matrix structure

Corporate structure



General Partner: Hella Geschäftsführungsgesellschaft mbH

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

Chairman of the Supervisory Board: Andreas Renschler

Shareholder Committee: Dr. Wolfgang Ziebart (Chair), Patrick Koller, Judith Buss, Olivier Durand, Andreas Renschler, Christophe Schmitt, Jean-Pierre Sounillac

HELLA Sustainability Roadmap

Planet

Climate

2025: 100%  neutral production

2030: -45% company **CO2 footprint** vs. **2019 for FORVIA**

 **2045: NetZero company**

Energy

2025: 100% renewable electricity supply

Transition to **renewable**  **heat**

2025: -20% energy intensity vs. 2019

Waste



2025: -9% waste intensity in our operations in vs. 2019

People

Learning Organization

2030: 25 training hrs per employee per year



Diversity & inclusion

2027: 27% share of females in managers and professionals



Business

Business Ethics

2025: 100% of targeted employees trained on code of ethics / conduct



Health & Safety

2025: Accident Rate <2.2 Accidents per Mio. hours worked



*Accidents per Mio hours worked with time lost

Responsible supply chain

2025: 95% of purchase volume of key **suppliers with sustainability assessment**



Key performance indicators at a glance

HELLA at a glance

Selected key figures

in € million

	Short fiscal year 2022 1. June until 31 December 2022	Fiscal year 2021/2022 1. June 2021 until 31 May 2022
Reported Group sales	4,410	6,326
Currency and portfolio-adjusted Group sales	4,261	6,326
Adjusted EBIT	222	279
Reported EBIT	383	278
Adjusted EBIT margin	5.0%	4.4%
Reported EBIT margin	8.7%	4.4%
Adjusted free cash flow from operating activities	83	-213
Reported free cash flow from operating activities	246	-267
R&D expenses	458	693
R&D ratio	10.4%	11.0%
	31 December 2022	31 May 2022
Net financial liquidity / debt	43	-387
Equity ratio	41.9%	42.5%



FORVIA: a global leader in automotive technologies

A Group combining profitable growth and innovation,
well placed to meet the strategic evolutions transforming our industry

7th
largest automotive
technology supplier

1 in 2 vehicles
worldwide equipped
with FORVIA products

6
Business Groups

80+
automotive customers

76
R&D centers

>8% of sales
Gross R&D

14,000+
patents

1,000
programs in 2022

291
Plants/
industrial
sites

43
countries

150
nationalities

15,000
R&D engineers

157,000
employees

All figures at December 31, 2022

A comprehensive portfolio: six international Business Groups with differentiating product lines



* Including SAS Interior Modules ** Including Clarion Electronics Commercial Solutions
All figures at December 31, 2022

 Activities Faurecia

 Activities HELLA

 Activities Faurecia & HELLA

FORVIA


3 strategic levers for growth



**Electrification
& Energy Management**



**Safe & Automated
Driving**



**Digital & Sustainable
Cockpit Experiences**



**Sustainability
Innovation
Operational excellence**

Our strengths

People



A leading “Environment, Social and Governance” (ESG) company



Environment

- › **An ambitious CO₂ neutrality roadmap:** become CO₂ neutral in operations (scope 1&2) by 2025 and CO₂ net zero from 2045
- › **Sustainable product solutions** with eco-design, sustainable materials, energy efficiency solutions and circular economy
- › **Zero emission solutions** with a strong expertise in BEV1 and FCEV2 (hydrogen mobility)



Social

- › **A responsible employer,** promoting gender diversity and inclusivity, 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

FORVIA first automotive company with net-zero target approved by the Science Based Targets Initiative



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



A scenic landscape featuring a winding road that curves through a valley. The road is flanked by a large body of water on the left and a forest of trees on the right. In the background, there are snow-capped mountains under a sky with soft, golden light from a setting or rising sun. The overall mood is peaceful and natural.

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

Our shared future

- › A rapidly growing Group, aligned with key automotive megatrends
- › Leading position in all activities with differentiating technologies
- › A sustainable and customer-focused organization
- › A Group ready to anticipate and drive mobility transition

€31bn

order intake in 2022

€30bn

sales in 2025*

>€300m

synergies in 2025*

**CO₂
Net
Zero
from 2045***

* Current FORVIA scope

All figures at December 31, 2022

FORVIA

