

# FORVIA HELLA at a glance

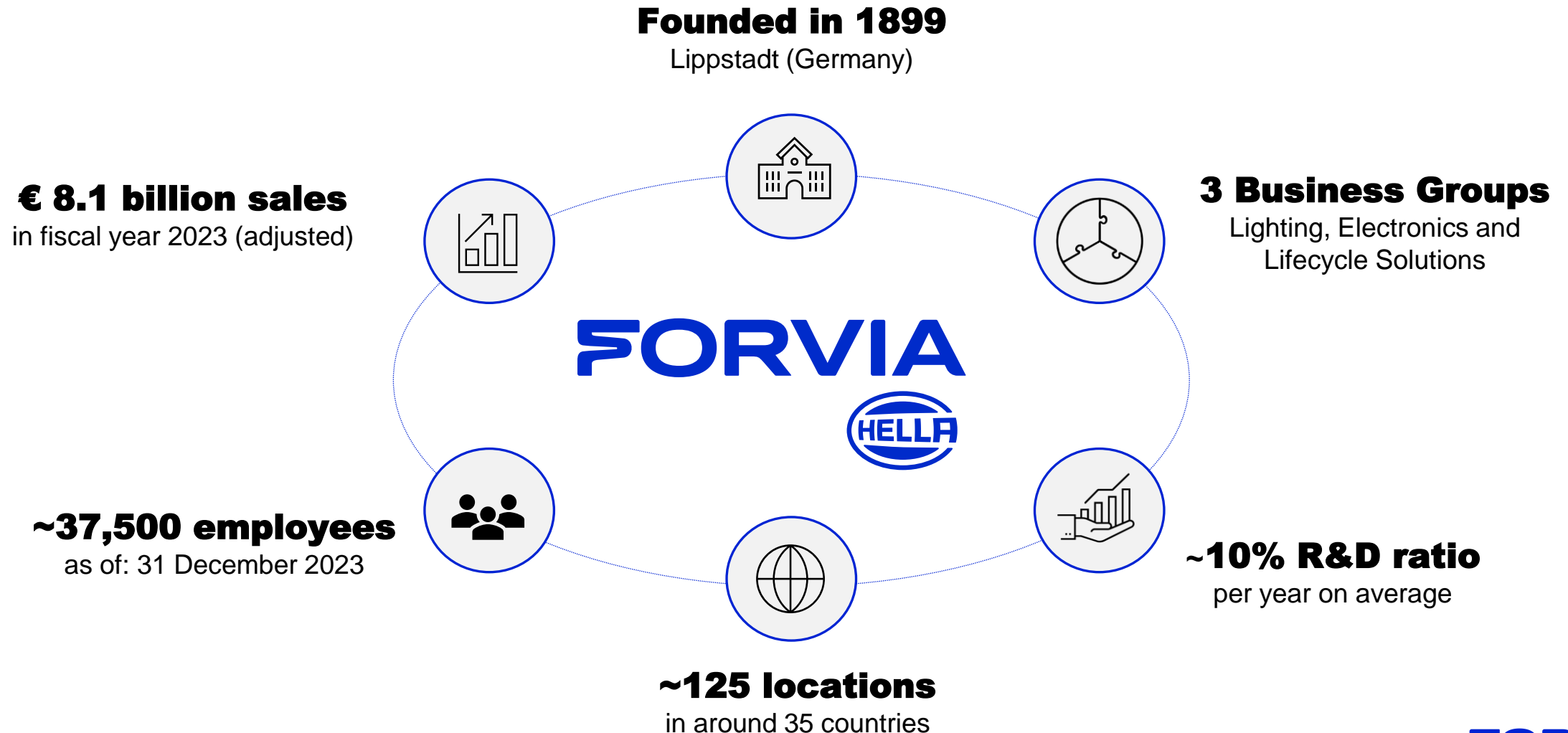
Company presentation

March 2024



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

## Overview



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

## Business portfolio



### Lighting

#### Product lines:

- Headlamps
- Rear combination lamps
- Interior lighting
- Car body lighting



€ 3.9 billion (48%)



~18,500



### Electronics

#### Product lines:

- Sensors and actuators
- Automated driving
- Lighting and body electronics
- Energy management

€ 3.4 billion (39%)

~12,800



### Lifecycle Solutions

#### Product lines:

- Independent aftermarket
- Workshop solutions
- Special Original Equipment

€ 1.1 billion (13%)

~4,200

Sales figures for Fiscal Year 2023 (1 January to 31 December 2023); headcount as of: 31 December 2023

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

## Company history



**1899**  
Founded as "Westfälische Metall Industrie AG"

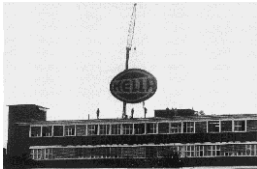


**1965**  
The first electronics product: the fully electronic flasher unit



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

**1961**  
Start of internationalization: first foreign factory

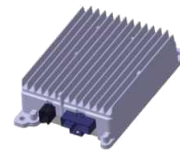


**1986**  
"Hella" becomes the company name

**1995**  
First companies in China; subsequent internationalization also in Eastern Europe

**1971**  
World's first approval for an H4 main headlamp

**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



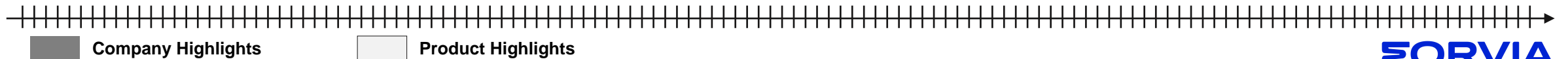
**2016**  
Multibeam LED headlamp

**2017**  
750 millionth position sensor with CIPOS® technology

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





**2022**  
Acquisition by Faurecia; together they form FORVIA, the seventh largest automotive technology supplier in the world



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

## International presence

 **Sales by region**  
Fiscal Year 2023

 **Employees by region**  
as of 31 December 2023

worldwide  
**37,773**

### Europe

**58%**  
€ 4,588 mill.

### North, Central and South America

**20%**  
€ 1,624 mill.

### Asia/Pacific/RoW

**22%**  
€ 1,742 mill.

  
7,751  
**21%**


North, Central and  
South America

  
7,943  
**21%**

Germany

  
15,017  
**40%**

Europe  
excl. Germany

  
7,062  
**18%**

Asia/Pacific/  
RoW

# 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



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



**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, Stefanie Rheker, Philippe Vienney, Jörg Weisgerber

**Chairman of the Supervisory Board:** Andreas Renschler

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


# FORVIA HELLA Sustainability Roadmap

## Environment

## Social

## Governance

### Climate


2025: 100%  neutral production (Scope 1 & 2)

2030: -45% FORVIA CO2 footprint vs. 2019 

2045: NetZero company

### Energy

2025: 100% renewable electricity supply

Transition to renewable  heat

2025: -20% energy intensity vs. 2019


### Health & Safety

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



\*Accidents per Mio hours worked with time lost

### Supply Chain

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

### Waste



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

### Water



2030: >7% water intensity reduction in our operations vs. 2023

### Diversity & Inclusion

2025: 27% of females in managers & professionals




### Learning Company

2030: 25 training hours per employee per year



### Business Ethics

2025: 100% of targeted employees trained on Code of Conduct 



# Key performance indicators at a glance

## FORVIA HELLA at a glance

### Selected key figures

in € million

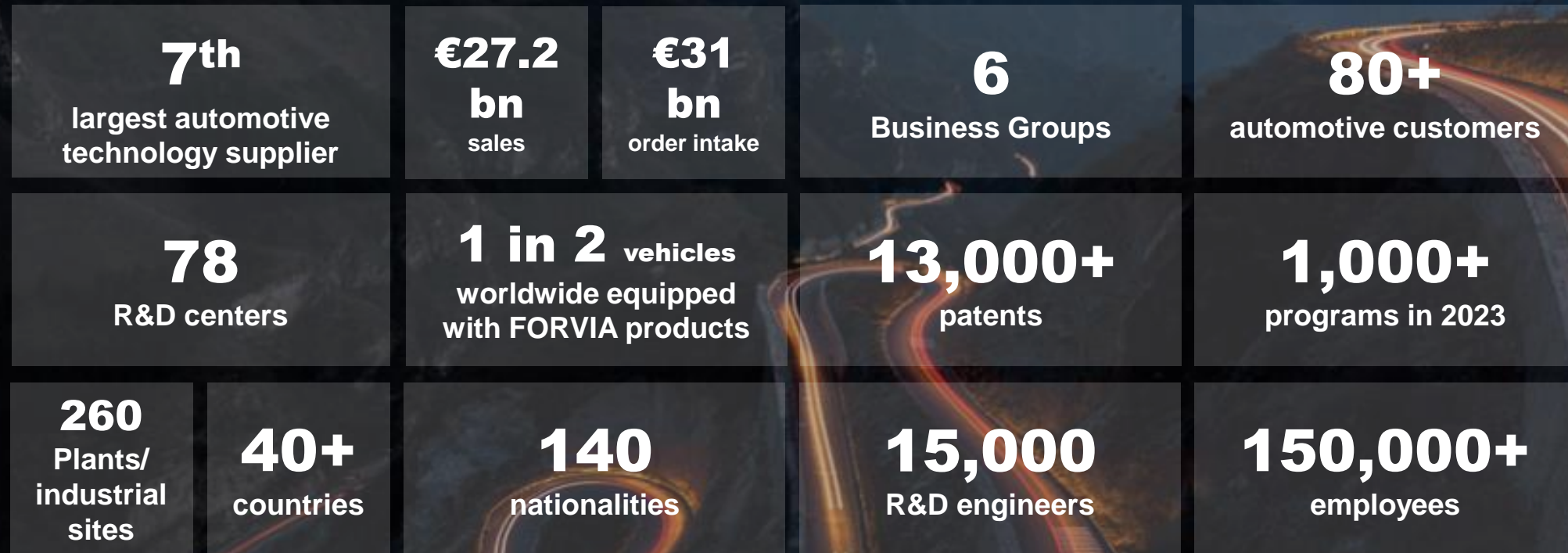
	<b>Fiscal year 2023</b> 1 January to 31 December 2023	<b>Calendar year 2022</b> 1 January to 31 December 2022
Currency-adjusted sales	8,125	7,212
Reported sales	7,954	7,212
Operating income	486	295
Operating income margin	6.1%	4.1%
Net cash flow	205	219
Net cash flow in relation to sales	2.6%	3.0%
R&D expenses	878	758
R&D ratio	11.0%	10.5%
	<b>31 December 2023</b>	<b>31 December 2022</b>
Net financial debt / liquidity	-56	43
Equity ratio	41.0%	41.9%

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: a dark blue car in the lower left, a white car in the middle, and another white car further up. The forest is lush and green, with some lighter green patches of grass or moss along the roadside.

# FORVIA

# FORVIA: a global market leader for sustainable automotive technologies

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



All figures at December 31, 2023

# 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



## 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

Activities FORVIA

Activities HELLA

Activities FORVIA & HELLA

\* Including Clarion Electronics Commercial Solutions

# 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 CO<sub>2</sub> neutrality roadmap:** become CO<sub>2</sub> neutral in operations (scope 1&2) by 2025 and CO<sub>2</sub> 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

# CO<sub>2</sub> neutrality at the heart of our strategy



## **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:** CO<sub>2</sub> neutrality for our internal emissions (scopes 1 and 2)
- › **By 2030:** -45% for scope 3 emissions
- › **From 2045:** CO<sub>2</sub> 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:

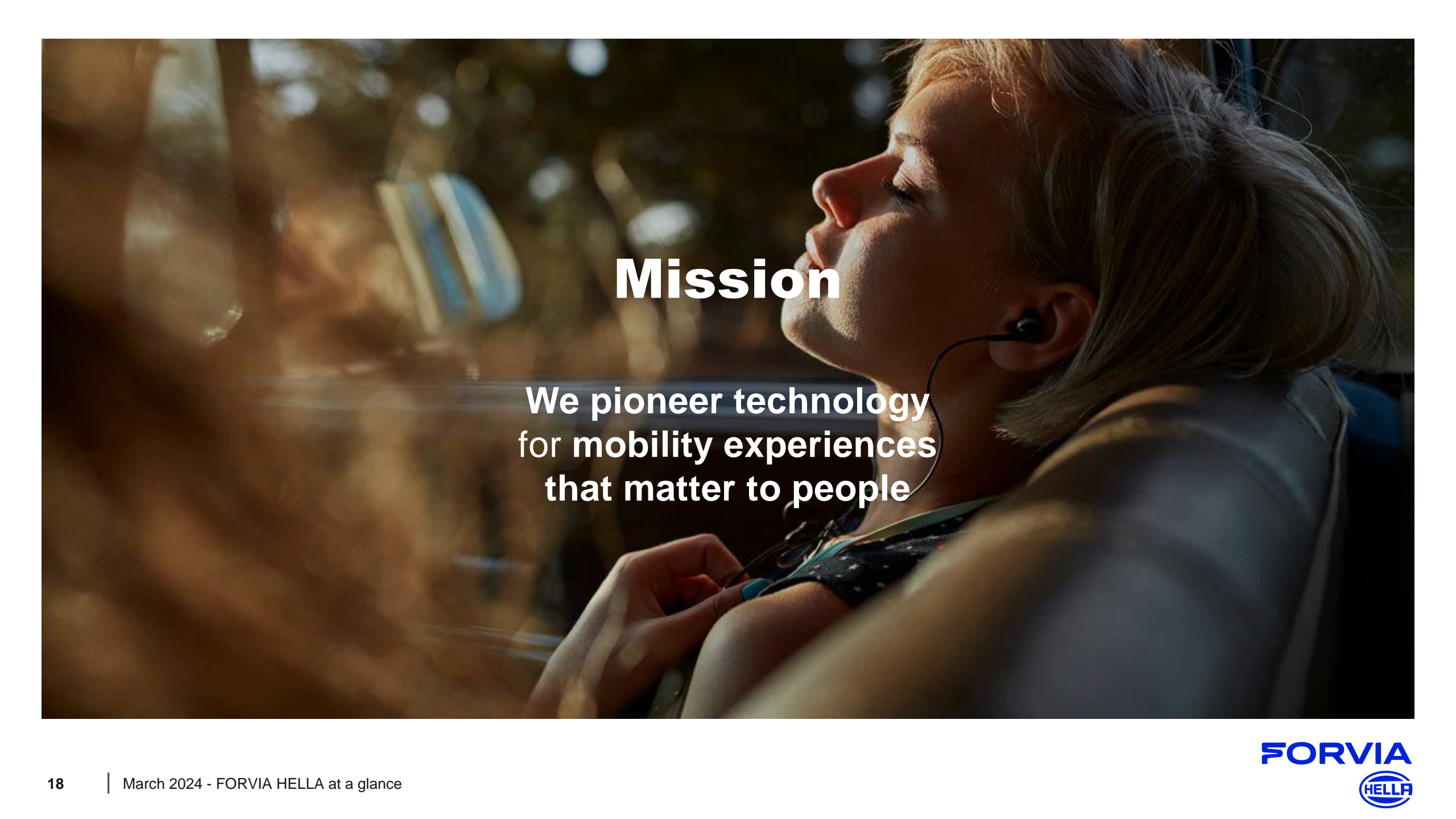
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- › **Mobility empowers people's life:** freedom of movement, access to a world of opportunities, proximity with loved ones, connectivity
- › Today, the world faces tremendous **challenges impacting mobility:** climate change, access to development,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

## moving freely, caring for the planet, their own way

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- › **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**

