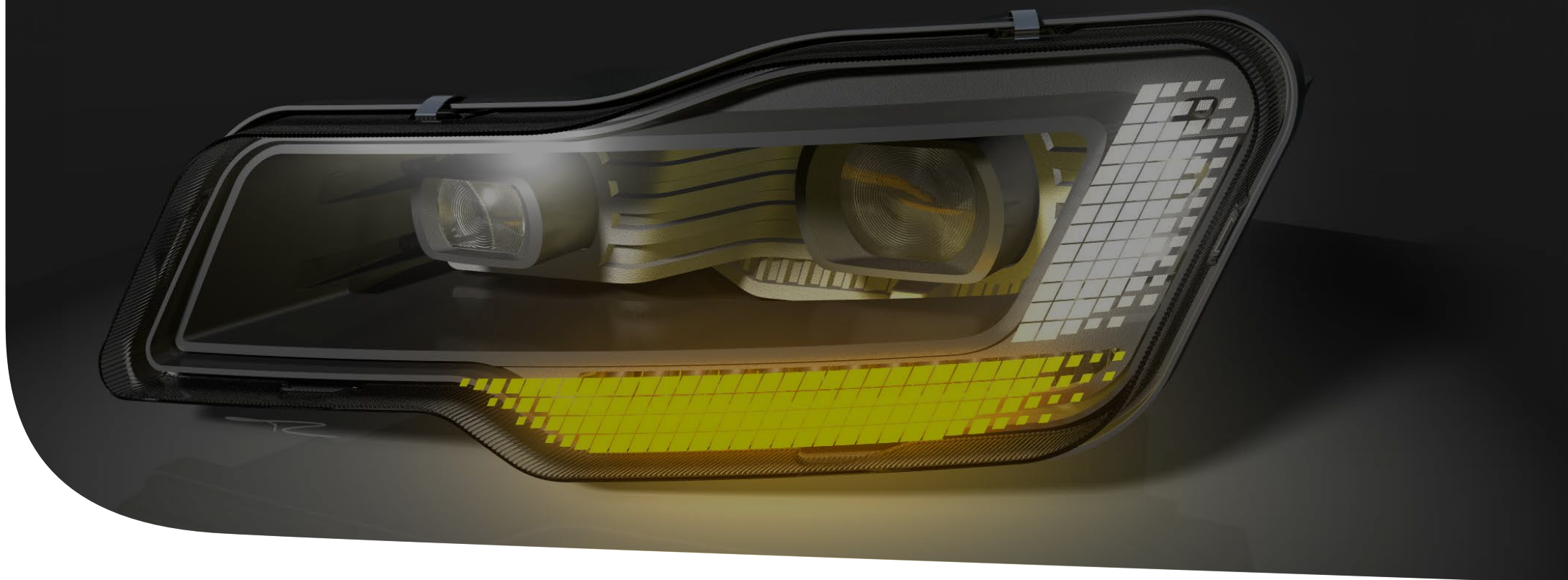


FORVIA HELLA

Sustainability Factsheet



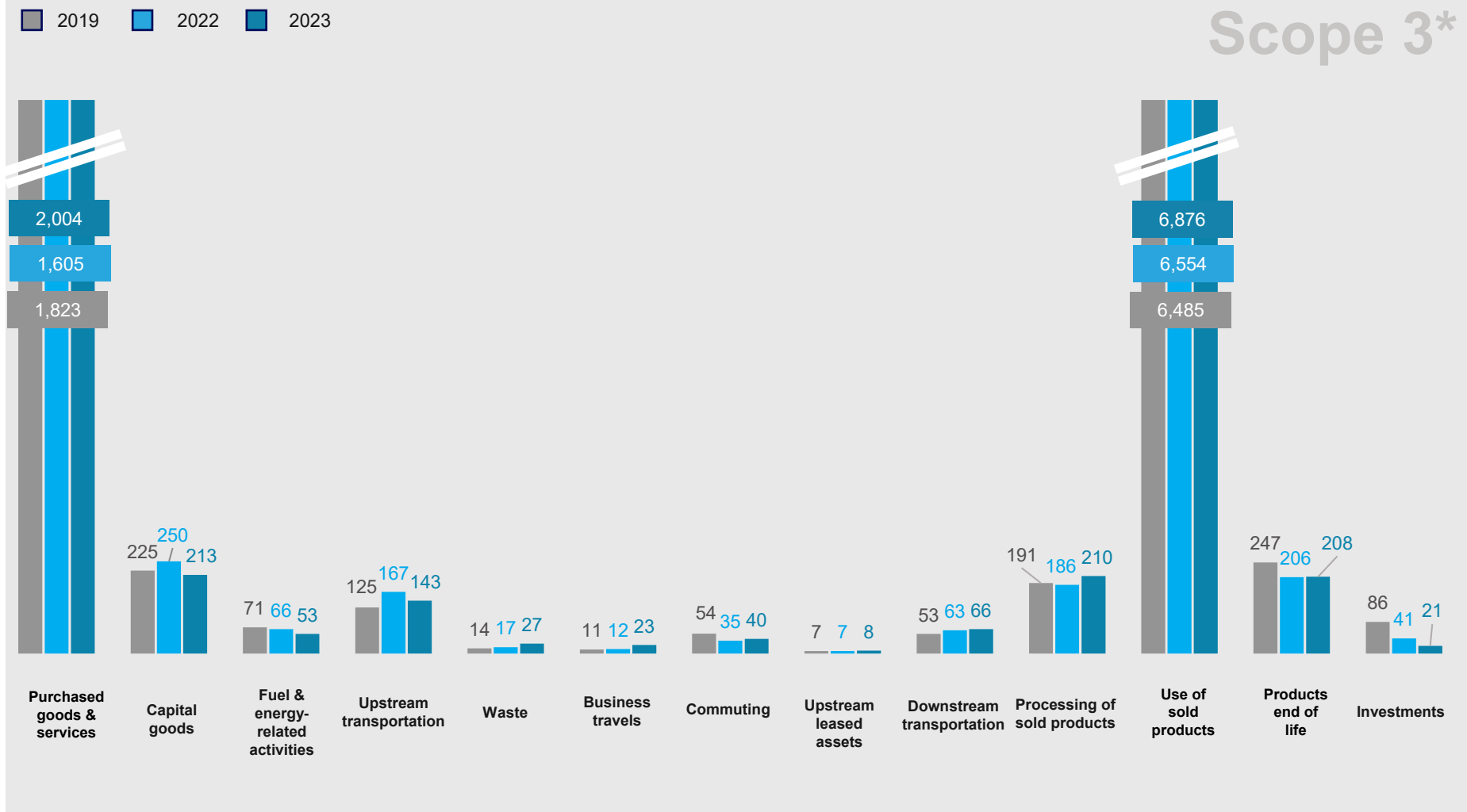
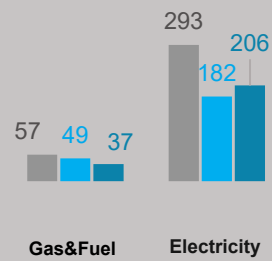
Planet

KPI	DEFINITION	CY 2019 FY 2019/2020	CY2022	FY 2023	DEVELOPMENT 2019 vs. 2023	TARGET
Climate change						
CO2 Emissions Scope 1	direct emissions in tons of CO2e as defined in Greenhouse Gas Protocol related to gas, refrigerant gas, fuel and oil	56,680	48,830	37,000		2025: CO2 neutral 2025: CO2 neutral 2030: -45% vs. 2019 2045: CO2 neutral
CO2 Emissions Scope 2	indirect CO2 emissions in tons of CO2e related to electricity used in accordance with the GHG Protocol	293,240	182,250	205,860		
CO2 Emissions Scope 3	indirect CO2 emissions in tons of CO2e generated along the value chain (Scope 3) in accordance with the GHG Protocol	9,391,470	9,209,640	9,892,740		

FORVIA TARGET

HELLA CO2 Footprint 2023: 10.1 Million Tons of CO2e

Scope 1 & 2*



*in 1.000 tons of CO2e

KPI	DEFINITION	CY2019 FY 2019/2020	CY2022	FY 2023	DEVELOPMENT 2019 vs. 2023	TARGET
Total CO2 emissions Scope 1 - 3	sum of Greenhouse Gas Emission in tons CO2e	9,741,390	9,44,720	10,135,600		
CO2 intensity Scope 1 & 2	tons CO2e Scope 1 & 2 / € million of net product sales	54.3	33.7	32.4		2025 :0 2025: 100%
Share of renewable energy	% of renewable electricity used at HELLA sites worldwide	0	27.5%	32%		

FORVIA TARGET

Environmental Management System





ISO 14001 certification	% of production sites with certified ISO 14001 environmental management system	94%	97%	100%		2023: 100%
Production employees covered by ISO 14001	% of employees at production sites covered by certified ISO 14001 environmental management system	not recorded	99%	100%		

HELLA TARGET

Environmental Footprint of Production sites

Energy intensity	energy consumed in MWh / € million net product sales	139.8	118.9	104.9		2025: -20% vs. 2019
Energy consumed	total amount of energy in GWh consumed at HELLA sites	900.6	816.0	785.4		

HELLA TARGET

KPI	DEFINITION	CY2019 FY 2019/2020	CY2022	FY 2023	DEVELOPMENT 2019 vs. 2023	TARGET	
Environmental Footprint of Production sites							
Waste intensity	waste total in tons / € million of net product sales	4.7	4.4	4.5		2025: -9% 2027: -13% vs. 2019	HELLA TARGET
Waste total	total amount of waste in tons generated at HELLA production sites	30,439	30,437	33,608			
Water intensity	total water in m3 withdrawn / € million of net product sales	not recorded	127	116		2030: -7% vs. 2023	HELLA TARGET
Total water withdrawn	total amount of water of m3 withdrawn from all sources for all purposes of production sites	not recorded	874,300	869,534			

Business

KPI	DEFINITION	CY2019 FY 2019/2020	CY2022	FY 2023	DEVELOPMENT 2019 vs. 2023	TARGET
Health and Safety						
ISO 45001 certification	% of production sites >200 employees with certified ISO 45001 occupational health and safety management system	38% <small>(FY2019/2020)</small>	76%	83%		2025:100%
Production employees covered by ISO 45001 certification	% of employees at production sites >200 employees with certified ISO 45001	not recorded	85%	95%		2025: 100%
Accident Rate	number of all occupational accidents with at least one day of absence per 1 million attendance hours	4.7	2.9	3.2		2025: 2.2
Fatal accidents	deaths of employees due to occupational accidents	0	0	0		
Lost-time-Rate	number of lost days due to accidents per 1 million work hours	496 <small>(FY2019/2020)</small>	238	388		
Responsible Supply Chain						
Purchasing Volume assessed for Sustainability Performance	Share of purchasing volume of strategic suppliers with a valid sustainability assessment by Ecovadis (min. 45/100 points)	n.a	n.a	42%	n.a	2025: 95%

HELLA TARGET

FORVA TARGET

KPI	DEFINITION	CY2019 FY 2019/2020	CY2022	FY 2023	DEVELOPMENT 2019 vs. 2023	TARGET
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Business Ethics

Code of Conduct training	% of targeted employees trained on HELLA Code of Conduct and business ethics	89% <small>(FY2019/2020)</small>	97%	96%		2025: 100%
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Innovation

Employees in research and development	number of employees in research and development roles	~7,700	8,223	9,118		
% of sales invested in research and development	total amount of waste in tons generated at HELLA investment in research and development as % of sales	10.6% <small>(FY2019/2020)</small>	10.4%	11.0%		

People

KPI	DEFINITION	CY2019 FY2019/2020	CY2022	FY 2023	DEVELOPMENT 2019 vs. 2022	TARGET
General						
Total employees	employees (number of people) in reported staff as of 31.12.	36,311	36,280	37,773		
Employee satisfaction						
Employee satisfaction survey	favorable points out of 100	n.a	74/100	76/100	n.a	
Turnover rate	ratio of employees who voluntarily leave HELLA / average number of employees	12.2% <small>(FY2019/2020)</small>	14.9%	12.1%		
Training and professional development						
Training hours	average training hours per employee	11.7 <small>(FY2020/2021)</small>	13.8	16.7		2030: 25
Diversity & inclusion						
Female share managers and professionals	share of females in managers and professional roles	21	25	25.8		2025: 27%

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Sustainability Ratings



FORVIA
Inspiring mobility

Score
A

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



FORVIA
Inspiring mobility

74/100

FORVIA scored 74, placing the Group **in the top 3% of companies in its category**



average Score from all locations 2023

87.2 out of **100**

FORVIA HELLA SAQ Rating improved from 85.4 in 2022



ESG Risk Rating

12.9 Low Risk



Leading position in its industry group: **Ranked 28 out of 245 Auto Components suppliers**

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