

HELLA LITHUANIA – HLT

FORVIA



01 FORVIA HELLA GROUP OVERVIEW



FORVIA: A GLOBAL LEADER IN AUTOMOTIVE TECHNOLOGIES

7th largest

automotive technology supplier

€27.2bn

sales

1,000+

programs in 2023

Close to **260**

plants / industrial sites

1 in 2

vehicles worldwide equipped
with FORVIA products

€31bn

order intake

including

300+

new launches

78

R&D centers

6

Business Groups

15,000

R&D engineers

80+

automotive customers

40+

countries

150,000+

employees

13,000+

patents

All figures as of December 31, 2023

A COMPREHENSIVE PORTFOLIO

Six international business groups with differentiating product lines



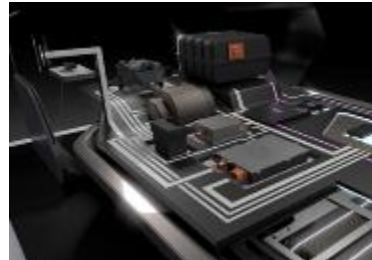
Seating

- > Seat structures
- > Complete seats



Interiors

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

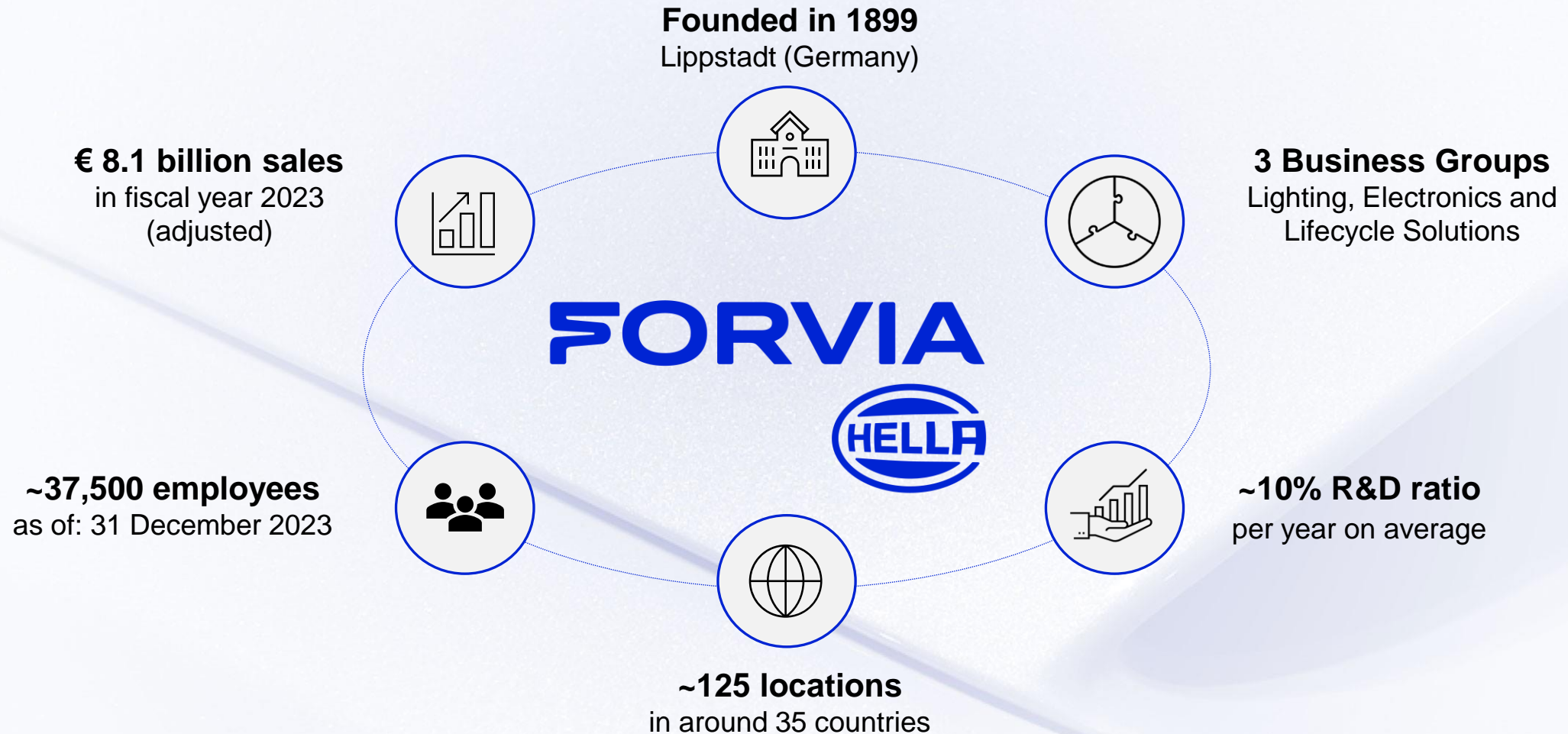
FORVIA Faurecia

FORVIA HELLA

FORVIA Faurecia & FORVIA HELLA

FORVIA HELLA HAS BEEN SHAPING MOBILITY FOR 125 YEARS

FORVIA HELLA: an overview



02 HELLA LITHUANIA AT A GLANCE



KEY FACTS

HELLA Lithuania – a central pillar of the HELLA Electronics business growth strategy in Europe

HELLA Lithuania is a pure production site

- > We are industrializing new production projects and running series production.
- > Our responsibility ranges from taking care of purchased parts and manufacturing equipment until delivery of the final product to the customer.
- > We support HELLA's global sales team to acquire projects and the global development teams in the design of our products.



We have all functions on site which are necessary to run our operations smoothly

- > Production, Launch Management, Logistics, Technical Service and Quality departments are preparing and running the business.
- > Purchasing, Finance & Controlling, Human Resources and Administration are supporting them.

Product portfolio consists only of automotive electronics parts

DECISION RATIONALE

Overall strategic rationale for a new plant in Europe – running out of space in the mid-term

High availability of qualified workforce

- > High availability of education e.g. Kaunas University of Technology.
- > High English level.
- > Low attrition rates.



Highly developed country

- > Part of the EU, EURO zone and NATO.
- > Very good road / sea infrastructure.
- > Good manufacturing availability and high electronics motivation.

Lithuania was chosen out of originally 17 countries – decision after evaluation of empirical data, on-site visits, interviews with international companies located in Lithuania and consultation of HELLA customers

LOCATION

Plant located in Kaunas Free Economic Zone (FEZ)

8.8 km to Kaunas city center and 7.3 km to Kaunas airport

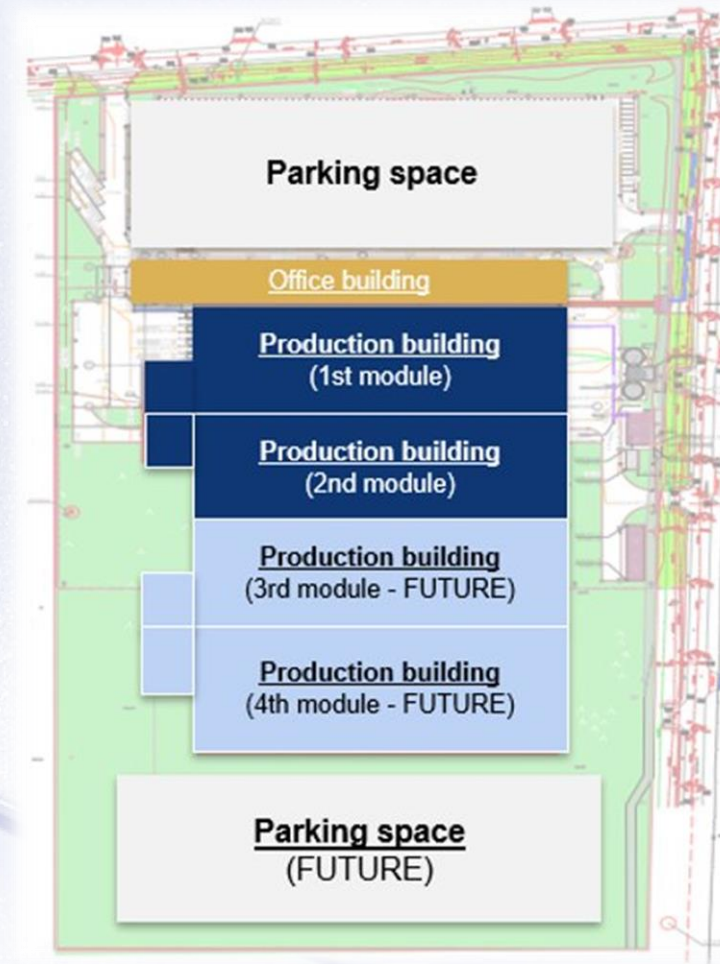


LAND PLOT

Kaunas Free Economic Zone selected due to favorable location, pre- installed infrastructure & expansion possibility

Total size of land plot: 89,297m²

- Utilization in four construction steps
- Extension started 2nd production module & engineering center
- Plant today:
 - 7,592 m² shopfloor
 - 5,670 m² warehouse
 - 3,300 m² office



FLEXIBLE WORKSPACE

Combination of open workspaces with meeting areas and deep focus stations

- > Height adjustable tables with monitor, docking station, comfortable chairs
- > Mobile table reservation system
- > Relaxing workspaces for spontaneous discussions
- > Meeting places in open space as well as closed rooms
- > Think Tanks for highly focused tasks of 1-2 persons
- > Auditorium for meetings of more than 60 persons
- > Small lockers for personal belongings with mailbox opening



03 TEAM



LEADERSHIP TEAM



**Managing Director /
Purchasing Indirect**
Maxim Zakletskiy



Head of Operations
Mantas Skinderis



Human Resources
Jurgita Macijauskienė



**Finance & Controlling
/ Operations Services**
Liveta Cirtautaitė



**EHS & Regulatory
Services**
Justas Jurgaitis



Quality
Vaida Kolosej



Internal Factory 1
Tomas Ziutelis



Internal Factory 2
Donatas Vlasovas



Internal Factory 3
Marius Pukelevičius



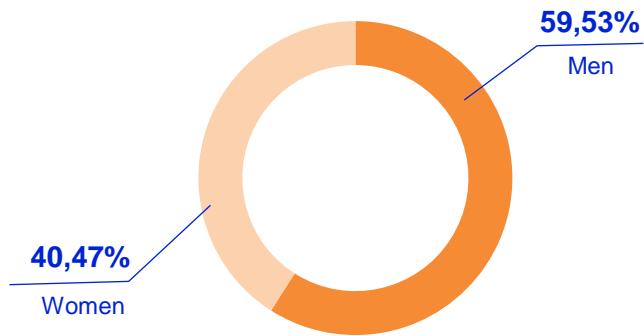
Logistics
Živilė Dabašinskienė



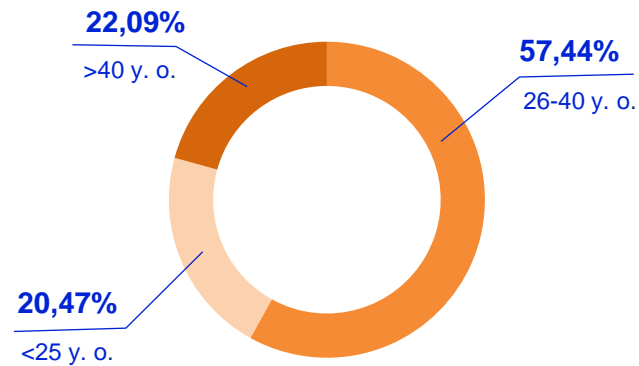
Technical Service
Arvydas Maciulevičius

TEAM STRUCTURE

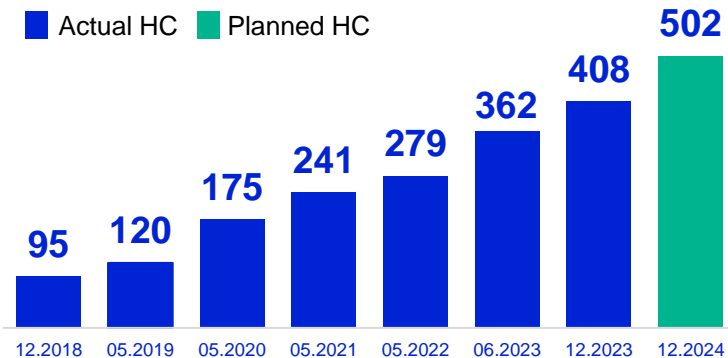
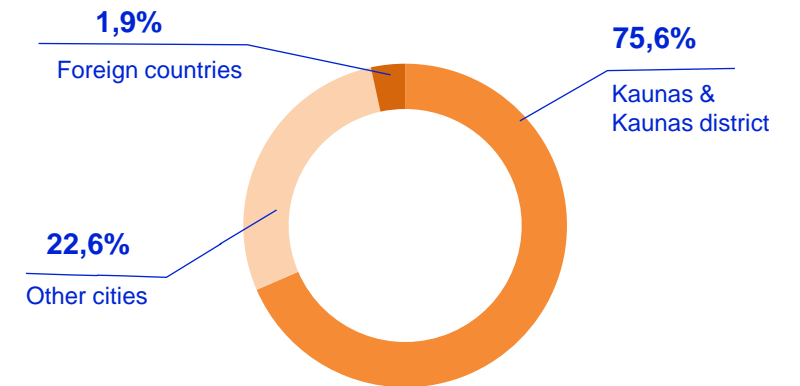
Employee Gender Distribution



Employee Age Distribution



Employee Location Distribution



430 employees
employed by 01.12.2024

33,38 years
the average age

All employees are trained
based on the requirements of
their positions in existing HELLA
plants and central departments

HLT DNA

Being the team of openminded intrapreneurs in automotive electronics

Growing together

Acting as one team leading by example with integrity. Keeping focus on continuous development of each other.

Working as intrapreneurs

Being result oriented, driving efficiency and proactively handling our commitments.

Being open minded

Considering feedback as a gift and constructively sharing our knowledge

The graphic features a glowing blue DNA double helix structure against a dark blue background with a silhouette of a person standing on a hill. The text is in Lithuanian and describes the company's values and mission.

AUGAME KARTU

HELLA Lithuania

MŪSŲ VIZIJA
Aistra išmaniesiems sprendimams, formuojant tvarų ir saugų mobilumą.

- KOMANDINIS DARBAS**
Mes planuame komandų darbą
- PAGARBA**
Mes esame pagarbiai
- VERŽLUMAS**
Mes veikime turėdami viziją
- ATSAKOMYBĖ**
Mes patikime atsakomybę
- ADAPTYVUMAS**
Mes vertiname adaptyvumą
- ATVIRUMAS**
Mes vertiname atvirumą

DIRBAME KAIP INTRAPRENERIAI

ESAME ATVIRI

MŪSŲ MISIJA
Esame technologijų lyderiai, užtikrinantys žmonėms svarbią mobilumo patirtį.

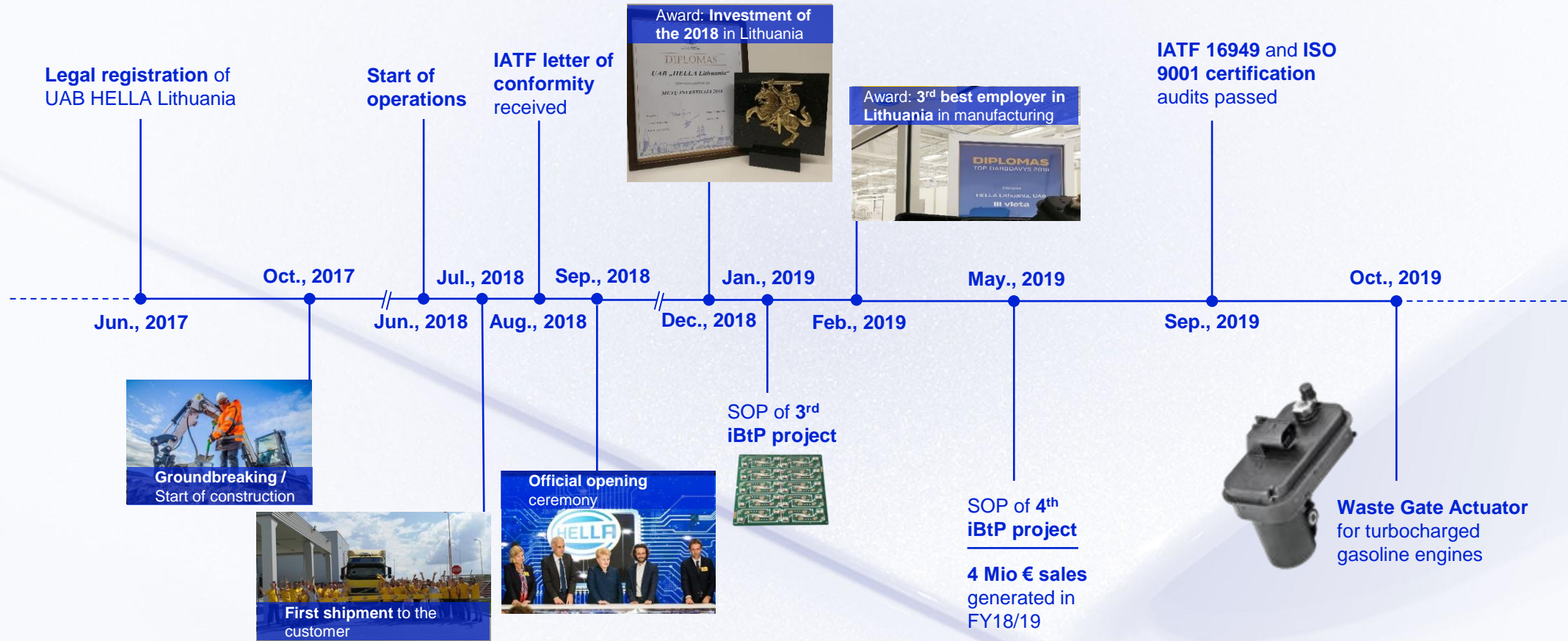
HELLA Lithuania
Plačių pažiūrų intraprenierių komanda, veikianti automobilių elektronikos srityje.

04 COMPANY ROADMAP



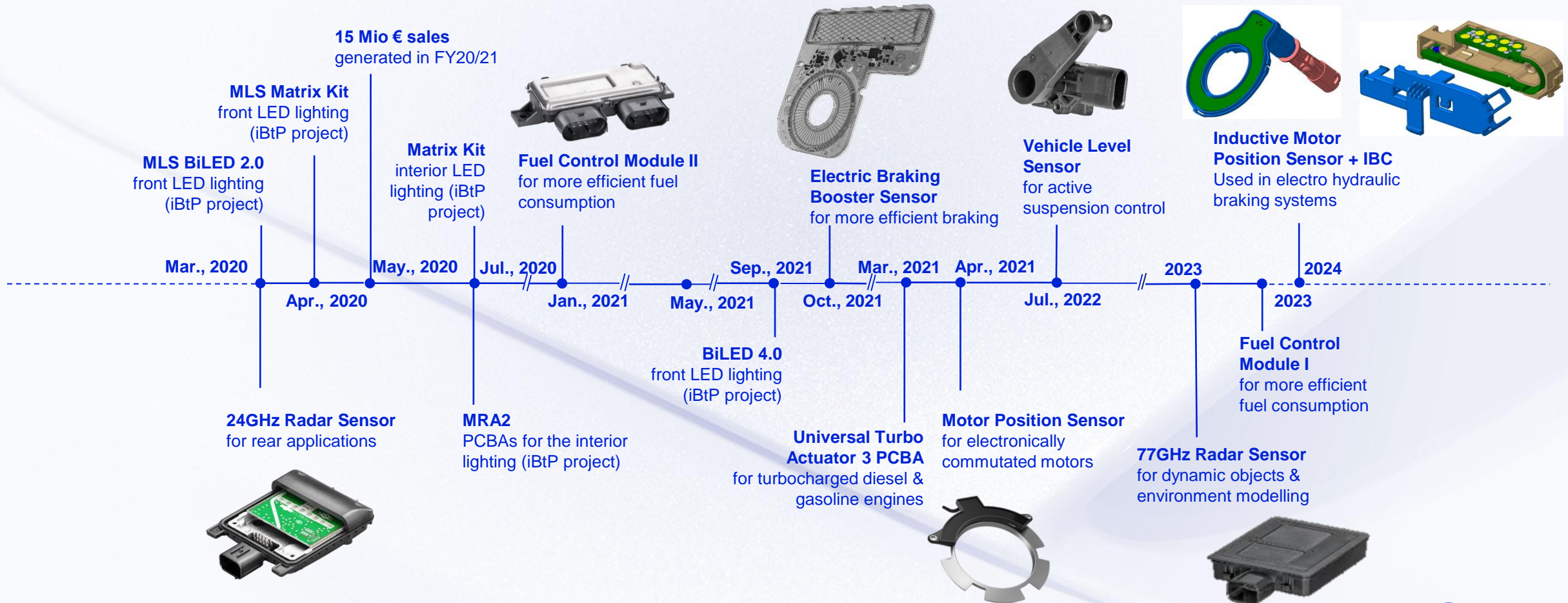
COMPANY HIGHLIGHTS

SOP – start of production
iBtP – internal Build to Print



COMPANY HIGHLIGHTS AND ROADMAP

SOP – start of production
iBtP – internal Build to Print



EXPERIENCE

An active management of know-how and Lessons Learned allows a consistently high quality in the HELLA network

Focus on implementation of low-risk projects

- First project launches with focus on proven process technologies and products (Lighting assembly groups, Fuel Control Module (FCM) Waste Gate Actuator (WGA), Radar Sensor)

Standardized plant layout, business processes and SAP

- Plant layout is unified regarding material flow and planning of different areas based on experience from existing plants
- Key operations and logistics processes are defined with headquarters according to corporate processes
- Setup of SAP system was derived from these results

Strong engagement of lead plants, technology networks and central functions

- Lead plant concept involves experienced HELLA engineers to ensure a high quality level worldwide
- Technology networks include project support, monthly conference calls and yearly Face2Face meetings to address challenges with core technologies



FORVIA

