

HELLA Lithuania – HLT

FORVIA



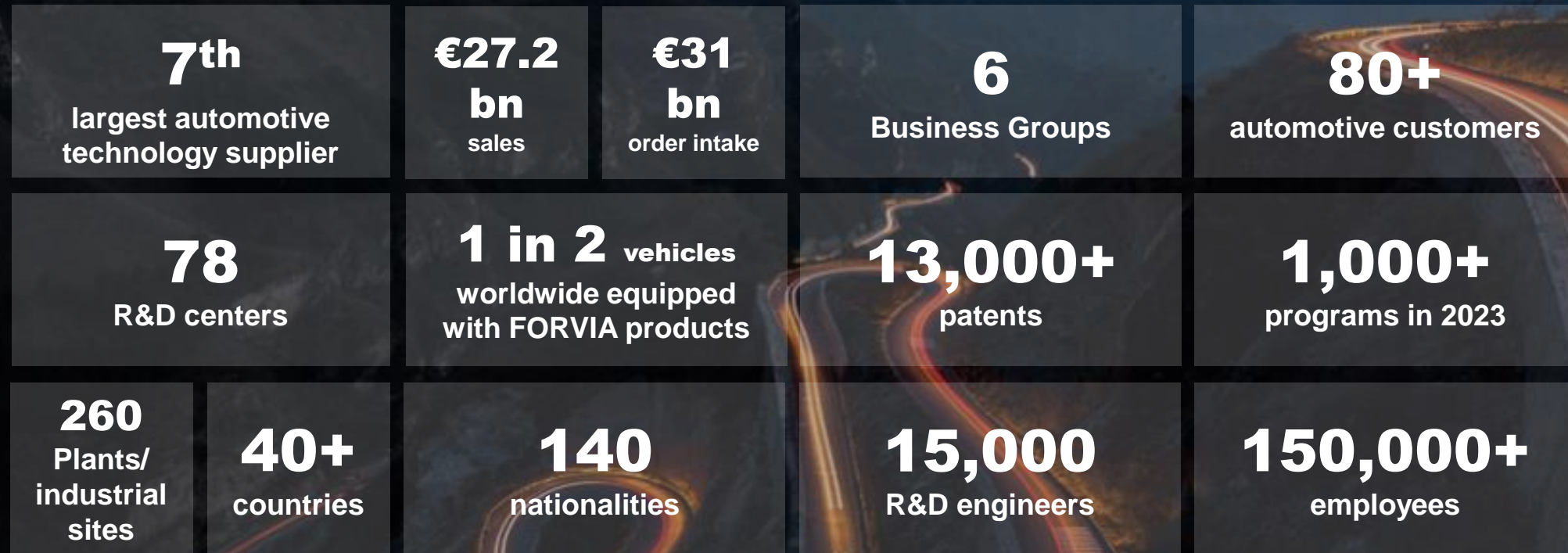


01.

HELLA GROUP OVERVIEW

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

- › Complete Seats
- › Mechanisms & Frames
- › Safety & Comfort Solutions

42,540 employees
77 sites
13 R&D centers



Interiors*

- › Instrument Panels
- › Door Panels
- › Center Consoles
- › Sustainable Materials
- › Interior Modules

34,180 employees
87 sites
24 R&D centers



Clean Mobility

- › Ultra-low emissions solutions for passenger vehicles
- › Ultra-low emissions solutions for commercial vehicles
- › Zero-emissions solutions

20,175 employees
86 sites
18 R&D centers



Electronics

- › Sensors & Actuators
- › Automated Driving
- › Lighting/Body Electronics
- › Energy Management
- › Cockpit Electronics
- › HMI/Displays

5,870/11,120 employees
8/32 sites
13/16 R&D centers



Lighting

- › Headlamps
- › Rear Combination Lamps
- › Interior Lighting
- › Car Body Lighting

18,320 employees
26 sites
11 R&D centers



Lifecycle Solutions

- › Independent Aftermarket**
- › Workshop Solutions
- › Special Original Equipment

4,160 employees
44 sites
5 R&D centers

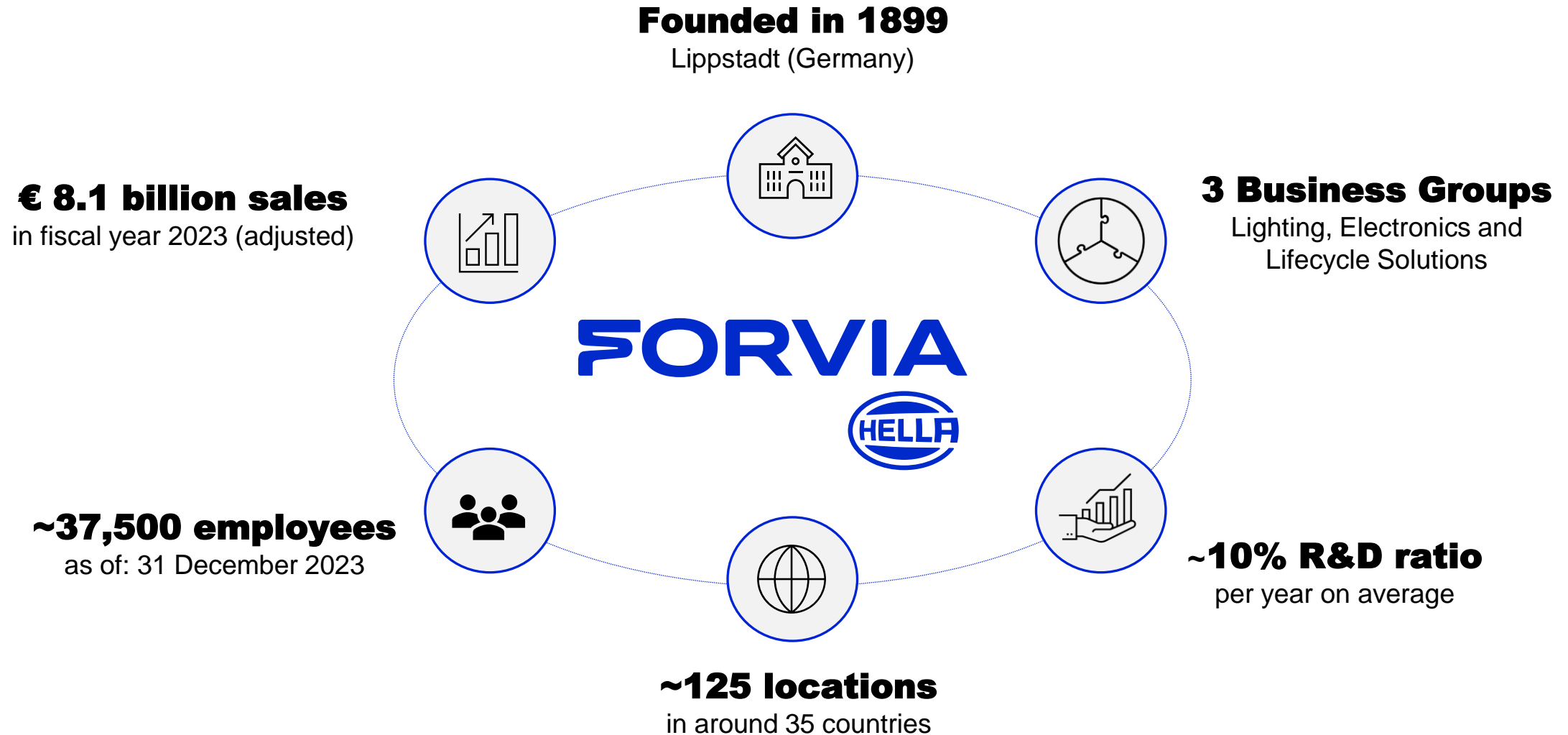
* Including SAS Interior Modules

** Including Clarion Electronics Commercial Solutions



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

Overview





02.

**HELLA LITHUANIA AT A
GLANCE**

Key Facts

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



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

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 TU
 - 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

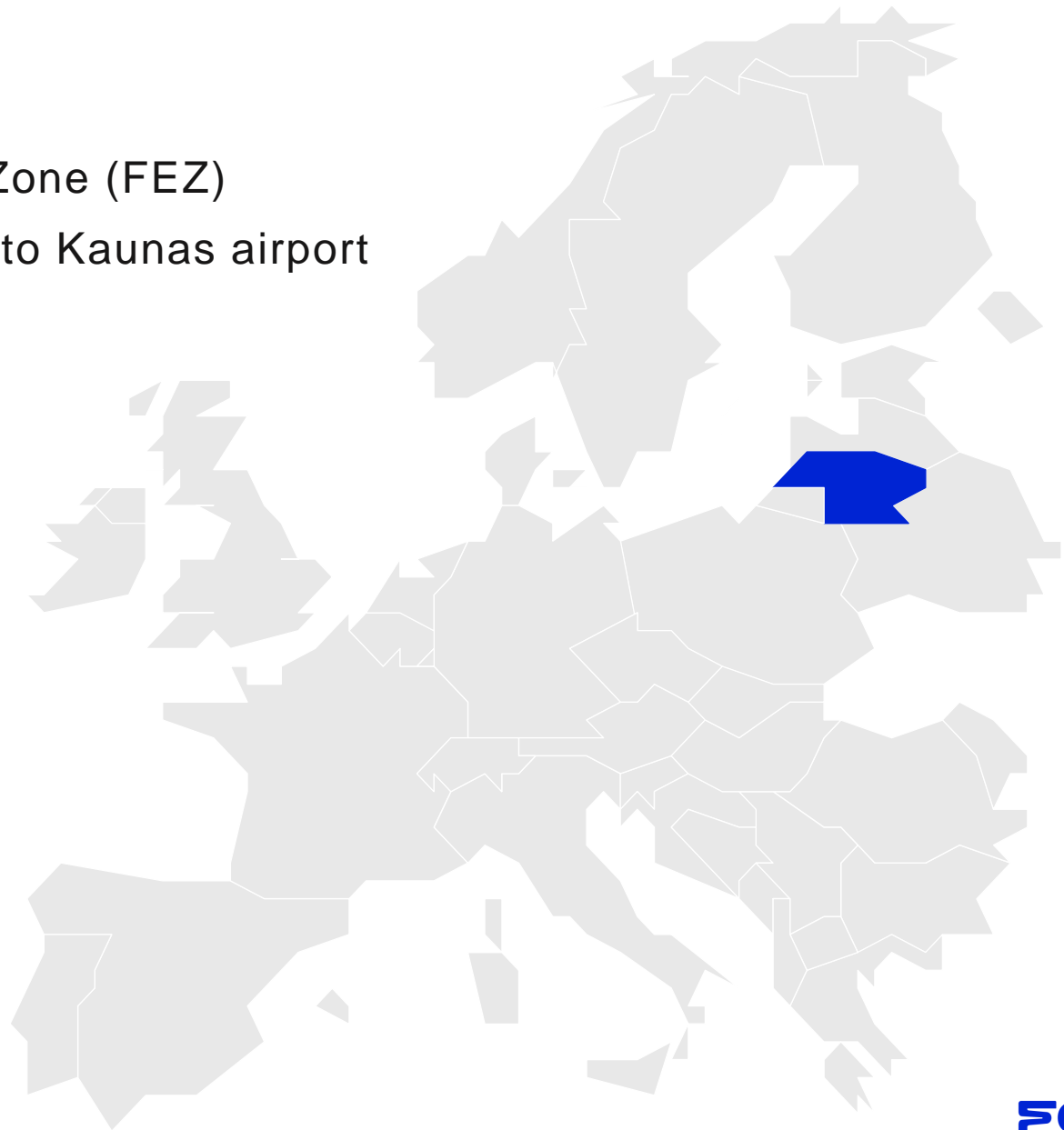


Lithuania was chosen out of originally 17 countries – decision after evaluation of empirical data, on-site visits, interviews with international companies located in Lithuania and consultation of HELLA customers

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

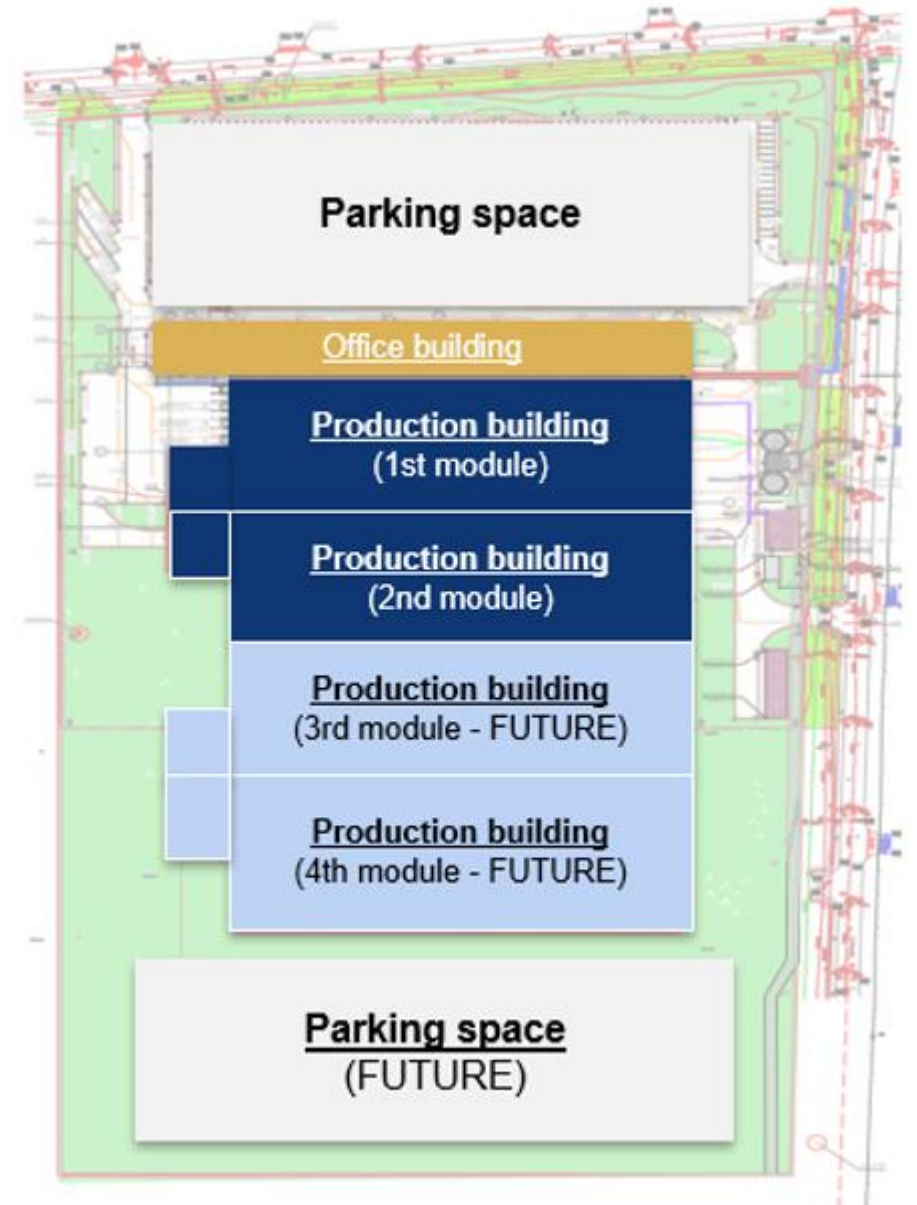
Total size of land plot: 89,297m²

- Utilization in four construction steps
- Extension started 2nd production module & engineering center

Up to 450 employees after second construction phase

Plant today

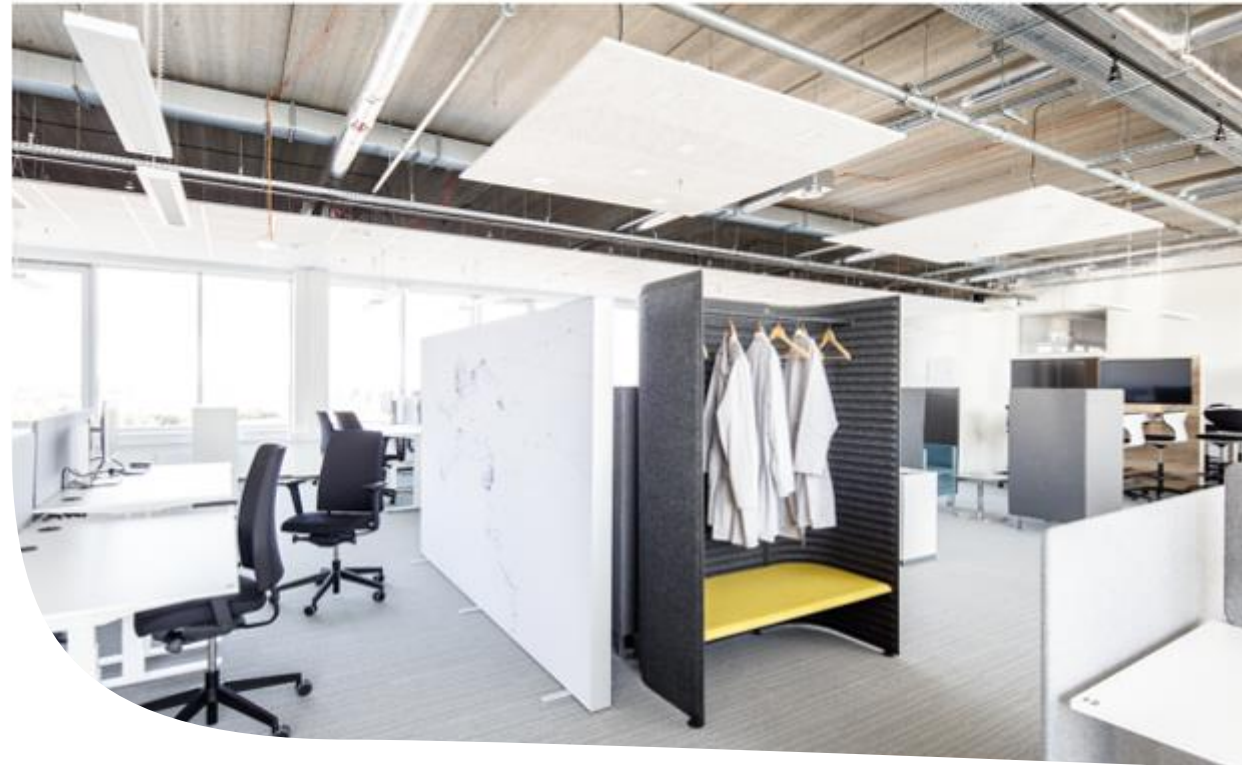
- 7,592 m² shopfloor
- 5,670 m² warehouse
- 3,300 m² office



Flexible Workspace

Combination of open work spaces with meeting areas and deep focus stations

- Height adjustable tables with monitor, docking station, comfortable chairs
- Mobile table reservation system
- Relaxing work spaces 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
- Personal hand luggage for belongings (Laptop, Keyboard, Documents, ..)



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03.

TEAM

Team Structure

402 employees

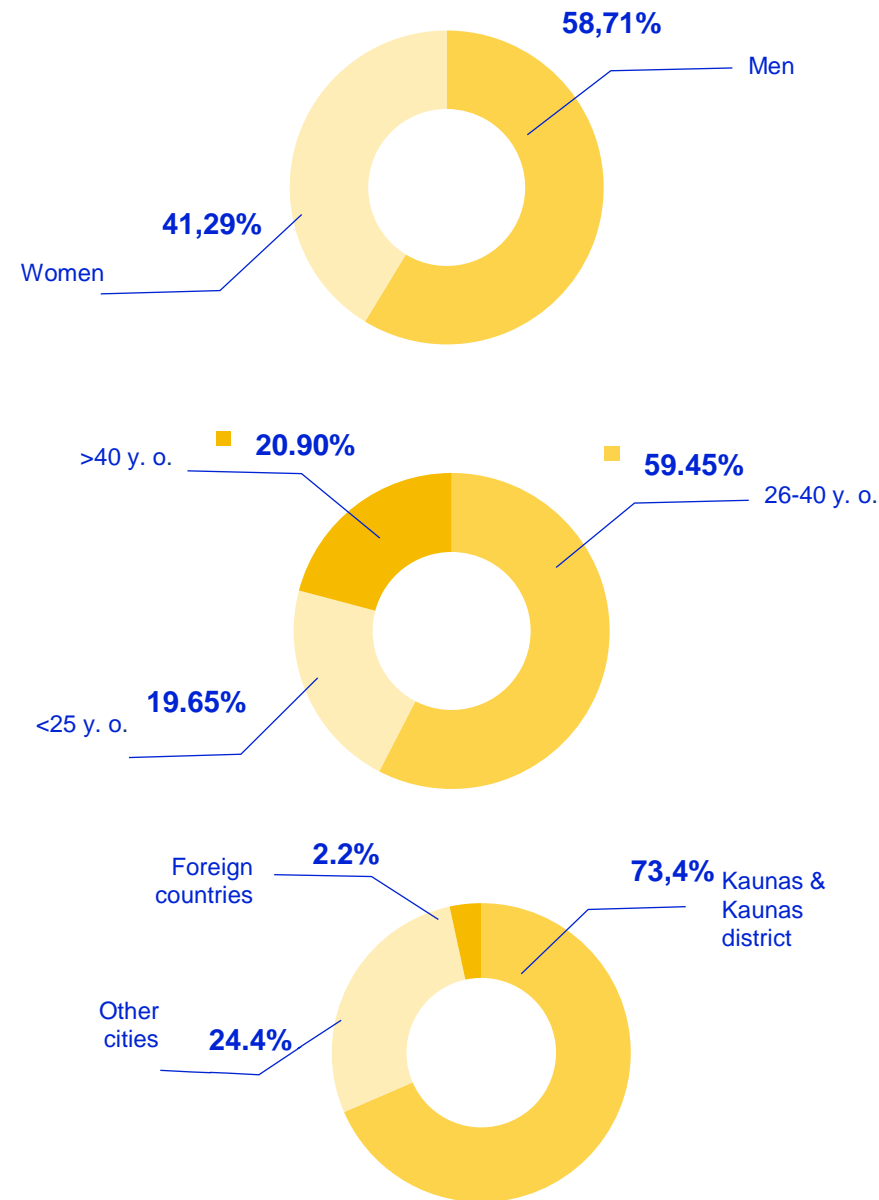
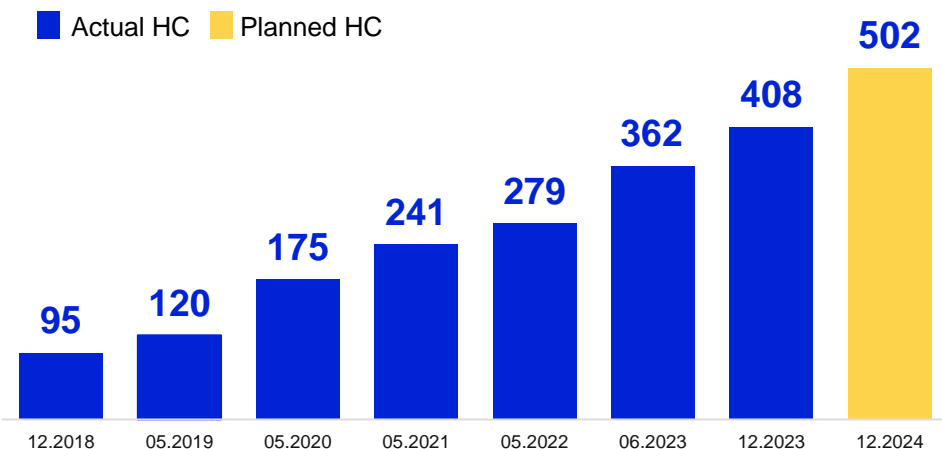
employed by 01.07.2024

33,26 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



HELLA Lithuania

Plačių pažiūrų intraprenerių komanda, veikianti automobilių elektronikos srityje.



04.

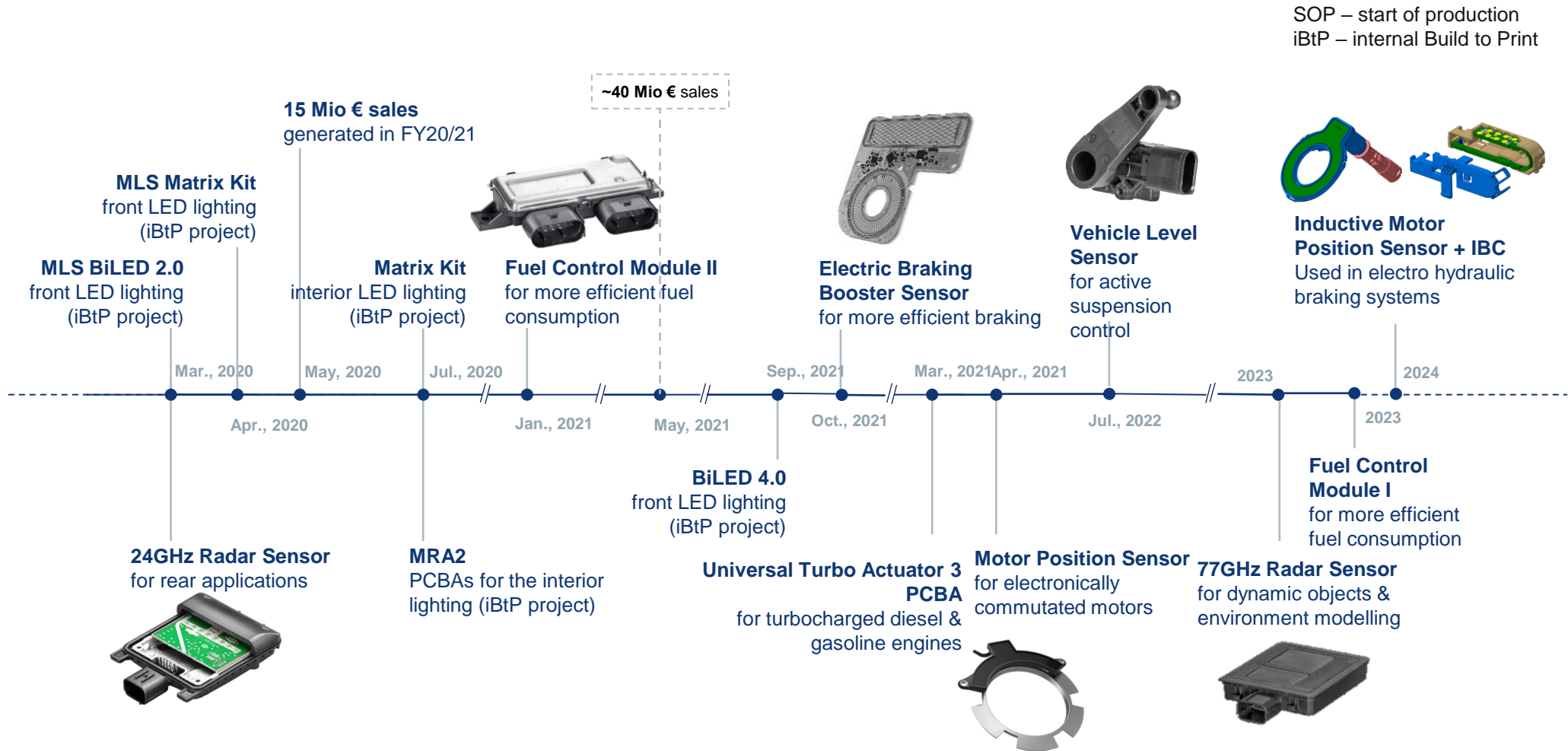
COMPANY ROADMAP

Company highlights

SOP – start of production
iBtP – internal Build to Print



Company highlights and roadmap



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



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