



Technology with Vision

HELLA Lithuania – HLT





01 02 03 04
**HELLA Group
overview**

Facts & Figures

Global market-listed
company with more
than

125

locations in roughly
35 countries



€6.5 bln.

sales in Fiscal Year
2020/2021



Around

36,500

employees worldwide,
thereof almost **8,000** in
Research & Development

One of the top

40



Automotive suppliers in the
world and one of the **100**
largest German industrial
companies

Segments

HELLA – Partner of the automotive industry and the aftermarket for over 100 years



Automotive Lighting + Electronics

Sales ≈ € 5.5 billion*



Aftermarket

Sales ≈ € 0.5 billion*



Special Applications

Sales ≈ € 0.4 billion*

*FY 2020/2021

Confidential ISO 16016



01 02 03 04
**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

A photograph of a modern, multi-story industrial building with a large glass facade. The Hella logo is prominently displayed on the building's exterior. The sky is clear and blue.

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

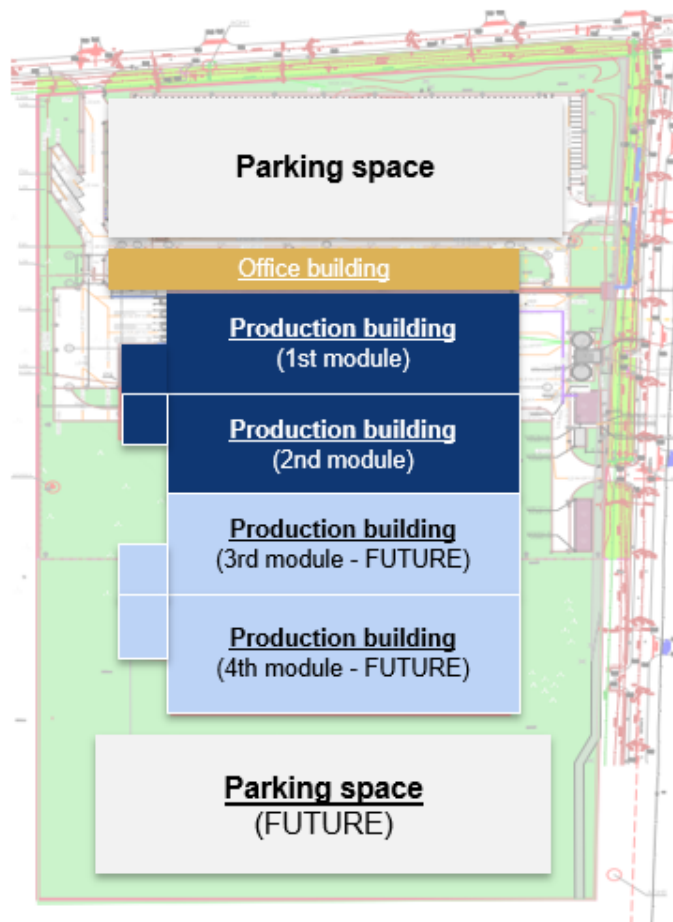
Total size of land plot: 89,297m²

- utilization in four construction steps
- extension started: 2nd production module & engineering center

Up to 450 employees after second construction phase

Plant today

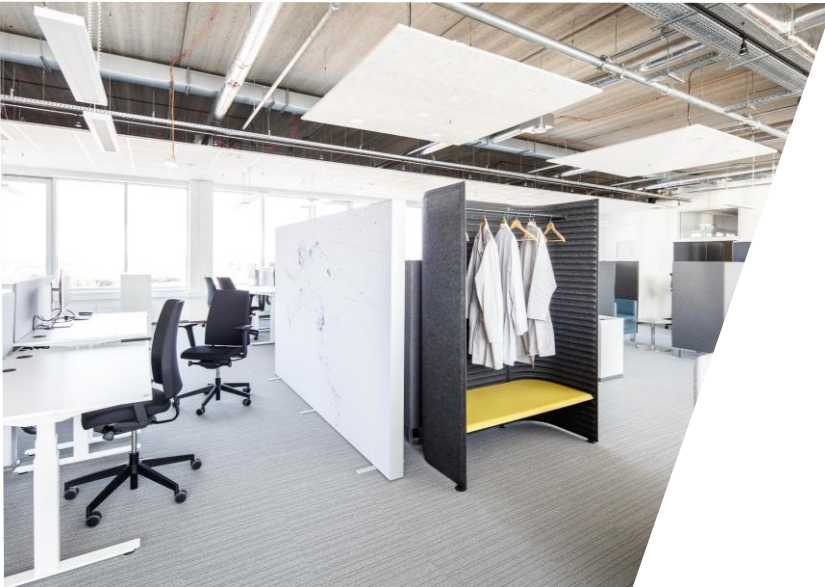
- 7,592 m² shopfloor
- 5,670 m² warehouse
- 3,300m² office





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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Team

Team Structure

266 employees

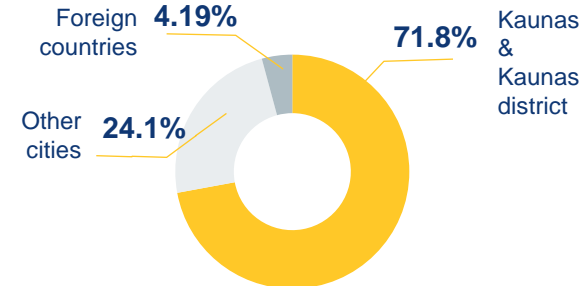
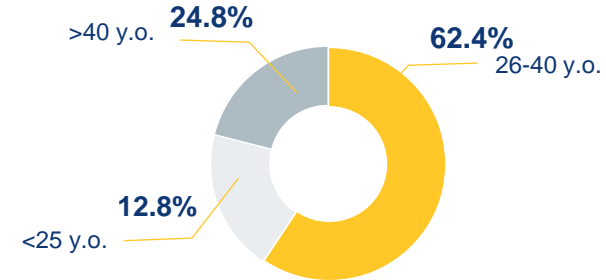
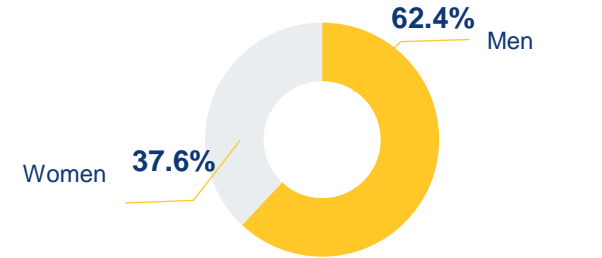
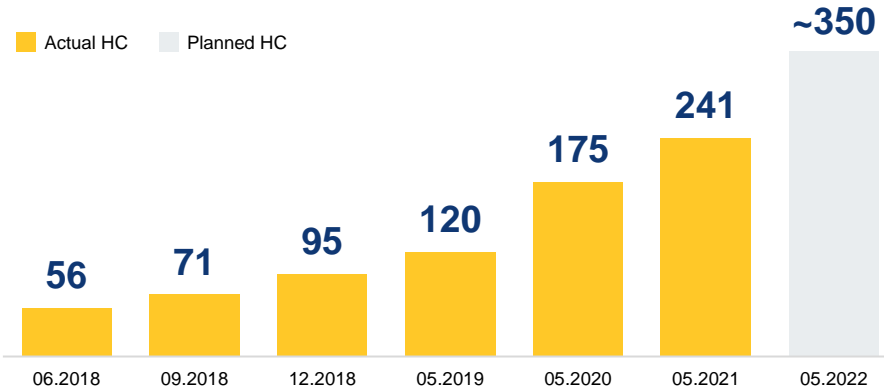
employed by 01.02.2022

34.22 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 open minded 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





01 02 03 04 Company Roadmap



Company highlights

SOP – start of production
iBtP – internal Build to Print



Groundbreaking / Start of construction



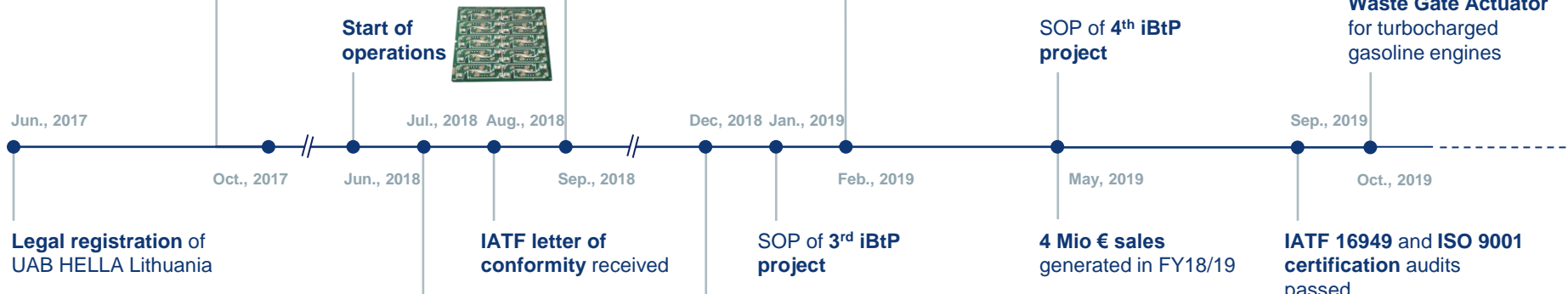
Official opening ceremony



Award: 3rd best employer in Lithuania in manufacturing



Waste Gate Actuator for turbocharged gasoline engines



First shipment to the customer

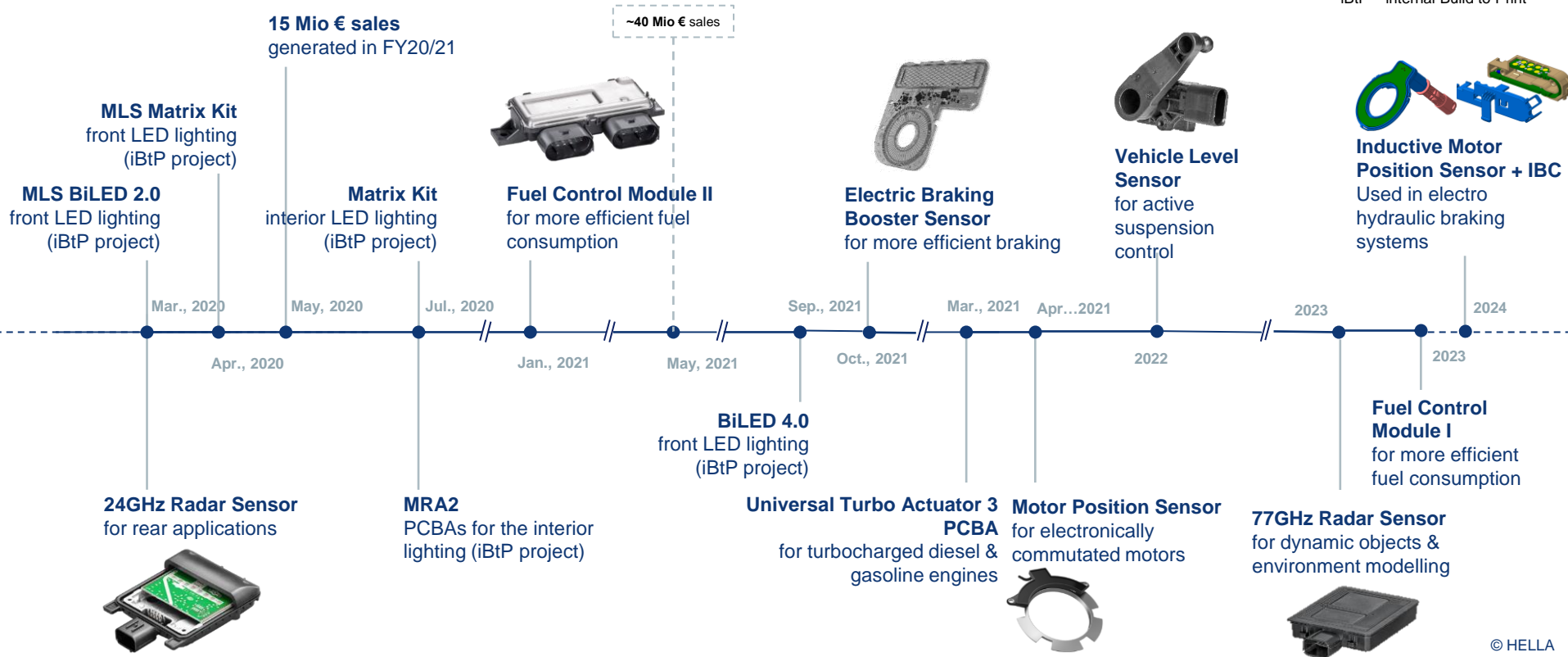


Award: Investment of the 2018 in Lithuania



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

CONTACT

HELLA Lithuania
HLT

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