



A SUSTAINABLE MOBILITY TECHNOLOGY LEADER

Corporate Profile Japan 2024

FORVIA
Inspiring mobility

OUR MISSION

WE PIONEER
TECHNOLOGY
FOR MOBILITY
EXPERIENCES

THAT MATTER
TO PEOPLE






FORVIA Group at a glance

FORVIA: A GLOBAL LEADER IN AUTOMOTIVE TECHNOLOGIES

7th global automotive 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
6 Business Groups	15,000 R&D engineers	80+ automotive customers	78 R&D centers
150,000+ employees	13,000+ patents		40+ countries

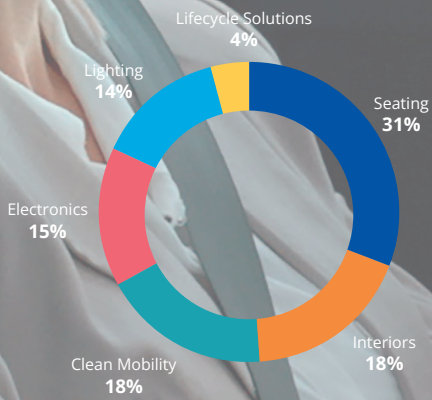
A COMPREHENSIVE PORTFOLIO: SIX INTERNATIONAL BUSINESS GROUPS WITH DIFFERENTIATING PRODUCT LINES

 <p>Seating</p> <ul style="list-style-type: none"> > Seat structures > Complete seats <p>47,000+ employees</p>	 <p>Interiors</p> <ul style="list-style-type: none"> > Instrument Panels > Door Panels > Center Consoles > Sustainable Materials > Surface activation <p>33,000+ employees</p>	 <p>Clean Mobility</p> <ul style="list-style-type: none"> > Ultra low emissions solutions for passenger and light commercial vehicles > Zero emission hydrogen solutions for mobility, energy storage and distribution <p>19,000+ employees</p>
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* Including Clarion Electronics Commercial Solutions All figures as of December 31, 2023

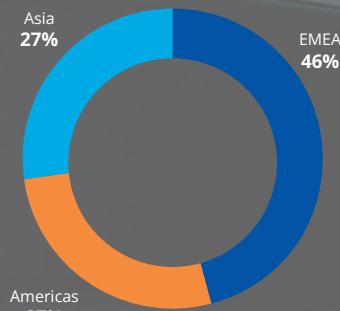
FORVIA'S 2023 BALANCED SALES PROFILE

SALES BY BUSINESS GROUP



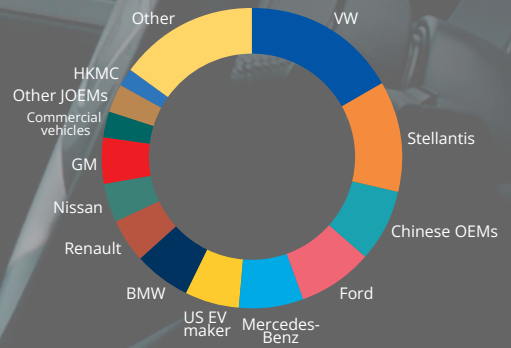
BALANCED MIX OF SIX CORE BUSINESS GROUPS

SALES BY REGION



STRONG PRESENCE IN ALL MAJOR REGIONS

SALES BY CUSTOMER



NO CUSTOMER ABOVE 15% OF GROUP SALES



Electronics

- > Sensors & Actuators
- > Automated Driving
- > Lighting/Body Electronics
- > Energy Management
- > Cockpit Electronics
- > Cockpit Experiences

6,000+ / 14,000+ employees



Lighting

- > Headlamps
- > Rear Lamps
- > Interior Lighting
- > Car Body Lighting

22,000+ employees



Lifecycle Solutions

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

5,000+ employees

FORVIA in Japan

Faurecia Japan K.K. was established in 2005. It currently has sites in Yokohama and Atsugi to provide advanced technologies to a wide range of automobile manufacturers, with three business groups in charge of: Seating, Interiors, and Clean Mobility. In March 2019, Faurecia Group acquired Clarion, a Japanese cockpit electronics manufacturer which had 80 years of history and established Faurecia Clarion Electronics as the fourth business group. Furthermore, in February 2022, Faurecia Group integrated a German auto supplier, HELLA and formed a new group called FORVIA. Today, FORVIA has five legal entities in Japan: Faurecia Japan K.K., Faurecia Clarion Electronics Co., Ltd., Clarion Lifecycle Solutions Co., Ltd., FSVAP Japan Co., Ltd., and HELLA Japan Inc.

FORVIA

Inspiring mobility

FORVIA
faurecia

Faurecia Japan K.K.

Faurecia Clarion Electronics Co., Ltd.

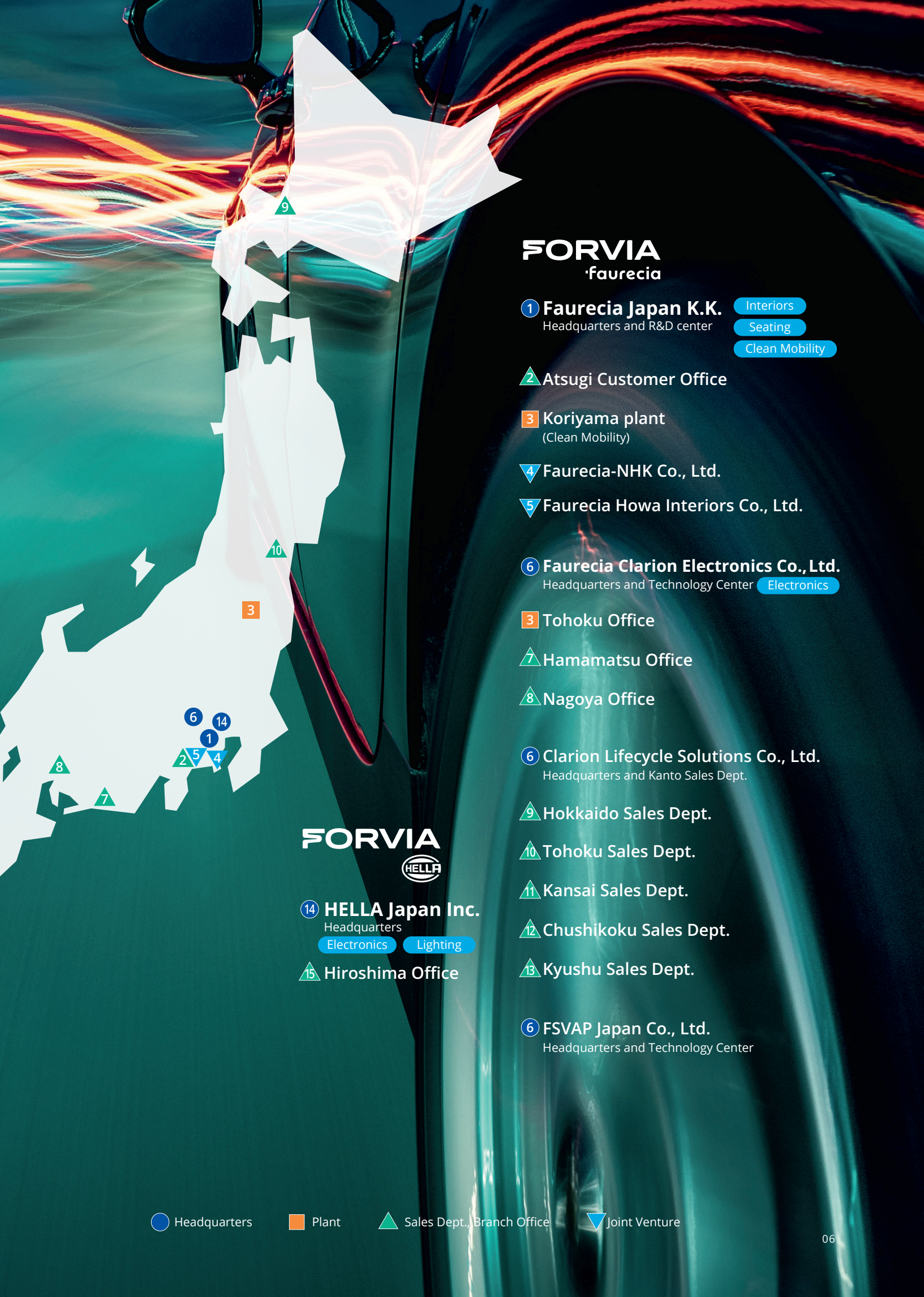
Clarion Lifecycle Solutions Co., Ltd.

FSVAP Japan Co., Ltd.

FORVIA
HELLA

HELLA Japan Inc.





FORVIA

·faurecia

- ① **Faurecia Japan K.K.**
Headquarters and R&D center
 - Interiors
 - Seating
 - Clean Mobility

② Atsugi Customer Office

③ Koriyama plant
(Clean Mobility)

④ Faurecia-NHK Co., Ltd.

⑤ Faurecia Howa Interiors Co., Ltd.

⑥ **Faurecia Clarion Electronics Co., Ltd.**
Headquarters and Technology Center **Electronics**

③ Tohoku Office

⑦ Hamamatsu Office

⑧ Nagoya Office

⑥ **Clarion Lifecycle Solutions Co., Ltd.**
Headquarters and Kanto Sales Dept.

⑨ Hokkaido Sales Dept.

⑩ Tohoku Sales Dept.

⑪ Kansai Sales Dept.

⑫ Chushikoku Sales Dept.

⑬ Kyushu Sales Dept.

⑥ **FSVAP Japan Co., Ltd.**
Headquarters and Technology Center

FORVIA

⑭ **HELLA Japan Inc.**
Headquarters
Electronics **Lighting**

⑮ Hiroshima Office

OUR TECHNOLOGIES

- Digital & Sustainable Cockpit Experiences
- Electrification & Energy Management
- Safe & Automated Driving



One of FORVIA's core principles is to frame everything through the lens of sustainability; another is to see everything from the point of view of end users. In our approach to digital and sustainable cockpit experiences, we bring these two imperatives together, offering solutions that improve comfort and usability while reducing environmental impacts. We develop modular seats and interiors for maximum flexibility, upgradability and sustainability. Our new materials, such as bio-based and recycled compounds, foils and fibers, reduce resource consumption. Combined with lightweight architecture and energy-optimized electronics, they enable significantly lower CO2 emissions. We also offer functions that reduce drivers' cognitive load, allowing them to access menu items while keeping their eyes on the road.

Connected cockpit with Faurecia Aptoide	Faurecia
Skyline Immersive display	Faurecia
Floating image projection with AirVision	Faurecia
Combine heating and lighting with COF'Heat	Faurecia
Ultrathin heated surfaces with Thermal Cocoon	Faurecia
Ecorium: sustainable trim materials	Faurecia
NAFLean: sustainable compounds	Faurecia
Auraloop®: sustainable cushioning	Faurecia
LUMI: Seatback-embedded illumination	Faurecia
VIBE®: Tractile seating technology	Faurecia

Digital & Sustainable Cockpit Experiences

The only constant is change – and in mobility, the pace of change is accelerating. FORVIA’s strategy is to embrace, drive and grow with this transformation. With game-changing shifts toward electrification and connected mobility, the automotive industry must unlock the potential of two key market trends: digitalization and sustainability.



Skyline Immersive display

Our Skyline Immersive Display was a winner of a CES 2024 Innovation Award. This next-generation cockpit interface uses LED rather than LCD screen technology, offering a more visually dynamic and affordable alternative than a traditional Heads-Up Display, and is fully customizable with the automaker’s in-vehicle technology. Information is displayed at the bottom of the windshield to avoid driver distraction, and floating windows allow personalization by the user. This digital cockpit experience delivers flexibility and customization to automakers and vehicle owners alike, without sacrificing functionality or safety.



NAFILEan: sustainable compounds

Developed by Faurecia since 2011, the NAFILean family of bio-composite materials is already found in more than 9 million vehicles worldwide, with plans to accelerate to 15 million vehicles by 2025. It now forms part of the MATERI’ ACT low-carbon portfolio. In 2023, the NAFILean-R compound, combining natural fibers and recycled materials, was recognized in the Innovation Awards organized by CLEPA, the European Association of Automotive Suppliers, for its ability to improve performance while supporting the circular economy and carbon emissions reductions. Combining 20% natural hemp fibers with a matrix of 100% recycled polypropylene, NAFILean-R is used in injection-molded structural parts. The result is an 87% reduction in CO2 emissions compared to industry benchmarks without compromising rigidity or durability. The latest generation, NAFILean Vision, has been developed for visible parts. It integrates various biomass sources and recycled plastics. It offers a wide variety of colors and textures, creating an advanced decorative effect and an impactful appearance.



VIBE® : Tactile seating technology

A contract was signed in 2023 with a top-tier German OEM for VIBE®, an industry-first innovation that embeds tactile sensations within the car seat. This biomechanics solution will enhance safety : its Advanced Driver Assistance System (ADAS) features haptic alerts for blind spots, lane changes, speed limits and drowsiness. By emitting warm, lowfrequency vibrations through the seat foam, it also offers a heightened level of immersion for music and entertainment, or promotes relaxation or boosts energy. Developed with the audio-haptic expert Aurasens, VIBE® is set to make its debut at the end of 2025, transforming the driving experience.



FORVIA is supporting automotive manufacturers as they reduce fleet emissions, comply with air-quality regulations, and shift from ultra-low to zero emissions. There is no universal one-size-fits-all technology solution: considering the variety of user requirements for vehicles, regional regulations, automakers' roadmaps, and the uncertainty surrounding raw material supply for batteries, tomorrow's mobility environment will be characterized by a mix of powertrain technologies.

To meet these diverse needs, FORVIA offers a range of solutions: ultra-low emissions technology for depolluting 22 million internal combustion engine passenger and light commercial vehicles; a growing portfolio of technologies to optimize the performance, range and efficiency of battery electric vehicles; storage and distribution systems; and fuel cell stacks through our joint venture Symbio for zero-emission hydrogen. In strategic terms, this broad product portfolio ensures the relevance of our offer across all powertrains.

Powertrain&Electrification 2.0	Faurecia & HELLA
Battery Management System	HELLA
DC/DC Converter	HELLA
Coolant Control Hub	HELLA
High Voltage Powerbox	HELLA
Intelligent Power Distribution Module	HELLA
Conformable Hydrogen Tank	Faurecia
Smart Tank System	Faurecia



Hydrogen solutions: tanks for trucks

The pioneering Faurecia Hydrogen Solutions division is targeting two key verticals: hydrogen mobility and hydrogen transportation and distribution. Developed specifically for trucks, the XL Type IV composite storage tank represents a leap forward in hydrogen mobility for heavy goods vehicles. Pressurized at 700 bars, the Type IV tank offers up to 80% more storage capacity than 350-bar tanks and complies with side tank truck installation and belt mounting. This enables a real boost in vehicle autonomy and a path to market leadership for FORVIA in this segment – no wonder it was recognized in the 2023 Innovation Awards organized by CLEPA, the European Association of Automotive Suppliers.

Electrification & Energy Management



With our industry-leading expertise in lighting, sensors, perception software and actuation, FORVIA provides solutions both inside and outside the vehicle. These are already playing a vital role in making the driving environment safer for all road users. Our innovations include radar and camera solutions, best-in-class sensors, intelligent lighting, interior monitoring, eMirrors, and by-wire technology, replacing mechanical systems and paving the way to automated driving. With our focus on safety-critical solutions, we are helping to build public trust in tomorrow's automated and autonomous mobility modes.

Front/Rear Phygital Shields	HELLA
Dynamic lighting with FlatLight I μMX	HELLA
HD lighting with SSL technology	HELLA
Traffic Rules Engine	HELLA
See through your vehicle with eMirror Safe UX	Faurecia
Radar portfolio for powerful 360° coverage	HELLA
Smart Car Access System	HELLA
Driver Monitoring System	Faurecia
Activating interior surfaces with Light Tile Technology	Faurecia



Activating interior surfaces

FORVIA is innovating to “activate” the car interior for the purposes of safety or aesthetics, converging the physical and digital to create a phygital cockpit. An example is our Light Tile Technology, which won a CES 2024 Innovation Award. A transparent light tile is perfectly integrated into the upper door panel, providing a high-quality display of the outside vehicle environment to detect potential risks. In addition to serving as an ADAS, the tile technology can be used for dynamic ambient surface lighting to produce a unique onboard atmosphere.



eMirror Safe UX

Winner of a CES 2024 Innovation Award and certified for both EU and Chinese standards (FORVIA was the first to get certification for an eMirror in China), the latest generation of our eMirror Safe UX software platform helps drivers better see their environment by replacing side and rearview mirrors with a camera-based system to provide better visibility, safety alerts, and fuel/energy efficiency. Transparent View, Reactive Dimming, and Advanced Image Processing are software features expanding the driver's field of view and improving visibility in challenging environments.

Safe & Automated Driving

FORVIA's 2023 sustainability performance

At the date of publication of this report, Faurecia owns more than 80% of HELLA, and the two companies form the FORVIA Group. The consolidation of FORVIA Group data is underway for certain topics. To ensure a better understanding, it is important to note the following points:

- At the end of May 2023, the company Faurecia SE (European company) became FORVIA SE. When the term 'FORVIA SE' is used, it refers to the scope of the former Faurecia SE entity.
- When the term 'FORVIA' is used, it refers to the combined scope of Faurecia SE and HELLA.

Governance ⁽¹⁾

A diverse, international, multidisciplinary Board of Directors

4

Executive Committee meetings on sustainable transformation initiatives per year



83%

independent Board members

14

Board members, including 2 employee representatives and 5 women (42%)

1

'Governance, Nominations & Sustainability' Board Committee

2

ESG criteria linked to remuneration (gender diversity and CO₂ emissions)

Planet

0.69

CO₂ emissions scopes 1 & 2 (MtCO₂eq)

13.5

CO₂ emissions scope 3 (MtCO₂eq) (excluding use phase of sold products)

8.9

waste intensity (tons waste/€ millions of sales)



26

CO₂ intensity (tCO₂eq scopes 1 & 2 / € million of sales)

120.3

water intensity (m³/€ million of sales)

24.9%

share of revenues aligned with the green taxonomy

Business

97%

of targeted employees trained in the Code of Ethics



2.70

accidents with and without stoppage per million hours worked (FR1t indicator)

84% ⁽²⁾

of direct purchasing volume assessed for CSR performance

45/100

minimum score for suppliers assessed by EcoVadis

People

27% ⁽¹⁾

of women among the top 300 leaders



28.6%

of women among managers and skilled professionals

26.9 ⁽¹⁾

training hours per employee

(1) FORVIA SE data (excluding HELLA)

(2) FORVIA scope including the top 200 suppliers in HELLA's panel

SUSTAINABILITY WE RAISE OUR AMBITION

2045 **CO₂ Net-Zero**

2030

-45% CO₂ Scopes 3

MATERI'ACT 

designed for Scope 3

2025

CO₂ neutral

Scopes 1 & 2

WE SPEED UP OUR ACTIONS

1st

automotive company with **net-zero target** approved by the Science Based Targets initiative

Scopes 1 & 2:
Carbon neutral in 2025

1 year

ahead of schedule in 2023

Inauguration of

MATERI'ACT 

in 2023

CO₂ criteria in short term compensation for

4,800

managers*

Energy efficiency

-26%

in 2023 versus 2019

Inauguration of Allenjoie,

1st

industrial site in France awarded with the **BREEAM Excellent** certification

Inauguration of FORVIA's

1st

Net Zero plant Fengcheng, China in 2023

FORVIA Foundation

8,000

people supported since 2020

FORVIA renewable (solar + wind) Up to

700GWh

capacity in 2024

A rating

by CDP for transparency on climate change in 2023

Scope 3

-45%

by 2030

designed _____
for **SCOPE 3**

2030

35% women managers & professionals

30% women in top 300

*Excluding FORVIA HELLA perimeter

SOCIAL RESPONSIBILITY

Contributing to Society

We put people – our employees, customers, stakeholders and communities – at the center of our activity. After all, mobility is not just about how we move, but how we live. Our greatest asset is our teams, whose excellence and diversity gives FORVIA its edge as a global technology leader.

Learning Organization



FORVIA's core businesses are undergoing a rapid transformation. The Group strives to ensure its staff remain employable throughout their working lives via learning, professional mobility and on-the-job training. This is the best way to guarantee that everyone can reap the benefits of technological advances, innovation and changing work practices, whilst being prepared for change and challenges.

Diversity and Inclusion



Diversity is one of FORVIA's strengths. It is a source of motivation for employees, it has positive impact on FORVIA's performance and it is a fundamental driver of our transformation, as a more diverse and inclusive workforce gives us a richer understanding of our environment and acts as a key catalyst for innovation. FORVIA promotes diversity as an asset, acts for inclusion and fights against all forms of discrimination.

Diversity is a multi-dimensional concept that includes a person's origin, religion, gender, disability status, sexual orientation, training experience, or any other difference. It is already part of FORVIA's culture and identity: employees spanning 140 nationalities and backgrounds have been central to the company's success. The Group is committed to create an inclusive culture in which all forms of diversity are seen as a genuine source of value and that provides equal opportunities for all, based on performance and potential.

Local Solidarity Actions



FORVIA is a member of the community in each region where it operates worldwide. The Group contributes to local economic development and creating local social value. It has a responsibility to maintain a frank, ongoing dialogue with the communities near to its sites to ensure that its operations are harmoniously integrated in each region.

The Group aims to strengthen its commitment to local communities by initiating or contributing to projects and programs that address local needs, and by offering its expertise and resources in support of these actions. The Group's societal engagement is based on local economic development and local solidarity actions initiated by employees and the FORVIA Foundation.

Faurecia Japan K.K.

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Atsugi Customer Office

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1-24-13, Asahi-cho, Atsugi, Kanagawa, 243-0014
Tel: +81 46 (226) 8150

Koriyama Plant (Clean Mobility)

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Koriyama, Fukushima 963-0725

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Hamakyo Rex Hamamatsu Eki Minami Building 3F
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Clarion Lifecycle Solutions Co., Ltd.

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Kanto Sales Dept.

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Kansai Sales Dept.

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Kyushu Sales Dept.

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