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THE FORVIA FOUNDATION:

rooted in communities, driving positive change

LAUNCHED IN 2020

to empower FORVIA's global workforce to make a difference.

6,000 **PEOPLE**

benefited to date from these employee-led initiatives.

MISSION

is to support employee solidarity through impactful projects in the communities where FORVIA sites are located.

The Foundation also allows immediate

RESPONSE TO EMERGENCIES

providing humanitarian aid in times of crisis.

3 AREAS OF ACTION

Mobility

Environment

Creating positive change in three key areas



Bridging the education gap

Expanding access to learning in remote locations

Promoting inclusion and equal opportunities for all

Developing infrastructure and providing resources for quality education

Reimagining mobility

Ensuring everyone has the freedom to move safely and independently

Promoting sustainable transportation solutions

Fostering reuse and recycling in the mobility sector





Protecting the environment

Raising awareness about environmental conservation

Reducing waste and promoting sustainability

Saving resources and energy

€3 M yearly budget calls to action:
rallying employees
to create positive
change in their
communities
through a yearly
call for projects

SINCE 2020

projects funded:
supporting
employee-led
projects that
address local
challenges
and empower
communities

6,000

lives impacted in the local communities around FORVIA sites



Foreword

and a catalyst for societal

innovation. We turn our

sustainability convictions

into reality with our

employees and explore new

solutions for a better future

with our partners.

2020, we launched our corporate To amplify Foundation, driven by a commitment has developed to be a responsible member in the communities The FORVIA Foundation where we have our sites.

The FORVIA Foundation is both a force for action

With rising social and environmental challenges, we wanted to give our employees the resources to partner with communities in addressing pressing concerns. Our employees worldwide have fully embraced this mission,

inspiring and leading 60 impactful solidarity projects so far, centered on 3 pillars: mobility, education and the environment.

The FORVIA Foundation has become a powerful force for good, allowing us to react swiftly to emergencies such as the COVID-19 pandemic, the war in Ukraine, and major natural disasters. By mobilizing resources and support, we've made a tangible difference in times of crisis.

To amplify our impact, the FORVIA Foundation has developed partnerships with trusted NGOs

on the ground, most recently Plastic Odyssey and the Maud Fontenoy Foundation. Their invaluable expertise, combined with our resources, allows us to tackle complex challenges more effectively.

Together with the dedicated FORVIA employees who volunteer their time and energy, the Foundation is working to

build a more sustainable and equitable future for all. The positive impact we create together is a true testament to the collective spirit of FORVIA.



Governance



Patrick KOLLER Foundation Chairman & FORVIA CEO



SOUNILLAC

Board member
& FORVIA
Executive
Vice-President,

Human Resources

Jean-Pierre



SCHMITT

Board member
& Treasurer
& FORVIA
Executive
Vice-President,

Christophe



Board member & FORVIA Executive Vice-President, Group Communications, Public Affairs and Sustainability

CHANIAL



VARLET
External board
member
& President
of Faur'Ever



CHARHON

External board
member &
Former CEO of
Fondation de
France & Founder
of Médecins Sans
Frontières



Isabelle CORNU Foundation General Delegate



Eugénie WARTEL Foundation Operational Delegate



Seating

Vincent LEROY Foundation Treasurer Delegate

The FORVIA Foundation is led by a board made up of **four internal board members and two external board members** who meet twice a year to set strategic direction and make key decisions. Day-to-day operations are overseen by a **team of three delegates.**



Employee changemakers

Empowering our employees to become change agents through calls for projects and a volunteering platform

Turning employee energy into impactful solutions for local communities



Solidarity Calls: an annual call for smaller to medium-sized projects tackling needs within local communities (each call runs from October to December)

Solidarity Pioneers: a call every two years for more ambitious projects (applications open from June to

Solidarity Hub: a digital platform to connect employees with local charities for one-off volunteering opportunities such as skill sharing or lending a helping hand

Solidarity partners

Focus

Joining forces with established NGOs through three-year partnerships to combine resources and expertise and make a long-term impact

Impact

Amplifying our reach on specific challenges

Our partners





Major partners: Plastic Odyssey, Maud Fontenoy Foundation

Other partners include Noé, C'Possible, Fondation de France, Mobile School

Emergency

Providing swift and focused humanitarian aid delivered through trusted NGOs

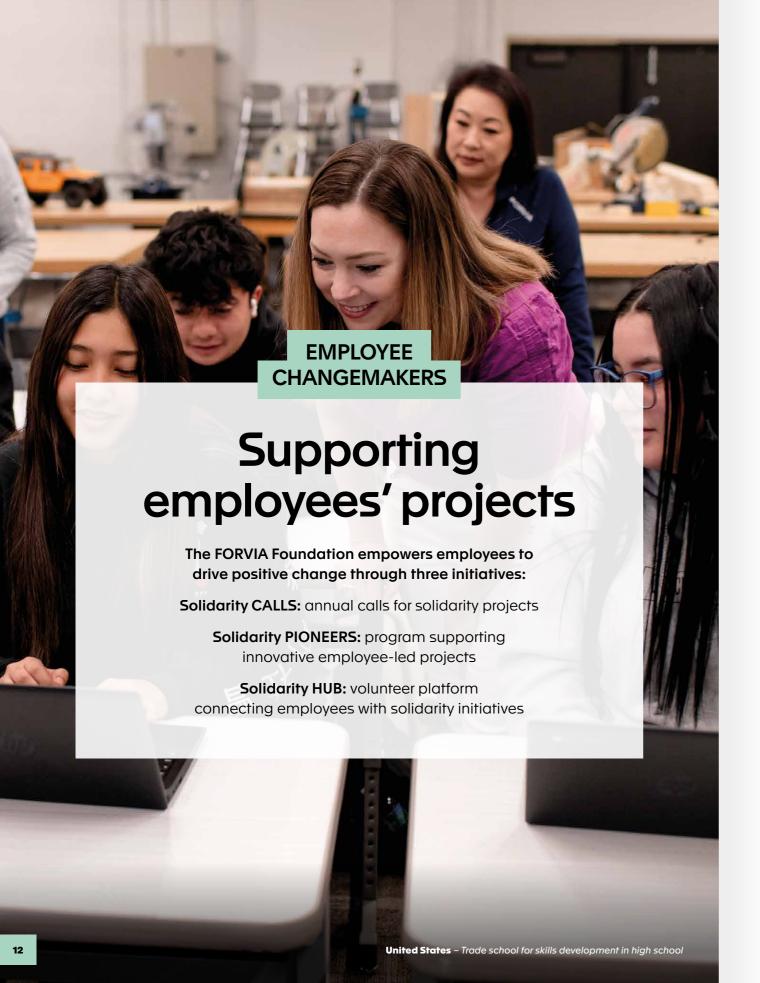
Delivering essential resources where and when

Our actions

Vital support during the COVID-19 pandemic in France, China and India

Immediate and medium-term support to help those affected by the war in Ukraine

Aid to victims of major earthquakes in Morocco and Turkey





2023 Call for solidarity projects

Each year since its creation, the FORVIA Foundation has fostered employee solidarity through its annual Solidarity Call for projects. To date, 60 employee-driven initiatives have been funded. In its fourth successful year, the 2023 call spanned all **300** international company sites and was translated into ten languages.

In 2023, **26** new projects were selected. Altogether, employees' impactful projects received over **€1,130,000** from the Foundation last year. Implemented alongside non-profit partners, these employee-driven projects will positively impact the lives of over **2,000** people across **11** countries.

130

projects submitted by passionate employees worldwide

26

new projects selected in 2023

14

target advancements in **education** 6

focus on
environmental
protection

6

provide support for improved **mobility** solutions 5

existing projects continued to be supported by the Foundation in 2023



2023 Employee-led solidarity projects



UNITED STATES

100

young adults with disabilities will benefit from a new learning program in their training center, through the funding of a wildflower garden and a delivery van

500

community shelter residents will gain access to critical services and appointments thanks to a new transportation van

100

disadvantaged students will develop new skills in the new 'trade school' located in a high school

SOUTH AFRICA

1

tunnel has been funded to facilitate the migration of frogs under road infrastructure in an area where their habitat is threatened by human activity

FRANCE

35

young migrant minors will benefit from the expansion and creation of dormitories within a center for education and vocational training

95

children in institutions/hospitals will benefit from learning and social support through physical and digital visits

PC JGAL

150

children from Bragança schools will be involved in reforestation actions (planting 2,000 native trees), riverbank cleanup, and preservation of wild pollinators (creating 5 green corridors)

50

children with disabilities will benefit from the adaptation of their school (elevator, extended bathrooms and adapted furniture)

SPAIN

50

children with cancer will receive educational and emotional support in their primary schools

SLOVAKIA

80

children will be able to play in their orphanage's new ecofriendly playground

60

students with mental and physical disabilities will be able to use their new computer lab

16

children will benefit from the renovation and provision of educational materials in their small rural preschool

ROMANIA

46

children with disabilities will be able to use the new elevator in their day center

87

children will benefit from a computer lab with new equipment adapted to the needs of their rural school

10

autistic children will develop computer skills to take advantage of opportunities in the field of IT

CZECH REPUBLIC

60

children with disabilities and their families will enjoy new activities in summer camps

300

primary and secondary students will participate in excursions to plant 12,500 trees in a deforested local area

۶

children with disabilities will be provided with adapted bikes

35

children with disabilities will have improved mobility thanks to their center's new electric minibus

ITALY

700

children from 20 isolated villages will enjoy a year of visits from a mobile library in an electric truck and receive a book as a gift

INDIA

150

children from a rural area will benefit from the installation of solar panels in their boarding school, now energy independent

300

people with disabilities from low economic backgrounds will receive wheelchairs designed and manufactured by HELLA

2,000

indigenous trees will be planted to create an urban forest

1,000

villagers will benefit from a new 100 kW solar farm

CHINA

30

reading corners created in 5 rural primary schools to improve children's reading and writing skills

700

students from rural areas will benefit from computer rooms equipped with recycled 'green IT' equipment and the renewal of two existing IT classrooms

Continuing support

In 2023, the Foundation provided ongoing support totaling $\tt \&260,000$ to five existing projects addressing a range of social needs.

ARGENTINA

Mentoring and scholarships for vulnerable teenagers

FRANCE

- Training in industrial maintenance for school dropouts
- Accommodation
 social support for the homeless

CZECH REPUBLIC

Electric vans for daycare centers serving those in need

CHINA

Afterschool centers for migrant workers' children

EMPLOYEE CHANGEMAKERS

A look back at past projects



Supporting the education and integration of children and families in two refugee centers.

> 252 young refugees

Financing digital tools & providing training for children in need.

> 50 children & 30 families

FRANCE

Providing accommodation support and inclusion measures for homeless people.

Setting up of 1 mobile space to help with the orientation and integration of young people who have dropped out of school or lack qualifications in rural areas in eastern France.

> 45 students

Supporting the creation of a school offering vocational training in

industrial maintenance.

> 100 students



GERMANY

Financing the purchase of a minivan for a residence for the disabled.

> 22 residents

Financing digital equipment to support a digital coaching program for vulnerable parents to help them better support their children in digital media use.

> 100 families



SLOVAKIA

Introducing ecofriendly practices to a primary school

> 100 children

ITALY

Refurbishing computers so that children can follow classes online.

CZECH REPUBLIC Financing

minivans for

3 non-profit

> 100

organizations helping children

with disabilities.

beneficiaries

and providing

training.

> 300 children

Ecofriendly assistance and deliveries for families impacted by COVID-19.

> 1,000 families

ROMANIA

Donating digital tools & providing extracurricular activities for disadvantaged children.

> 62 children

Providing a minibus to improve the social inclusion of children with disabilities.

> 44 children

Road safety training and social activities to improve the social inclusion of children with disabilities.

> 30 children

Sports & cultural education to improve the social inclusion of children with disabilities.

> 120 children

Setting up an IT lab in a school located in a disadvantaged

> 150 children

Building a lecture hall in a rural school.

> 150 children



PORTUGAL

Supporting an environmental education program for seniors organized by young people. > 40 seniors & 8 young

UNITED STATES

Installing wheelchair ramps to improve the independence of people with disabilities.

> 6 families



MEXICO

Reforesting project that redistributes the benefits to a children's charity. > 12,000 trees per year & 100

BRAZIL

Vocational training for school dropouts. > 275 children



Mentoring & scholarships for vulnerable teenagers.

> 10 students

Restoring indigenous forests to improve the livelihood of local farmers.

> 25 farmers & 300 students



MOROCCO

Providing bikes that allow children from remote villages to go to school by themselves. > 100 children

TUNISIA

Vocational training for school dropouts.

> 100 children



VIETNAM

Financing scholarships and providing materials to offer a brighter future for schoolgirls in Mekong.

> 50 schoolgirls

CHINA

Funding afterschool centers

> 700 children



Improving education for girls in two schools.

> 400 schoolgirls

Improving facilities and training at a residential school for the visually impaired.

> 130 residents

Creating a green energy village.

> 300 families

Increasing the capacity of a school and dormitories in a rural residential school.

> 70 schoolairls

EMPLOYEE CHANGEMAKERS FORVIA Foundation | 2023 Activity Report

Education



France



Financing Kolibri workshops for hospitalized children. Project selected in 2023.

"In 2006, I spent a transformative 6 months volunteering as an activity leader with L'enfant@l'hôpital, a French non-profit dedicated to improving the lives of hospitalized or disabled young people. This experience left a lasting impact on me.

L'enfant@l'hôpital runs a unique program called Kolibri, which connects hospitalized children with travelers worldwide. Through the Kolibri app, children build meaningful connections with these travelers, meeting them virtually before their trips and receiving weekly updates on their adventures. This program fosters a sense of connection and joy for children facing challenging circumstances.

I'm incredibly grateful that the FORVIA Foundation supports organizations such as L'enfant@l'hôpital and their programs like Kolibri. It allows me to continue contributing to this impactful work and bring smiles to these children's faces."



Camille Ghibaudo

FORVIA Innovation & Partnerships Senior Manager, Paris, France



Romania

Financing training and social activities promoting the inclusion of neurodivergent children. Project selected in 2022.

"Every child deserves the opportunity to reach their full potential. That's why I'm passionate about supporting organizations that promote the inclusion of children with disabilities. Copii si Zane is a charity whose mission is to reduce social isolation for children with autism and developmental delays. They offer a combination of outdoor weekly group activities and individual therapy sessions. These programs not only teach essential skills like outdoor safety, but also foster crucial peer interaction. Witnessing the positive impact on these children's lives is truly inspiring."

Teodora Miulescu

FORVIA HELLA Financial Reporting Specialist, Timișoara, Romania





France – Noé partnership project leaders - Restoring pollinator habitats at FORVIA's Caligny site

Environment

Benefiting children

FORVIA Clean Mobility Europe Launch Director, Mlada Boleslav, Czech Republic

Supplying minibuses for the mobility impaired. Project selected in 2022.

"Providing three hybrid minibuses over three years for three centers will significantly improve the quality of life for people with reduced mobility. One minibus will provide transportation for disabled children to daycare centers, ensuring they can access essential care and social interaction. Another will support the elderly or ill with their daily activities, fostering independence and a sense of community. The third minibus will empower deaf athletes by transporting them to training and competitions, helping them pursue their sporting dreams."

Ivana Burkonova, Petr Vrana, Jana Ponocná











Benefiting

people with mobility issues



General Manager, FORVIA HELLA Design & Development, Components, Gurgaon, India

Czech Republic



Financing adapted bikes for children with disabilities. Project selected in 2023.

"It's inspiring to see a global leader like FORVIA giving back through the Foundation. As an employee, I'm incredibly proud to be part of this impactful work. Donating adapted bikes may seem like a small gesture, but for these children, it's life-changing. It grants them a $sense \, of freedom \, and \, mobility. \, Seeing \, the smiles \, on those \,$ eight faces - that's what makes everything worthwhile."



Marek Cizek



India

Designing & manufacturing wheelchairs for people in need. Project selected in 2023.

"Limited mobility can be incredibly isolating for people with disabilities, especially when good quality wheelchairs are out of reach. Sadly, even some donated wheelchairs are unsuitable due to poor quality or lack of customization. That's why I'm so passionate about supporting this project. Contributing to the well-being of those in need, particularly those facing mobility challenges, aligns perfectly with my values. It's a privilege to be part of something that makes a real difference."



South Africa



Financing green tunnels for frog migration. Project selected in 2023.

"Thanks to the FORVIA Foundation's funding, we can now help endangered frogs safely cross under roads in an area threatened by human development. This project is crucial for creating a more sustainable future for these fascinating amphibians. I'm passionate about raising awareness among our employees about the beauty and importance of protecting nature as a whole."



Ansie Barrett

FORVIA Plant HSE Specialist, Cape Town, South Africa



Creating a Green Village near Pune Project selected in 2021.

"It gives me great satisfaction to contribute to protecting nature and helping those in need. The FORVIA Foundation's support is a game-changer. It empowers employees to champion local causes and truly amplifies our impact."

Sachin Chougule



34

4.000

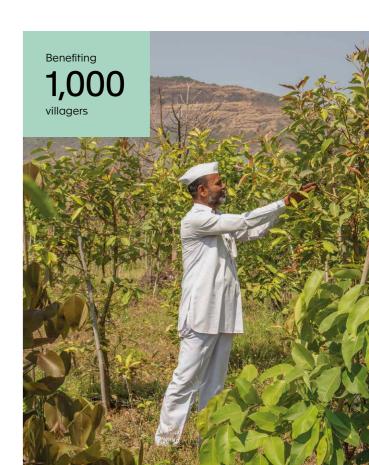
medicinal trees planted

families provided with biogas units to stop deforestation

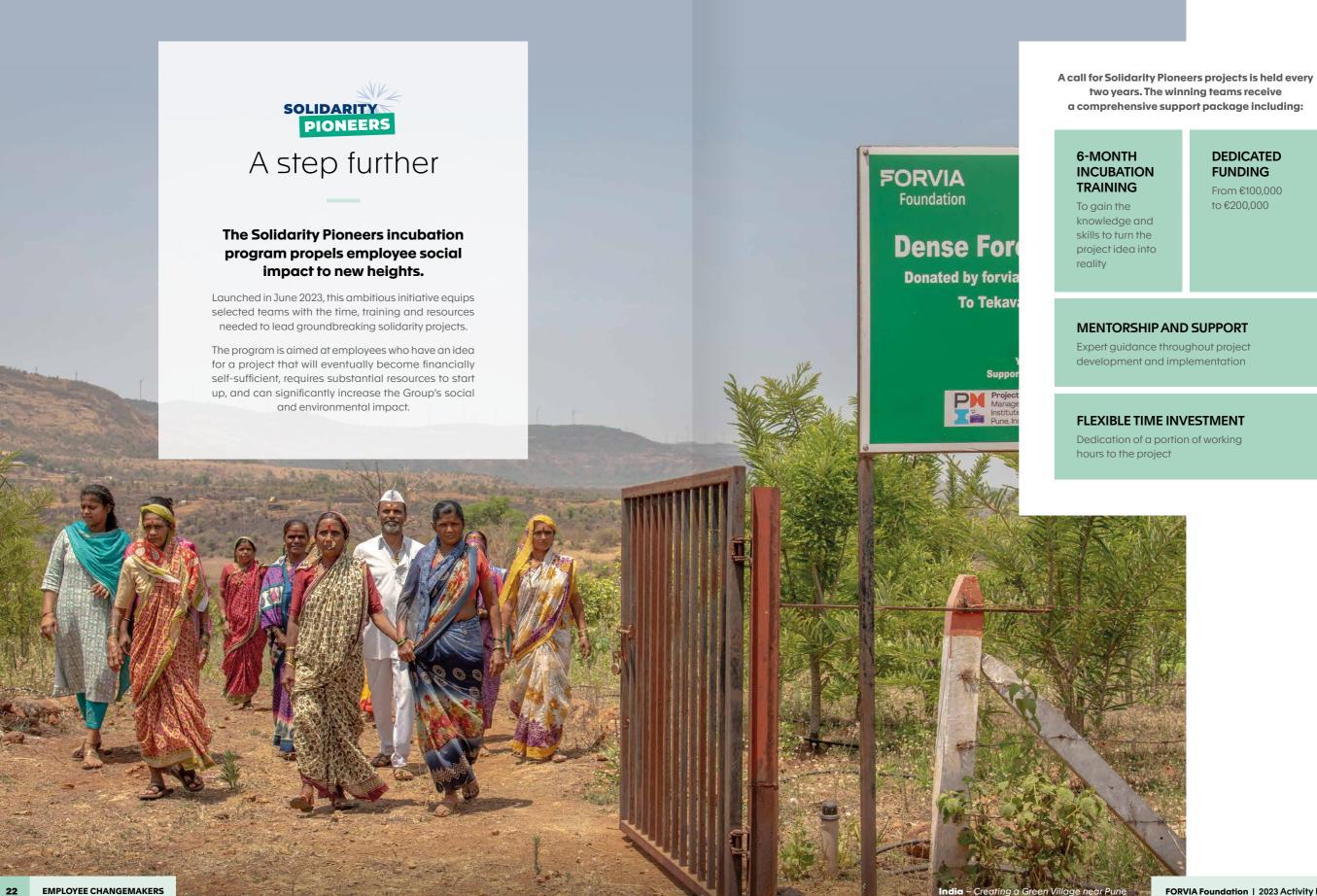
SOLAR energy

systems installed

water treatment facilities installed



EMPLOYEE CHANGEMAKERS FORVIA Foundation | 2023 Activity Report



two years. The winning teams receive a comprehensive support package including:

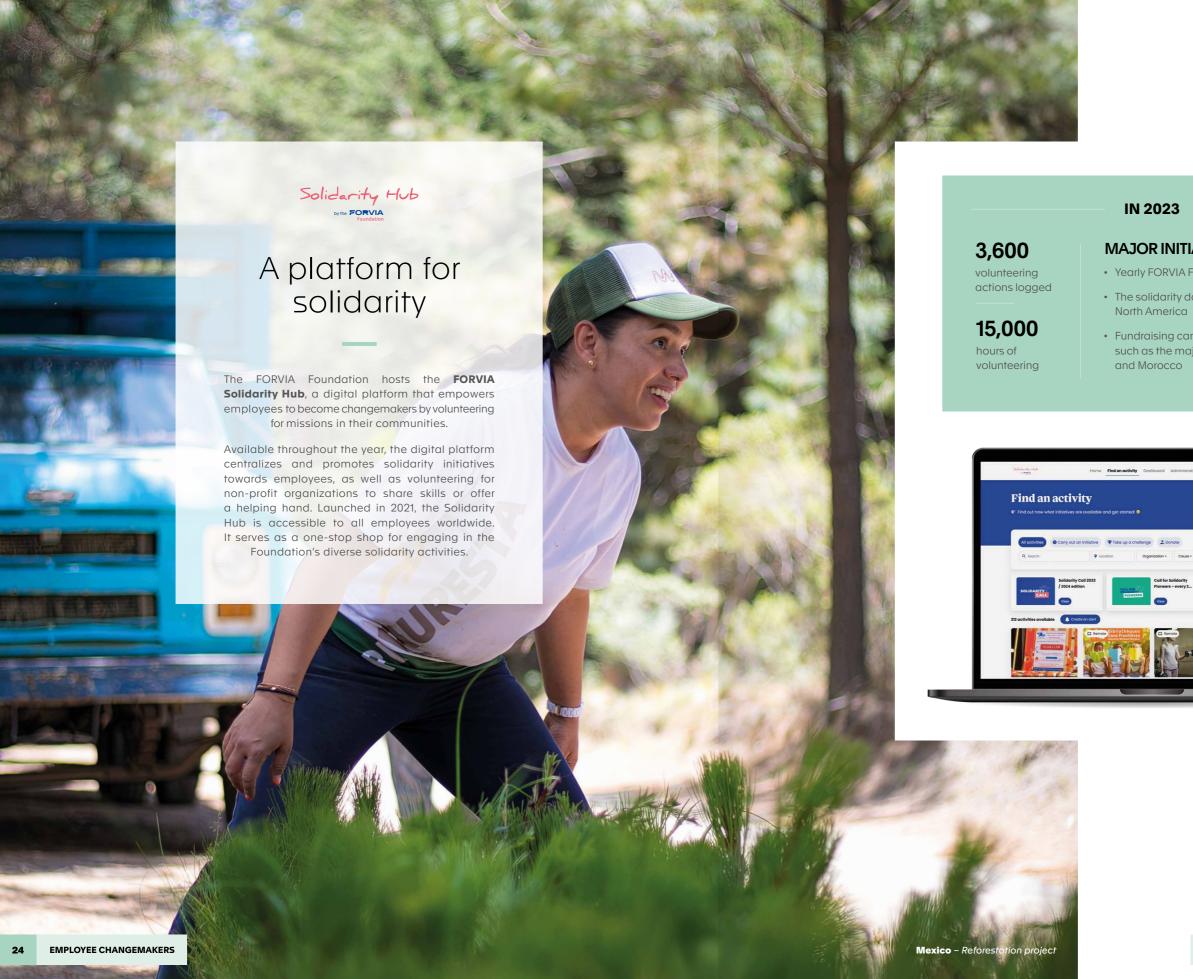
DEDICATED **FUNDING**

From €100,000 to €200,000

MENTORSHIP AND SUPPORT

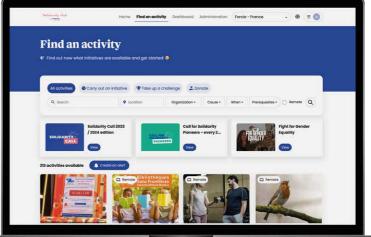
Expert guidance throughout project development and implementation

Dedication of a portion of working



MAJOR INITIATIVES ON THE HUB

- Yearly FORVIA Foundation call for projects
- The solidarity days campaign in
- Fundraising campaigns for emergencies such as the major earthquakes in Turkey









Reducing plastic pollution in the oceans and turning it into a resource with Plastic Odyssey

Plastic Odyssey's mission is to combat plastic pollution by promoting the circular economy through various initiatives. These include:

- Education on plastic pollution in coastal areas, the source of over 75% of ocean plastic waste
- Awareness of recycling through professional networks
- Developing entrepreneurship in waste recovery and transformation

Through its partnership with the FORVIA Foundation, Plastic Odyssey will be able to accelerate its activities while benefiting from FORVIA's technological and scientific expertise to optimize the quality of recycled materials derived from ocean-bound plastic (OBP).

Since September 2023, Plastic Odyssey has been collaborating with MATERI'ACT, the sustainable materials subsidiary of FORVIA. The collaboration seeks to transform plastic waste from the ocean – or collected before being dumped in the ocean – into valuable materials for the automotive industry.



A car interior made partly from ocean-bound plastics

Following a nine-month collaboration with Plastic Odyssey, FORVIA presented a significant achievement in 2024: **the creation of a sustainable car interior featuring recycled ocean-bound plastics.** This innovative project was conceived by MATERI'ACT, FORVIA's dedicated sustainable materials branch.

- This project proves ocean-bound plastics can be recycled responsibly and reintroduced into a highvalue industry and a closed-loop system.
- Using ocean-bound plastics for doors and instrument panels can reduce the CO₂ footprint of these car parts by 20%.
- Leveraging MATERI'ACT's expertise to transform complex waste into a valuable resource.







Educating young people to protect and preserve marine biodiversity with the Maud Fontency Foundation

The Maud Fontenoy Foundation is a French non-profit organization guided by the motto 'Oceans are humanity's future.' It carries out environmental education actions aimed at the general public – in particular young people – to raise awareness about the importance of the oceans.

Through the partnership with FORVIA, the Maud Fontenoy Foundation is expanding its reach in educating future generations on the critical importance of protecting marine ecosystems. The partnership will help to support over 150 sea school programs, making ocean conservation accessible to underprivileged children.

Climate & Biodiversity Awards to promote scientific research & ocean solutions



Launched in November 2023, the objective of these awards is to **support student researchers tackling critical ocean conservation challenges**.

This initiative focuses oxn supporting the research and development of solutions directly inspired by the marine environment. The winning projects will be announced in June 2024 and will receive a €50,000 grant (awarded to the institute overseeing the research) to further develop their innovative ideas.

Four award categories:

- Innovative solutions for industrial water treatment and microplastic reduction
- Biomimicry and materials inspired by marine life
- Decarbonizing the economy through ocean biotechnology
- Ocean & innovation solutions





Our other partnerships

Environment



envie autonomie

Giving medical equipment a second life with Envie Autonomie

Since 2021, the FORVIA Foundation has partnered with Envie Autonomie, a French organization that refurbishes medical equipment, to empower mobility for people with disabilities. The Foundation supported the launch of two new sites and, alongside the Accenture Foundation, provided expertise to help the non-profit optimize their approach in spare parts management, logistics and environmental impact.



Supporting actions that promote biodiversity and protect ecosystems with Noé

The FORVIA Foundation supports the Les Prairies de Noé program, a French initiative focused on wild pollinator conservation. In collaboration with Noé, in 2023 the Foundation launched a project to restore pollinator habitats at key FORVIA sites in Caligny and Nanterre in France. The initiative focuses on natural area restoration, sustainable green space management and employee awareness.









Combining culture and inclusion with the Théâtre des Amandiers in Nanterre

The Théâtre Nanterre-Amandiers, a national dramatic center, places strong emphasis on nurturing the young artists who will shape the future of theater. The FORVIA Foundation contributes to the *La Belle Troupe des Amandiers* program, a two-year intensive acting course for 12 promising drama students, fostering both cultural exchange and artistic inclusion. By encouraging the young artists to perform their own creations throughout Nanterre and the Greater Paris region, the program ensures that theater reaches new audiences and breaks down barriers.

SOLIDARITY PARTNERS

FORVIA Foundation | 2023 Activity Report

Education





Providing educational and social connections for 'street children' with Mobile School

The FORVIA Foundation supports three mobile schools that organize regular visits to disadvantaged neighborhoods in Mexico and Romania, providing an educational and social connection for 'street children.' In 2023, the Foundation supported the opening of a new mobile school in South Africa.



SIMPLON FOUNDATION

Supporting young digital workers and improving the prospects of those with little or no qualifications to find digital jobs with Simplon

The FORVIA Foundation funds the Simplon Foundation's program 'Bac(k) on track', an intensive learning program for people with few or no qualifications that helps prepare them before they resume their studies, as well as offering emergency scholarships for the most vulnerable students.





In 2024, a new partner for education: preventing school dropout in vocational schools with C'Possible

Equipping young people with job-ready skills is critical for their success, and ultimately benefits both businesses and society. Recognizing this, the Foundation has joined forces with C'Possible, a French non-profit supporting students in vocational schools. This partnership aims to empower students, guide them on their career paths, and connect them with potential employers, ultimately helping to prevent school dropout.

FORVIA employees will actively contribute by:

- Mentoring students to offer personalized support
- Facilitating industry-focused workshops
- Hosting open days at FORVIA sites, showcasing daily operations
- Supporting skills development initiatives





Emergency aid since 2020

COVID-19 pandemic

The COVID-19 pandemic caused significant financial, social and psychological disruption. When the crisis began in 2020, the FORVIA Foundation stepped in to help hard-hit populations.



2020

2021

FRANCE

Partner



Fondation de France

Donation

€500,000

Our impact

- 2020: support for the French healthcare system
- 2021-2023: support for French students with food distribution, mental health support, and scholarships for young adults facing financial hardship
- 2022-2023: support for vulnerable populations post-pandemic: suicide prevention initiatives, assisting families with childcare to allow work re-entry, emergency shelters for domestic violence victims

CHINA

Partner



Wuhan Hospital

Donation

€125,000

Our impact

Support for hospital staff by supplying 2,800 eyeshades and 13,500 protection suits

INDIA

Partner



ACTION Action Against AGAINST Hunger India

Donation

€100,000

Our impact

Support for local authorities in the Pune and Palghar regions during the second wave of COVID-19:

- · Increase access to health services
- Food aid (19 tons of food baskets) to 1,000 underprivileged people
- · Improve vaccine and disease prevention awareness



Aid to refugees

Following the war in Ukraine. the FORVIA Foundation provided aid to refugees in neighboring countries and in Ukraine.

PREMIERE Première Urgence

local NGOs in Poland, Romania,

€25,000 raised through an

• €300,000 of immediate

Slovakia and the Czech Republic

employee fundraising campaign

(matched by the Foundation)

emergency aid to Première

Urgence Internationale for

psychological support and

bordering Ukraine for medium-

that include supporting refugee

facilitating refugee integration

(psychological support, accommodation, etc.)

recruitment at FORVIA plants and

term resilience with initiatives

distribution of necessities

• €250,000 to local NGOs

Internationale and

2022

UKRAINE

Partners

Donation

€500,000

Our impact

Earthquake relief

To help populations affected by major earthquakes, the FORVIA Foundation provided aid to support shelters and assist reconstruction efforts.

2023

TURKEY

Partner



Médecins du Monde

Donation

€13,000 raised through an employee fundraising campaign (matched by the Foundation)

Our impact

- Providing medical care
- Supplying shelter

MOROCCO

Partner



Donation

€50,000 allocated to the Fondation de France 'Morocco Solidarity' campaign

€1,500 raised through an employee fundraising campaign (matched by the Foundation)

Our impact

- Buying tents
- · Providing psychological support
- · Restoring access to water and infrastructure
- Facilitating food supply
- · Rebuilding houses and schools

· Partnering with Mobile School NGO to provide resources to help children cope with war trauma

EMERGENCY AID FORVIA Foundation | 2023 Activity Report



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