

DECLARATION OF THE CEO ON THE *tellUS!* REPORTING PORTAL

Our commercial success is not only determined by the quality of our products and services. What is key is that all employees act in an ethical and a compliant manner - among each other, towards business partners, and in public. Only then can we avert damage to our company, its employees, customers, suppliers, and shareholders.

Compliance with the laws and internal rules is our number one priority at HELLA. For us, it is not only the basis of our economic success but also shapes our fundamental attitude and approach. Aspects such as integrity and honesty, as well as being a role model, therefore belong to the key HELLA values on which our company culture is based and which are outlined in detail in the HELLA Code of Conduct.

Every employee at HELLA must therefore ensure that their behavior corresponds to the HELLA values and the HELLA Code of Conduct. This is a crucial requirement in order to sustain our company's success. As a result, violations of our values and our Code of Conduct, the applicable laws and internal rules will not be tolerated.

We expect each HELLA employee who has knowledge of serious violations of the HELLA Code of Conduct, statutory provisions or internal guidelines to report this misconduct to enable us to clarify such incidents and to prevent possible damage to our company, employees and business partners. In addition to the contact persons named in the Code of Conduct (line managers, compliance officers, etc.) you – as any external third party (such as customers, suppliers / service providers, etc.) – have the further option to report misconduct via the internet-based reporting portal *tellUS!* if the usual face-to-face conversation is not possible.

All incoming reports will be treated confidentially and be pursued in an objective, reliable way with the required due diligence by the Compliance Office (and further expertise departments, as needed). Reporting persons will not suffer any disadvantages if they report their concerns in all conscience and to the best of their knowledge. This does not apply in cases in which reporting persons disclose their own misconduct. However, the voluntary disclosure will then count in their favor. The reporting portal must not be used in order to make false accusations or to intentionally provide false information. Such an abuse of the reporting portal will not be tolerated at HELLA.

The Management Board encourages all employees to report serious misconduct in good faith to their trusted contact or via the reporting portal in order to contribute to the internal clarification of such incidents and to the prevention of damage to our employees and HELLA.

Lippstadt, January 2024



BERNARD SCHÄFERBARTHOLD
CEO