

2024
Activity Report

THE BLUE WILL

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A Shared Opportunity to Create Positive Impact

MARTIN FISCHER,
FORVIA Foundation Chairman & FORVIA CEO

Today, a growing movement of employees is driving these efforts forward. Each project we support creates new opportunities for others beyond FORVIA to get involved, cultivating connections between our teams and the communities they care about surrounding our sites. Having recently stepped into my role at FORVIA, I am proud to join the Foundation's board and contribute to its mission.

"I would like to thank Patrick Koller, former President of the Foundation, who was instrumental in initiating and shaping this wonderful organization."

I look forward to supporting field initiatives that reflect our shared values: giving, care, and responsibility.

The FORVIA Foundation belongs to all of us. It reflects what we can achieve when we act with purpose. I believe it will stand as one of the most meaningful parts of our company's legacy. As we celebrate our 5th anniversary, our ambition for the next five years is to deepen this impact, developing new partnerships and further strengthening our commitment to inclusion, building on our pragmatic and agile approach.

I invite each of you to explore how you can contribute, whether by leading a project, supporting a local initiative, or simply sharing an idea. The Foundation grows through your energy and commitment.

Established in 2020, the FORVIA Foundation empowers our employees around the world to lead local initiatives that make a real difference. Built on the values of solidarity, inclusion and sustainability, the Foundation focuses on practical ways we can strengthen the communities we are part of.

With 150,000 people worldwide, FORVIA has the skills, knowledge, and reach to support meaningful local projects. Through the Foundation, employees take the lead in initiatives that expand access to education, improve mobility, and encourage environment restoration actions. This direct engagement embodies "the Blue Effect" – FORVIA's transformative program and call to action for sustainability, where every small action contributes towards a significant collective impact.

"We are a community of 150,000 people, each with the power to create change."

ISABELLE CORNU,
FORVIA Sustainability
Director & FORVIA Foundation
General Delegate



EUGÉNIE WARTEL,
FORVIA Sustainability
Development & FORVIA
Foundation manager

Extending Our Sustainability Commitments with Solidarity Employee Projects

“Our partnerships allow us to go further than we ever could alone. They bring complementary expertise, local insight, and the ability to respond to a variety of needs.”

ISABELLE CORNU



How does the FORVIA Foundation reflect the FORVIA's commitment to society, and what makes its role unique within that ecosystem?

I. C.: The Foundation is an independent entity, created as part of FORVIA's broader commitment to contributing to society. It serves a specific role within our Group's ecosystem by giving employees a structured, supported way to lead projects in their communities. Where the Group sets global sustainability priorities on topics such as the fight against climate change, employability, diversity, and inclusion, the Foundation brings those values to life through environment, education, and mobility employee-led initiatives. It creates a direct connection between FORVIA's commitments and the communities our employees care about. The Foundation has also established strategic partnerships, particularly focusing on marine biodiversity and the fight against plastic pollution, as well as on inclusion through disability and combating early school leaving. It directly connects FORVIA's commitments and the communities our employees care about.

E. W.: The FORVIA Foundation is the most direct manifestation of FORVIA's commitment to society. For me, what sets the Foundation apart is its simplicity and its flexibility. It's not tied to the company's business goals or global metrics. We exist to give employees the space to act where they see a need, such as supporting a local school, improving mobility in their town, or helping vulnerable groups. Our role is to make that action possible, with

“It's incredible to see the direct line from an employee's idea to a project that's out there improving lives.”

EUGÉNIE WARTEL



the tools, support, and partnerships they need. This decentralized approach allows us to have a responsive impact, where the need is greatest and our teams' engagement is strongest. That makes the Foundation both unique and powerful. It's a structure that lets employees turn their personal commitments into real projects that make life better for others.

How does the Foundation work day to day, and how do you both engage with employees to bring these projects to life?

I. C.: At a governance level, the Foundation's board of directors defines our priorities and ensures alignment with FORVIA's broader societal commitments. On a daily basis, Eugénie and I manage the operations directly. My focus is on maintaining a clear strategic direction and ensuring strong connectivity with the Group's leadership, which supports the Foundation's credibility and effectiveness within FORVIA's wider societal contributions.

E. W.: And on my side, I'm hands-on with the projects and the employees. We work closely with those who bring forward ideas, helping them refine their proposals, connecting them to local partners, and making sure they have the resources they need to deliver. It's very personal. We're a small team, but we stay close to the projects from the moment they're selected until they're completed. It's incredible to see the direct line from an employee's idea to a project that's out there improving lives.

How do you decide which projects the Foundation supports, and what criteria matter most from your different perspectives?

I. C.: We look at projects through a few essential lenses. First, we check alignment with the

Foundation's focus areas and make sure they answer a real, identified need in the community. Beyond that, I look at how a project could create a ripple effect that opens doors for others to participate and has the potential to build networks and inspire others within the Group to get involved. We're hoping to inspire a mindset of engagement and responsibility across the organization.

E. W.: The project must be practical and tangible. I spend time with employees refining their proposals, challenging them to make sure they've thought through the logistics, the partners they'll need, and how they'll deliver real value to the community. I always ask: who will this help, how fast, and how will we know it worked? The projects that move forward are the ones where we can see clear, immediate benefits for people and where employees are ready to get their hands on to make it happen.

What do you both see as the Foundation's long-term ambition, and how does your role shape that vision?

I. C.: I see the Foundation as a long-term platform for employees to lead the way in how FORVIA contributes to society by embedding a sense of responsibility and initiative into the culture of the company. My role is to keep this ambition alive at the leadership level, ensuring the Foundation remains a visible and core expression of what FORVIA stands for as a company.

E. W.: I want FORVIA employees who want to bring change to their communities to feel they have the tools and support to make it happen. It's a powerful thing to see these ideas come to life and create visible change, and it gives a real sense of purpose in our day-to-day activities as we humbly aim to leave the world a bit better, one local project at a time.

THE FORVIA FOUNDATION: rooted in communities, driving positive change

Our mission

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

Launched in 2020

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

€3.5M
per year

3 areas of action



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

The Foundation's programs



EMPLOYEE CHANGEMAKERS

› FOCUS

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

› IMPACT

Turning employee energy into impactful solutions for local communities

› OUR PROGRAMS

- **Solidarity Call:** an annual call for projects tackling needs within local communities
- **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, Mobile School, CGénial, Théâtre des Amandiers, Learning Planet Institute, Fondation Saint-Pierre



EMERGENCY AID

› FOCUS

Providing swift and focused humanitarian aid delivered through trusted NGOs

› IMPACT

Delivering essential resources where and when they are needed

› 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 communities affected by major earthquakes in Morocco and Turkey
- Aid to communities affected by the floods in Poland and Valencia, Spain

THE FOUNDATION GOVERNANCE

The FORVIA Foundation is led by a board made up of five 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.

Foundation board of directors

2 meetings per year



Martin FISCHER
Foundation Chairman
& FORVIA CEO



Jean-Pierre SOUNILLAC
Board member
& EVP Human Resources



Jill GREENE
Board member & Treasurer
& EVP Legal



Victoria CHANIAL
Board member
& EVP Communication, Public
Affairs & Sustainability



Bernard SCHÄFERBARTHOLD
Board member
& FORVIA Hella CEO



Philippe VARLET
External Board member
& President of For'Ever



Francis CHARHON
External Board member
& Former CEO of Fondation de France &
Founder of Doctors without borders (MSF)

Foundation operational team



Isabelle CORNU
General Delegate



Eugénie WARTEL
Manager



Vincent LEROY
Treasurer Delegate

THE FOUNDATION IN FIGURES Since 2020

Since 2020, the FORVIA Foundation has supported practical, community-focused action through employee engagement and local partnerships. These figures reflect five years of steady progress mobilizing teams, building trust with local non-profits, and measuring real-world impact across countries and causes.

+ 300

employees engaged

€9.4M

donated in 5 years

20

countries reached

80

employees' projects with local
non-profit completed

8,000

lives impacted

10

solidarity partners recognized
for their societal action

Already 5 years

December 2024



Celebrating Five Years of actions: The Blue Will

In just five years, the FORVIA Foundation has supported 80 employee-led solidarity projects across 20 countries, engaging more than 300 employees and donating €9.4 million toward education, mobility, and environmental preservation, benefitting 8,000 individuals in the communities. In December 2024, we celebrated this collective impact — alongside members of the Foundation, project leaders, and partner associations and NGOs, marking the start of a new chapter with a sharper focus on flagship programs like our Disability Hackathon and the development of “the Blue Will”, our strategic initiative aimed at expanding project reach and employee involvement.

Highlights

2020

The Faurecia Foundation is created and makes its first donations to humanitarian initiatives in response to COVID-19.

2021

The Foundation selects 11 new employee solidarity projects globally and establishes five new external partnerships.

2022

The Faurecia Foundation becomes the FORVIA Foundation and sponsors 21 solidarity projects led by Faurecia and HELLA employees. The “Solidarity Hub”, a volunteering platform for employees, is launched.

2023

The Foundation forms major partnerships with the Maud Fontenoy Foundation and Plastic Odyssey, both dedicated to protecting marine biodiversity.

2024

The Foundation celebrates 5 years of action and launches its new program the “Disability Hackathon”.

2025 EFFORTS THAT MAKE A MARK

THE
DISABILITY
hackathon

May-June 2025

Hacking Everyday
Barriers, Together



In 2024, the Foundation decided to create a new program, the Disability Hackathon, to bring together mixed teams of FORVIA employees, including those with mobility or sensory disabilities, to co-create low-tech solutions that improve mobility, autonomy, and daily life. The goal is to drive inclusion through collaboration and hands-on innovation.

Partnering with the Learning Planet Institute and the Saint-Pierre Foundation, the Foundation hosts two hackathons in 2025. The first edition, where 45 volunteers worked in three teams over three days to prototype responses to challenges submitted by FORVIA employees for a family member and relatives. The solutions were developed directly in the MakerLab of the Learning Planet Institute. The second, in the second half of the year, will address unmet needs faced by children and young adults. For this second Disability Hackathon, the solutions will be developed in the HumanLAB of the Saint-Pierre Institute.



February 2025

A Dedicated Day for Solidarity

FORVIA Day is the annual celebration of the Group's creation. For one day, employees worldwide are invited to participate in a festive event at their respective sites. In 2025, FORVIA Day evolved to include a solidarity dimension, becoming a day dedicated to allowing employees to step out from their daily work and contribute directly to local communities through volunteering, environmental action, and social initiatives. FORVIA Day now stands as a clear expression of the Group's Blue Will ambition, entirely focused on action.



CHAPTER 1

THE WILL

TO POWER

*Across the globe,
employees are leading
projects that contribute
to local communities.*

THE 2024 SOLIDARITY CALL

In 2024, the FORVIA Foundation awarded more than €600,000 to support 14 employee-led projects through its annual Solidarity Call. These initiatives are creating tangible local impact, thanks to the energy and commitment of over 300 employees across 20 countries.

+150

projects submitted by passionate employees worldwide

+2,000

lives impacted by 2024 projects

14

employees' projects with local non-profit selected in 2024

9

countries reached in 2024

+40

employees involved in these projects

€637,000

in total funding awarded to the 2024 projects

16

adapted bikes manufactured

+10

volunteers involved

€69,000

grant



Independence, One Ride at a Time

The Czech Republic

In Mladá Boleslav, FORVIA's Clean Mobility Europe Launch Director, Marek Cizek, launched a project to give children with disabilities access to specially adapted bikes, each designed to fit the child's size and physical needs. After 18 months, the bikes are refurbished and passed on to others. FORVIA volunteers also contributed scrap materials from local production to help create some of the bike parts. Backed by employee volunteers, the project offers these children confidence, freedom, and the joy of movement.

> Marek Cizek



"What is important to me is the smiling faces of kids who will gain more freedom to move."



Read more

4,000

medicinal trees

1,000

families empowered

+90

volunteers involved

€144,000

grant



100

underprivileged students

10

volunteers involved

€100,000

grant



Building Resilient Communities

India

In Pune, FORVIA's Project Manager at FORVIA seatings, Sachin Chougule, launched the Green Village project to improve health and sustainability for 1,000 families. To reduce indoor smoke from wood cooking, the team installed biogas systems that provide a cleaner alternative. Solar panels were added to homes and public areas to lower energy costs and improve safety. The team also installed clean water dispensers that allow residents to fill containers affordably, helping to reduce plastic waste and improve daily access. With 4,000 ayurvedic trees planted to restore greenery and support local livelihoods, the project helps families access healthier, more sustainable living conditions while creating new economic opportunities.

> Sachin Chougule



"The thoughts and ideas we implemented in that village can make it a benchmark project which can be replicated in other villages."



[Read more](#)

Tools for the Future

United States of America

In Pontiac, Michigan, FORVIA Group Quality Auditor, Mandy Allen, partnered with a local high school to support and develop its Trade School Program. The initiative offers students an alternative path through practical, hands-on learning to build skills and confidence. Students gain access to industry tools, trade certifications, vocational training, and mentorship from working professionals. The project helps them explore career options and prepare for life after graduation. Some will continue into technical training, others will take different paths, but all leave with a foundation they can build on.

> Mandy Allen



"The vocational school is a fantastic initiative that provides young people with the practical skills they need to succeed in their post-high school careers."



[Read more](#)

Across Borders: 2024's Selection of Employee-Led Actions

GERMANY I
+ 1 EMPLOYEE ENGAGED

Program offering parents to participate in media education workshops and gain skills to navigate media choices for their children. The aim is to raise awareness of the safe use of media, helping and advising parents on school problems. The **360 parents targeted by the project are single parents or recent migrants and their children.**

Lippstadt

GERMANY I
+ 3 EMPLOYEES ENGAGED

1. A one-year program empowering **refugee women** through coaching (language, computers, networking activities, etc.) to be able to lead a normal life and find a job in Germany.
2. Providing learning and reading mentors for **500 disadvantaged children in 30 schools** in Augsburg.

Augsburg

POLAND I
+ 2 EMPLOYEES ENGAGED

Free rental of specialized equipment to improve mobility, education, and home care for **320 children with disabilities.**

Grojec

FRANCE I
+ 1 EMPLOYEE ENGAGED

Organize Kolibri workshops to help **94 disabled children and adolescents**, in institutions or at the hospital, rediscover the desire to read, learn and discover the world during 15 weekly workshops led by a pair of volunteer facilitators (feat Polytechnique students).

Nanterre, Toulouse, Rennes

USA I
+ 2 EMPLOYEES ENGAGED

Expand **community bike shop** run by local youth to a new location, offering to **45 youngsters** aged from 14 to 18 and coming from low-income background, year-round training, entrepreneurship opportunities, while increasing service to a community with limited mobility options.

Auburn Hills

FRANCE I
+ 3 EMPLOYEES ENGAGED

Co-designing a **modular, open-source wheelchair** for individual needs through a collaborative design process between 8 people with disabilities, FORVIA engineers, 100 students, and designers.

Bavans

FRANCE I
+ 6 EMPLOYEES ENGAGED

Financing furniture to establish a **community garden in Caligny site** and promote permaculture practices, foster local vegetable production, and raise environmental awareness.

Caligny

THE CZECH REPUBLIC I
+ 10 EMPLOYEES ENGAGED

Planting **9,000 trees** in biodiverse forests with **360 local students** (aged from 12 to 18) fostering environmental education.

Plzeň

THE CZECH REPUBLIC I
+ 3 EMPLOYEES ENGAGED

Financing **8 adapted bikes** for children with disability.

Mladá Boleslav

ROMANIA I
+ 2 EMPLOYEES ENGAGED

Empowers **200 students** (aged from 11 to 14) in **5 schools** with sustainability training and installs solar panels to generate clean energy.

Craiova



CHINA I
+ 2 EMPLOYEES ENGAGED

Training **60 young women to mentor 6,000 girls** (aged from 6 to 16), from mountain and border regions.

Shanghai

CHINA I
+ 2 EMPLOYEES ENGAGED

Donating **5,200 books** and building 30 reading corners in 5 rural schools.

Shanghai

SOUTH AFRICA I
+ 1 EMPLOYEE ENGAGED

Providing underprivileged school with **400 students** and a center hosting **300 children** with solar power and water tanks, to ensure stable electricity and water access, and a better learning environment while promoting education on sustainable living.

Port Elizabeth



INDIA I
+ 3 EMPLOYEES ENGAGED

Training **75 marginalized and disabled women** with tailoring skills providing job opportunities for independent living.

Bangalore

Efforts That Keep Moving

Among the many initiatives employees are leading around the world, some efforts continue to grow year after year, connecting people, resources, and knowledge in ways that quietly strengthen the communities we're part of.

Environment



ReFAUresta (Mexico)

Since 2020, Amelia Diaz and her team have planted over 45,000 trees with more than 3,000 FORVIA volunteers and local communities, restoring biodiversity and raising funds for a local charity supporting families whose child is undergoing cancer treatment. The project grows each year, linking environmental care with direct community support.

Education



Green IT Classroom (China)

Since 2023, employees helped bring refurbished computers into rural classrooms, giving 850+ students access to digital tools. Four IT labs were fully renewed, expanding opportunity while reducing electronic waste.

Education



Production School (France)

In Caligny, employees support a production school helping students who've left traditional education reconnect through hands-on training. The school offers tools, structure, and mentorship to help build confidence and a clearer path forward.

CONNECT & CONTRIBUTE

Launched in 2021, the FORVIA Solidarity Hub is a digital space where employees can explore and join volunteering missions year-round. It brings together opportunities from across the Group and nonprofit partners, from skill-sharing to hands-on support. In 2024 alone, employees logged over 1,000 actions and contributed more than 7,000 hours of volunteering.

IN 2024

Major initiatives on the hub

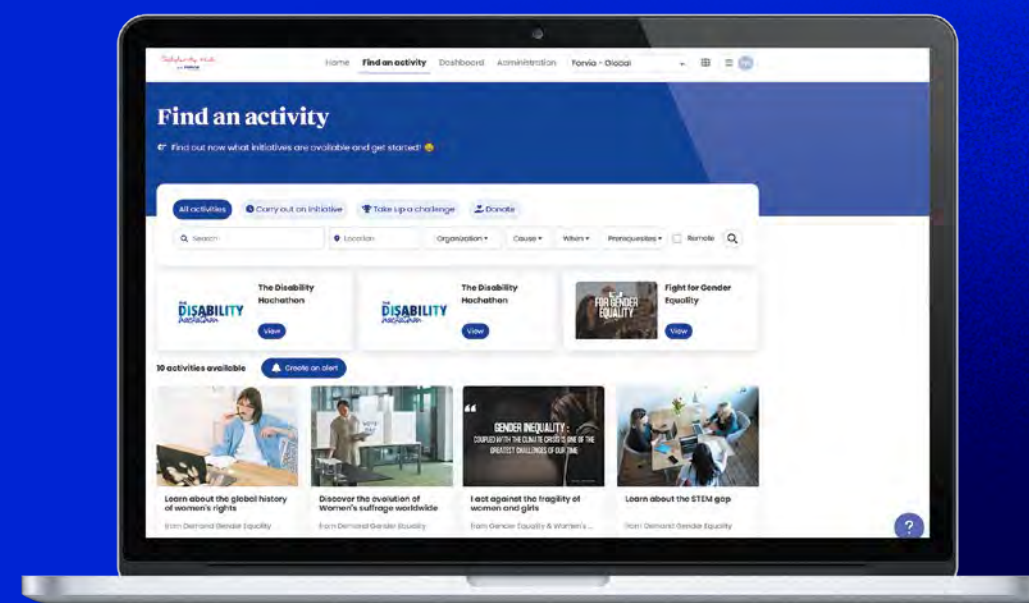
- The FORVIA Foundation's annual call for projects among employees.
- The "Solidarity Days", a solidarity action campaign in North America, where employees could register to take part in different volunteer missions organized at their respective sites.
- A call for donation in Mexico for ReFAUresta, the reforestation project in Puebla managed by employees.

1,200

volunteering
actions logged

7,300

hours of
volunteering



CHAPTER 2

THE WILL TO CONNECT



*Meaningful change
happens together. Through
partnerships, we play our part
in shared solutions.*

Promoting Research & Education to Protect Oceans

With Maud Fontenoy Foundation

"Early contact with the ocean creates a sense of responsibility that can last a lifetime. Through the Climate & Biodiversity Awards, we encourage young researchers to carry that sense into their careers to help find the solutions of tomorrow."

MAUD FONTENOY

LES TROPHÉES
Climat & Biodiversité



FORVIA
Foundation

The FORVIA Foundation has teamed up with the Maud Fontenoy Foundation to support environmental education programs that help the next generation connect with the importance of protecting marine biodiversity. Since 2023, the FORVIA Foundation has supported the "Sea Class" program, immersive learning experiences that bring students out of the classroom and into direct contact with the coastline.

Through this program, students explore topics like ocean currents, marine life, plastic pollution, and the critical role oceans play in climate regulation. These hands-on sessions are especially valuable for students who may have limited access to environmental education. So far, more than 7,700 young people have taken part in over 150 sessions held in schools and local communities across France.

That same year, the two foundations also launched the Climate & Biodiversity Awards to support doctoral students working on projects linked to climate adaptation and the protection of marine ecosystems. More than 200 universities in France and abroad have been invited to take part.

Award recipients are selected by a jury of experts from respected institutions, including the French Museum of Natural History and the Collège de France. Chosen for the relevance and scientific strength of their proposals, selected researchers receive support to carry out their work. In 2024, the winners of this first edition of the awards recognized three projects focused on ocean health and climate resilience including a bioplastics initiative using microalgae to create biodegradable materials while capturing CO₂, a biomedical adhesive inspired by sea urchins, and antifungal research derived from marine microalgae, which also received special jury distinction.



Action Where Pollution Begins

With Plastic Odyssey

"19 tons of plastic enter the ocean every minute. Once at sea, it's too late. The problem must be tackled at its roots by collecting and recovering plastic waste before it enters the ocean, mainly in coastal areas. However, this will only work if we create social and economic impact by training local entrepreneurs in the transformation of plastic waste for systemic change."

SIMON BERNARD,
Co-founder, Plastic Odyssey

**PLASTIC
ODYSSEY**

Since 2023, the FORVIA Foundation has supported Plastic Odyssey in its mission to tackle plastic pollution where it starts - on land. They are leading a 3-year expedition across 30 coastal cities on three continents, bringing simple, low-tech recycling solutions to the regions most affected by plastic waste.

At each stop, Plastic Odyssey teams train local residents and micro-entrepreneurs to design, build, and run small-scale recycling workshops using open-source tools and local materials. The goal is to transform discarded plastics into new resources, creating ways to reuse waste locally without relying on export or large-scale infrastructure.

To date, micro-recycling factories have been launched in Djibouti, Guinea, and Togo, with more in development. These workshops help reduce plastic pollution while fostering new skills and small-scale economic activity within the community.

In 2024, the FORVIA Foundation focused on turning local environmental action into a broader proof of possibility. In collaboration with Plastic Odyssey and MATERI'ACT, FORVIA's sustainable materials subsidiary, the team explored how low-grade, coastal plastic waste could be reintroduced into high-performance industrial use. Together, they developed a cockpit prototype featuring instrument and door panels made from ocean-bound plastic collected in Senegal. More than a concept, it served as a working demonstration of how hard-to-recycle waste streams can be transformed into functional automotive components. This approach points to a practical path toward circularity, with the potential to reduce CO₂ emissions by up to 20% for these automotive parts.



Local Efforts and Meaningful Impact

We work alongside local NGOs and community organizations to deliver practical support on the ground. These partnerships strengthen initiatives focused on social inclusion, environmental action, and access to education.



Education



Building Confidence and Careers in the Industry

In 2024, the FORVIA Foundation partnered with C'Possible to support students in vocational high schools. FORVIA employees mentor students, lead workshops on workplace skills, and open their sites to teachers and students, helping young people explore career paths and stay engaged in their education.



Environment

Biodiversity in Bloom at FORVIA Sites

Launched in 2022, our partnership with Noé has helped increase pollinator populations at three FORVIA sites in France. This collaboration has helped us to rethink how we manage green spaces to support wild pollinators, reduce ecological pressure, and raise awareness among our teams. On-site actions include nesting areas, dry hedges, less mowing, and invasive species control.

At Caligny, biodiversity rose from 19% to 44% by 2024, with more species observed and longer flowering periods. Nanterre received the "Jardins de Noé" label for its biodiversity efforts in an urban environment. At Hénin-Beaumont, the team focused on removing invasive Japanese knotweed and planting native species suited to local conditions.



Education



Sparkling Curiosity for Science & Technical Careers

In 2024, the FORVIA Foundation partnered with the CGénial Foundation for "Teachers in Business" days, giving educators access to FORVIA sites to explore industry skills and careers. In return educators can inspire students by promoting real-world examples of science and technology in action. Volunteers from three French sites hosted the visits, highlighting the Group's range of professions.



Education



Learning on Wheels

Since 2021, we've supported Mobile School's mission to reach street children in vulnerable communities. Mobile classrooms in Mexico, Romania, and Poland bring learning, social connection, and health awareness. In 2024, the Foundation supported a new Mobile School opening in Brazil.



Culture

Supporting Young Artists on Stage

Since 2022, the FORVIA Foundation has supported Théâtre Nanterre-Amandiers, located near FORVIA Nanterre offices helping young artists shape the theater of tomorrow. In 2024, the FORVIA Foundation supported their program "La tête dans les nuages" in Nanterre for youth aged 9 to 25 that aimed to build confidence, expression, and inclusion. Divided into two age groups, participants created performances through theatre workshops and artistic collaborations. They developed their voices, explored social topics, and contributed to original, thought-provoking shows.



Inclusion



Collaborating for Accessibility

A partnership with two organizations in 2024 led to the deployment of the Disability Hackathon.

- The Foundation partnered with the Learning Planet Institute to launch the Disability Hackathon on accessibility, connecting FORVIA employees to design low-tech solutions that make daily life more accessible for FORVIA colleagues or relatives who have specific needs.
- Building on its work to innovate for disability inclusion, the Foundation also partnered with Fondation Saint-Pierre to support projects promoting autonomy and inclusion for young people with disabilities. This partnership will lead to the second Disability Hackathon, focused on low-tech solutions for daily life for children. In addition, we supported the acquisition of the driving simulator designed to support autonomy and social integration by providing initiation of adapted driving for young people with disabilities.



CHAPTER 3

THE WILL TO MATTER

Supporting people in times of need is a shared responsibility. Here's how we're playing our part.

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

> 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

2021

> INDIA

Partner: Action 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.

2022

> UKRAINE

Partner: Première Urgence Internationale and local NGOs in Poland, Romania, Slovakia and the Czech Republic

Donation: €500,000 and €25,000 raised through an employee fundraising campaign (matched by the Foundation)

Our impact:

- €300,000 of immediate emergency aid to Première Urgence Internationale for psychological support and distribution of necessities
- €250,000 to local NGOs bordering Ukraine for mediumterm resilience with initiatives that include supporting refugee recruitment at FORVIA plants and facilitating refugee integration (psychological support, accommodation, etc.)
- Partnering with Mobile School NGO to provide resources to help children cope with war trauma

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: Fondation de France

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

Floods in Europe

The FORVIA Foundation decided to provide exceptional support to populations affected by the floods in Europe.



2024

> POLAND

Partner: Siepomaga Foundation

Donation: €30,000

Our impact:

- Bringing financial support for families affected by the floods and for the reconstruction of educational facilities, such as kindergartens or schools

> SPAIN

Donation: €50,000

Our impact:

Replanting trees at schools devastated by floods



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