

Nanterre, May 9<sup>th</sup> 2022

**Additional information related to the compensation policy of the Chief Executive Officer, as described in section 3.3.4.1.3 of Faurecia’s Universal Registration Document (URD) 2021 (pages 286 et seq. of the English version)**

**(i) Regarding the fixed annual compensation of the Chief Executive Officer**

It is reminded that, in order to reflect the significant change in the Group’s scope of consolidation (with the acquisition in January 2022 of a controlling stake in the German OEM HELLA GmbH & Co. KGaA (HELLA)) and the resulting responsibilities for Faurecia’s Chief Executive Officer, the Board of Directors of Faurecia decided to increase the fixed annual compensation of the Chief Executive Officer from EUR 1,000,000 to EUR 1,100,000 for 2022, *i.e.* a 10% increase.

As indicated in section 3.3.4.1.3 of the 2021 URD, this decision was backed by a benchmark completed by external consultants including 16 European publicly traded industrial companies with sales revenues and market capitalization comparable to those of the new combined group.

The peers group is composed of: BASF, Renault, Continental, AB Volvo, ThyssenKrupp, Traton, BAE Systems, Michelin, Safran, Valeo, Rolls-Royce, Leonardo, Schaeffler, Covestro, Schindler and Alstom.

Pursuant to the study, the revenues and the market capitalization of the combined group (Faurecia-HELLA) respectively stand at 102% and 95% of the median of the peer group companies (2021 revenues and capitalization as of October 2021).

As mentioned in Faurecia’s 2021 URD, the proposed adjustment of the fixed annual compensation is in line with the median results of the European comparative study.

**(ii) Regarding other compensation items of the Chief Executive Officer**

Faurecia’s URD 2021 indicates that Patrick Koller (current Chief Executive Officer of Faurecia) has been appointed as member and Deputy Chairman of the shareholder committee (“*Gesellschafterausschuss*”) of HELLA and will receive a compensation from HELLA accordingly.

Faurecia underlines HELLA is the sole and final decision-maker regarding the determination and the payment of the compensation of the members of its corporate bodies (including the shareholder committee).

The compensation paid by HELLA to Patrick Koller corresponds to the compensation for the duties he performs in his own name in HELLA which are different from his duties at Faurecia, including in terms of liabilities.

To this date, and according to information provided in HELLA’s 2020/2021 annual report, the individual compensation of the members of HELLA’s shareholder committee equals to a fix amount of EUR 120,000 per year.

To Faurecia's knowledge, HELLA does not intend to increase such compensation during the current financial year or in the next few years. Patrick Koller has agreed, should such compensation increase, to waive the benefit of the raise.

Once Faurecia would hold 100% of HELLA's share capital (and HELLA's shares would not be publicly traded anymore), this remuneration is not intended to be maintained, nor compensated by Faurecia or integrated in the compensation package paid by Faurecia to the Chief Executive Officer.