

Information concerning the approval of the compensation policy

Financial year 2024

In accordance with Article R. 22-10-14 of the French Commercial Code, it is indicated that the Combined General Meeting dated May 30, 2024 approved:

- the compensation policy for Board members (sixteenth resolution) at 95.67%;
- the compensation policy for the Chairman of the Board of Directors (seventeenth resolution) at 99.56%;
- the compensation policy for the Chief Executive Officer (eighteenth resolution) at 94.36%.

The compensation policy for all corporate officers (Chairman of the Board of Directors, Chief Executive Officer and Board members) is included in the 2023 Universal Registration Document, Chapter 3, "Corporate governance", section 3.3.4.1 "Compensation policy for corporate officers" and section 3.3.4.2 "Implementation in 2024", pages 300 to 309.

The 2023 Universal Registration Document is available by clicking on the link below:

<https://www.forvia.com/sites/default/files/2024-02/URD%20FORVIA%202023%20%28English%29.pdf>