

Occupational Health & Safety at Work Policy

For us, mobility is at the heart of people's lives and what matters to them: moving freely and caring for the planet, in their own way. This is our vision.

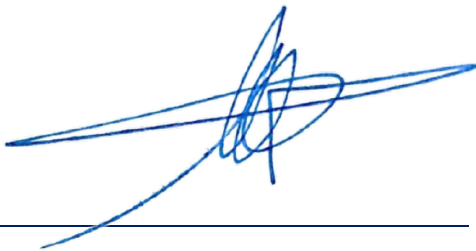
United around a common passion for automotive technologies, we leverage the diversity and expertise of our employees to offer mobility solutions designed for people. Our people-centric approach places FORVIA employees at the heart of our successes.

We aim for "zero accident" and to sustain a top-level employee protection everywhere and all the time. This is our ambition.

We are actively committed to providing safe and healthy working environment to all FORVIA employees, contractors, and visitors, to eliminating hazards and preventing all injuries, illnesses, and near-misses, and complying with all relevant regulations and requests from external parties.

- We reduce health and safety risks from the design of our products and processes until the serial life in plants through the implementation of our CARE program in all our sites, focusing on the respect of our 7 Mandatory Safety Rules,
- We sustain and continuously improve our performance by implementing the FORVIA Excellence System (FES 4.0) and ISO 45 001 certification in all techno-plants by 2028,
- We ensure that all accidents are reported, a root cause analysis performed to avoid re-occurrence and hazards actively hunt to prevent any other accident to occur,
- We promote participation and consultation of all employees to improve our health & safety management system, by sharing lessons learned and best practices, in particular.

FORVIA's leadership is committed to implementing the proper governance by continuously training and supporting employees, suppliers, contractors, and visitors to Group and external standards, performing appropriate audits, and conducting regular review of the results.



Olivier LEFEBVRE

EVP, Group Industrial Operations