

**Information on the compensation of
Martin Fischer (Chief Executive Officer of
FORVIA from 1st March 2025)**

(in accordance with Afep-Medef corporate
governance code, article 27.1)

December 20, 2024

In accordance with the Afep-Medef corporate governance code, FORVIA hereby discloses the decisions made by the Board of Directors, upon recommendation of the Governance, Nominations and Sustainability Committee and the Compensation Committee, regarding the compensation policy that will be applied to Martin Fischer as Chief Executive Officer of FORVIA.

Martin Fischer has been appointed by the Board of Directors as Chief Executive Officer of FORVIA effective 1st March 2025. Martin Fischer has been serving as Deputy Chief Executive Officer (*Directeur Général Adjoint*) since 6 December 2024 to ensure the transition of responsibilities.

The updated compensation policy for the Chief Executive Officer will be submitted to the approval of the Annual General Meeting to be held on 28 May 2025.

Annual fixed compensation

For 2025, Martin Fischer will receive an annual fixed gross compensation of 1,000,000 euros payable on a prorata temporis basis.

Annual variable compensation (STI)

The annual variable compensation of Martin Fischer will be determined by the Board of Directors depending on the degree of achievement of the performance objectives.

The annual variable compensation will be equal to 100% of the annual fixed gross compensation if the performance objectives to be set by the Board of Directors are achieved at target and will be capped at 180% of the annual fixed gross compensation with no minimum guaranteed.

The terms of the annual variable compensation of Martin Fischer are aligned with the compensation policy for the Chief Executive Officer as approved by the Annual General Meeting held on 30 May 2024.

Long term variable compensation (LTI)

Subject to the approval of the Annual General Meeting, Martin Fischer will be entitled to a long-term incentive in performance shares subject to performance conditions to be set by the Board of Directors. The maximum amount of performance shares granted will represent up to 250% of the annual fixed gross compensation with no minimum guaranteed. The amount of performance shares granted at target may represent 192.3% of the Chief Executive Officer annual fixed gross compensation.

The terms of the long term variable compensation of Martin Fischer are aligned with the

compensation policy for the Chief Executive Officer as approved by the Annual General Meeting held on 30 May 2024.

Termination payment

Upon recommendation of the Governance, Nominations and Sustainability Committee and the Compensation Committee, the Board of Directors decided that Martin Fischer is entitled to a termination payment in case of termination of his mandate as Chief Executive Officer subject to performance conditions, in accordance with the compensation policy for the Chief Executive Officer as approved by the Annual General Meeting held on 30 May 2024.

In accordance with Afep-Medef corporate governance code, the payment will not be due in case of resignation, leaving for another Group entity or being entitled to retire. In any case, the termination payment will not exceed twenty-four (24) months of the Chief Executive Officer annual fixed and variable compensation (in aggregate with the non-compete indemnity, if any).

Non-compete indemnity

Upon recommendation of the Governance, Nominations and Sustainability Committee and the Compensation Committee, the Board of Directors decided that Martin Fischer shall be subject to a non-compete covenant for a period of twelve (12) months following the termination of his office in case of resignation or dismissal in accordance with the compensation policy for the Chief Executive Officer as approved by the Annual General Meeting held on 30 May 2024. In consideration thereof, he should be entitled to receive an indemnity calculated on the basis of half his annual fixed and variable compensation.

The actual payment of the non-compete indemnity and the termination payment shall be subject to the prior approval of the applicable Annual General Meeting pursuant to article L.22-10-34 II of the French Commercial Code.

Pension plan

Martin Fischer will be entitled to a defined-contribution supplementary pension scheme as defined by Article 82 of the French Tax Code. FORVIA's financial contribution at target or maximum will be at a cost similar to that required under the current defined-benefit supplementary pension scheme.

The vesting of rights under this scheme will be subject to achievement of performance conditions. FORVIA's contribution will be equal to 1,350,000 euros per year if the performance objectives are achieved at target and will be capped at 150% of this target value with no minimum guaranteed. Pension rights will vest after three (3) years.

Other compensations

One-off exceptional compensation

As the first LTIP eligibility is LTIP 17 that vests only in 2029, Martin Fischer will benefit from the following exceptional compensations to ensure a smooth transition until 2029:

- A grant of a 400,000 euros gross cash exceptional compensation, which may range from 0% to 180% of such amount, subject to the 2025 STI performance conditions. The compensation is intended to be paid in 2026 subject to presence. The compensation will have to be repaid on a prorata temporis basis in the event of resignation.

- A grant of 45,000 Phantom Performance Shares, which will be paid in cash, with vesting period ending in July 2027. This grant will be based on and subject to 2025 LTI presence and performance conditions at the date of payment (2027).

Benefits in kind

Martin Fischer will be entitled to company's benefits including company car, international health coverage and customary relocation support.

Employment agreement

In accordance with Afep-Medef corporate governance code, Martin Fischer has committed to terminate his employment agreement as Deputy Chief Executive Officer (*Directeur Général Adjoint*) effective on the date his mandate as Chief Executive Officer entries into force.

The actual payment of the variable and exceptional compensations set forth above shall be subject to the approval of the Annual General Meeting pursuant to article L.22-10-34 II of the French Commercial Code.