

Information on the financial terms and conditions applicable to Patrick Koller's office termination (Chief Executive Officer of FORVIA until 28 February 2025)

(in accordance with article 26.5.2 of the Afep-Medef corporate governance code)

On March 7th, 2025

In accordance with the Afep-Medef corporate governance code, FORVIA hereby discloses the decisions made by the Board of Directors regarding the financial terms and conditions applicable to Patrick Koller's termination as Chief Executive Officer effective from 28 February 2025.

In accordance with applicable law, the fixed, variable and long term components of the total compensation, as well as benefits of any kind paid during the 2024 financial year or awarded in respect of the same financial year to Patrick Koller in his capacity as Chief Executive Officer, and the financial terms and conditions relating to the termination of his office as Chief Executive Officer, will be subject to the prior approval of the Annual General Meeting of shareholders that must approve the financial statements for the year ended 31 December 2024, to be held on 28 May 2025.

Annual fixed compensation for 2025

Patrick Koller received gross fixed compensation of 183,333 euros in respect of the 2025 financial year, corresponding to his fixed annual compensation calculated *pro rata temporis* for the period from 1st January until the termination of his office as Chief Executive Officer.

Annual variable compensation (STI) for 2024 and 2025

Patrick Koller's variable annual compensation for 2024 was determined by the Board of Directors on 27 February 2025, based on the achievement of performance targets set on 13 February 2024, in accordance with the current Compensation Policy, as approved by the Annual General Meeting.

The Board of Directors set the target achievement rate at 105.63%, after applying the respective weightings of the quantifiable and individual criteria set out in the Compensation Policy.

Patrick Koller's gross variable annual compensation for 2024 is therefore 1,161,875 euros.

Patrick Koller will not receive any variable annual compensation for 2025.

Long term variable compensation (LTI) not yet vested

Exercising the Board of Directors' ability to grant exceptions to the continuing presence condition as provided for by the terms governing the plans for the free allocation of performance shares (ESPI 2021 Plan, 2021 Plan, 2022 Plan, 2023 Plan and 2024 Plan) currently being vested, the Board of Directors has decided to maintain Patrick Koller's potential rights under the said plans, having taken into account his long-standing executive positions at FORVIA and his major contribution to the development and to the transformation of FORVIA.

The definitive vesting of the performance shares granted previously, i.e. a total of 721,005 FORVIA shares, remains subject to the performance conditions provided for in each of these plans. Share rights under the ESPI 2021 Plan will be calculated *pro rata* to the period during which Patrick Koller remained Chief Executive Officer of FORVIA during the vesting period, in accordance with the terms of said plan.

As of today, the number of performance shares that will be vested on completion of each of these plans and their valuation cannot be calculated. The definitive number of performance shares that will vest will be determined by the Board of Directors when the performance conditions attached to each plan are assessed.

Patrick Koller will not receive any long term variable compensation in the form of performance shares in respect of the 2025 financial year.

Termination payment

By decisions dated 25 July 2016 and 14 February 2020, the Board of Directors had authorised FORVIA to pay Patrick Koller, in the event of termination of his office as Chief Executive Officer at FORVIA's initiative, a termination payment equal to twice the amount of the fixed and variable compensation received during the twelve months preceding the said termination, subject to satisfaction of the following performance conditions:

- achieving a positive operating margin in each of the last three financial years preceding the termination of his office as Chief Executive Officer, and
- achieving positive net cash flow in each of the last three financial years preceding the termination of his office as Chief Executive Officer.

On 2 December 2024, the Board of Directors noticed that the performance conditions attached to this termination payment had been fully satisfied and that Patrick Koller was therefore entitled to a total gross termination payment of 5,765,000 euros.

In accordance with applicable law, the actual payment of the termination payment is subject to the prior approval of the Annual General Meeting to be held on 28 May 2025.

Pension plan

In accordance with the current Compensation Policy as approved by the Annual General Meeting, Patrick Koller will be entitled, as from his effective retirement, to rights acquired under

the supplementary pension schemes described in sections 3.3.4.1.3. and 3.3.4.2.2. of the 2023 Universal Registration Document.

These schemes have been funded each year by the company, and should enable Patrick Koller to receive annual pensions, the amounts of which are described in section 4.3.1.2.2.4 of the 2024 Universal Registration Document. #

Patrick Koller will not acquire rights under any defined-contribution or defined-benefit pension scheme in respect of the 2025 financial year

Other information

Patrick Koller has not requested the renewal of his office as board member, which will terminate after the Annual General Meeting to be held on 28 May 2025.

He will therefore benefit, for the period from 1st March 2025 through the Annual General Meeting to be held on 28 May 2025, from the Compensation Policy applicable to Board members, as described in section 4.3.4.1.1 of the 2024 Universal Registration Document and subject to the prior approval of the Annual General Meeting to be held on 28 May 2025.

Subject to the foregoing, Patrick Koller has resigned from all his offices within the FORVIA Group.

At the date of his departure, Patrick Koller had no employment agreement with FORVIA or the Group.

Patrick Koller is not entitled to any benefits in kind payable by FORVIA in respect of his office as Chief Executive Officer, which ended on 28 February 2025.