

Nanterre, 21 October 2022

**Communication on the implementation of the compensation policy
for corporate officers**

In accordance with the Chief Executive Officer's compensation policy as approved by the General Shareholders' Meeting of 1st June 2022, the numerical objectives used to assess the performance condition of the vested pension plan have been updated during its meeting on 20 October 2022 by the Board of Directors, in order to take into account the budget of the Combined Group (Faurecia + HELLA) now available.

For confidentiality reasons, according to the group's practice, numerical targets are not made public.