

Information concerning the approval of the compensation policy

Financial year 2025

In accordance with Article R. 22-10-14 of the French Commercial Code, it is indicated that the Combined General Meeting dated May 28, 2025 approved:

- the compensation policy for Board members (seventeenth resolution) at 97.82 %;
- the compensation policy for the Chairman of the Board of Directors (eighteenth resolution) at 99.80 %;
- the compensation policy for the Chief Executive Officer (nineteenth resolution) at 89.43 %.

The compensation policy for all corporate officers (Chairman of the Board of Directors, Chief Executive Officer and Board members) is included in the 2024 Universal Registration Document, Chapter 4, "Corporate governance", section 4.3.4.1 "Compensation policy for corporate officers" and section 4.3.4.2.3 "Implementation of the 2025 compensation policy for the Board members", pages 249 to 257.

The 2024 Universal Registration Document is available by clicking on the link below:

https://www.forvia.com/sites/default/files/2025-05/FORVIA_URD_2024_VA_202503171415%20BD.pdf