SHARES4U 2026

EMPLOYEE SHARE OFFER "SHARES4U"

LOCAL SUPPLEMENT FOR THE CZECH REPUBLIC

The English version of this Local Supplement is a free translation of the original, which was prepared in the local language of your country of subscription. In all matters of interpretation, views or opinions expressed in the original language version of the document take precedence over the translation.

This Local Supplement for Czech Republic is provided to you in addition to other Shares4U 2026 offer documents (in particular, the Brochure, the Subscription form and the Key Information Documents of the FCPE Shares4U Relais 2026 and FCPE Valeorizon). It contains a brief summary of the local offer information and principal tax consequences relating to the offer.

Please note that neither VALEO nor your employer is providing you with, and will not provide to you with, any personal, financial or tax advice in relation to this offer.

Local Offer Information

Securities law information

This offer is made in reliance on the exemption from publishing a prospectus provided for in Art. 1 para. 4 lit i) of Regulation 2017/1129 as amended, and the local enacting legislation.

€/ Czech Crown exchange

In Czech Republic, you will make your investment in Czech Crowns. Because VALEO shares are listed in Euros, your investment amount will be converted into Euros at the exchange rate fixed prior to the start of the subscription period and provided to you with the subscription price. The amount in Euros will be invested in VALEO shares on the date of the capital increase.

Thereafter, exchange rate fluctuations between the Euro and the currency of your country can have a positive or a negative impact on your investment. During the life of your investment, the value of the VALEO shares will be affected by fluctuations in the currency exchange rate between the Euro and the Czech Crown. As a result, if the value of the Euro strengthens relative to the Czech Crown, the value of the shares expressed in Czech Crowns will increase. On the other hand, if the value of the Euro weakens relative to the Czech Crown, the value of the shares expressed in Czech Crowns will decrease.

Method of Payment

Payment of the amount of your subscription amount shall be made by bank transfer to your employer.

You are responsible for arranging the bank transfer to pay your subscription amount. Please use the following transfer information:

Depending on your entity, select the right account:

Site	Bank	Bank branch	Bank account	Tax identification no.
FTE automotive Czechia s.r.o.	Citibank Europe plc	Prague	2551950108/2600	CZ27278581
Valeo Autoklimatizace k.s	Citibank Europe plc	Prague	2028290109/2600	CZ49823001
Valeo Výměníky tepla s.r.o.	Citibank Europe plc	Prague	2029980101/2600	CZ26131056
Valeo Compressor Europe, s.r.o.	Citibank Europe plc	Prague	2055950109/2600	CZ26504685

Please indicate as reference for the bank transfer your personal number, first name and last name and "Shares4U".

Your payment must reach the account indicated above by October 30, 2026., i.e. the transfer order needs to be entered no later than on October 27 2026.

Lock-up period of 5 years and early exit events

In consideration of the benefits granted under the offer, your investment (subscribed shares/FCPE units) is subject to a lock-up period of 5 years (up to and including June 30, 2031), during which you will not be able to redeem your investment.

However, in the case of occurrence of any of the following events, you can request your investment to be released before the end of the lock-up period:

1. Marriage or civil partnership (*)
2. Birth or adoption of a third (or more) child provided that your household is already financially responsible for at least two children (*)
3. Divorce, dissolution of civil partnership or separation when it is accompanied by a court decision specifying that your home is to be the sole or shared ordinary place of residence of at least one child (*)
4. Domestic violence committed against you by your spouse or civil partner or your former spouse or civil partner, when a police report or a court order is issued confirming the existence of such domestic violence
5. Termination of your employment (this case does not apply in case of mobility intra-group)
6. Disability (you, your spouse, civil partner or child)
7. Death (you or your spouse or civil partner)

Please note that for events marked (*), the request for early release must be submitted within 6 months following the event. If you do not request early release within six months of the event, your shares will remain subject to the approximate 5-year lock-up period (subject to the occurrence of a further early release event).

Redemption shall take place in the form of a single payment that, at your choice, shall relate to all or only some of your assets that may be redeemed. In case of occurrence of an early exit event between the end of the subscription period and the date of the capital increase, the exit request should be sent and will be processed after the date of capital increase.

These early release events are defined by French law and must be interpreted and applied in a manner consistent with French law. You should not conclude that an early release event is available unless you have described your specific case to your employer and your employer has confirmed that it applies to your situation, upon providing the required supporting documentation.

Please note that the occurrence of an early release event only concerns your ability to redeem the shares purchased with your personal investment in the offering as distinct from the Free Shares discussed below. As your Free Shares will not yet be delivered until November 30, 2029 (except in case of disability or death, provided you request such delivery), in case you request redemption of all your assets such date and you leave the Group, you must ensure to update your Valeo former employer with your personal data in case of change thereof so as to enable their delivery.

Please note that in the event of your death before the delivery date, your legal heirs must request early delivery of the Free Shares within a period of six months following the date of death; failure to do so shall result in the loss of the Free Shares.

Free Shares

Your investment will be matched by a grant of additional shares of VALEO without your payment of any additional consideration ("Free Shares"). The number of Free Shares granted to you will be calculated based on the matching scale as indicated in the Brochure.

Free Shares are conditional rights to receive shares of VALEO without any additional payment, subject to the terms and conditions of this Plan. It is expected that the conditional right to Free Shares will be granted on November 18, 2026 and that the Free Shares will be delivered to you on or about November 30, 2029, subject to the terms and conditions provided for in the Free Share Plan Rules, which include in particular, a condition of continued employment. The period between the grant and the delivery of Free Shares is referred to as the vesting period. You will find below a summary of certain conditions applicable to the grant, vesting and delivery of the Free Shares. For the full description, please refer to the Free Share Plan Rules made available to you at *shares4u.valeo.com* and upon request from your HR correspondent.

In order to be eligible for the grant of Free Shares, you must meet the following conditions:

(i) You must have submitted a valid subscription form to participate to SHARES4U 2026 offer;
(ii) You must be employed by a VALEO Group company on the date of grant of the conditional right to Free Shares which is expected to occur on November 18 2026

The Free Shares conditionally granted to you will then be subject to a vesting period of 3 years, ending on November 30, 2029. During this vesting period, you are not the owner of the Free Shares and you will not have the right to receive dividends or to vote at shareholder' meetings. You have the right to receive the Free Shares once the vesting period has expired, provided that your employment contract will not have been terminated during the vesting period due to:

- Your resignation (except termination notice submitted by you due to retirement as described below); or
- Your dismissal as a result of your misconduct.

For the purpose of the vesting condition, dismissal for misconduct is defined as "any dismissal caused by wrongful conduct of the employee such as gross negligence in the performance of duties or wilful and continuous failure or refusal to perform any duties reasonably requested in the course of employment or service with a VALEO group company, lack of loyalty towards the employer, serious violation of company rules or a fraudulent or dishonest act". In addition, this includes the cases of mutual termination agreement whereby the parties agree that the employee loses the right to the Free Shares.

If your employment is terminated before the end of the vesting period for any reason other than the cases listed above, your rights to the Free Shares will be preserved. In particular, termination notice due to departure on retirement from the Valeo Group at normal date, or termination notice due to departure on retirement at the expiration of the minimal contribution period as provided by local law or bargaining agreement shall not be considered as resignation and your rights to Free Shares will not be affected. Similarly, if your employer company is no longer within the VALEO Group, your rights to Free Shares will not be affected.

In the case of death and disability, as described in the Free Share Plan Rules, your Free Shares will be delivered in advance provided, in the case of death, that the request for early delivery is made within the six-month period following the death. As mentioned above, failure to do so shall result in the loss of your conditional right to receive the Free Shares.

Your Free Shares will be delivered to the FCPE Valeorizon or another equivalent vehicle. You can request redemption of your FCPE units corresponding to the Free Shares upon delivery or continue to hold your units in the FCPE for as long as you wish. Please note that redemption will not be possible during certain “black-out” periods as described in the Free Share Plan Rules in accordance with French law, in particular with respect to the insider trading restrictions.

Labor law disclaimer

Please note that this offer is provided to you by the French company VALEO, not by your local employer.

The offer does not form part of your employment agreement and does not amend or supplement such agreement.

The launch of the present offer results from a decision taken at the discretion of VALEO. It does not constitute a right granted and participation in this offer in no way confers any right to participate in similar transactions. There is no obligation of VALEO to launch new offers in subsequent years.

Benefits or payments that you may receive or be eligible for under the offer will not be taken into consideration in determining the amount of any future benefits, payments or other entitlements that may be due to you (including in cases of termination of employment).

Tax Information for Employees

This summary sets forth general principles that are expected to apply to employees who (i) are and remain until disposal of their investment resident in Czech Republic for the purposes of the tax laws of Czech Republic and the Convention between Czech Republic and the French Republic for the avoidance of double taxation dated as of April 28, 2003 (the “Treaty”) and (ii) are entitled to the benefits of the Treaty.

This summary is given for informational purposes only and should not be relied upon as being either complete or conclusive.

The tax consequences listed below are described in accordance with Czech Republic and certain French tax law and tax practices, as well as the Treaty, all of which are applicable at the time of the offer. These laws, practices and the Treaty may change over time.

The tax treatment that applies to you may be different from the regime described in this summary depending on your personal situation, and in particular if you are in international mobility.

For definitive advice, employees should consult their own tax advisors regarding the tax consequences of participation to the offer.

Tax summary

(Please note that the chart below is only a summary. Please read carefully the more detailed information provided in this document hereafter.)

	Discount	*Dividends*	*Free Shares*	*Gain at redemption*
When does the benefit become taxable?	Upon subscription of the units	Yes upon crediting	Upon delivery	Upon redemption
Where is it taxable?	In Czech Republic	In Czech Republic	In Czech Republic	In Czech Republic
Income tax:	Yes, to be paid by you	Yes, to be paid by you	Yes, to be paid by you	Yes, to be paid by you
Social security charges:	No	No	No	No
Do specific exemptions apply?	No	No	No	Yes, gains are not taxable below CZK 100,000 per year and gains are tax exempt if the assets have been held for more than 3 years

A. Taxation in France

Considering that during the approximate 5-year lock-up period, your investment will be held in the FCPE Valeorizon and that such FCPE reinvest any dividends that may be distributed by VALEO, you will not be subject to tax in France with respect to subscription, holding or redemption of your FCPE units, nor with respect to the grant or delivery of the Free Shares.

B. Taxation in Czech Republic

Upon subscription in 2026

Taxation of the discount: Will I be required to pay any tax or social security charges with respect to subscription of shares at a discounted price?

The share price discount represents an employee benefit, such income will become taxable in the fiscal year in which you subscribe the shares/units. The share price discount represents a taxable income of the employee and you will need to include such your income in your tax statement relating to the fiscal year 2026 as income from dependent activity.

According to the tax legal regulation effective in 2026, this income will be subject to income tax. The tax rate is progressive, with a 15% base rate and 23% rate for income exceeding 36-multiple of average salary for the purposes of social security charges, for 2026 it shall correspond to yearly income 1,762,812 CZK. This income will not be subject to social security and health insurance charges.

Taxation of the grant of Free Shares: Will I be required to pay any tax or social security charges with respect to the grant of Free Shares?

No, you will not be subject to tax or social security charges upon the grant of the right to receive Free Shares.

<u>During the life of the Plan</u>

Taxation of the dividends: Will I be required to pay any tax or social security charges on dividends?

Not in France, in the absence of a distribution to employees by the FCPE of the dividends received from VALEO, no withholding tax will be levied in France.

Despite of reinvestment by the FCPE, this is taxable income subject to taxation at a 15% tax rate in Czech Republic. Such income is not subject to social/health insurance charges. The tax return in paper or electronic form must be submitted by the employee with relevant Tax Office by April 1 of the calendar year following the year in which the dividends are paid out.

You will not be obliged to report the income from the dividends if (i) your total taxable income does not exceed CZK 50.000 (this especially applicable for retired employees and employees on maternity leave), or (ii) your salary from the local subsidiary is your main source of income, you do not have any other employment-related income (such as share price discount, free shares), and all other taxable incomes are lower than 20.000 CZK.

Delivery of Free Shares: Will I be required to pay any tax or social security charges with respect to the delivery of Free Shares in the FCPE?

When Free Shares are delivered in the FCPE, the Free Shares will be considered as taxable employment benefit in the amount of the market value of the Free Shares on the date of delivery. This benefit (non-cash income) will be subject in the Czech Republic to individual income tax calculated in the same manner as your salary, i.e. 15% base rate and 23% rate for income exceeding 36-multiple of average salary for the purposes of social security charges, for 2026 it shall correspond to yearly income 1,762,812 CZK.

Wealth Tax: Will I be required to pay any wealth tax on the units I own?

No, there is no wealth tax applicable in Czech Republic

<u>Upon redemption</u>

Taxation of the income at redemption: Will I be required to pay any tax or social security charges when I ask the FCPE to redeem my units?

If you redeem your FCPE units more than 3 years from the day of acquisition, the gain derived from such sale will be tax exempt.

If you redeem your FCPE units within 3 years following the day of acquisition, the capital gains derived from the redemption of the FCPE units will be subject to income tax. The taxable amount is equal to the positive difference between the proceeds of redemption and the acquisition price (*i.e.,* the price actually paid by the employee) increased by the income already taxed as employment benefit with respect to Free Shares, and increased by the income already taxed as employment benefit with respect to share price discount

With respect to Free Shares the acquisition price is zero.

The tax rate is progressive, with a 15% base rate and 23% rate for income exceeding 36-multiple of average salary for the purposes of social security charges, for 2026 it shall correspond to yearly income 1,762,812 CZK. You are responsible for paying the tax as part of your annual personal tax return, normally due on April 1st of the next calendar year.

If your yearly total income in one calendar year from redemption/sale of all your securities does not exceed 100.000 CZK, the capital gain will not be taxed.

You further will not pay any tax if (i) your total taxable income does not exceed CZK 50.000 (this especially applicable for retired employees and employees on maternity leave), or (ii) your salary from the local subsidiary is your main source of income, you do not have any other employment-related income (such as share price discount, free shares), and all other taxable incomes are lower than 20.000 CZK.

At the redemption of the FCPE units (irrespective of the holding period), social security and health insurance charges are not applicable.

Your reporting obligations

Regarding the share price discount, the dividends and the delivered Free Shares you will be obliged to submit an income tax return by April 1st of the next calendar year. In case your gain from redemption of your FCPE units will be subject to taxation, you will be obliged to submit an income tax return by April 1st of the next calendar year

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For a more complete description of the offering, please refer to the offering documents as well as to the Rules of the VALEO International Group Savings Plan, to the Free Share Plan Rules and to the Regulations of the FCPE Shares4U Relais 2026 and of the FCPE Valeorizon, as approved by the AMF, the French securities authority. All these documents are made available to you at shares4u.valeo.com and upon request from your HR correspondent.

Information contained in this document is being provided to you solely as information.

Nothing contained on this document or in any other materials distributed or made available to you in connection with this offer shall confer upon you any rights or entitlement with respect to your employment. Your decision whether or not to participate in this offer is entirely voluntary and personal. The offer is discretionary and participation in the offer is separate from and does not form part of your employment.

Shares of VALEO are listed on Euronext Paris (the Paris stock exchange). Your investment is linked to and therefore will fluctuate with the market price of the VALEO share. As a result, your investment is at risk. VALEO's latest Universal Registration Document (*Document d'Enregistrement Universel*) and financial reports are available to you on www.valeo.com and at request to your employer. These documents contain information on the business of VALEO, its financial results and certain risks associated with investment in shares.