SHARES4U 2026

LOCAL SUPPLEMENT FOR SPAIN

EMPLOYEE SHARE OFFER SHARES4U 2026

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 Spain is provided to you together with other Shares4U 2026 offer documents (in particular, the Brochure and the Subscription form). It contains a brief summary of information relevant to employees located in Spain and of the principal Spanish and French tax consequences relating to the offering.

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

In accordance with article 1.4.(i) of the Regulation (EU) 2017/1129 of the European Parliament and of the Council of 14 June 2017, Valeo is exempted from the obligation to publish a prospectus in Spain regarding the offer.

This document, jointly with the Brochure provided to you, comply with the requirements set forth in article 1.4.(i) of the Regulation (EU) 2017/1129 of the European Parliament and of the Council of 14 June 2017, containing the obligation of having a document with information regarding the offering available for the persons to whom such offering is addressed.

Foreign Exchange Control information

Pursuant to the Bank of Spain's Circular 4/2012, of April 25, 2012, regarding the Bank of Spain's reporting rules for Spanish residents with respect to their overseas economic transactions and balances of financial assets and liabilities, if the value of transactions carried out by you during the previous year, or the balance of assets and liabilities on December 31 of the previous year, is less than € 1 million, you should only inform the Bank of Spain upon express request hereby and in any case no later than two months since the receipt of the Bank of Spain request.

Method of Payment

Payment of the amount of your subscription amount can be made by direct bank debit in SEPA format AND/OR in instalments to be deducted from your salary over 3 months. You can opt for the one or the other option or combine payment options.

- Payment by direct bank debit in SEPA format:

The account indicated by you in the subscription form will be debited at the latest on November 10, 2026 for the amount of your subscription.

- Payment in instalments deducted from salary:

This payment method is available only up to the maximum amount of € 1,200 (€ 400 monthly maximum). If you wish to invest more, you can combine this payment method with payment by other means available to you.

The amount of your subscription by this payment method will be divided in 3 instalments of equal amount to be deducted from your salary over 3 months, starting with the month of November 2026.

Please note that deductions from salary are also subject to limitations in accordance with law applicable in Spain. In no case, your monthly salary, after deduction of the corresponding instalment, can be less than €1,221.00 per month for salaries in 14 instalments (i.e., the 'Minimum Inter-professional Wage' set forth as from 1st January 2026). You should consider this limit when you decide upon your subscription amount. The amount of your subscription by this payment method will be reduced to the amount deductible from your salary in 3 monthly instalments.

If your employment terminates before you have paid the Subscription Price in full, the unpaid balance of the subscription will become due and payable upon termination of your employment. Your employer will have the right to collect any unpaid portion of the Subscription Price from other amounts that are owed to you. Furthermore, your employer reserves the right to file a claim against you for payment of the unpaid amounts.

Lock-up period of 5 years and early exit events

In consideration of the benefits granted under the offering, your investment (subscribed shares) 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 sell or transfer your Valeo shares.

Your shares will be held in a share account opened with Amundi ESR, having its registered offices located at 91-93, boulevard Pasteur 75015 Paris, France; mail address: 26956 VALENCE Cedex 9, France.

However, in the case of occurrence of the following events, you can request that your shares 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 the beneficiary by his or her spouse or civil partner or his or her 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 contract (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 five-year lock-up period (subject to the occurrence of a further early release event).

Upon redemption due to an early release event, the custodian will arrange for your shares to be sold on the Paris Stock Exchange, and you will receive a single payment. You may elect to redeem all or only some of the shares that you purchased in the Shares4U 2026 Offering and that are held by the Plan custodian. 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 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 before 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.

Please also note the additional tax consequences that would trigger a resale of shares during the first three years of the lock-up period.

Free Shares

Your investment is matched by a grant of additional shares of VALEO for free ("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 and in particular the 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 department.

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 Free Shares which should occur on November 18, 2026.

The Free Shares granted to you will then be subject to a vesting period of 3 years. During this vesting period, you are not the owner of the Free Shares. 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; 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 relationship 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, if your employment relationship is terminated because you have reached the date on which you are due to retire from the Valeo Group, or departure on retirement at the expiration of the minimal contribution period as provided by local law or as a consequence of a 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 advance delivery is made within the six-month period following the death. In such case, Free Shares can be sold upon delivery. As mentioned above, failure to do so shall result in the loss of your conditional right to receive the Free Shares. However, please note the additional tax consequences that would trigger a resale of shares before the end of the 3-year holding period.

Your Free Shares will be delivered to you in your securities account in which you hold shares acquired with your personal investment in the offering (however please see the tax summary below for tax or social charges due upon delivery of Free Shares). After delivery, your Free Shares will be subject to a holding period of 3 years, expiring on or about November 30, 2032. During this period, you will not be allowed to resell your Free Shares.

After the end of the holding period, you can request to sell your Free Shares upon delivery or continue to hold them for as long as you wish. Please also note that after the end of this holding period, resale 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 shall remain until disposal of their investment residents in Spain for the purposes of the tax laws of Spain and the Convention between Spain and the French Republic for the avoidance of double taxation dated October 10, 1995 (the "Treaty"), (ii) are entitled to apply the benefits of the Treaty and (iii) have an employment relationship with the Spanish subsidiary of Valeo Group and do not carry out their professional activity in France.

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 Spanish 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 the employees may be different from the regime described in this summary depending on their personal circumstances, and in particular if they are under international mobility circumstances.

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

<u>Tax summary</u>

(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 delivery of the shares bought	Upon distribution	Upon delivery	Upon redemption (sale)
Where is it taxable?	In Spain	In France, French tax to be withheld by the paying agent of dividends and in Spain, to be paid by you	In Spain	In Spain, to be paid by you
PIT	Yes, but exemption could be available. The part not exempted would be subject to withholding.	Yes, to be paid by you. Deduction of the French tax should be available.	Yes, but exemption could be available. The part not exempted would be subject to withholding.	Yes, to be paid by you
Social security contributions	Yes (no exemption), withheld by your employer	No	Yes (no exemption), withheld by your employer	No
Do specific exemptions	Yes, exempt from tax up to €12,000 per year, subject to certain requirements	No	Yes, exempt from tax up to	No

apply?	(e.g., a holding period of 3 years)		€12,000 per year, subject to certain requirements (e.g., a holding period of 3 years).	

A. Taxation in France

You will not be subject to tax or social charges in France either at the time of subscription, at the time of grant or delivery of the Free Shares or at the time of sale of your VALEO shares. In case of distribution of dividends by VALEO, such dividends may be subject to taxation in France. Please refer to the dividends taxation section below.

B. Taxation in Spain

Upon subscription

Will I be required to pay any tax or Social Security contributions with respect to subscription of shares at a discounted price?

The acquisition of shares at a price below their fair market value would be considered as remuneration in kind (salary) for the employees, being taxable by Personal Income Tax ("PIT") at progressive rates ranging from 17.5% to 54%[1]. Said remuneration in kind would be determined by the difference between the market value of the shares when delivered and the price paid by you for acquiring said shares[2].

The employer would be liable to carry out the corresponding payments on account ("*ingresos a cuenta*") equivalent to the result of applying the withholding rate applicable to each employee to the remuneration in kind satisfied. In practice, the employer usually charges the payment on account to the employees through deduction from their payrolls.

Notwithstanding the above, for the purposes of PIT, an annual exemption up to €12,000 could be applicable provided that the following requirements are met:

i. The shares are issued by the employer company or, in general terms, by other company of the same group or sub-group[3] of companies.

ii. The shares are offered to all the employees of VALEO under the same conditions. The three months seniority requirement should not avoid the applications of the exemption.

iii. Each employee, by himself or together with his/her relatives, does not have directly or indirectly participation over 5% of the company or of any other company of the same group or sub-group of companies.

[1] This range could slightly vary depending on the Autonomous Region where the employee habitually lives.

[2] Bear in mind that since the subscription price is based on the reference price, depending on whether the fair market value of the share at the date of delivery of the shares is higher or lower to said reference value, the remuneration in kind may be, in practice, more or less than the 20% discount offered.

[3] Kindly note that, the PIT Regulations seemingly limit the shares which can access the exemption. That is, a literal interpretation of said PIT Regulations, would determine that when a sub-group exists, the shares which could -potentially- fall within the scope of the exemption are: (i) the shares in the employer, (ii) the shares in the parent company of the group; or (iii) the shares in a company part of the sub-group in which the employer company is integrated within (i.e., it cannot be in any group company if a Spanish sub-group exists). The Valeo share offering would comply with this requirement since the shares delivered are those of the parent company of the group.

iv. The shares must be maintained for at least three years. In the case that you transfer the shares during the first three years from the subscription, you will be required to file an extemporary PIT return, with the corresponding delay interests, within the period existing between the moment of the breach of the holding period requirement and the last day for filing the PIT return of the fiscal year when the requirement is breached. No tax issues should arise for the employer.

This exemption is not applicable in the regions of Gipuzkoa, Bizkaia and Araba.

The offer is designed to comply with these requirements, provided that you effectively maintain the shares during the aforementioned 3-year period[4].

Therefore, this exemption shall apply to the amount of the discount on the shares up to €12,000.

If the amount of the remuneration in kind received exceeds the €12,000 cap, the value exceeding said cap would be subject to PIT at the aforementioned progressive tax rates ranging from 17.5% to 54%[5].

Please note that the €12,000 exemption referred to above is a tax exemption only and in all cases, you remain liable to pay Social Security contributions on the difference between the market value of the shares at the end of the subscription period and the subscription price paid by you. Social Security contributions for employees apply at a 6.50% rate, up to a maximum contribution base of €5,101.20 per month (as from 1 January 2026). The employer is liable to make the corresponding withholding from your salary.

Additionally, since 2025, the exceeding amount from the maximum contribution base will also be subject to Social Security contributions and both employer and employee (in the percentages established for the common contingencies contributions) will pay Social Security contributions (solidarity contribution), depending on the exceeding amount. For 2026:

- <u>From the maximum contribution base up to 10% of excess:</u> 1.15% between employer and employee.
- <u>From 10% excess of the maximum contribution base up to 50% excess:</u> 1.25% between employer and employee.
- <u>From 50% excess of the maximum contribution base onwards:</u> 1.46% between employer and employee.

The above amounts will be progressively increased until 2045.

Will I be required to pay any tax or Social Security contributions with respect to the grant of Free Shares?

No, you will not be obliged to the payment of taxes or Social Security contributions upon the grant of the right to receive Free Shares since: (i) said right will not be transmissible; and (ii) you would only be receiving conditional rights to receive shares in the future.

Will the interest-free instalment payment be subject to tax?

The granting of an interest free or reduced interest rate loan would be considered as remuneration in kind (salary) for the employee, being taxable by PIT at progressive rates ranging from 17.5% to 54% (depending on

[4] Please note that if said requirement is not fulfilled, the employee should file an extemporary PIT return regarding the fiscal year when the shares were acquired, with the corresponding delay interests, within the period existing between the moment of the breach of the holding period requirement and the last day for the filing of the PIT return of the fiscal year when the requirement is breached. No issues will arise for the employer.

[5] Please see footnote 1 above.

the Autonomous Region in which the employee habitually resides). The taxable amount would be equal to the legal interest rate for 2026[7] applied to the amount financed and pending to be reimbursed.

The employer would be liable to carry out the corresponding withholding on account ("*ingreso a cuenta*"), equivalent to the result of applying the withholding rate applicable to each employee to the remuneration in kind satisfied. In practice, the employer will charge the payment on account to the employee by deducting from their payrolls.

In principle, financing the employees by advance payments on salary should be treated for tax purposes as granting an interest free loan.

Notwithstanding the above, according to the criteria issued by the GDT in, among others, its binding ruling number V0552/2013, if the advance payment is reimbursed within the same month (i.e., the employee reimburses the advance payment before the month ends), it could be considered that no remuneration in kind arises for PIT purposes.

Social Security contributions for employees apply at a 6.50% rate, up to a maximum contribution base of €5,101.20 per month (as from 1 January 2026). The employer is liable to make the corresponding withholding from your salary.

Additionally, since 2025, the exceeding amount from the maximum contribution base will also be subject to Social Security contributions and both employer and employee (in the percentages established for the common contingencies contributions) will pay Social Security contributions (solidarity contribution), depending on the exceeding amount. For 2026:

- <u>From the maximum contribution base up to 10% of excess:</u> 1.15% between employer and employee.
- <u>From 10% excess of the maximum contribution base up to 50% excess:</u> 1.25% between employer and employee.
- <u>From 50% excess of the maximum contribution base onwards:</u> 1.46% between employer and employee.

The above amounts will be progressively increased until 2045.

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

Will I be required to pay any tax on dividends?

Dividends will be subject to a withholding tax in France and will be taxable in Spain.

Under French domestic law, dividends distributed by a French issuer to natural persons who are not French tax residents are generally subject to a French withholding tax at the rate of 12.8%[8].

The Treaty provides for a maximum withholding tax rate of 15%. Therefore, no reduction of the withholding tax levied at the rate of 12.8% may be claimed on the basis of the Treaty.

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[7] Please note that no Spanish General State Budget for 2026 has been approved. Thus, the General State Budget for 2023 (last one approved) has been automatically extended and, consequently, the legal interest rate in 2026 would amount to 3.25%.

[8] The dividend withholding tax rate is increased to 75% when the dividends are paid to a bank account opened in a Non-Cooperative State or Territory as defined under article 238-0 A 1, 2 and 2 bis-1° of the French Tax Code (a "NCST"), unless the distribution of the dividends in a NCST has neither the object nor the effect of locating the dividends in such a NCST for tax evasion purposes. The list of NCSTs is updated at least once a year. The states and territories qualifying as NCSTs are currently the following: Anguilla, Antigua and Barbuda, Turks and Caicos Islands, Vanuatu.

In Spain, dividends directly received by the employees would be taxable by PIT in the fiscal year when distributed.

The following tax rates will apply for dividends received directly by the employees[9]:

- A 19% for the first €6,000;
- A 21% on the amount received between €6,000.01 and €50,000;
- A 23% on the amount received between €50,000.01 and €200,000;
- A 27% on the amount received between €200,000.01 and €300,000; and,
- A 30% on the amount exceeding €300,000.

No withholding tax obligations should arise for the employer based on the PIT Regulations.

Notwithstanding the above, the employee could deduct in his PIT declaration the amount of the withholding tax on dividends paid in France (insofar it is inferior to the result of applying the average effective tax rate to the part of the taxable base taxed abroad), by providing the Spanish tax authorities with the original certificate that tax has been effectively paid in France.

No Social Security contributions would apply from a Spanish perspective.

Will I be required to pay any tax or Social Security contributions with respect to the delivery of Free Shares to me (after the 3-year vesting period, the Free Shares being subject to a 3-year holding period)?

Free Shares would be considered as remuneration in-kind (salary) for the employees, being taxable by PIT at the moment of the delivery of the shares (*i.e.,* at vesting), at progressive rates ranging from 17.5% to 54%. Said remuneration in kind would be determined by the market value of the shares at the moment of the delivery.

Notwithstanding the above, the annual exemption up to €12,000 described for the shares offered at a discounted price would be applicable to Free Shares in the same terms as long as the aforementioned requirements are met. Please note that said exemption applies jointly to both remunerations –i.e., acquisition of shares with discount and Free Shares– if obtained in the same calendar year.

The employer would be liable to carry out the corresponding payments on account ("*ingreso a cuenta*") equivalent to the result of applying the withholding rate corresponding to each employee to the remuneration in kind satisfied and not exempt from PIT. In practice, the employer usually charges the payment on account to the employees through deduction from their payrolls.

Please note that if as the result of delivery of Free Shares to you, your employer or a Valeo Group company is or would be required to pay or withhold taxes, social charges, or any other type of taxes on your behalf, Valeo reserves the right to delay the delivery of the Free Shares until such time as you have paid the amounts due or have made the necessary arrangements for their payment. Alternatively, Valeo or your employer may (i) withhold the necessary amounts from your salary or (ii) initiate the sale of a sufficient number of Free Shares to cover the payment of amounts owed by you with the proceeds derived from such sale[10].

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[9] These rates are those applicable in Common Territory and may vary in the Basque Country and Navarre.

[10] With regard to the tax implications in Spain arising from the mechanism known as *sell to cover*, given that this mechanism provides that the shares sold are not transferred but are disposed of by Valeo to settle the tax liabilities associated with the free transfer of shares, we must refer to the binding ruling V1140-14 issued by the GDT, as it analyses a similar scenario (the company does not transfer to the employee the number of shares initially envisaged, but a lower number, by deducting from the initially envisaged number of shares the value of the shares equivalent to the payment on account due).

The €12,000 exemption referred to above is a tax exemption only and in all cases; you remain liable to pay Social Security contributions on the market value of the shares at the moment of the delivery. Social Security contributions for employees apply at the 6.50% rate, up to the maximum contribution base of €5,101.20 per month (as from 1 January 2026). The employer is liable to make the corresponding withholding from your monthly payslips.

Furthermore, please note that a reduction up to 30% in the taxable base of the PIT could be applicable to the remuneration in kind (for the non-exempt part, if any) derived from the acquisition of shares for free, if the period between award and vest exceeds two years (such is the case where the vesting period is three years as in the VALEO Shares 4U 2026 plan).

However, the application of this tax reduction would be subject to the following requirements:

- The remuneration must be paid within one fiscal year.
- The reduction would be limited to EUR 90,000.
- The taxpayer could not have received any income to which this reduction has been applied to in the previous five years.

Additionally, since 2025, the exceeding amount from the maximum contribution base will also be subject to Social Security contributions and both employer and employee (in the percentages established for the common contingencies contributions) will pay Social Security contributions (solidarity contribution), depending on the exceeding amount. For 2026:

- <u>From the maximum contribution base up to 10% of excess:</u> 1.15% between employer and employee.
- <u>From 10% excess of the maximum contribution base up to 50% excess:</u> 1.25% between employer and employee.
- <u>From 50% excess of the maximum contribution base onwards:</u> 1.46% between employer and employee.

The above amounts will be progressively increased until 2045.

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

The tenancy of shares could be taxable by the Spanish Wealth Tax, which is an annual tax payable on the total net value of taxable assets on 31st December of each fiscal year. This tax has been transferred from the Government to the different Spanish Autonomous Regions, which have approved the corresponding regional laws in this regard.

Therefore, the tax rates as well as the method of payment of the Wealth Tax, would depend on the Autonomous Region in which the individual habitually resides.

Notwithstanding the above, each resident individual has a tax-free allowance of €700,000 (as stated above, this tax-free allowance could vary depending on the Spanish Autonomous Region in which the individual is established).

Additionally, the obligation to file the corresponding Wealth Tax return would only be applicable, in general terms, for (i) individuals who are required to make a tax payment and (ii) individuals with rights and assets valued over €2,000,000.00, even if they are not required to make any tax payment.

The GDT concludes that (i) it cannot be considered that a sale of shares by the company to the employee has taken place for the purpose of paying the payment on account, because, as stated, the shares actually transferred would not be those initially envisaged, but the lower number resulting from deducting from the initially envisaged number the value of the shares equivalent to the amount of the advance tax corresponding to that lower number of shares actually transferred; and (ii) nor can it be considered that the advance tax has been passed on to the employee. Consequently, the total income arising from the transfer of shares received by the employee in this scenario would consist of the market value of the shares actually transferred plus the payment on account relating to those shares. This was also set out in the GDT binding ruling V0862-10.

If, according to the preceding paragraph, you are obliged to file the Wealth Tax return (Form 714), you should file said return within April-June of the year following to the year concerned.

On top of the above, in December 2022, the Spanish Government approved (initially, only for the years 2022 and 2023, but it has been extended for years 2024 and on) a complimentary tax to the Spanish Wealth Tax, the Tax on Large Fortunes ("TLF").

The TLF taxes, at rates which vary between 1.7% and 3.5%, the ownership by individuals of net assets exceeding EUR 3,700,000 (considering the tax-free allowance of €700,000 foreseen) in value, at the time of accrual. The Wealth Tax effectively paid can be deducted from the TLF final liability.

Those employees obliged to file this tax must submit the Form 718 between 1 July and 31 July of the year following the date accrual.

Upon redemption

Will I be required to pay any tax or Social Security contributions when I sell my shares?

At the moment of sale of your shares, you would obtain a capital gain or loss, determined by the difference between the transfer value of the shares and the price paid by the employee, plus the remuneration in kind received under the Plan, even when they are exempt from PIT.

In other words, the gain will be calculated as the difference between the sale price of the shares and their market value at the time of acquisition.

The following tax rates would apply for capital gains[11]:

- A 19% for the first €6,000;
- A 21% on the amount received or generated between €6,000.01 up to €50,000;
- A 23% on the amount received or generated between €50,000.01 up to €200,000;
- A 27% on the amount received between €200,000.01 and €300,000; and,
- A 30% on the amount exceeding €300.000.

No withholding tax obligations would be imposed to the employer.

No Social Security contributions would apply on the shares' sale.

Your reporting obligations

Income derived from the acquisition/subscription, capital gains from the sale of the shares, as well as the dividends received, should be declared by you in your PIT return (100 tax form) corresponding to the fiscal year in which said income/capital gain has been obtained. The tax return has to be filed, in general terms, within April-June of the year following the year during which you receive the income/capital gain (*i.e.,* the PIT tax return should be filed in April-June of 2027 regarding the remuneration in kind obtained in 2026).

Similarly, as stated previously, if you are subject to Wealth Tax reporting obligation, you should declare the value of your shares through a tax return (714 tax form) that should be filed, in general terms, within April-June of the year following the year concerned. Same deadlines will apply on TLF. These taxes have been

[11] These rates are those applicable in Common Territory and may vary in the Basque Country and Navarre.

transferred from the Government to the different Spanish Autonomous Regions, which have approved the corresponding regional laws in this regard

Additionally, you would be required to inform the Spanish Tax Authorities, through the 720 form[12], of the assets held abroad when the value of the sum of all the following category of assets exceeds, in one fiscal year, €50,000[13]:

(i) securities or entitlements representative of share capital or equity of any entity[14],

(ii) securities representatives of the transfer of own capital to third parties or,

(iii) securities contributed to any legal instrument as trusts or similar instruments, for its management, without legal personality but that were capable to act in the business course.

Said value shall be determined, in each case, according to specific rules (e.g., in case of securities representative of share capital or equity of an entity the balance of said securities on December 31).

Please note that if you have filed said returns in prior fiscal years, you would be required to file this form only if (i) the sum of the total value of the categories of assets mentioned above suffered an increase higher than €20,000 to the value declared in the last Form 720 filed, or (ii) you cancel/sell the assets declared in the prior returns.

This return should be filed, in general terms, from January 1 to March 31 of each tax year regarding the assets held abroad in the immediately prior 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 and to the Free Share Plan Rules. 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.

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[12] Please note that crypto assets are now subject to the same obligation but must be reported separately with the Form 721.

[13] Notwithstanding so, please note that the European Commission has declared contrary to European Law the specific penalty regime foreseen for this tax return as well as the imprescriptibly of gains non-declared in fiscal years open to tax audit. However, the obligation to file this tax return persists. At the moment, a new specific penalty regime has not yet been approved.

[14] Please note that options over shares are not within the scope of assets to be declared within the 720 Form.