SHARES4U 2026

LOCAL SUPPLEMENT FOR JAPAN

EMPLOYEE SHARE OFFER "SHARES4U"

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 Japan is provided to you in addition to other Shares4U offer documents (in particular, the Brochure and the Subscription form). It contains a brief summary of information relevant to employees located in Japan and of the principal Japan 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 offering.

Local Offer Information

Securities law information

The offer is not and will not be subject to Article 4, Paragraph 1 of the Financial Instruments and Exchange Act of Japan, and registration pursuant to the said article has not been and will not be made with respect to the offer.

Please note that in addition to the ceiling of 1,200,000 Valeo shares on the total amount of the offer described in the Brochure, the total amount of issue price in Japan is limited to JPY 87,902,328. If the subscription requests in Japan exceed JPY 87,902,328, your subscription will be reduced.

Foreign Exchange Control information

If you make a payment for this offer of over JPY 30 million abroad through your local bank, you will be required to submit a report under the Foreign Exchange and Foreign Trade Act of Japan to such a local bank. If you make a payment for this offer of over JPY 30 million abroad without your local bank, you will be required to submit a report under the Foreign Exchange and Foreign Trade Act of Japan to the Minister of Finance through the Bank of Japan. If you make a payment for this offer through your employer, you will not need to submit the report as mentioned above.

€/ JPY exchange

In Japan, you will make your investment in Japanese Yen. 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. Any variation between the exchange rate established by VALEO and the exchange rate in effect on the date of the actual remittance of funds abroad will not affect the amount of your investment.

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

Method of Payment

Payment of the amount of your subscription can be made by either by a one-time salary deduction or by bank transfer to your employer.

- **One-time salary deduction:**

- the amount of your subscription as indicated on the subscription form will be paid in one instalment by deduction from your salary of November 2026.
  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.

- **By bank transfer to the account of your employer:**

  Beneficiary: 株式会社ヴァレオジャパン (Valeo Japan Co. Ltd.)
  Bank: 株式会社三菱ＵＦＪ銀行 (MUFG Bank)
  Branch: きよなみ (Kiyonami) Branch code 804
  Account: Checking Account: 1184111
  Please indicate as reference for the bank transfer your Workday ID and “Shares4U”.

  Your payment must reach the account indicated above by October 30, 2026.

  Lock-up period of nearly 5 years and early exit events

In consideration of the benefits granted under the offering, your investment (subscribed shares) is subject to an approximately 5-year lock-up period (up to and including June 30,2031), during which you will not be able to sell or transfer your VALEO shares (including by gift) or otherwise redeem your investment.

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

1. Marriage (*)
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 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 or child)
7. Death (you or your spouse)

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 case 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.

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 13 (expected), 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 continued employment condition. 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:

- You must have submitted a valid Subscription Form to participate in the SHARES4U 2026 offer; and
- 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 13 (expected), 2026.

The Free Shares conditionally granted to you will then be subject to a vesting period of three years, ending on November 30, 2029. During this vesting period, you are not the owner of the Free Shares and, among other things, you will not have the right to receive dividends or to vote at shareholders' meetings. You have the right to receive the Free Shares once the vesting period has expired, provided that your employment has not 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 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, departure on retirement from the Valeo Group at the normal date, or departure on retirement at the expiration of the minimal contribution period as provided by local law or bargaining agreement shall not be considered as a 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. Failure to do so shall result in the loss of the Free Shares.

Your Free Shares will be delivered to you in the securities account in which you hold shares acquired with your personal investment in the Offering.

You can request to sell your Free Shares upon delivery or continue to hold them for as long as you wish. Please note that sale 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 Japan for the purposes of the tax laws of Japan and the Convention between Japan and the French Republic for the avoidance of double taxation and the prevention of fiscal fraud

with respect to income taxes dated March 3rd, 1995, as amended (the "Treaty") and (ii) are entitled to the benefits of the Treaty 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 the laws of Japan 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	*Payment facility*	*Dividends*	*Free Shares*	*Gain at redemption*
When does the benefit become taxable?	Upon subscription		Upon payment	Upon delivery	Upon redemption
Where is it taxable?	In Japan	In Japan	In France, French tax to be withheld by the paying agent of dividends In Japan, to be paid by you	In Japan	In Japan
Income tax:	Yes, to be paid by you	Yes, to be withheld by your employer	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	No
Do specific exemptions apply ?	No	Exemptions may apply	No	No	No

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 Japan

<u>Upon subscription</u>

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

You will be subject to taxation in Japan at the time of subscription of VALEO shares. The taxable amount will be the difference between the fair market value of VALEO shares on the date of issuance and the subscription price. This taxable amount (taxable income) will be classified into salary income and taxed under progressive rates of up to 55.945%, including local taxes. You will be required to pay such taxes individually. No social security charges will apply.

If I opted for payment in instalments to be deducted from my pay, will this facility constitute a taxable benefit?

The difference between the official rate stipulated in the relevant tax notice issued by the National Tax Agency and the actual rate, as applied to the loan balance, will be subject to tax. Applicable taxes will be withheld by your employer. No social charges will apply. However, if the rate applied is considered reasonable or income from such facility is JPY 5,000 or less per year, then such facility would not give rise to taxation.

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>

Will I be required to pay any tax or social security charges on dividends?

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

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%[1]. Under the Treaty, the rate of the withholding tax may be reduced to 10% if you provide the paying agent with a certificate of residency (French treasury form 5000), stamped by the local Tax Authorities before the date of payment of the dividends. In the event where the certificate of tax residency is not provided to the paying agent before the date of payment of dividends, the withholding tax will be levied at the domestic rate. However, you may obtain the repayment of the withholding tax paid in excess of the Treaty rate by providing the French treasury forms 5000 (certificate of residency) and 5001 (repayment request) to the paying agent of the dividends before December 31 of the second year following the year of payment.

In Japan, dividends received will be taxed as follows: You will be required to file an income tax return by March 15 of the following year in which dividends are paid. In principle, the dividends will be taxed under progressive tax rates of up to 55.945%, including local taxes. The withholding amount which may have been withheld by French authority will be disregarded in calculating the amount of dividends, but such withheld amount will be eligible to foreign tax credit with certain restrictions. No social security charges will apply.

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[1] 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, Bahamas, British Virgin Islands, Panama, Seychelles, Turks and Caicos Islands and Vanuatu. .

Will I be required to pay any tax or social security charges with respect to the delivery of Free Shares to me (after the 3-year vesting period, the Free Shares [not being subject to any lock-up period])?

The fair market value on the date of delivery will be subject to taxation as salary income at progressive rates of up to 55.945%, including local taxes. You will be required to pay such taxes individually. No social security charges will apply.

Will I be required to pay any tax or social security charges at the end of the lock-up period (with respect to subscribed shares)?

No, you will not be subject to tax or social security charges at the end of the lock-up period with respect to subscribed shares.

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

No, you will not be required to pay any wealth tax on your VALEO shares including Free Shares.

Upon redemption

Will I be required to pay any tax or social security charges when I sell my shares?

Upon the sale of your VALEO shares including Free Shares, you will be subject to capital gain taxation. The taxable amount is the difference between the fair market value at the time of subscription (in the case of VALEO shares other than Free Shares) or delivery (in the case of Free Shares) and the fair market value at the time of sale. The tax rate will be 20.315%. You will be required to file an income tax return by March 15 of the following year in which shares are sold. No social security charges will apply.

Your reporting obligations

There will be no reporting obligations specific to subscription, holding and sale of VALEO shares including Free Shares, as well as specific to the receipt of dividends on the employee side.

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For a more complete description of the offer, 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.