SHARES4U 2026

LOCAL SUPPLEMENT FOR REPUBLIC OF KOREA

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, the original language version of the document takes precedence over the translation.

This Local Supplement for South Korea is provided to you in addition to 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 the South Korea and of the principal South Korean and French tax consequences relating to the offering.

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

Local Offer Information

Securities law information

An offer of shares by an offshore parent company (i.e., the French company VALEO) to local employees of its majority-owned subsidiary in the Republic of Korea pursuant to an employee share purchase plan established for employee welfare is considered as a private placement exempt from any disclosure requirements under the securities law of the Republic of Korea.

Foreign Exchange Control information

There is no foreign exchange-related reporting that is required for purchases of shares of the offshore parent company by an employee of a "foreign invested company" under the Foreign Investment Promotion Law. However, with respect to the transfer of funds above US$5,000 for the purchase of shares by your employer company on behalf of the employees, evidentiary documents showing the purpose and amount of payment must be submitted to a foreign exchange bank in the Republic of Korea, which is a routine procedure.

€/Korea Won exchange

In the Republic of Korea, you will make your investment in the Korea Won. 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 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 that you hold will be affected by fluctuations in the currency exchange rate between the Euro and the Korea Won. As a result, if the value of the Euro strengthens relative to the Korea Won, the value of the shares expressed in the Korea Won will increase. On the other hand, if the value of the Euro weakens relative to the Korea Won, the value of the shares expressed in the Korea Won will decrease.

Method of Payment

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

- **Three-time salary deductions**: the amount of your subscription as indicated on the subscription form will be paid in three instalments of equal amount, deducted from your salary starting with the month of November 2026. However, according to labour law, such deduction can be processed only if your net salary after deduction is not lower than the minimum hourly rate (10,320 won for 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:**

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

  For Valeo Electronics Systems Korea Co. Ltd.

  Beneficiary: Valeo Electronics Systems Korea Co. Ltd.
  Bank: Citibank Korea
  Branch: Citibank Korea Central Business Center
  Account: 1-001045-524-01

  For Valeo Automotive Korea Co. Ltd.

  Beneficiary: Valeo Automotive Korea Co. Ltd.
  Bank: Citibank Korea
  Branch: Citibank Korea Central Business Center
  Account: 0-085042-009

  For Valeo Mobility Korea Co. Ltd.

  Beneficiary: Valeo Mobility Korea Co. Ltd.
  Bank: Citibank Korea
  Branch: Citibank Korea Central Business Center
  Account: 0-048959-008

  Please indicate as reference for the bank transfer your Personnel ID Number and “Shares4U”.

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

Lock-up period of 5 years and early exit events

In consideration of the benefits granted under the offer, 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 (including by gift) or otherwise redeem your investment.

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 your investment to be released before the end of the lock-up period:

- Marriage (*)

- Birth or adoption of a third (or more) child provided that your household is already financially responsible for at least two children (*)
- 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 (*)
- Domestic violence committed against the beneficiary by his or her spouse or his or her former spouse, when a police report or a court order is issued confirming the existence of such domestic violence
- Termination of your employment contract (this case does not apply in case of mobility intra-group)
- Disability (you, your spouse or child)
- 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 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.

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 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 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 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 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 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 you in the securities account in which you hold shares that represent your personal investment in the offering. After delivery, your Free Shares will be subject to a holding period of 3 years, expiring on or about November 30, 2029. During this period, you will not be allowed to sell your Free Shares.

After the end of the holding period, you can request 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 the Republic of Korea for the purposes of the tax laws of the Republic of Korea and the Convention between the Republic of Korea and the French Republic for the avoidance of double taxation dated June 19, 1979, as amended (the "Treaty") (ii) are entitled to the benefits of the Treaty and (iii) 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 Republic of Korea 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 subscription	Upon payment	Upon delivery	Upon redemption
Where is it taxable?	In South Korea	In South Korea	In France, French tax to be withheld by the paying agent of dividends In South Korea, to be paid by you	In South Korea	In South Korea
Income tax:	Yes, to be paid by you	Yes, 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:	Generally No (but Yes for National Pension and National Health Insurance depending on annual threshold amount)	Yes, withheld by your employer	Generally No (but Yes for National Health Insurance depending on annual threshold amount)	Generally No (but Yes for National Pension and National Health Insurance depending on annual threshold amount)	No
Do specific exemptions apply?	No	No	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 the Republic of Korea

Upon subscription

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

The difference between the subscription price and the market price at the time of acquisition when the shares are delivered to your account will be subject to tax at a progressive rate of between 6.6% to 49.5%, including resident surtax. (Note: You may choose to apply a 20.9% flat tax rate if you are a non-Korean national).

Your employer does not procure this benefit to you and accordingly, your employer is not required to withhold taxes. As a result, you will pay tax by filing an annual personal income tax return in May of the following year.

With respect to withholding contributions to the requisite social security charges such as National medical insurance, Unemployment insurance, etc., there is no legal exemption for contributions to the social security charges even in such a case (i.e., your employer does not procure this benefit to you). If your employer does not bear the cost of the discount, your employer does not have an obligation to withhold taxes and social security contributions, and you are solely responsible for reporting such income to the tax authority. Such reporting will increase the base income for the following year's National pension contribution, and, in this case, the National medical insurance authorities will likely assess the National medical insurance contributions against you for such reported income upon receiving the relevant information from the tax office if such income exceeds the relevant threshold on an annual basis.

If I choose salary deduction to subscribe shares, would be the tax benefits?

In this case of loan with free of interest, you will be treated to get income as amount of interest (the lower between 4.6% annually or loan interest of your employer's 3rd party.)

You are subject to income tax at a progressive rate of between 6.6% to 49.5% including resident surtax and the deemed income by interest-free loan is subject to social security charges. Your employer needs to withhold taxes and social security charges from your salary.

Your duty for tax payment on deemed income will be fulfilled with your other salary incomes on year–end tax settlement.

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 until such Free Shares are delivered to your account.

During the life of the Plan

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 the Republic of Korea.

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].

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.

In the Republic of Korea, dividends received will be taxed as follows:

The dividends are subject to taxation at ordinary income tax rates (ranging from 15.4% to 49.5% including resident surtax).

You shall pay the relevant tax by filing an annual personal income tax return on the dividend income (plus the various other types of income you earn during the year) in May of the year following the year in which you receive the dividends. There are no social security charges on dividend income, unless the annual income aggregating dividends, interest and rent, etc. exceeds KRW 20 million. The amount exceeding the threshold of KRW 20 million is subject to the National medical insurance. The employee's reporting to the tax office may be shared with National Medical Service and may increase the base for the following year's National medical insurance if the annual income aggregating dividends, interest and rent, etc. exceeds KRW 20 million. You can claim a tax credit for French tax withheld on dividends via a comprehensive income tax return filed with a tax office by the end of May in the year following the year in which the relevant dividends are paid. Any foreign taxes in excess of the maximum allowable credit may be carried forward ten years.

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)?

Tax will be assessed on the market value of the Free Shares at delivery, based on a progressive tax rate that ranges between 6.6% to 49.5% including resident surtax.

Because this benefit is not procured to you by your employer, the market value of the Free Shares will not be subject to any tax withholding by the local employer. As a result, you will pay taxes by filing an annual personal income tax return in May of the following year. If your employer does not bear the cost of the Free Shares, your employer does not have an obligation to withhold taxes and social security contributions, and you are solely responsible for reporting such income to the tax authority. Such reporting will increase the base income for the following year's National pension contribution, and, in this case, the National medical insurance authorities will likely assess the National medical insurance contributions against you for such reported income upon receiving the relevant information from the tax office if such income exceeds the relevant threshold on an annual basis.

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

No.

<u>Upon redemption</u>

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

If you are a Korean national or have been a Korean resident for 5 years or more as of the date of redemption, you will be subject to tax on the capital gains realized upon redemption, if any. Such capital gains shall be equal to the redemption proceeds that you will receive less the acquisition price of the units *i.e.*, the sum of (i) the subscription price effectively paid and (ii) the amount of discount taxed at subscription and/or (iii) the market value of the Free Shares taxed at delivery.

[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, Antigua and Barbuda, Turks and Caicos Islands, Vanuatu.

The tax on the capital gains will be due at a rate of 22% including resident surtax, on the excess of the gains less KRW 2,500,000 per year. You shall pay the relevant tax by filing an annual capital gains tax return by May of the year following the year in which the units are redeemed.

Capital gains is not subject to social security taxes.

Your reporting obligations

Korean residents must declare foreign financial accounts (*i.e.*, non-Korean bank accounts, brokerage accounts, etc.) in foreign countries to the Korean tax authority and file a report with respect to such accounts in June of the immediately following year if the monthly balance of such accounts exceeds KRW 0.5 billion[2] or an equivalent amount in foreign currency on any month-end date during a calendar year.

* * *

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 onwww.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.

[2] According to the amendment made on February 13, 2018, the amount of KRW 1 billion was to KRW 0.5 billion. This amendment applies to filing requirement of June of 2026 for the monthly balance of foreign financial accounts of 2025.