

Agreement concerning Faurecia European Company Committee
FE2C

On Feb.15th 2018, Faurecia SA Board of Directors, parent company of Group Faurecia, chose to submit to the vote of Shareholders' meeting a resolution to decide in favour of European Company form (SE) for Faurecia SA.

This transformation translates Group Faurecia will to better reflect its European dimension and to reinforce its international image as well as its attractiveness towards all stakeholders.

In accordance with provisions of European Directive dated Oct. 8th, 2010, related to the status of European Company, transposed in French Law, in Art. L 2351-1 and following of Labour Code, this transformation goes along with the setting up of a body representing all Group Faurecia employees at European level.

This representative body aims at replacing the current body, focused on information, exchange of views and dialogue at European level, referred to as Faurecia European Works Council (FEWC), created in 2003 and since then, renewed on a regular basis.

In this context, a Special Negotiation Body (SNB) was constituted, composed of European Countries' Representatives where Group Faurecia has employees.

The SNB, supported by a Trade Union Expert mandated by IETU (IndustriALL European Trade Union) already met three times (3) with Direction representatives, on May 24th, July 17th and September 18th 2018.

Following these exchanges, parties agreed on the conclusion of the current agreement and to maintain, for the future, a regular and constructive dialogue, information and, if need be, consultation at European level on industrial objectives, Group strategy and their potential impact in terms of employment, this in an ongoing trustful collaboration.

Current agreement aims at defining, in particular, FE2C field of application / intervention, its operating mode and means allowed in the framework of this European Company Committee, which shall be referred to as "Faurecia European Company Committee (FE2C)".

On this occasion, Direction reminded the importance granted by the Group to the existence of Trade Unions and their respect, as well as the right for all employees to set up Trade Unions of their choice and / or to organize a staff representation, in the framework of law and regulations applying in each of relevant countries.

Parties remind that the implementation of FE2C does not aim at questioning National Staff Representative Institutions' attributions already existing or forthcoming within Group companies in Europe.

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I - FIELD OF APPLICATION AND FE2C INTERVENTION

1 – FE2C field of application

1 - 1 Countries concerned by the present agreement

The countries concerned by the present agreement are the European countries meaning those belonging to European Union & European Economic Area where Faurecia has a business activity which is consolidated. The list of said countries is defined in appendix 1.

This list will be modified as Faurecia activities in Europe, as defined in the European directive, change.

1 - 2 Companies concerned

The present agreement applies to Faurecia, its French subsidiaries and its subsidiaries located in the countries mentioned in the previous article, when they are more than 50% held or are 50% held with control by Faurecia (consolidated companies).

The list of the companies to be taken into account is the situation updated at the end of the year preceding the renewal of the Members (i.e 31/12/2018 for the period corresponding to the first mandate). The list of companies, valid at the agreement drafting date, stands in appendix 2.

2 – FE2C's field of intervention

▪ The object of the FE2C is to deal with the European subjects concerning at least two countries and bearing mainly on the following subjects:

- Activity at European level – past, current and anticipated.
- The economic and financial results
- The industrial and development strategy
- Investments
- Faurecia's positioning on the market and contemplated changes therein.
- The substantial changes affecting the business and their implications for staff
- Employment
- Subjects relating to industrial relations that may exist at European level. This might refer, for instance, to hygiene and safety, environment, training, gender diversity...

Without being complete, this list indicates the general guidelines.

The approach to these subjects will have to do all of the following: contribute to providing information, stimulate exchanges, help in understanding the strategy and the current changes, and as a whole promote the understanding of participants.

There is a strong desire for this meeting, going beyond the formalism needed for holding the FE2C, to be an opportunity for all participants from the various activities and group nationalities to use the opportunity for informal exchanges.

- The FE2C's skills and powers, on one hand, and the representative bodies of each country on the other, are of different kinds and have different purposes.

The FE2C cannot substitute for the personnel representative bodies defined by each country's legislation, which retain all of their respective jurisdictions and powers; information for it and consultation with cannot constitute a preliminary within the framework of the information and consultation procedures provided for under the legislation of each country.

Information shall be understood as the one being released by European Company Direction to FE2C on matters that deal with either European Company itself, all subsidiaries or sites located in another Member State or stand above powers of decision bodies located in a Member State.

This information is done according to processes allowing Staff Representatives to assess its potential impact and, as the case may be, to prepare consultations with relevant body from European Company.

Consultation shall be understood as the establishment of a dialogue and exchanges of views between FE2C and European Company Direction, according to processes allowing Staff Representatives, from information released, to express an opinion on considered measures. This opinion might be taken into consideration in the frame of a decision process within European Company.

II - COMPOSITION AND IMPLEMENTATION OF THE FE2C

3 - Composition of the FE2C

3-1 Management Representatives

The representation of management consists of a maximum of ten members chosen to represent the organization in the light of their ability to answer the questions on the agenda. Management may invite one or several additional members to deal with a particular subject.

3-2 Employees' Representatives

3-2-1 Number and distribution of seats

The representation of the employees on the FE2C consists of **twenty-five members**.

- The breakdown of those twenty-five members is as follows:
 - 1st stage: One representative per country as defined in appendix 1 and in which Faurecia employs more than 50 people.
 - 2nd stage: The remaining seats to be filled are allocated in proportion to the staffs of the countries, with allocation of the remainder to the largest.

This calculation of the breakdown of the seats as a function of staff sizes is made on the basis of the registered staffs (indefinite-term contracts and definite-term contracts including long absences) on 31 December of the year preceding the renewal of the members.

- As an exception, when the FAURECIA establishment in a new country of the European Union covered by the directive exceeds the level of 50 employees, a seat will be allocated to that country.

This seat allocation will be made by awarding an additional seat on a transition and exceptional basis, until the end of the current mandate. Hence that allocation will have no effect on the existing breakdown of the 25 seats, this applying until the end of the 4-year terms.

The same rule will apply as soon as a country in which the Group employs at least 50 persons joins the European Union or the European Economic Area.

However, in the event of FAURECIA's withdrawal from a country covered by the directive, a decline below the level of 50 employees, or a country deciding to leave European Union or European Economic Area, the distribution of the seats will not be modified until the end of the terms, and the seat will remain vacant.

3-2-2 Designation of the members

The candidates for appointment must be under an indefinite-term contract (CDI) within a company appearing in article 1.2.

They will have to have more than one year of seniority at the time of their candidacy for the election/appointment. That seniority may be reduced to six months if national law provides for this.

The candidates wanting to compete must comply with the eligibility conditions laid down in their national legislative or conventional rules.

The designation/election will be carried out with due observance of the national rules, the country Correspondent and Coordinator's role limited to the supervision of the process of designation / election, in accordance to national requisites.

3-2-3 Duration of the mandates

The members of the FE2C representing the employees are appointed/elected for a term of four years, to enable them to derive the greatest possible advantage from their continuous participation and to make a positive contribution to the FE2C's work.

If a member of the FE2C leaves the staff or no longer complies with one of the conditions for sitting on the FE2C imposed by law or by national custom, he or she immediately loses his or her mandate as a member of the FE2C representing employees.

A new member will be appointed/elected for the remaining period of the term, as long as he or she complies with the various provisions established in the present agreement.

4 – Composition of the Bureau, designation of its members

The Bureau ("Bureau") is an emanation of the representatives of the employees of the FE2C. It is a liaison organ between the Faurecia management and the members of the FE2C representing the employees. Its aim is to guarantee continuity of the FE2C's work and

meetings and to facilitate the transfer of information. The Bureau cannot replace the FE2C in its attributions.

Bureau Members would receive Press Communication Kits that might be issued in one country represented at FE2C, related to one significant operation that might have impact on personnel interests.

Those Press communication kits are being sent to Bureau members in the language of the country concerned by the operation.

- It consists of seven members chosen from among the FE2C members representing the staff for the duration of their terms, as long as they retain status as a representative.

The said seven members are representatives of the leading seven countries in terms of staff as of 31 December of the year prior to renewal of the members. At the conclusion date of the agreement, and for the first mandate duration, countries represented at the Bureau are the seven following France, Germany, Spain, Poland, Portugal, Romania and the Czech Republic.

Each Bureau member has a deputy from the same country, who must be FE2C member. The deputy replaces the titular member only in case of absence. When a Bureau member gives up his or her mandate, he or she is replaced by his or her deputy.

- A Contact Partner is to be designated by the seven titular members from among themselves.

His or her role is to insure the continuity of contacts between the Coordinator and the FE2C member representing the staff, and to facilitate the organization of the meetings of the FE2C and its Bureau.

- The members of the Bureau and their substitutes are elected by the majority of the votes of the FE2C members representing the staff upon the initial plenary meeting following the renewal of the members, and by proposal made by all members of the FE2C in the seven countries concerned. If the titular member or his or her substitute were to lose their mandate to the FE2C at the same time, the FE2C members of the country concerned could put forward another titular member and a new substitute for the subsequent meeting of the Bureau. Those nominations are approved by a majority of the votes at the following plenary meeting.

5 – Committee Chairmanship, Coordinator and Country Correspondent

- The FE2C is chaired by Faurecia CEO (Chief Executive Officer) or by the management representative whom he or she designates.

- The Chairman may designate a Coordinator to see, along with the Contact Partner mentioned in article 4, to establishment of the agenda, the organization, holding meetings, establishment of minutes and follow-up on actions agreed within the framework of the provision of the present agreement. The agenda and the meeting minutes must be approved by the Chairman before distribution.

- The Coordinator designates a Correspondent for each country who is particularly responsible for the following:

- supervising and validation the process for designation of the FE2C members,
- assuring a professional translation into the national language of certain documents (article 8 of the present agreement),
- being a management interface in the country for settling possible difficulties that might result from implementation of the present agreement.

The said country Correspondent shall be the Country Group DRH (Human Resources Managers) or another person designated explicitly for that purpose.

III - MEETING OF THE FE2C AND OF THE BUREAU

6 – FE2C Plenary Meetings

6– 1 - Periodicity

The FE2C shall meet once a year (preferably in April) at management initiative and at a place that management sets.

The FE2C members representing the staff may hold a preparatory meeting at the same place as the one scheduled for the plenary meeting. They may arrive on the day before in the evening, in order to start the preparatory meeting early on day one .

The purpose is to exchange views and have dialogue concerning the company's present situation, its prospects and its projects, and concerning the matters requiring consideration.

The members of the FE2C shall hold a debriefing meeting at the same place, following the annual meeting.

The indicative standard procedure for holding the annual meeting is defined in appendix 3.

6 – 2- Agenda of the FE2C meetings

The draft agenda prepared by Management is sent to the Contact Partner four weeks before the meeting is held. The Contact Partner sends the said draft agenda to the other members of the FE2C representing the staff.

The Contact Partner informs the Coordinator of the points that he or she wants to add to the agenda.

The Coordinator communicates the agenda and the attached documents to all representatives by email at least two weeks before the meeting date.

6 – 3- Extraordinary FE2C meeting

▪ In the event of extraordinary circumstances, implying an operation strongly affecting the employees' interests, particularly in the event of relocation, a closing of companies or establishments, or group redundancies concerning more than 2,8% (two and eight) of Faurecia's salaried staff in Europe, in at least two (2) countries, an extraordinary plenary meeting of the FE2C shall be called on the basis of a proposal by the majority of the personnel representatives and/or the Chairman or Coordinator.

- However, and as a departure from this principle, when a measure concerns a high number of jobs (more than 1,200) of employees in four (4) countries or more, but without reaching 2,8% (two and eight) of the staff registered in Europe, the FE2C may hold an extraordinary meeting at the request of the majority of the FE2C members representing staff, and after approval by the coordinator.
- If the thresholds provided for in the foregoing sections are not reached, an extraordinary meeting of the Bureau may be held in application of article 7.3.
- The said meeting is held as soon as possible, depending on its subject, on the basis of a summary document submitted prior to the meeting by Management and bearing on the strategic and economic reason underlying the project that is the object of the meeting. An opinion may be issued at the conclusion of the meeting, or within a reasonable period.

According to circumstances and subject of the meeting, it might be exceptionally held via conference call, with the Countries' HRD supporting the Staff Representatives.

- Holding of an extraordinary meeting may not substitute for or constitute a preliminary to issue of an opinion within the framework of the information and/or consultation procedures provided for under the legislation in the various countries.

7 – Bureau Meetings

7-1- Periodicity

Both to improve and facilitate the operation of the FE2C, and to simplify the circulation of information, the parties agree to set the number of Bureau meetings at three per year.

- One meeting in February, after presentation of the annual financial statement for the previous year,
- One meeting in July, after presentation of the semi-annual financial statements,
- One meeting in November.

These 3 meetings, added to the plenary meeting, make quarterly meetings possible between the management and the members of the FE2C representing the staff.

The Bureau members may hold a preparatory meeting on the same day as the meeting of the Bureau.

In principle, the preparatory meeting is held in the late morning and the meeting of the Bureau begins in the early afternoon.

The last Bureau meeting of the year might be held in one country which has representatives attending the Faurecia European Company Committee (FE2C)

At the meeting, the Coordinator is assisted by the country Correspondents of the countries represented on the Bureau. Other Management members may attend the Bureau meetings, if the agenda justifies this.

7-2 – Agenda of the Bureau meetings

The agenda of the Bureau meetings includes the following points:

- 1- The group's financial results (annual for the February meeting and semi-annual for the July meeting)
- 2- Employment situation
 - a. Report on European and international staff changes in the Group
 - b. Report on industrial and social (labour) redeployment operations launched since the previous Bureau meeting
- 3- Proposal for an assignment to be carried out by the economic expert, if the case arises.

Depending on current development, some additional points may be added to the agenda by the Management.

A draft agenda is sent by email to the seven members of the Bureau two weeks before the meeting.

The Bureau members may then propose the addition of further points to the agenda.

7-3 – Extraordinary Bureau meeting

▪ In the event of extraordinary circumstances falling within the field of application of the FE2C (mentioned in article 2), and implying an operation which considerably affects the employees' interests (particularly in the event of relocation, a closing of companies or facilities, or group redundancies), the Bureau is entitled to meet at its request and by agreement with the Coordinator, the Company Leader or manager(s) concerned designated by the Company Leader, so as to be informed and to have an exchange of views and a dialogue concerning said measures.

The FE2C members who have been elected or designated by the establishments or the companies directly concerned by the measures in question are also entitled to take part in the said Bureau meetings.

The meeting is held within a reasonable period, depending on its subject, on the basis of a summary document presented during the meeting by the Management and bearing on the strategic and economic reasons underlying the operation that is the object of the meeting.

According to circumstances and subject of the meeting, it might be exceptionally held via conference call, with the Countries' HRD supporting the Staff Representatives.

Holding of an extraordinary meeting may not substitute for or constitute a preliminary to issue of an opinion within the framework of the information and/or consultation procedures provided for under the legislation in the various countries.

IV - OPERATION OF THE FE2C

8 – Working language, translation and interpretation

English is the working language of Faurecia in its activity at European and world level.

The FE2C meeting, the agenda, the minutes and the documents presented during the meeting are in English.

As an exception, at the explicit request of the representative concerned, a translation into the representative's language of the said documents may be made by the Country Correspondent, as long as sufficient notice is given.

Faurecia will see to the simultaneous translations required by appropriate means at meetings defined in the present agreement:

- during the annual plenary session and the first and second Bureau meeting of the year, translation means will be set up for Representatives
- HR Country Correspondents standing at Bureau meetings will ensure translation of discussions for third Bureau Bureau meetings

9 – Preparatory meeting and debriefing

Annual FE2C meeting

The members of the FE2C representing the staff may have preparatory and debriefing meetings at the time of the annual meeting(cf. article 6-1).

The elected representatives will benefit during such meetings from the translation resources provided for the plenary meeting.

The indicative standard procedure for holding the annual meeting is defined in appendix 3.

Bureau meetings

The members of the Bureau benefit from a preparatory meeting adjoining the meeting of the Bureau (cf. article 7-1).

Upon this preparatory meeting, means of translation will be made available to the elected members.

10– Experts

10-1- Economic Expert

The parties agree on the possibility of calling, at each annual plenary meeting, on an expert to assist the personnel representatives in connection with economic matters.

The expert is designated by the members of the FE2C at the first annual meeting during the term.

A new appointment might be made at each annual FE2C meeting, for the year to come.

The assignment to be carried out by the economic expert is determined every year for the coming year, at the annual plenary meeting of the FE2C.
Bureau members being committed to follow the expert's assignment, if required.

The expert's report shall have to be available two weeks before the meeting to make it possible to send it along with the agenda.
It will have to be translated into two languages (French and English), and will have to be the object of a summary containing ten pages at most.

The management shall pay the expenses resulting from the said expert's work, as long as it has first approved the object of the assignment, pursuant to FE2C's object, its duration and its cost, which must comply with the standard rules applicable in this domain.
The management's expense for this may not exceed 60.000 (sixty thousand) euros including all taxes.

The economic expert takes part in the preparatory meeting as well as — at the FE2C members' request — in the annual plenary meetings for the duration of his or her work.

10-2- Union Expert

A Union expert is mandated by the IndustriAll European Trade Union (IETU), the activity branch primarily represented in the Group and which has affiliated organizations in each of the countries in which the Group is established.

The union expert, not being a member of FE2C, acts as a coordinator among the various union organizations in the various countries.

He or she may attend the annual plenary meetings, as well as the preparatory meetings and the debriefing combined with the annual meeting.

If a point contained in the agenda justifies this, the union expert may be invited to attend a Bureau meeting on the basis of a joint decision of the Committee members and the coordinator

11 – Annual Credit of hours

For FE2C representatives, time dedicated to meetings with Management, preparatory meetings, debriefings or training sessions is considered as effective working time and is compensated as such.

According to their missions, FE2C members are being granted an annual credit of hours within following conditions :

- 75h for Contact Partner
- 60h for Titular Bureau Members
- 25h for other FE2C Representatives

Whenever a staff Representative wish to use his / her credit of hours, he / she shall prior inform his / her manager, facility HR, within a reasonable notice.

This annual credit of hours will be used according to FE2C mission and in the framework of provisions in force in the facility where the Representative is employed.

12 – Communication means

Faurecia shall pay the normal operating expenses of the Bureau (photocopies, office supplies and telephone/fax).

Faurecia undertakes to make an email address and internet access available to the personnel representatives on the FE2C.

In a general way, use of the said tools must be made strictly within the framework of the FE2C's object.

The use of the email system is reserved for exchanges between the FE2C members themselves, and with the Management with respect to current management acts under the mandate (communication of the agenda, notices, minutes, etc.)

Distribution of union pamphlets or publications of a union nature by email using the employees' email system is not allowed.

On the FE2C portal, available on Faurecia Intranet, a particular space will be dedicated to "message from Contact Partner".

The nature of these messages shall obviously concern the field of application and intervention of FE2C. Contact Partner shall prior send the message to be posted to FE2C Coordinator, then Coordinator will have 8 days'notice to have it published, provided it's complying with what was agreed.

13 – Travel

The participants' travel expenses are paid by their site of origin. They must respect the procedure in effect in the establishment to which the representative belongs.

Faurecia shall pay the FE2C's meeting costs (interpreters, hotels, and meals) for the personnel representatives and Union expert.

If other expenses have to be incurred, they will not be paid by the Management until after its approval.

14 – Training

With an eye on promoting exchanges and the quality of the dialogue, training programmes will be proposed to the FE2C representing the employees.

- **English courses**, for the personnel representatives wanting them, in the interest of benefiting more effectively from their presence at meetings.

- A specific training concerning the **role and assignments of a European works council** and its articulation vis-à-vis the national bodies and/or **economic training** focusing on Faurecia group and its environment.

The maximum duration of this training will be four days for the term of the mandate. In connection with their assignment, the Bureau members will be able to benefit from a day of specific training.

In order to allow Representatives to get maximum benefit from their FE2C mandate, those training sessions shall occur, as far as possible, in the first part of the mandate.

These training days will be paid for by the Management within the limit of a maximum budget of one hundred thousand (100 000) euros per mandate (training, accommodation, interpreting, etc.).

The programme and the organization of these training efforts must be approved by the Bureau members during a committee meeting, and be validated by the Management.

If, six weeks before the training, more than thirty percent (30%) drop-outs are noted, the training may be deferred to a late time, and the expenses incurred may be charged to the global budget.

15 – Communication following the meetings of the Bureau and the FEWC

Summary minutes concerning the meeting are established by the Coordinator, and are sent to all of the FE2C members representing the employees within a period of six weeks.

Each Country Correspondent must see to communication of the minutes in the national language.

The said minutes may be consulted on the Group's internet site under the heading for the European Works council, in two languages (French and English).

V - EMPLOYEES PARTICIPATION TO SUPERVISORY BODY

16 – Employee Representative Board Members

The transformation of Faurecia into a European Company has no impact on the attending of Staff Representatives at Board of Directors.

According to legal provisions and statutory requirements of Faurecia, FE2C shall proceed every 4 years to the renewal of one out of two Staff Representative at Board of Directors.

The Staff Representative designated by FE2C shall be titular of a labour contract for at least two years with one of direct or indirect subsidiary of Faurecia, having its head office in France or abroad.

VI - FINAL PROVISIONS

17 – Confidentiality

The FE2C members representing the staff are bound by a strict confidentiality obligation concerning all subjects mentioned as confidential by the Management.

This obligation continues after the mandate and the employment contract. Violation of this clause entails exclusion from the FE2C.

18- Protection of the personnel representatives

The FE2C members representing the staff benefit from the protection instituted for personnel representatives under the legislation in effect in the country of employment to which they are subject. Exercise of their mandate may not result in either advantages or disadvantages in connection with their professional situation.

19 – Application length & transitional provisions for agreement’s entry into force

Present agreement is concluded for an unlimited period. It’ll come into force once the transformation is completed, from SA to SE (European Company), with registration formalities towards commercial court. These formalities shall end up within 30 days following the agreement’s officialization by Executive Board meeting.

Owing to the fact that election / designation process of FE2C members for first mandate will occur within the 3 following months after annual headcount release on Dec.31st 2018, it’s agreed to maintain former agreement on a transition period (FEWC) up to first meeting date of FE2C, from which it’ll automatically be ended up.

In annex 4, a provisional timetable with the different stages of the period covering the agreement between its signature up to first meeting.

20 – Agreement’s changes / review

FE2C members agree to implement in good faith current agreement. Chairman or Coordinator might retain and apply new recommendations proposed by FE2C / its Bureau. Parties also agree that current agreement may be amended, at any time, in its period of application, with the agreement of Direction and Bureau members as soon as the latter has been mandated on that purpose by majority of FE2C members.

21 – Agreement’s termination

Termination of the agreement might be requested by Bureau members, as soon as the latter has been mandated on that purpose by majority of FE2C members, or by Direction. Said request must be served in writing on the Contact Partner or on the Coordinator.

Both the Bureau and the Union expert, appointed by the National Trade Unions, are then called on to develop a new agreement (redact and sign). This new agreement is presented to FE2C members during next annual plenary session.

In the absence of conclusion of a new agreement before the end of a deadline of six months, current agreement will continue to be applied.

22– Filing

The present agreement shall be translated into the various national languages represented within the FE2C.

It is agreed that the French text shall be used as a reference in case of divergent interpretations or of a dispute, and shall be the only one to be signed.

In application of the French legal provisions, the present agreement shall be filed with DIRRECTE (the Regional Direction for Companies, Competition, Consumption, Labour and Employment) of Hauts de Seine (France) and with the clerk’s office of the “prud’hommes” (industrial tribunal) of Nanterre (France).

October 22nd, 2018

For the FE2C

E. SIMSEK

I. CHATE

E. NAPPIOT

F. DE SALVO

D. SCHREIBER

M.BIALY

M.ZIELINSKI

D.ARGENTE

B.SEMEANO

R.HORNA

T.HUGHES

A.YFANTOPOULOU

P.REICHLING

J.KUIJPERS

S.GHERNA

For Faurecia

The Coordinator

Victor NETO

The Chief Executive Officer

Patrick KOLLER

I.RINNE

R.CSEPREGI

F.TABACCO

Z.PIRSC

The Union Expert
Heidi SCHROTH

APPENDIX 1

List of the States belonging to the FE2C perimeter as of 31 December 2018

(Article 1-1 of the agreement)

1. Germany
2. Austria
3. Belgium
4. Spain
5. France
6. Hungary
7. Italy
8. Luxemburg
9. The Netherlands
10. Poland
11. Portugal
12. Slovakia
13. Czech Republic
14. Romania
15. The United Kingdom
16. Sweden

APPENDIX 2

List of companies concerned by present agreement (drafting date of September 24th), art.1 & 2 of present agreement

| | Name | Location |
|--|--|--|
| BELGIUM | BE01 FAURECIA AUTOMOTIVE BELGIUM | Mai Zetterlingstraat 70 B-9042 Gent |
| | BE02 FAURECIA INDUSTRIE N.V | Mai Zetterlingstraat 70 B-9042 Gent |
| CZECH REPUBLIC | CZ01 FAURECIA EXHAUST SYSTEMS S.R.O | Horka 34 CP 294 01 Bakov Nad Jizerou |
| | CZ03 FAURECIA AUTOMOTIVE CZECH REPUBLIC, S.R.O | Area of Pisek Southern Bohemian Region 397 01 Pisek |
| | CZ04 FAURECIA INTERIOR SYSTEMS BOHEMIA SRO | Plazy 100 P.O. BOX 83 293 01 Mlada Boleslav |
| | CZ06 FAURECIA COMPONENTS PISEK SRO | Sedlackova 6/472 39701 Pisek |
| | CZ07 FAURECIA INTERIORS PARDUBICE | Prumyslova 537 530 03 Pardubice |
| | CZ08 FAURECIA EMISSIONS CONTROL TECHNOLOGIES MLADA BOLESLAV SRO | Eastern Industrial Zone Plaza 104 29301 Mlada Boleslav |
| | CZ10 FAURECIA PLZEN | Husova 1250/71 Ji ni Predmesti 301 00 Plzen |
| | FRANCE | FAURECIA SIEGES D'AUTOMOBILE |
| FAURECIA INDUSTRIES | | 2 rue Hennape 92000 Nanterre |
| ECSA | | Parc d'activités de Ferchaud 35320 Crevin |
| FAURECIA | | 2 rue Hennape 92000 Nanterre |
| SIEDOUBS | | Avenue d'Helvétie 25200 Montbelliard |
| SIELEST | | Aie d'activités de la Thur 68840 Pulversheim |
| SIEMAR | | ZI portuaire du Havre Parc Industriel des Fournisseurs 76430 Sandouville |
| FAURECIA SEATING FLERS | | ZI Les Prés Loribes 59128 Flers-en-Escribieux |
| TRECIA | | Technoland 835, avenue Oehmichen 25460 Etupes |
| FAURECIA AUTOMOTIVE HOLDINGS | | 2 rue Hennape 92000 Nanterre |
| FAURECIA AUTOMOTIVE INDUSTRIE | | 2 rue Hennape 92000 Nanterre |
| FAURECIA INTERIEUR | | 2 rue Hennape |

| | Name | Location |
|----------------|---|---|
| | INDUSTIE | 92000 Nanterre |
| | FAURECIA SYSTEMES D'ECHAPPEMENT | 2 rue Hennape 92000 Nanterre |
| | FAURECIA SERVICES GROUPE | 2 rue Hennape 92000 Nanterre |
| | FAURECIA INTERIEURS SAINT-QUENTIN | 2 rue Hennape 92000 Nanterre |
| | FAURECIA INTERIEURS MORNAC | 2 rue Hennape 92000 Nanterre |
| | FAURECIA AUTOMOTIVE COMPOSITES | 2 rue Hennape 92000 Nanterre |
| | HAMBACH AUTOMOTIVE EXTERIORS | 2 rue Hennape 92000 Nanterre |
| GERMANY | DE03 FAURECIA AUTOSITZE GmbH | Nordsehler Straße 38 31655 Stadthagen |
| | DE08 FAURECIA ANGELL-DEMMELE GmbH | Zechwaldstr, 1 88131 Lindau |
| | Etablissement : AUT10 KENNELBACH Plant | Hofsteigstrasse 7, 6921 Kennelbach, Voralberg |
| | DE13 FAURECIA AUTOMOTIVE GmbH | Nordsehler Str. 38 31655 Stadthagen |
| | DE17 FAURECIA INNENRAUM SYSTEME GmbH | Faureciastr. 1 76767 Hagenbach |
| | DE25 FAURECIA EMISSIONS CONTROL TECHNOLOGIES, GERMANY GmbH | Biberbachstr, 9 86154 Augsburg |

| | Name | Location |
|--------------------|--|---|
| HUNGARY | HU03 FAURECIA EMISSIONS CONTROL TECHNOLOGIES, HUNGARY KFT | Ipar u. 2 5123 Jaszarokszallas |
| ITALY | IT02 FAURECIA EMISSIONS CONTROL TECHNOLOGIES, ITALY SRL | Via Bruno Capponi 45 05100 Terni |
| LUXEMBURG | FAURECIA AST Luxembourg S.A. | 14, ZI – Eselborn Lentzweiler L-9779 Eselborn |
| NETHERLANDS | NL01 FAURECIA AUTOMOTIVE SEATING B.V. | Kleiberweg 7 6136 Sittard |
| | NL03 ET DUTCH HOLDINGS B.V. | Keulsebaan 507 6045 GG Roermond |
| | NL05 FAURECIA EMISSIONS CONTROL TECHNOLOGIES NETHERLANDS B.V. | Keulsebaan 507 6045 GG Roermond |
| POLAND | PL03 FAURECIA AUTOMOTIVE POLSKA S.A. | ul. Spoldzielcza 4 05-600 Grojec |
| | PL06 FAURECIA WALBRYZCH S.A. | Ul. Mariana Jachimowicza 3 59-306 Walbrzych |
| | PL08 FAURECIA GROJEC R&D CENTER S.A. | ul. Spoldzielcza 4 05-600 Grojec |
| | PL09 FAURECIA LEGNICA S.A. | Ul. Jaworzynska 297 59-220 Legnica |
| | PL10 FAURECIA GORZOW S.A. | Szczecinska 31 66400 Gorzow Wielkopolski |
| PORTUGAL | PT01 FAURECIA ASSENTOS DE AUTOMOVEL, LIMITADA | Rua de Cucujares n°44 3701-953 Sao Joao da Madeira |
| | PT02 SASAL | R. Comendador Rainho 3701-953 Sao Joao de Madeira |
| | PT05 FAURECIA SISTEMAS DE ESCAPE PORTUGAL LDA | Estrada do aeroporto Freguesia de Santa Maria Concelho do Bragança |
| | PT06 EDA – ESTOFAGEM DE ASSENTOS, LDA | R Comendador Rainho, 44 Sao Joao de Madeira |
| | PT07 FAURECIA SISTEMAS DE INTERIOR DE PORTUGAL. COMPONENTES PAR AUTOMOVEIS S.A. | Parque Industrial Autoeuropa Quinta da Marquesa 2950 Palmela |

| | Name | Location |
|-------------------------------------|---|---|
| ROMANIA | RO03 FAURECIA ROMANIA SRL | DN7 KM 256+836 Talmaciu 555700 Sibiu |
| | RO04 EURO AUTO PLASTIC SYSTEMS SRL | 1 Uzinei Street Mioveni 115400 Arges |
| SLOVAKIA | SK06 FAURECIA AUTOMOTIVE SLOVAKIA SRO | Kutlikova 17 85250 Bratislava |
| SPAIN | ES01 ASIENOS DE CASTILLA LEON, S.L. | Carretera de Burgos kilometro 120 47009 Valladolid |
| | ES02 ASIENOS DEL NORTE, S.L. | Avenida de los Huetos, 73-75 20010 Vitoria |
| | ES04 ASIENOS PARA AUTOMOVIL ESPANA, S.A. | 18 Calle Resina 28021 Madrid |
| | ES07 FAURECIA SISTEMAS DE ESCAPE ESPANA, S.L. | Camino del Caramuxo, 33 36213 Vigo |
| | ES08 TECNOCONFORT | Poligono Industrial Santa Lucia 31014 Pamplona |
| | ES09 ASIENOS DE GALICIA, S.L. | Parque Tecnologico de Vigo 36312 Beade – Vigo - Pontevedra |
| | ES12 FAURECIA AUTOMOTIVE ESPANA, S.A. | Calle Marie Curi, n°19 Rivas Vaciamadrir 28529 Madrid |
| | ES13 FAURECIA INTERIOR SYSTEMS ESPANA, S.L. | Parque Tecnologico C/Charles Robert Darwin 46980 Paterna |
| | ES14 FAURECIA INTERIOR SYSTEMS SALC ESPANA, S.L. | Parque Tecnologico C/Charles Darwin 46980 Paterna |
| | ES17 VALENCIA MODULOS DE PUERTA, S.L. | Calle Moli Panyeros 46440 Almussafes |
| | ES19 FAURECIA EMISSIONS CONTROL TECHNOLOGIES PAMPLONA, S.L. | Carretera de Chauri 13 Orcoyen 31160 Navarra |
| | ES21 INCALPLAS, S.L. | Parque Empresarial de Chorente 32660 Orense |
| ES25 FAURECIA HOLDINGS ESPANA, S.L. | C/Marie Curie, 19. Of A7. 28521 Rivas Vaciamadrid | |
| SWEDEN | SE02 FAURECIA INTERIOR SYSTEMS SWEDEN AB | Vingalandsgatan 8 417 63 Gothenburg |
| UNITED KINGDOM | GB02 FAURECIA AUTOMOTIVE SEATING UK LIMITED | Cherwell III Middleton Close OX 164RS Oxfordshire |
| | GB03 FAURECIA MIDLANDS LIMITED | Cherwell III Middleton Close OX 164RS Oxfordshire |
| | GB05 SAI AUTOMOTIVE FRADLEY LTD | Fradley Park Common Lane WS13 8NQ Lichfield, Staffordshire |
| | GB06 SAI AUTOMOTIVE WASHINGTON LIMITED | Staithes Road Pattinson South Industrial Estate NE388NW Washington |

| | Name | Location |
|--|--|---|
| | GB09 FAURECIA EMISSIONS CONTROL TECHNOLOGIES UK LIMITED | Unit 5, Dove Close Fradley Park WS13 8SU Lichfield |

APPENDIX 3

Indicative standard procedure for holding an annual meeting

(Articles 6-1 and 9 of the agreement)

| | | |
|---------------------------|-----------------------------------|---|
| Day before | Late afternoon Or evening | Travel and dinner |
| 1st day | AM (8:00-12:00) | Preparatory meeting |
| | PM (1:00-3:00) (3:00-6:00) | Last part of preparatory meeting 1 st part of the meeting |
| | 8:30 PM | Dinner |
| 2nd day | AM (8:00 – 1:00PM) | Continuation of the meeting |
| | 1 to 2 PM | Lunch |
| | PM (2:00-4:00) | Debriefing with all Employees' Representatives mandatory |
| | Return | |

APPENDIX 4

Provisional timetable for transitory provisions for the agreement's entry into force

(Article 19 of the agreement)

- October 18 : Signing of the agreement
- November 2018 : Bureau meeting – following the continuation of the FEWC agreement
- December 19th 18 : Board meeting establishing the signing of the agreement
- Jan. 10th, 2019 : Release of Headcount update Dec. 31st, 2018
- Jan.19th, 19 (at the latest) :
European Company registration towards Commercial Court
- Jan. 20th, 2019 : Launching of designation / election process of FE2C representatives for countries concerned
- February 19 : Bureau meeting – following the continuation of the FEWC agreement
- End of March 19 : Ending up of FE2C members designation / election process
Starting of 4 years mandate for FE2C members
- End of April / Beg. Of May : First plenary meeting of FE2C**