

2023 EDITION



SHAREHOLDER'S GUIDE



PLASTIC OMNIUM



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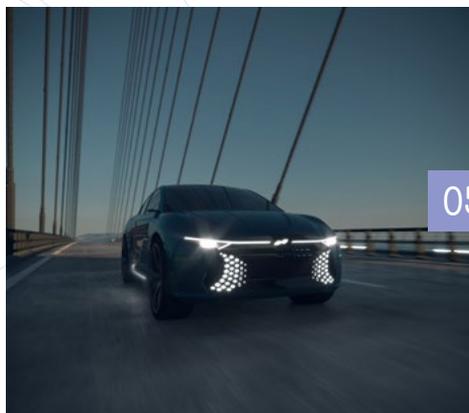
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more information

The Plastic Omnium information system has evolved so as to provide ever more clarity, transparency, dialogue and proximity.

Useful information can be found on page 10.



MESSAGES FROM THE CHAIRMAN AND CHIEF EXECUTIVE OFFICER



“Our teams are ready to meet the challenges of the new mobility, and we will support this evolution.”



LAURENT BUELLE
CHAIRMAN



DEAR SHAREHOLDERS,

Mobility is becoming cleaner and more connected. Plastic Omnium is positioning itself at the forefront of this technological shift, based on innovation and high-value and integrated products that meet the needs of this new mobility. Our teams are ready, and our company is taking on a new dimension.

2022 saw our Group massively ramp up our activities in the fields of lighting, electronic mobility, electronics and software.

Backed by a long-term vision and a solid financial structure, Plastic Omnium is confidently looking to the future.

Thank you for your loyalty.

“Thanks to our strong fundamentals, we are rapidly deploying our strategic roadmap, while seizing opportunities to conquer new growth territories.”

DEAR SHAREHOLDERS,

Our sector has experienced unprecedented challenges in recent years, and we have continued to adapt and strengthen our leadership position in our business segments.

We can rely on the mobilization of our teams as well as our solid fundamentals to seize opportunities that will enable us to conquer new growth territories.

True to our values, we are on the road to carbon neutrality and we want to be a reference in this area.

Demanding in the short term and ambitious for the long term, we are mobilized to continue to grow.

This 2023 edition of the Shareholder Guide provides you a detailed presentation of the Group, as well as practical information on the stock-exchange price, the share capital and the management of your shares.

As a shareholder or future shareholder, we hope that you will find in this guide, which has been prepared for you, all the useful information that will make your life easier.

On behalf of all Compagnie Plastic Omnium SE employees, I would like to thank you for the trust you place in the Company.



LAURENT FAVRE
CHIEF EXECUTIVE OFFICER

What it means



to be a Plastic Omnium shareholder

Actively participating in the mobility business alongside a bold and confident Group

Sharing in the success of a world leader and contributing to the writing of its long-term story

Investing in a sustainable, responsible and profitable growth share

Being part of a passionate, entrepreneurial group guided by excellence: quality, expertise and constant innovation

PLASTIC OMNIUM IN A NUTSHELL



2022 Key figures



€9.5 bn
Economic revenue
 +18% vs. 2021



€364 m
Operating margin
 +20% vs. 2021

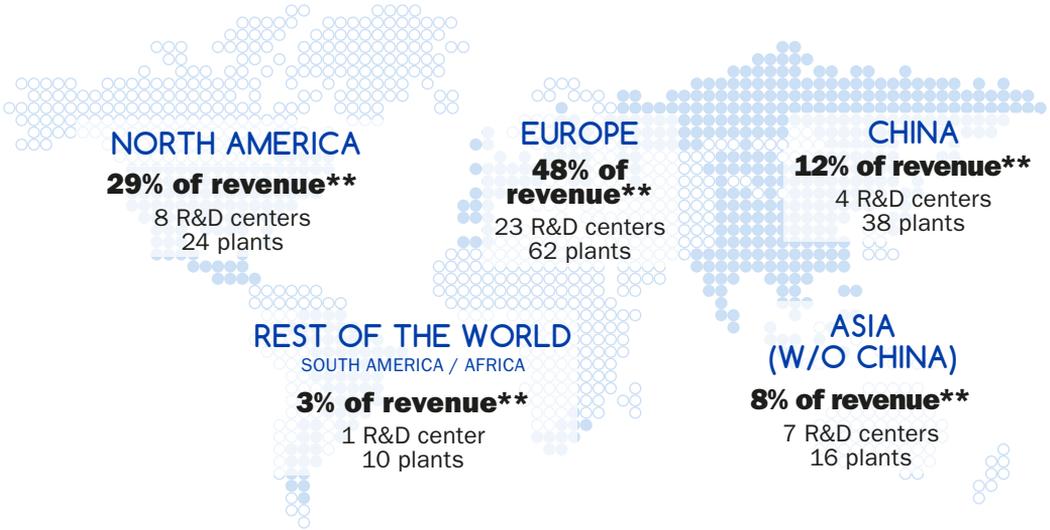


€243 m
Free cash-flow
 stable vs. 2021

€168 m
**Net profit,
 Group share**
 +33% vs. 2021

€1.3 bn*
**Group
 investments**
 +€1 bn vs. 2021

Of which historical perimeter
 +10% growth
 5.1% operating margin
€289 m free cash-flow



60%
 held by
 Burelle S.A.***



150
 plants



40,500
 employees



43
 R&D
 Centers



28
 countries

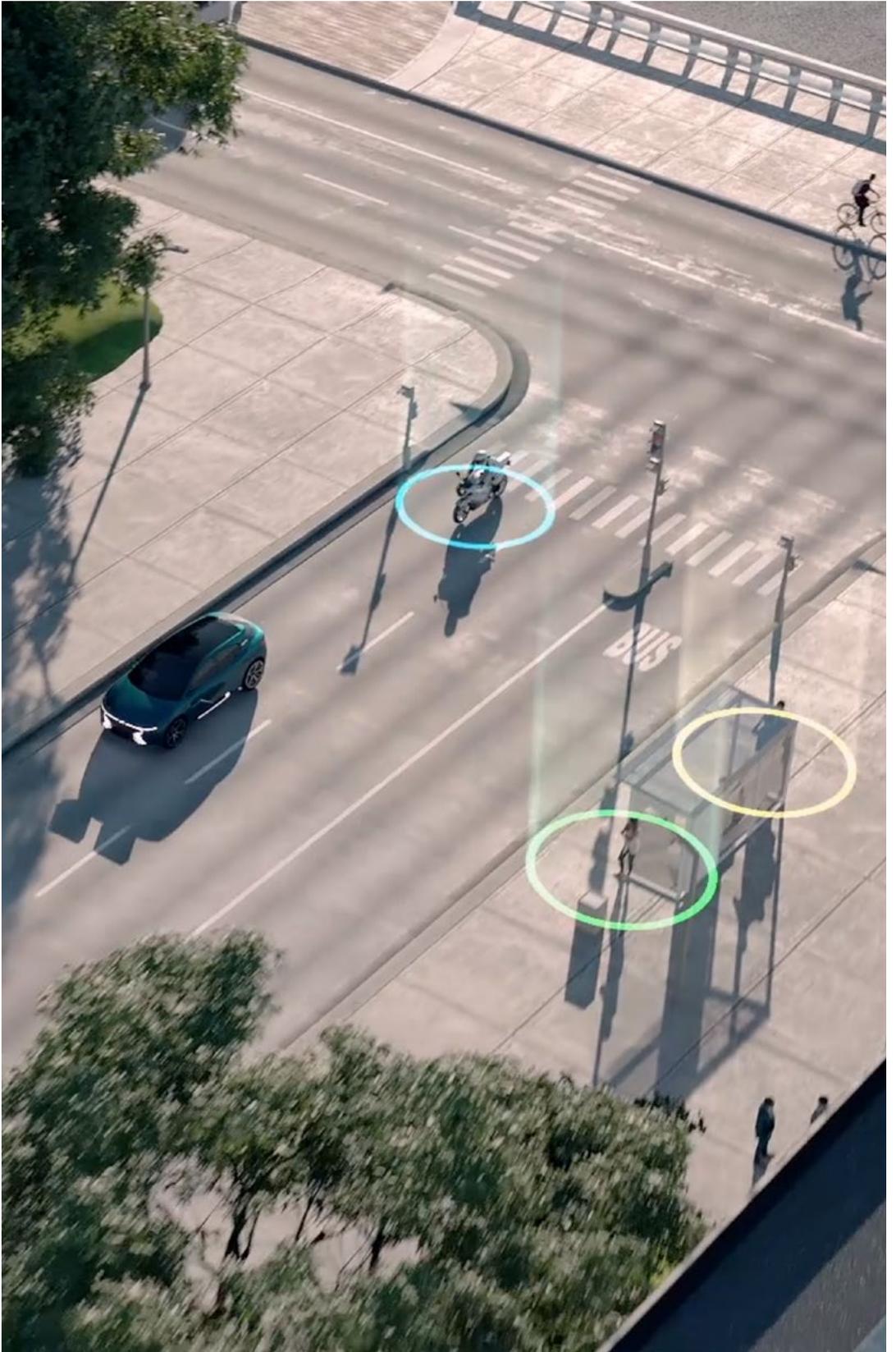


93
 automotive
 brands

* Including 2022 acquisitions

** Economic revenue

*** Holding company regrouping the interests of the Burelle family





Plastic Omnium today

A world leading business in the automotive industry

Plastic Omnium is a world-leading provider of innovative solutions for a unique, safer and more sustainable mobility experience. Innovation-driven since its creation, the Group develops and produces intelligent exterior systems, customized complex modules, lighting systems, clean energy systems and electrification solutions for all mobility players.

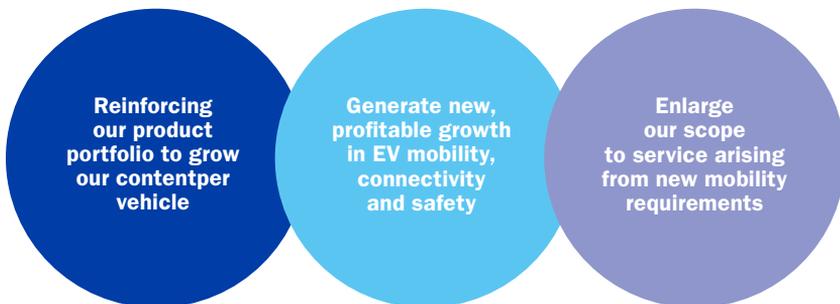
In 2022, Plastic Omnium accelerated the implementation of its strategy for a sustainable mobility, based on two pillars:

- Strengthening the Group's leadership by increasing the embedded value per vehicle and enriching activities and making them more complementary, providing Plastic Omnium with a unique offering for its customers;
- Targeted and strategic diversification, aligning with key changes in the market, into businesses areas that have strong potential synergies with existing activities.

EXTERIOR VEHICLE			POWERTRAIN	
Intelligent Exterior Systems	Lighting (VLS + AMLS Osram)	Modules (HBPO)	Clean Energy Systems & Battery Packs	New Energies
Connectivity & Integration Features	Lighting Systems	Modularization & Customization	Emissions reduction	Hydrogen Systems
42% of economic revenue in 2022	3% of economic revenue over 3 months	27% of economic revenue in 2022	28% of economic revenue in 2022	Objective: €3 bn of economic revenue in 2030
# 1 WORLDWIDE 1 vehicle out of 6 is equipped by Plastic Omnium	# 2 WORLDWIDE on electric cars	# 1 WORLDWIDE 1 vehicle out of 5 is equipped by Plastic Omnium	# 1 WORLDWIDE 1 vehicle out of 5 is equipped by Plastic Omnium	Objective: # 1 WORLDWIDE



3 strategic priorities responding to the challenges of a profoundly changing market



Reinforcement of our growth profile through new activities

1

NEW ENERGIES
(January 2022)

- High pressure vessels
- Fuel Cells (EKPO JV)
- Integrated H₂ systems

2

ACTIA POWER
(August 2022)

- Design/manufacturing on-board batteries
- Power electronics
- Electrification

3

AMLS OSRAM
(July 2022)

- Front-end lighting systems
- Interior lighting
- Projection and bodysell lighting

4

VLS
(October 2022)

- Head and Rear lamps
- Optic systems
- Electronic control
- Software

5

HBPO - 100%
(December 2022)

- Front-end modules
- Cockpit modules
- Active grille shutters
- Active Rollo

6

OP'nSOFT
(January 2023)

- Software solutions interior/bodysell lighting
- Electric powertrain
- Batteries/Hydrogen
- ADAS

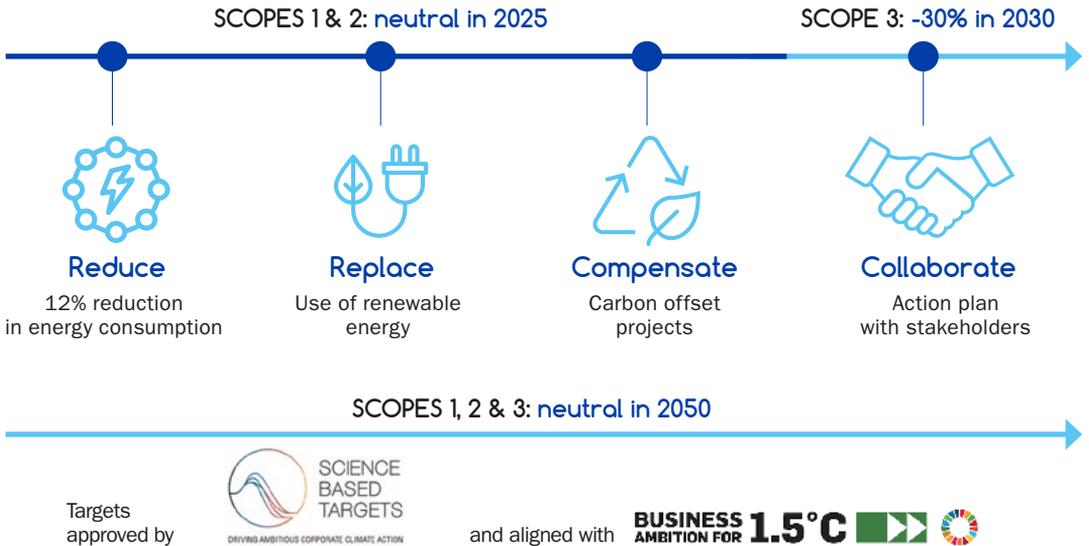


Our commitment to carbon neutrality

For many years, Plastic Omnium has been working for a sustainable mobility. In response to the climate change challenge, the Group is determined to reduce its carbon footprint and that of its value chain.

At the heart of its strategy, its carbon neutrality roadmap is being deployed throughout the Group, mobilizing its stakeholders and defining short, medium and long-term milestones.

An ambitious roadmap



2022 Achievements

In 2022, the Group's energy carbon footprint reduced by -8%.

- In total, CO₂ **Scope 1 & 2** emissions decreased by 9% compared to 2021 and by 26% compared to the 2019 baseline for our commitments.
- Thanks to the low-carbon mobility growth strategy, **Scope 3** emissions have fallen by 5% compared to 2021 and by 29% compared to 2019. In addition, action has been taken to assess the maturity of the Group's suppliers and to build emission reduction plans with them.



- **Climate CDP rating** improved to A- (vs. B in 2021)
- Upgraded **EcoVadis rating**: 80/100 (vs. 75/100 in 2021)
- **Merger of the Human Resources and Sustainability** functions to improve attractiveness and retention of our employees
- Launch of a **Sustainable Materials Department**
- Audits to identify close to **100 actions** to reduce energy consumption
- Continuous deployment of on-site **renewable energy solutions**



PLASTIC OMNIUM SHARES



Plastic Omnium shares

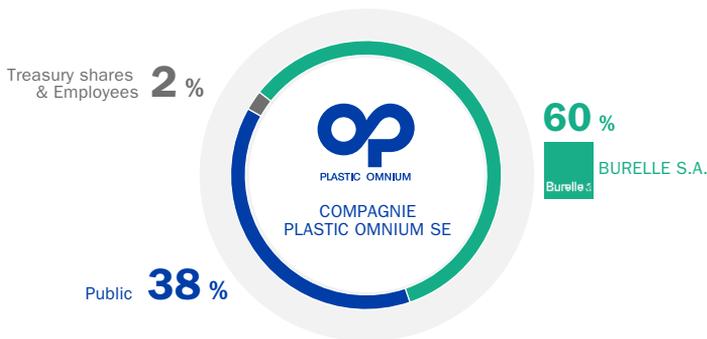
Plastic Omnium shares are listed in Compartment A of NYSE Euronext Paris and form part of the SBF 120, CAC MID 60 and SRD stock exchange indices (ISIN code FR0000 124570).

Evolution of share price in euros



Capital structure

145,522,153 shares as of December 31, 2022





Dividend policy

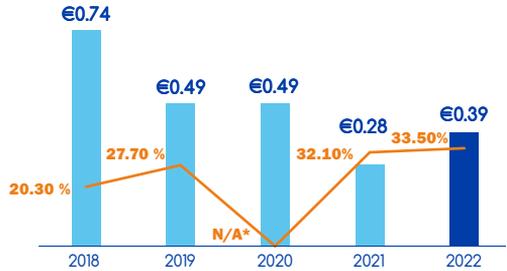
We encourage long-term commitment. That is why we encourage long-term shareholding, by establishing transparent relations with our investors and by distributing a dividend regularly.

The dividend is distributed in cash at the close of the Annual Shareholders' Meeting, which will be held on April 26, 2023 at the Pavillon Dauphine, Paris 16th.

The Board of Directors of Compagnie Plastic Omnium SE has decided to propose the payment of a dividend corresponding to a payout ratio of 33.5% or 0.39 euros per share as for 2022 results.

SHAREHOLDER REMUNERATION

Dividend per share (in euros) and payout ratio (in %)



* Net income Group share negative in Covid context.



Publications

INSTITUTIONAL PUBLICATIONS

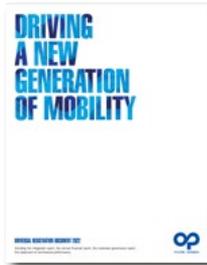
Universal Registration Document
Integrated Report
Half-year Financial Report

SHAREHOLDER PUBLICATIONS

Letters to shareholders (digital format)

FINANCIAL PUBLICATIONS

Press releases
Presentations of results



Find all of our financial news on our Plastic Omnium application.

We invite you to scan the QR Code or download the app via App Store for iPhone and iPad or Google play for Android.



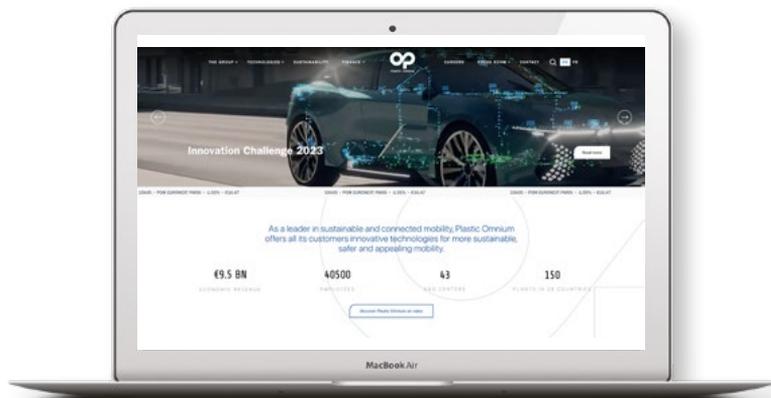
PLASTIC OMNIUM & YOU



Methods of ownership

When you buy a Plastic Omnium share, you become the owner of a fraction of its capital and invest in its development.

The status enables you: to be informed of the company's activities, to vote at General Meetings and to receive the dividends that the General Meeting votes to distribute.



BEARER SHARES

An account is opened with your financial intermediary (bank, stockbroker, etc.). You are not known to Plastic Omnium.



ADMINISTERED REGISTERED SHARES

Your shares are registered with Plastic Omnium but are still managed by your financial intermediary, who remains your point of contact for all transactions. If you own registered shares in a PEA (share savings plan), an administered registered account is recommended.



PURE REGISTERED SHARES

Your shares are kept by Plastic Omnium, which delegates their management to Uptevia.

The advantages of registered shares

- Exemption from custody and management fees
- Automatic updates from the Plastic Omnium group
- Personalized contact on the management of shares with Uptevia
- Personalized contact with the Group's Shareholder Services



Good to know

For all information relating to the management of registered shares, please contact:

Uptevia
Service aux Émetteurs
Grands Moulins
9 rue du Débarcadère
93500 PANTIN

Phone: +33 (0)826 109 119



Taxation of dividends

All paid **dividends** are subject to a single flat-rate tax (PFU) of 30% withheld by the paying institution at the time of payment. However, it is still possible to opt for taxation according to the progressive income tax scale.

Taxation arrangements are as follows:

- in 2022, when the dividend is paid, the paying institution withholds the following amounts:
 - the PFU single flat-rate tax of 12.8% as income tax,
 - social security contributions (PS) of 17.2%;
- in 2023, when filing tax returns, natural persons will be able to choose between:
 - opting for single flat-rate PFU taxation on paid dividends at a rate of 12.8% and imputing the mandatory non-discharging flat-rate withholding tax (PFO)

of 12.8% made by the paying institution in 2022,

- opting to be taxed as income tax according to the progressive tax scale. In the latter case, the tax-payer has the benefit of an abatement of 40% and a deduction of 6.8% on the dividend as deductible CSG (social contribution) paid in 2023. The mandatory non-discharging flat-rate withholding tax (PFO) made by the paying institution in 2022 is imputed on income tax owed for the year and any surplus is refundable.

Please note that tax-payers whose reference tax income for the year preceding payment is lower than €50,000/75,000, depending on their family situation, can always request exemption from the withholding tax of 12.8% under their income tax. Any such request should be made to the paying institution before November 30 of the year preceding the year of payment.





General Meetings

Ordinary General Meetings (OGMs) are held once a year within six months of the end of the company's financial year. Their purpose, in particular, is to **inform** the shareholders about the Group's business and results, to **approve** the accounts, to **decide** on the allocation of income, and to **appoint** members of Company's Board of Directors and the Statutor Auditors or to renew their terms of office, to decide on the remuneration policies and on the remunerations themselves of the corporate officers. The resolutions of OGMs are adopted by a simple majority of the shareholders present or represented.

Extraordinary General Meetings (EGMs) are convened when the Company submits **amendments of the Articles of Association or capital transactions** (capital increases or reductions,

mergers, etc.) for the approval of the shareholders. In most cases, their resolutions must be adopted by a majority of two thirds of the capital present or represented.

Combined General Meetings include both types of meeting in one General Meeting. They are then divided into two parts, an "Ordinary" part for which the majority is that required for OGMs, and an "Extraordinary" part for which the majority is that required for EGMs.

Plastic Omnium provides VOTACCESS to facilitate your procedures.



Next General Meeting: April 26, 2023



AGENDA



IN 2022, PLASTIC OMNIUM WAS AWARDED:

The Labrador Transparency Award in the “Best Progression” category (clarity and transparency of our group financial communication).

The *Prix Spécial* (Special Prize) for the best shareholder relations of CAC Mid 60 Index.



Prix Spécial du jury - CAC Mid 60



→ FINANCIAL AGENDA 2023

APRIL 25th, 2023: publication of first quarter revenue

JULY 24th, 2023: publication of half-year results

OCTOBER 26th, 2023: publication of third quarter revenue

→ SHAREHOLDER AGENDA 2023

NOVEMBER 30th, 2023: plant visit in Herentals and Genk (Belgium)

DECEMBER 7th, 2023: individual shareholders meeting in Paris

Individual shareholders

As of December 31, 2022, the Plastic Omnium Group had around 14,959 individual shareholders. Since 2016, Plastic Omnium has strengthened its individual investor communication strategy by holding plant visits.

In addition, the Group regularly organizes individual Shareholders’s Meetings, an opportunity to meet its shareholders and to present its business, its strategy, its areas for development and innovation as well as its sustainability commitments.

The Investor Relations Department provides its individual shareholders with two digital half-yearly newsletters and an annual Shareholders’ Guide. All these documents are grouped together under “Shareholders”, available in the “Finance” section of the Group’s website. All of this information is also available on smartphones and tablets through the Plastic Omnium app.



Complete information can be found on our website



Individual shareholders: 1 plant visit per year upon registration



A **AMF – (AUTORITÉ DES MARCHÉS FINANCIERS)**



The French Financial Markets Authority (AMF), formed from the merger in 2002 of the *Commission des Opérations de Bourse* (COB) and the *Conseil des Marchés Financiers* (CMF). The AMF determines the operating and professional conduct rules governing the financial markets in France. It oversees the protection of savings invested in negotiable securities and the quality of the financial information provided to investors and shareholders. It also monitors credit rating agencies, financial analysts and markets.

C **CONSOLIDATED REVENUE**



Consolidated revenue does not include the share of joint ventures, which are consolidated using the equity method, in implementation of IFRS 10-11-12.

E **EBITDA**



EBITDA corresponds to the operating profit, which includes the share of profit of associates and joint ventures, before depreciation and operating provisions.

ECONOMIC REVENUE



The economic revenue corresponds to consolidated revenue, plus revenue from the Group's joint ventures up, consolidated at their percentage of ownership: Yanfeng Plastic Omnium (50%), SHB Automotive modules (33.33% then 50% from December 2022), BPO (50%), EKPO Fuel Cell Technologies (40%).

FREE CASH FLOW



Free cash flow corresponds to the operating cash flow, less tangible and intangible investments net of disposals, taxes and net interest paid +/- variation of the working capital requirements (cash surplus from operations).

G **GEARING**



Net debt to equity ratio, which is a ratio measuring a company's level of debt in comparison with its equity capital. The higher the ratio, the more indebted the company is. It also gives an indication as to the company's financial structure.

F **FLOAT**



The part of a company's capital that is available for trading on the Stock Exchange. The larger the float, the greater the liquidity of the shares. Plastic Omnium's float is 38% as of December 31, 2022.

I **IFRS (INTERNATIONAL FINANCIAL REPORTING STANDARDS)**



International accounting standards drawn up by the IASB (International Accounting Standards Board). Since January 1, 2005, the preparation of consolidated accounts has been compulsory for all listed companies in Europe in order to facilitate comparison of their financial statements.



N NET DEBT



Net debt includes all long-term borrowings, short-term loans and bank overdrafts less loans, marketable debt instruments and other non-current financial assets, and cash and cash equivalents.

O OPERATING MARGIN



The operating margin includes the share of the results of companies which have been consolidated using the equity method, and the amortization of the intangible assets acquired, before other operating income and expenses.

R ROCE (RETURN ON CAPITAL EMPLOYED)



Used in finance to measure the return made by a company in relation to the capital invested. It is usually used to compare the performance of activities and to establish whether they are producing a sufficient return to repay the capital.

T TREASURY SHARES



Shares owned by a company forming part of its own capital. Treasury shares do not carry voting rights and do not receive dividends. Compagnie Plastic Omnium owned 1% of its own shares as of December 31, 2022. This proportion is limited to 10% of the authorized share capital.



PLASTIC OMNIUM

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