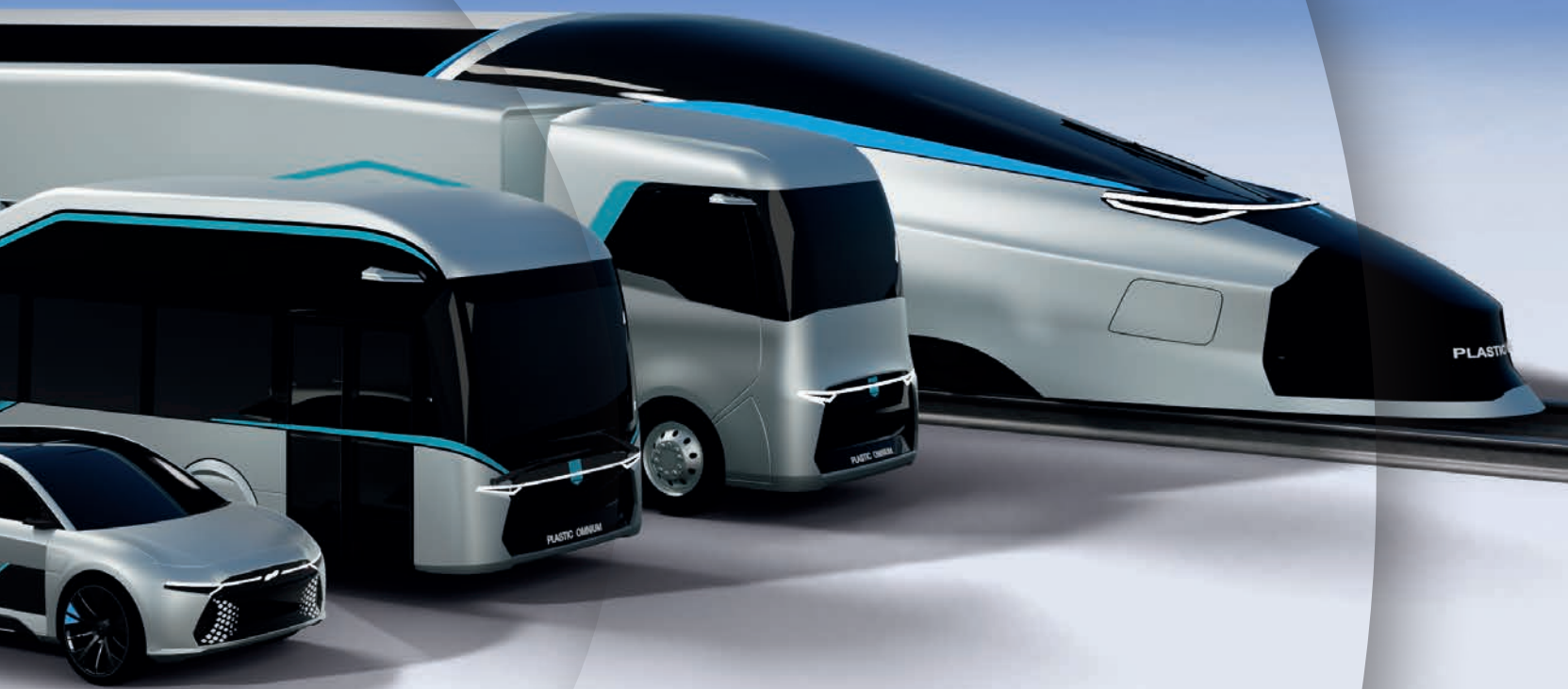


INTEGRATED REPORT 2023

# A DIVERSIFIED GROUP



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## WE ARE READY FOR THE FUTURE

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### *A diversified commitment*

Plastic Omnium looks to the future with confidence.

2023 saw Plastic Omnium enter a new era of growth marked by ever more forward-looking innovations to promote sustainable mobility. Our customers have always shown a lot of faith in us, which is a fantastic starting point for our development in the years ahead.

In an automotive sector that is evolving in different ways, regionally and in terms of powertrains, where vehicles offering increasingly customized user experiences, Plastic Omnium has made bold choices inspired by its enduring values of ambition, long-term vision, innovation and responsibility toward every generation.

These choices have led us to position ourselves across a major portion of the value chain for decarbonized mobility, individual as well as collective. 2023 was the year when decisions once seen as daring started to pay off, with high order intake for hydrogen propulsion systems, electronics, and battery electric systems. The hard work of our teams in the new Lighting business has delivered improvements in quality, reliability and customer confidence, paving the way for major development in this activity. Lastly, Plastic Omnium's traditional activities accomplished great things in 2023. Our determination to continue improving our performance for the benefit of all our stakeholders continues to drive Plastic Omnium into the future, by giving meaning to our employees. Naturally, there remain challenges to tackle, whether they relate to the unstable geopolitical environment around the world, the uncertain macroeconomic outlook, or the evolution of electric mobility.

With a presence in every region of the world and a 40,300-strong workforce, backed by a long-term vision, solid roots and lasting values, Plastic Omnium is eager to play a greater role than ever in driving the new generation of mobility!

**LAURENT BURELLE**  
CHAIRMAN OF THE BOARD OF DIRECTORS

# PLASTIC OMNIUM STAYS ON TRACK

“Plastic Omnium continues to adapt without deviating from our strategy, underlining our status as a diversified, versatile and well-balanced group.”

LAURENT FAVRE  
CHIEF EXECUTIVE OFFICER



**€15BN**  
in revenue  
in 2030

**40%**  
of revenue generated  
by new activities  
in 2030

*A winning strategy*

#### How would you describe the automotive market in 2023?

The global automotive market has returned to production levels last seen in 2019, despite the negative impact on consumer spending of inflation and rising interest rates. It may have taken four years to bounce back, but the market has also changed profoundly at every level. When it comes to technologies, what stands out is the rise of electric mobility, a dynamic the Chinese automotive industry is taking full advantage of. Across all types of powertrains, Europe and North America have seen sales fall by 14% and 6%, whereas China has seen a rise of 18%. China is currently the world's number one exporter of cars and, for the first time ever, Europe is a net importer of vehicles. In commercial terms, we are seeing breakthroughs by new challengers in the electric vehicle sector such as Tesla, BYD, NIO and Lucid. Their arrival is affecting the positioning of traditional automakers and really shaking things up.

#### How has Plastic Omnium performed in this environment?

Our Group performed extremely well in 2023, with revenue rising 20% to reach 11 billion euros, a new record. Our growth is underpinned by the robustness of our traditional business lines, emission reduction and energy storage systems, in a market experiencing widespread consolidation, exterior body panel systems and modules, products where we incorporate a growing number of lighting solutions and high added-value intelligent functions. We are well positioned in electrification and are capturing significant market share in hydrogen, a sector with excellent growth potential, particularly for heavy and commercial mobility as well as in battery systems. As a result, our order book is also at record levels, confirming the relevancy of our choices in terms of diversification and strategy. Today, Plastic Omnium covers a broad spectrum of technologies that are all highly promising in the light of market transformations. Buoyed by these successes and the renewed confidence of our customers, Plastic Omnium is staying on track and adhering to our purpose, Driving a New Generation of Mobility to create a more sustainable, intelligent and connected mobility.

#### How is Plastic Omnium responding to the new realities in its markets?

Plastic Omnium has a proven strategy, and we are adapting without deviating from it, building ourselves into a versatile and well-balanced group. Our response is highly diversified,

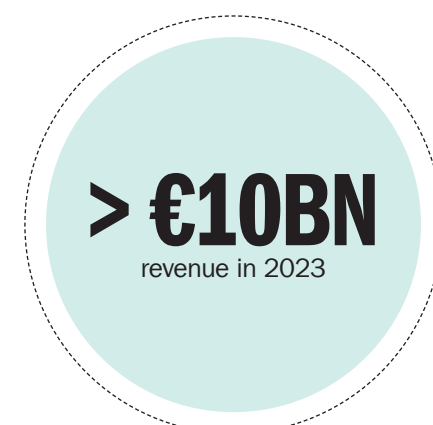
reflecting a Group that is becoming diversified at every level – technological, geographical and commercial – as we work to serve a very diverse customer base that includes all forms of mobility, from cars to commercial fleets, heavy trucks to buses and trains, and that will extend to services too in the years ahead. Plastic Omnium continues to pivot its business model toward electrification, lighting and software, as well as shifting its center of gravity to reap maximum benefits from market dynamics in Asia and North America. While 50% of our activity is based in Europe, 60% of our orders are from Asia and the USA. We are also ramping up our investment in digital and data monitoring to improve our overall operational excellence, one of our Group's well-known strengths. The operational excellence of our traditional activities gives us the platform we need to roll out this ambitious transformation while making a number of powerful commitments in a diverse range of fields. Underpinned by our ACT FOR ALL™ program, these commitments center on the

well-being and safety of our employees, and on a mobilization on sustainability at all times. Our carbon neutrality roadmap, which we will achieve in 2025 for scopes 1 and 2, represents our determination in action. To take another example, we reached a major milestone in 2023 when we signed an agreement with EDF that means half our energy needs in France will be covered by renewables.

#### How does Plastic Omnium see 2024?

We need to ramp up our agility still further in response to the very large number of

short-term uncertainties in our markets. This is key to aligning ourselves with a sector that, as well as undergoing far-reaching structural transformation, is also being buffeted by economic and geopolitical headwinds. I want to pay tribute to the commitment, professionalism and resilience of our teams who, day in day out, are the bedrock that allows us to perform in this complex environment. Plastic Omnium's ability to manage the present while also looking to the future is one of our great strengths. We have the skills of our teams, a diversified product portfolio positioned across future-facing technologies, modern industrial assets located in key regions of the world, and the portfolio of traditional and electric manufacturer customers needed to continue our growth in 2024. All of this gives us confidence in our ability to meet our revenue target of 15 billion euros in 2030, with 40% generated by new activities. Now it's up to us to see it through!



# DIVERSIFIED, INTEGRATED, AND REGIONALIZED INNOVATION

“From a supplier of plastic components for the automotive industry, our Group has become a technology partner, designing integrated, connected solutions for more sustainable mobility.”

**FÉLICIE BURELLE**  
MANAGING DIRECTOR



Close to  
**€500M**  
invested in hydrogen  
since 2015

## Transformation and cooperation

### What are the standout features of Plastic Omnium's approach to innovation?

Our innovations are diversified, integrated, open and increasingly regionalized to allow us to respond to every market's specific features. They are focused on delivering solutions for powertrains of all types, internal combustion, hybrid, battery electric and hydrogen, and offer a unique line-up of exterior systems comprising modules, body panels and lighting solutions. Today's Plastic Omnium is a group that offers a highly diversified portfolio of products and technologies. The Group has increased the number of its activities from three to six (including software) over the past 18 months, having already decided in 2018 to focus exclusively on the automotive industry. This allows us to harness far-reaching changes in the market and offer our mobility sector customers solutions that align with the challenges of energy transition as well as develop a range of increasingly integrated intelligent and connected functions. We are laying the groundwork for the future by investing in technologies that will create value for the Group over the coming five to ten years in a market where development cycles are becoming ever shorter. We are constantly redefining how we grow the value embedded in our products in the light of advances in technologies. This is very much the heart of the challenge facing Plastic Omnium.

### Why has the Group decided to switch its R&D efforts to a cooperative model?

The mobility sector is being swept by ever more frequent and transformative changes in technology, quite unlike anything in the past. While the Group is known for its daring choices, such as our decision to invest massively in hydrogen, we are also well aware that we cannot tackle these technology challenges on our own. Open innovation is becoming key to unlocking new areas of research, making large-scale technology monitoring easier, and positioning us in the vanguard of disruptive technologies. With this in mind, the Group has formed various major partnerships. For example, we teamed up with MIT in the USA to co-organize a symposium in Paris: Innovations for the Next Generation of Mobility. We have also agreed a tie-up with The National Innovation Center par Excellence (NICE) in China. The 2023 Plastic Omnium Innovation Challenge focused on cutting energy use in mobility. It attracted over 200 entries from

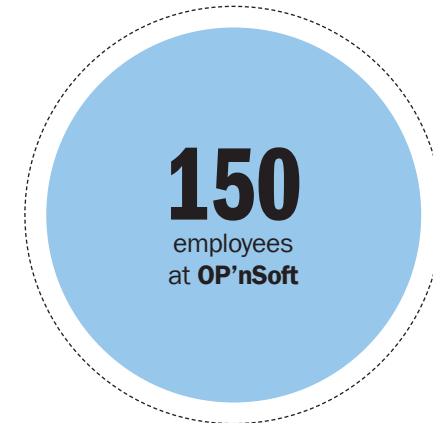
engineering consultancies, entrepreneurs, academia and research laboratories. First prize went to a project called DECO (Decentralized Energy Communities) and its internet platform for exchanging and trading electricity locally between individuals and producers.

### What are your takeaways from the symposium co-organized with MIT?

The event offered an opportunity to compare points of view and explore disruptive technologies like hydrogen, artificial intelligence and the new materials that are shaping the mobility of tomorrow. These are highly complex technologies, which is why the event underlined the importance of approaching innovation holistically and fostering collaborations between all actors in an ecosystem with shifting boundaries. The ideas and conclusions of the symposium, now published as a white paper, testify to the relevance of our innovation strategy, firmly focused on an integrated approach across the entire value chain.

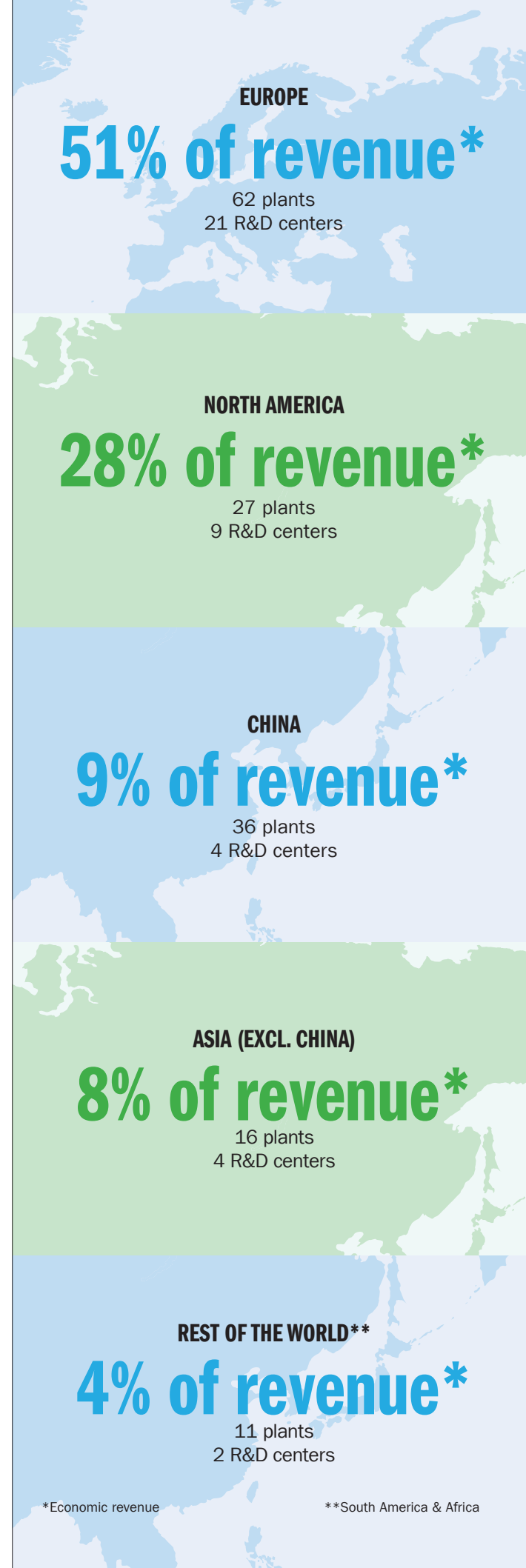
### How is technological complexity encouraging the Group to accelerate its transformation?

It is profoundly altering our product development process, which is now far more cross-disciplinary, with all our activities working together. It inevitably involves constant alterations to how we are organized. This is the idea behind the OMEGA program we launched in 2020 to streamline our processes and boost our agility and competitiveness, in large part through optimizing use of our data and digital technologies. Our aim is to extract value from the asset our data represents, using it to standardize, optimize and digitalize our business lines and industrial processes and, in the future, offer new services. We are in the process of creating regional hubs that will bring together our skills and resources in each of our main markets with the goal of supporting our growth internationally. Our Group has evolved from supplying plastic components for the automotive industry to becoming a technology partner designing integrated, connected solutions for a more sustainable mobility. This means that we address all actors in the mobility ecosystem. All these transformations set out the blueprint for the new-look Plastic Omnium, a Group whose revenue exceeded the symbolic 10 billion-euro mark in 2023.



## THE GROUP IN BRIEF

ECONOMIC REVENUE 2023  
**€11.4BN**



### 3 BUSINESS LINES – 5 DIVISIONS



#### EXTERIOR SYSTEMS

- Intelligent Exterior Systems
- Lighting

#### MODULES

#### OP'nSoft

#### POWERTRAIN

- Clean Energy Systems
- New Energies

**40,300**  
EMPLOYEES

**152**  
PLANTS

**31M**

**BUMPERS EVERY YEAR**  
**1 in every 6** vehicles manufactured worldwide is equipped by Plastic Omnium

**1.5M**

**PLASTIC TAILGATES EVERY YEAR**

**40**  
R&D CENTERS

**6M**

**MODULES EVERY YEAR**  
**1 in every 3** vehicles manufactured worldwide is equipped by Plastic Omnium

**19M**

**FUEL TANKS AND EMISSION REDUCTION SYSTEMS EVERY YEAR**  
**1 in every 5** vehicles manufactured worldwide is equipped by Plastic Omnium

**28**  
COUNTRIES

Source: inhouse analysis based on data from S&P Global Mobility.

# OUR PERFORMANCE

Plastic Omnium achieved record revenue of 11.4 billion euros in 2023, up sharply on the previous year (+20.3%), outperforming the global automotive sector by 3.7 points<sup>(1)</sup> over the year and meeting the Group's target.

This strong increase in revenue results from sustained industrial output combined with a high level of new orders.

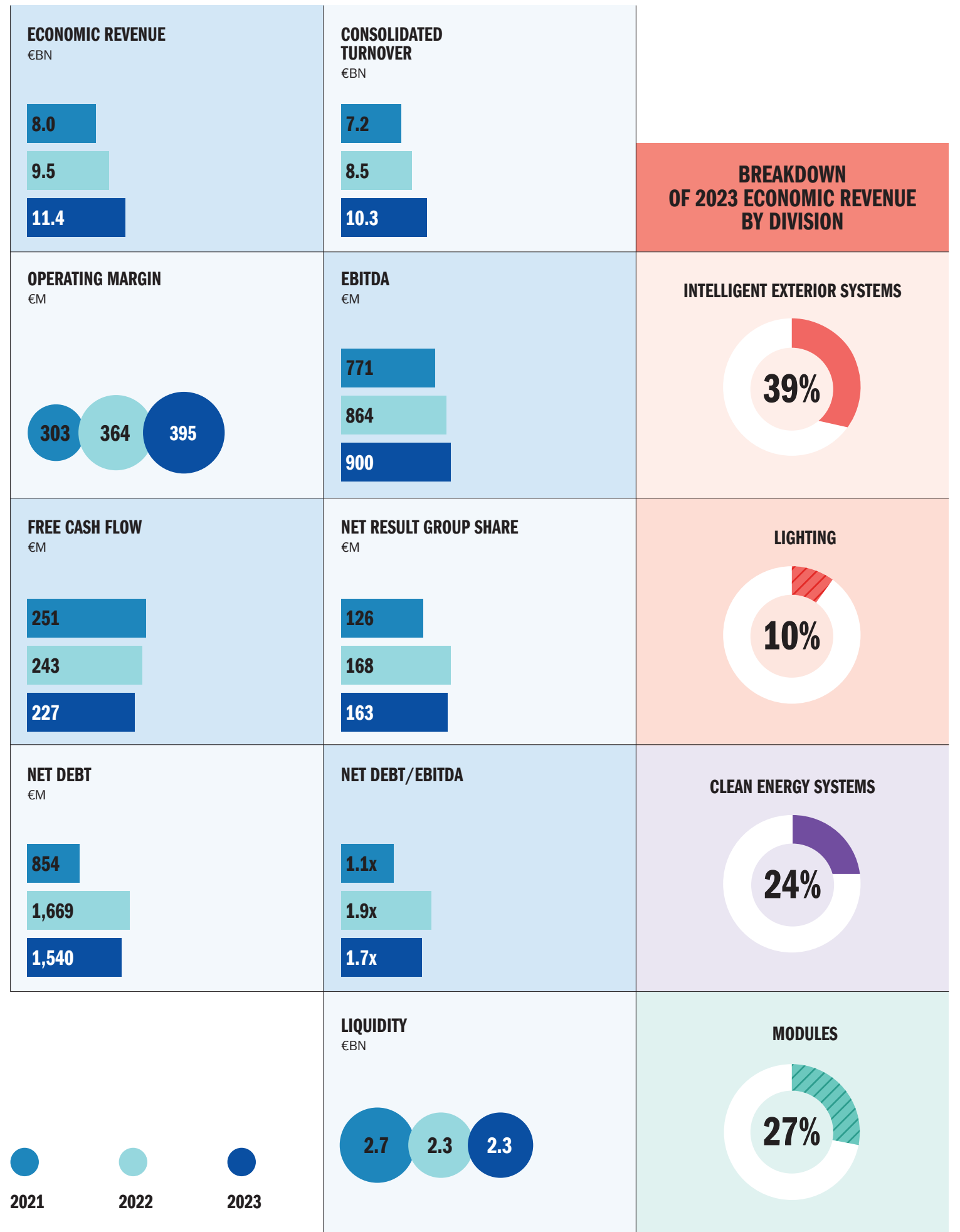
Our historical activities maintain a leadership position while our hydrogen activity continues to scale up industrially and commercially.

Our lighting division has significantly improved its profitability and achieved a number of major commercial successes.

And Plastic Omnium continues its strategic initiatives to improve its carbon footprint so it can meet its target for carbon neutrality by 2050.

(1) Global or regional automotive production data refer to the S&P Global Mobility forecasts published in February 2024 (<3.5-ton passenger car segment and commercial light vehicles).

<p><b>SAFETY</b> <b>FR2*: 0.87</b></p> <p><small>*Lost time and non-lost time injury frequency rate</small></p>	<p><b>DIVERSITY</b> <b>29.7%</b> women in the Group</p> <p><b>24.4%</b> women engineers and managers</p>	<p><b>RENEWABLE ENERGY</b> <b>16 GWh</b> produced at Plastic Omnium sites, representing 5,000 tonnes of CO<sub>2</sub> avoided</p>
<p><b>NON-FINANCIAL RATING</b> <b>ECOVADIS 80/100</b> Platinum status</p> <p><b>CDP CLIMATE A</b></p>	<p><b>SUPPLIERS</b> <b>95% of Group purchases</b> evaluated as part of our Know Your Suppliers policy</p>	<p><b>OVER 200 SUSTAINABILITY AMBASSADORS</b> volunteers committed to <b>boosting sustainability</b> and sharing best practices at all our sites</p>
<p><b>EUROPEAN TAXONOMY</b> (voluntary reporting)</p> <p><b>25.2%</b> of economic revenue eligible including <b>21.5%</b> of aligned economic revenue</p>	<p><b>FALL IN CO<sub>2</sub> EMISSIONS*</b> (excluding Lighting)</p> <p>Scopes 1 and 2 <b>-19.7%</b> vs. 2019</p> <p>Scope 3 <b>-30.3%</b> vs. 2019</p> <p><small>* Estimated carbon footprint</small></p>	<p><b>YOUTH TRAINING</b> <b>1,233 youth</b> Apprentices, VIE &amp; trainees</p>



# PREPARING THE GROUP'S FUTURE

The Board of Directors protects the interests of the Group, its shareholders and its stakeholders.

Its work is guided by the principles of responsibility, integrity and transparency of information, as well as the balance between independent directors and representatives of the Burelle family, the Group's founders.

It sets Plastic Omnium's strategic objectives and oversees their implementation.



















<b>57%</b> women	<b>59</b> average age	<b>43%</b> independent directors
<b>COMPAGNIE PLASTIC OMNIUM SE SHAREHOLDERS:</b>		
<b>60%</b> Burelle SA	<b>38%</b> Public	<b>2%</b> Treasury stock employee scheme

THE BOARD'S WORK IS SUPPORTED BY THREE SPECIALIZED COMMITTEES:

AUDIT COMMITTEE

APPOINTMENTS AND CSR COMMITTEE

COMPENSATION COMMITTEE

 <b>LAURENT BURELLE</b> Chairman of the Board of Directors of Compagnie Plastic Omnium SE. Director since 1981.	 <b>LAURENT FAVRE</b> Chief Executive Officer of Compagnie Plastic Omnium SE. Director since 2020.	 <b>FÉLICIE BURELLE</b> Managing Director of Compagnie Plastic Omnium SE. Director since 2017.	 <b>GONZALVE BICH*</b> Director since December 2023.	 <b>MARTINA BUCHHAUSER*</b> Director since 2022.
 <b>AMANDINE CHAFFOIS</b> Director representing employees since 2019. Member of the Compensation Committee.	 <b>ANNE-MARIE COUDERC</b> Director since 2010. Chairwoman of the Appointments and CSR Committee. Member of the Compensation Committee.	 <b>VIRGINIE FAUVEL*</b> Director since 2023. Member of the Appointments and CSR Committee.	 <b>IRENEUSZ KAROLAK</b> Director representing employees since 2019.	 <b>VINCENT LABRUYÈRE</b> Director since 2002. Member of the Audit Committee.
 <b>PAUL HENRY LEMARIÉ</b> Director since 1987. Managing Director of Burelle Participations.	 <b>ELIANE LEMARIÉ</b> Director since 2009. Permanent representative of Burelle SA. Member of the Appointments and CSR Committee.	 <b>LUCIE MAUREL AUBERT*</b> Director since 2015. Member of the Audit Committee and member of the Appointments and CSR Committee.	 <b>ALEXANDRE MÉRIEUX*</b> Director since 2018. Chairman of the Compensation Committee.	 <b>CÉCILE MOUTET</b> Director since 2017.
 <b>ELISABETH OURLIAC*</b> Director since 2022. Member of the Audit Committee.			 <b>JEAN BURELLE</b> Director from 1970 to 2021. Non-voting board member since February 17, 2021. Honorary Chairman of Burelle SA. Honorary Chairman of Compagnie Plastic Omnium SE.	 <b>PROF. DR. BERND GOTTSCHALK</b> Director from 2009 to 2023. Non-voting board member since July 24, 2023.

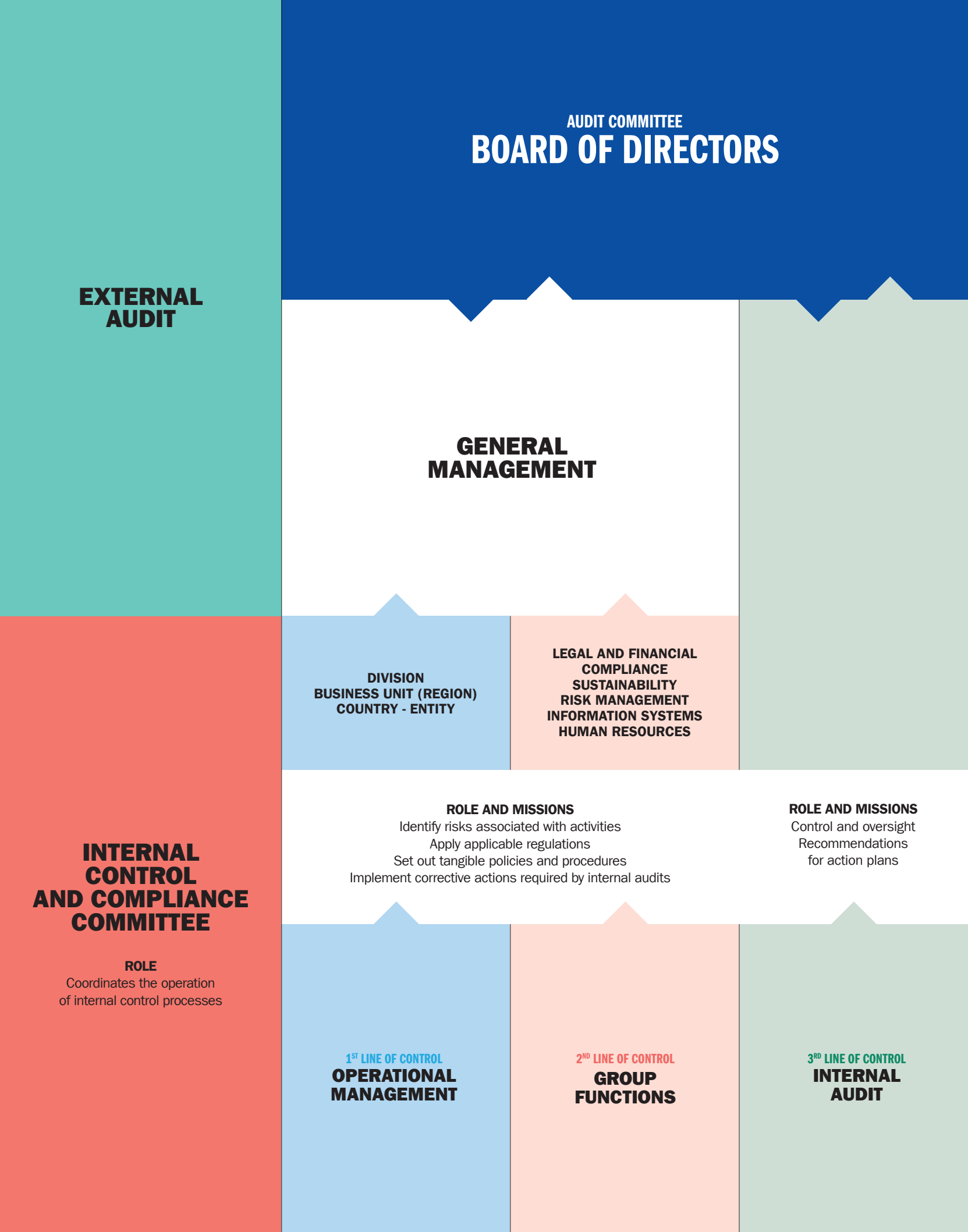
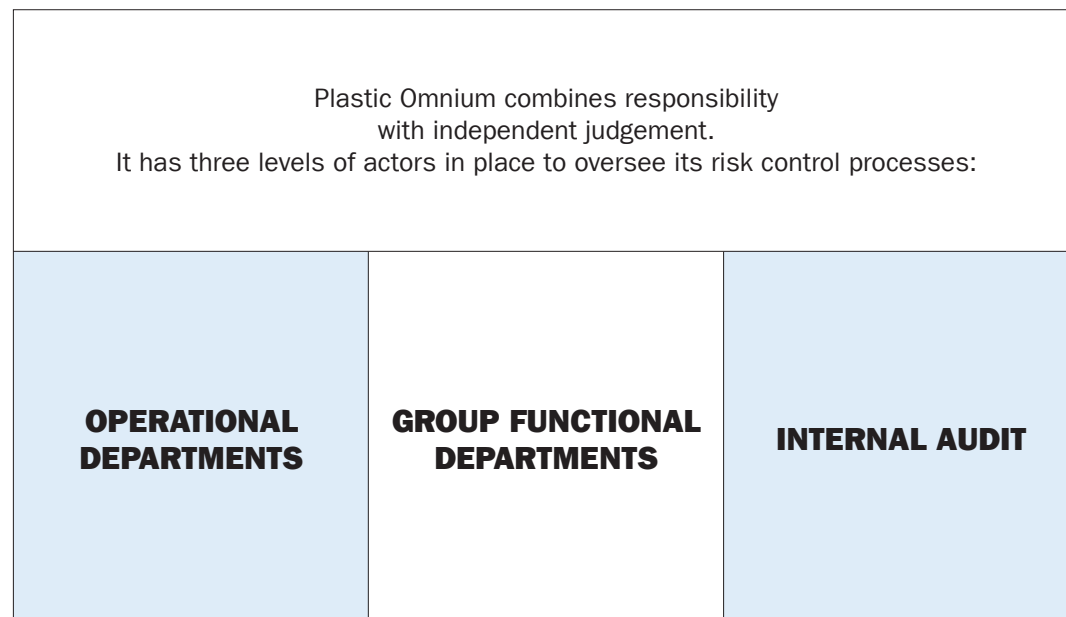


# PREVENTING RISKS

Plastic Omnium stays on track in the face of the complexity and volatility of its industrial, economic, political and regulatory environments.

The Group reviews and evaluates risks that may impact its activities, and implements internal control processes to protect itself against these risks and limit any potential consequences.

*Preventing and managing risk, together*



# DELIVERING TRANSFORMATION

The Executive Committee suggests and implements the Group's operational strategy, steers its transformation, and manages its performance. It works on making Plastic Omnium a key player in the new generation of intelligent, sustainable mobility while respecting its social and environmental commitments. Members of the Executive Committee are drawn from a wide variety of backgrounds and focus on making Plastic Omnium a diverse and well-balanced group to ensure its long-term future growth.



**Youssef SOUIBA**  
President & CEO – Clean Energy Systems

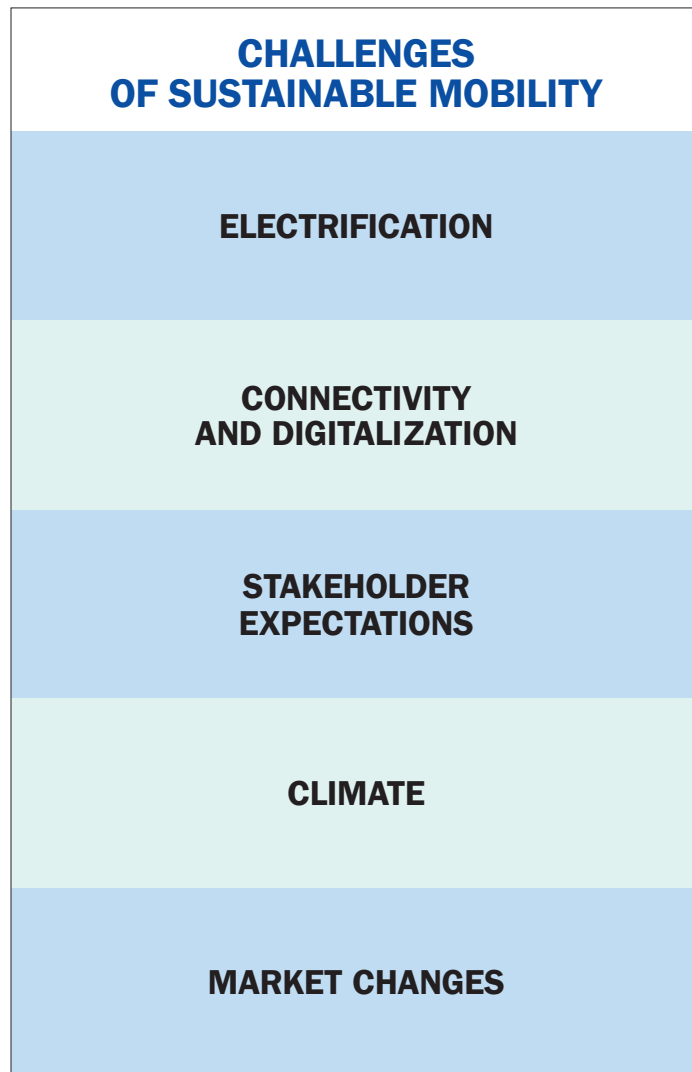
## AS AT MARCH 15, 2024 (LEFT TO RIGHT).

**Gérald MENTIL**, President & CEO Lighting Division – **Cécile CANET-TEIL**, Vice-President Corporate Communications – **Alexandre CORJON**, Executive Vice-President Innovation & Software – **Christophe MARCEAU**, President & CEO Modules – **Christian KOPP**, Senior Executive Vice-President, President & CEO Intelligent Exterior Systems – **Laurent FAVRE**, Chief Executive Officer – **Rodolphe LAPILLONNE**, Senior Executive Vice-President Chief Purchasing Performance Officer – **Félicie BURELLE**, Managing Director – **Valérie BROS**, Corporate Secretary and Executive Vice-President Legal Affairs – **David MENESES**, Executive Vice-President People & Sustainability – **Marc PERRAUDIN**, President & CEO New Energies – **Olivier DABI**, Group Chief Financial Officer – **Damien DEGOS**, Executive Vice-President Group Purchasing Performance.

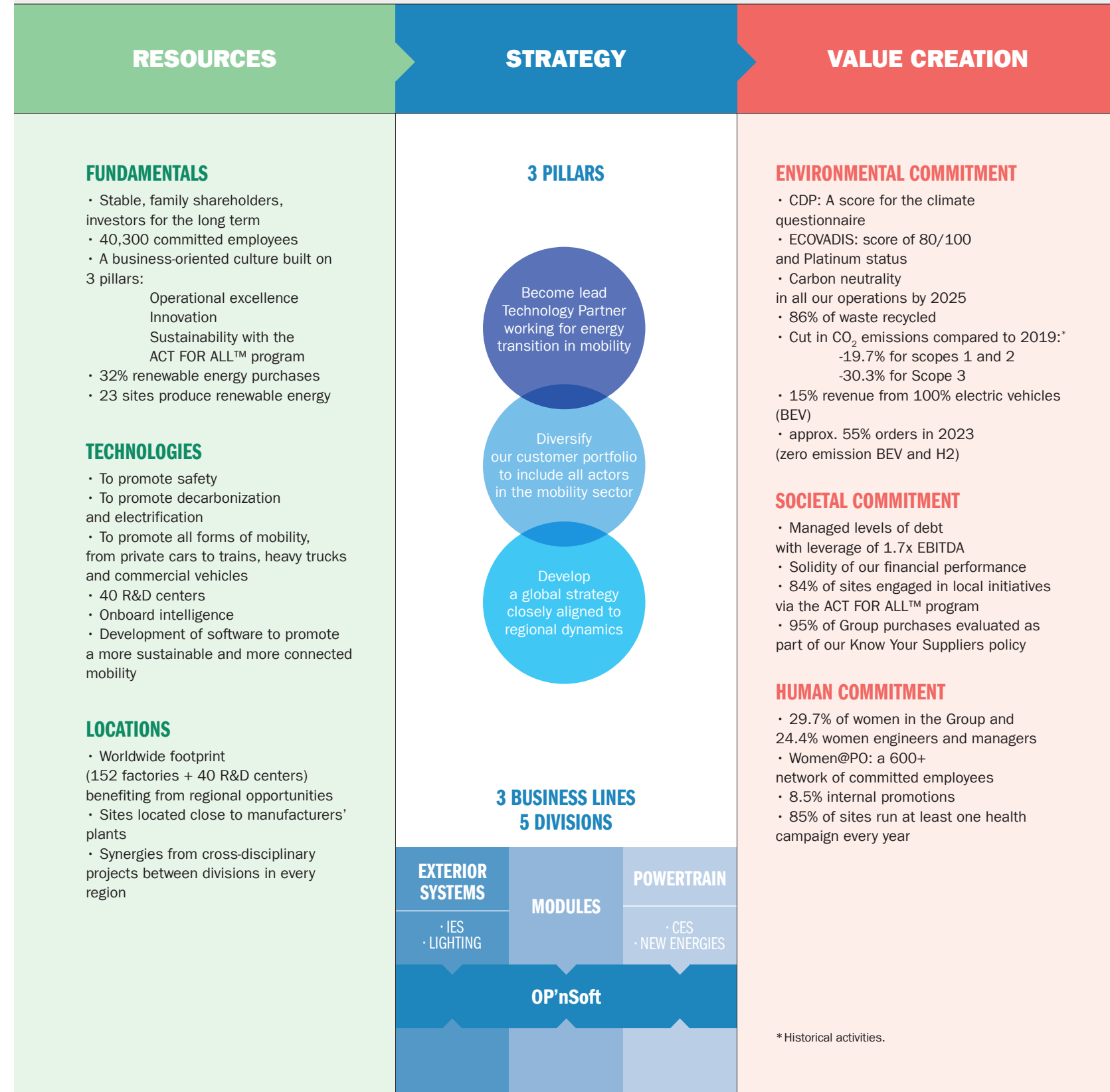
**BUSINESS MODEL**

**COMMITTED TO  
DECARBONIZED MOBILITY**

Solid, innovative and committed, Plastic Omnium is a diversified group present across all forms of mobility. Well-positioned technologically and geographically, it is well placed to benefit from successive and increasingly frequent waves of transformative innovation. The Group works to promote a new generation of intelligent and sustainable mobility as it adapts to market demands, tackles challenges, and includes stakeholders.



*Driving a new generation of mobility*



\* Historical activities.



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# DIVERSIFIED TECHNOLOGIES

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## *Extended technology base*

Plastic Omnium is a technology company that develops an extensive range of solutions to promote a new generation of mobility, more sustainable, more connected, and safer.

Plastic Omnium is positioned across the full range of mobility technologies so it can meet the changing needs of markets and of the actors involved in all forms of mobility, light, heavy, collective and private. This winning strategy sees Plastic Omnium maintaining its product line-up for internal combustion, a market undergoing far-reaching consolidation, and diversifying into three additional fields: lighting, ever more central to brand signatures, vehicle electrification, which is becoming the new standard, and embedded software, central to mobility for today and tomorrow. The company's extended technology base also reflects how its customers are

evolving, with several offering a range of engine options fitted to the same platform. 2023 was a year of intensive activity marked by the expansion of its technology portfolio as Plastic Omnium scaled up its activities in electric mobility with New Energies and e-Power, and in software with OP'nSoft. The company's forward-looking technology partnerships, such as the symposium held in Paris in October 2023 in collaboration with the Massachusetts Institute of Technology, illustrate the same dynamism. For 2030, the Group is targeting revenue of 15 billion euros of which 40% from new activities.

# CONSOLIDATING OUR GLOBAL LEADERSHIP

World leader in energy and emission reduction systems, exterior systems and complex modules, Plastic Omnium is investing in electric mobility, a key driver for its growth.

17

million fuel tanks  
manufactured in 2023

1.7

million selective catalytic  
reduction systems manufactured  
in 2023



## Supporting energy transition in the automotive industry

The Group has developed a wide range of advanced technologies for all engine types. Positioned across all the energies of tomorrow, Plastic Omnium has taken the strategic decision to continue producing fuel tanks and emission reduction systems to meet the on-going demand for these products in many parts of the world that can be expected over the medium term. Supplier of 1 in 5 fuels tanks worldwide, it is a leading actor in emission reduction systems thanks to its Selective Catalytic Reduction systems that cut nitrogen oxides (NOx) emissions from diesel vehicles by up to 95%. It also equips the growing hybrid vehicle segment with its high-performance INWIN fuel systems.

## Multi-energy strategy

Plastic Omnium supplies solutions for managing all forms of energy in a vehicle, whatever the powertrain: from petrol to hydrogen, batteries to rechargeable hybrids. A win-win multi-energy strategy.

On the one hand, Plastic Omnium is boosting its position on the traditional internal combustion market, which is undergoing consolidation. Although progressively shrinking in Europe in the face of tightening regulations, 40 to 50% of all vehicles produced worldwide in 2030 will still be fitted with an internal combustion engine. Plastic Omnium remains confident of a 30% share of this potential market in 2028, driven to a large extent by its growth in South America, Africa and Asia. On the other hand, it is capitalizing on its leadership position to invest in electric mobility with battery and hydrogen systems (high pressure tanks and fuel cells), two markets where it is present across the entire value chain. In addition, the Group is positioned to be a major player in lighting, an activity that is extensively linked to exterior body panel systems and complex modules. This allows it to offer all-in-one solutions and push the limits of design to new heights while also improving safety.

# PLAYING A KEY ROLE IN ELECTRIC MOBILITY

With its strong commitment to diversifying its portfolio of technologies, Plastic Omnium is asserting itself as a major player in all forms of electric mobility.



Close to  
**€500M**  
invested in hydrogen mobility  
since 2015

**€3BN**

revenue target in 2030  
for hydrogen mobility

## The hydrogen challenge

Plastic Omnium has invested close to 500 million euros since 2015 in developing its hydrogen technologies and boosting its industrial capacities. Present across the entire value chain, it develops and produces high-pressure vessels, fuel cells manufactured by EKPO, its joint venture with ElringKlinger, and fuel cell systems. The Group is convinced that hydrogen is an effective solution for heavy mobility – trucks, buses, trains, and heavy equipment for civil engineering and at ports and airports – as well as commercial fleets and light commercial vehicles. The technology offers a host of advantages for heavy mobility: fast refueling, extended range, and zero tailpipe emissions. Designed for commercial vehicles and light trucks, hydrogen is also ideal for improving the environmental footprint of the pickups that are so popular in the USA.

## Record orders

Hydrogen is an increasingly mature technology supported by regulatory incentives in all three of the world's largest markets: Europe, with the IPCEI Hy2Tech program that awarded EKPO, the joint venture between Plastic Omnium and ElringKlinger, 177 million euros in funding up to 2027 for the development of next-generation fuel cell modules; China, with a five-year plan focused on

establishing a strong and lasting hydrogen sector, and the USA, with the Inflation Reduction Act. This degree of regulatory alignment opens the door to the development at scale of hydrogen electric mobility around the world. Plastic Omnium is a pioneer in the field, offering solutions that attracted cumulative orders to the value of almost 4 billion euros by the end of 2023, primarily for heavy mobility and commercial vehicles. The Group forecasts revenue of 3 billion euros in this sector in 2030, with a 25% market share in storage, 10% in fuel cells and a further 10% in fuel cell systems.

## Ramping up its presence in the battery systems market

Leveraging the expert knowledge of Actia Power, the specialist in battery systems for heavy mobility acquired in 2022, and of the Green Mobility Lab at its α-Alphatech facility in Compiègne, France, Plastic Omnium's e-Power business combines crucial expertise in component design with a comprehensive line-up of storage solutions and energy management systems, including a major software component. With locations in France, Germany and the USA, e-Power provides battery packs and electrification systems to a large range of mobility segments, from private cars to trucks and off-road vehicles. The e-Power business expects to be generating revenue of 1 billion euros by 2030.

# CEMENTING OUR ROLE AS A BENCHMARK PLAYER IN AUTOMOTIVE LIGHTING

Lighting is a powerful differentiating factor for automotive brands and is central to Plastic Omnium's growth strategy. The Group is the only player with the capacity to design fully integrated intelligent exterior systems.

**6,700**  
employees

**10 plants**  
8 R&D centers and sales offices

**€1.6BN**  
Record orders

## Initial successes

Plastic Omnium's Lighting business combines three sources of expertise: Plastic Omnium; Automotive Lighting Systems GmbH, a German automotive industry lighting specialist, and Varroc Lighting Systems, global supplier of automotive lighting systems. Plastic Omnium acquired both these companies in 2022, giving the Group an excellent industrial footprint in cost-competitive countries on every continent. In 2023, the division won a major contract with Stellantis and was awarded two prizes for excellence in innovation. The German Design Award 2024 was won for our innovative Dynamic Welcome Light Projection, a world first. The second, awarded at the CES show in Las Vegas 2024, distinguishes its projection of dynamic light animations on the interior dashboard, an innovation already deployed on the new electric MINI Cooper. The Lighting business expects increase in the number of projects in development in 2024.

## Lighting signatures

Lighting is essential to vehicle safety and increasingly key to brand differentiation in the automotive sector. This development has been accentuated by the rise of electric cars which free up space on vehicle surfaces. For example, there is no longer any need for front-end air intake grilles. Lighting becomes a signature and a medium for communicating with the vehicle's surroundings by projecting information onto the ground and inside the passenger compartment, improving road safety and the in-vehicle experience. Plastic Omnium

works very closely with automakers' design studios and is able to offer them limitless design possibilities. Together they use the power and accuracy of LED lighting to create and perfect sophisticated customized applications that combine messages with shapes and colors. For example, it is now possible to create custom digital projections that combine moving images with on-demand video content for one-of-a-kind experiences.

## Fully integrated product line-up

Lighting plays a part in vehicle front ends, tailgates and passenger compartments, creating travel environments and experiences that are utterly unique. Plastic Omnium offers an integrated product line-up featuring fully customizable bumpers and modules that combine connectivity with electronics, software and lighting. This high level of integration maximizes the possibilities for vehicle customization to reflect the cultural and regulatory characteristics of every market. Lighting is packed with technology and demands expertise in a wide range of skills in electronics, mechanical and optical engineering, software and metrology. The combination of these skills has allowed Plastic Omnium to develop a new module of high-resolution micro-LED projectors that provide drivers with maximum visibility while also avoiding causing annoyance to anybody else in the vehicle's vicinity. Additionally, the new module can be used to project safety information onto the ground for the benefit of pedestrians and other vehicles.

# THE RISE OF EMBEDDED SOFTWARE

Plastic Omnium's software expertise cements its positioning as a technology company supplying high added-value products and services.

**150**  
employees

**12 sites**

**100**  
projects incorporating software

## Expanding software activity

Embedded software is becoming central to vehicle architecture and operation. Software impacts the quality of the user experience and a vehicle's safety, performance and connectivity. Created in early 2023, OP'nSoft incubates and accelerates development of embedded software for the Group's products, particularly lighting, driver assistance systems, electrification and fuel cells. In the years to come it will also provide services to third parties outside the Group. 2023 was marked by international expansion for the new software entity, with the establishment of hubs in Europe, India and Mexico. At the end of 2023, it numbered 150 employees at 12 sites in 9 countries. OP'nSoft is made up of software architects, developers, quality engineers, and cybersecurity and software security managers offering skillsets that are integrated into Plastic Omnium's project development teams. The Group signed a development deal with Cap Gemini in 2023, drawing on its partner's embedded software expertise and geographical coverage to meet all its worldwide operational needs and ensure a successful software transformation.

## Becoming a profit center

By the end of 2023, OP'nSoft had worked on over 100 projects in electrification, hydrogen, driver assistance systems and lighting, an activity that incorporates an ever-growing software component. It supports all the Group's activities and is set to become a profit center via the sale of software licenses, services for remote product updates at every stage of their lifecycle, and the supply of new functions. In 2023, OP'nSoft met a key milestone with the development of all embedded software used in products from Plastic Omnium. It has delivered its first software solutions with demonstrators for controlling all components in a 150 kW fuel cell system and enabling them to talk to each other, for managing batteries and power inverters, and for processing data captured by radar and sensors embedded in exterior body panel systems and modules.

# OUR TECHNOLOGIES AT A GLANCE

In an automotive industry seeing far-reaching transformation, Plastic Omnium is developing a diversified portfolio of high-added value products.

## BUSINESSES



### EXTERIOR SYSTEMS

Plastic Omnium develops complex exterior systems to improve the performance, connectivity, aerodynamics and stylishness of vehicles. These systems integrate a growing number of intelligent functions as well as lighting.



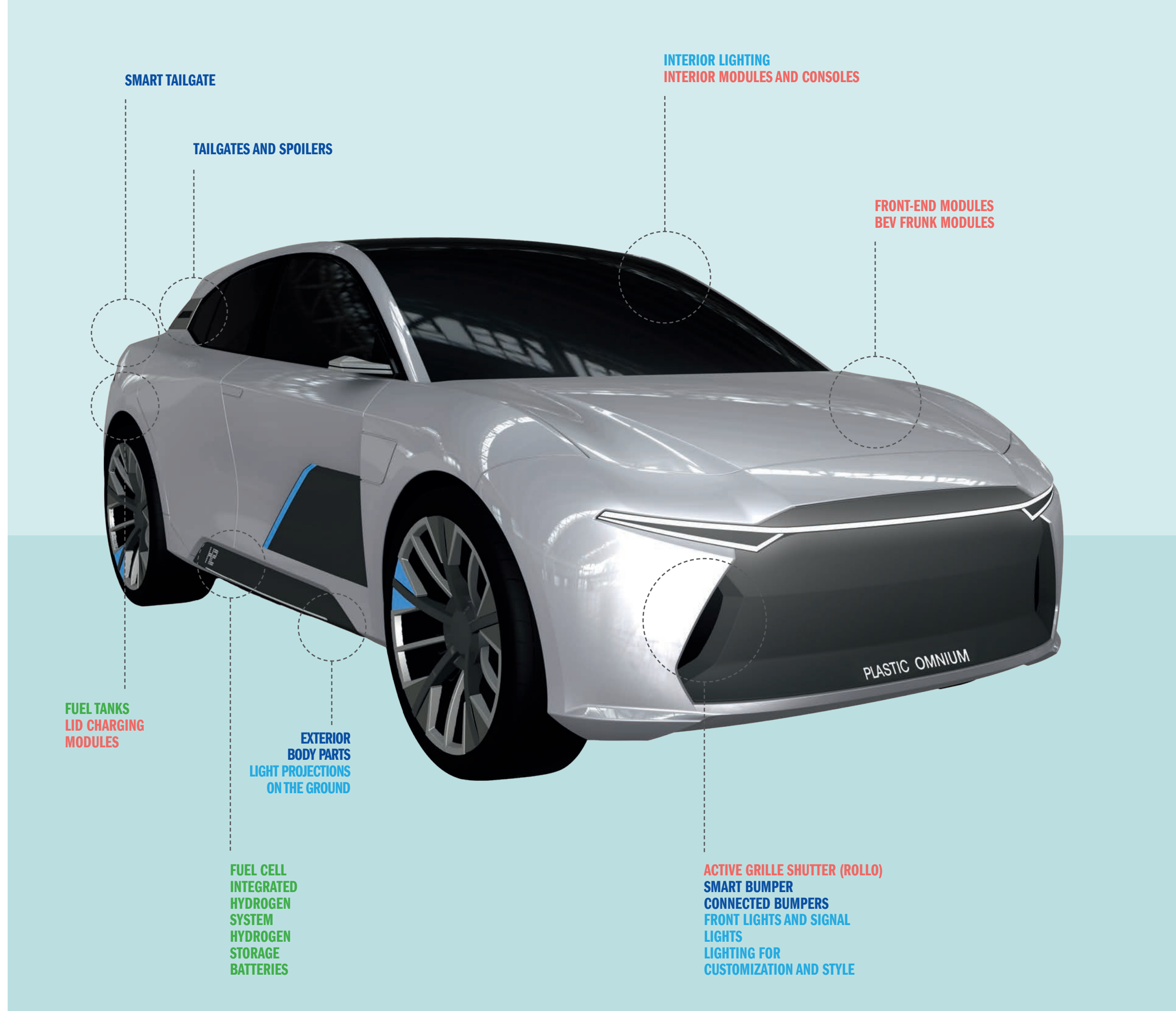
### MODULES

Plastic Omnium has advanced expertise in techniques required for the development, assembly and logistics of custom and complex modules. It designs and produces complete front-end modules incorporating sensors and lighting, as well as modules such as the cockpit and central console.



### POWERTRAIN

Plastic Omnium is positioned across the full range of mobility technologies so it can meet growing needs in all markets. It supplies solutions for managing all forms of energy in a vehicle, from petrol to hydrogen, including batteries, battery systems and rechargeable hybrids.





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# DIVERSIFIED CUSTOMERS

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*Every form of mobility*

**As partner to established automotive industry manufacturers as well as newcomers such as electric vehicle pure players, Plastic Omnium serves an extremely wide spectrum of mobilities.**

Present across all powertrains – petrol, hybrid, electric and hydrogen – the Group provides responses to every need in terms of sustainable and connected mobility. It is expanding its electrification product line-up with a comprehensive range of storage solutions and energy management systems for every vehicle type: cars, trains, trucks and buses. 2023 was a record year for new order intake in the heavy mobility sector. A preferred partner to traditional automakers, the Group also works with newcomers to the market – electric vehicle pure players, rail

industry manufacturers and operators, manufacturers and managers of heavy truck and bus fleets – as well as niche markets such as hydrogen-powered equipment for ports and airports, and the emerging market for microelectric mobility in cities. In addition, Plastic Omnium will be offering services tailored to each type of use, such as remote software updates, in a bid to capture value at every stage of the chain and leverage the benefits offered by its software solutions.



## DESIGN AND CONNECTIVITY: RECORD ORDER INTAKE



Plastic Omnium is a top-tier global player in exterior body parts and ideally positioned on the market for complex and customized modules, which it designs, assembles and delivers as turnkey units. It also designs and manufactures bumpers, tailgates and body panels. Today's body panels are packed with complex functions such as advanced lighting solutions and a range of ever more advanced sensors. Plastic Omnium has, for example, developed the Smart Tailgate, a new-generation tailgate incorporating vehicle lighting, design statements and a screen for communicating with nearby drivers and pedestrians. This high added-value tailgate strengthens the Group's line-up,

providing automakers with a way to make their vehicles stand out more effectively. Plastic Omnium has also released a new-generation front bumper, SmartFace 2023, designed in response to the latest architecture of electric cars, with a new lighting signature illuminating the vehicle's front end. In 2023, Intelligent Exterior Systems signed a €500-million contract to supply tailgates to a major global automaker. The Modules activity maintained its strong performance with another year marked by significant new contracts, such as a major order in North America for front-end and cockpit modules from a leading American player in electric mobility.

## DIVERSIFIED MOBILITIES

### CARS

Plastic Omnium partners with a large number of manufacturers around the world. It is the global number 1 for exterior body systems, complex and custom modules, and energy and emission-reduction systems, and is well placed in the Top 10 for lighting. Plastic Omnium is investing massively in batteries, integrated battery systems, fuel cells and high-pressure hydrogen vessels, reflecting its determination to be the leader in hydrogen for heavy mobility. It works with established manufacturers to support their transformation and is a strategic partner to more disruptive challengers. It offers all its customers an integrated product line-up that includes complex and customizable modules incorporating lighting functions as well as a growing amount of software. The keywords: improved sustainability, connectivity and safety.

### Innovation Award at CES 2024

Plastic Omnium was an award-winner in the In-Vehicle Entertainment category for its dynamic dashboard light projection system.

3<sup>rd</sup> annual event

### Stellantis Supplier of the Year Awards

Plastic Omnium won a prize for Regional Supplier of the Year (Enlarged Europe) and a Global Supplier of the Year prize for its program management.





## COMMERCIAL VEHICLES

Hydrogen mobility delivers extended range with shorter refueling times, making it particularly well suited to commercial vehicles such as light vans, maintenance and emergency vehicles used by local authorities, as well as the pickups that are popular in North America.

### Partnering with HYVIA and Stellantis

Plastic Omnium designs and manufactures 700-bar hydrogen vessels modules that will be fitted to commercial vehicles from **HYVIA** and **Stellantis**. The vessels will be built at the future Lachelle plant in Compiègne, France.

### Massive order in the USA

A major American manufacturer has signed a (2-billion-euro) order to equip a full range of pickups with high-pressure hydrogen vessels.



## BUS AND TRAM

Leveraging technologies and tanks that can be applied to all types of vehicle, hydrogen is now used at scale in buses and coaches, with trams to follow soon. Plastic Omnium works with **SAFRA** to help with the development of its range of hydrogen buses as well as its retrofitting service for converting coaches from diesel engines to hydrogen power. The Group produces high-pressure hydrogen tanks for its new fleet of Hycity hydrogen buses destined for local communities. Each bus has six vessels, enough to provide a 300-km range. The Group also supplies **Daimler** Evobuses with standard hydrogen vessels.



## HEAVY TRUCKS

Since the launch of its hydrogen business, Plastic Omnium has recorded an order book of nearly 4 billion euros in hydrogen-powered mobility. The large majority of these orders were placed by actors from the heavy mobility sector. For instance, the Group was chosen by **Volvo Group** for a pre-production project, and delivers vessels systems for the retrofit market.

## PORT AND AIRPORT EQUIPMENT

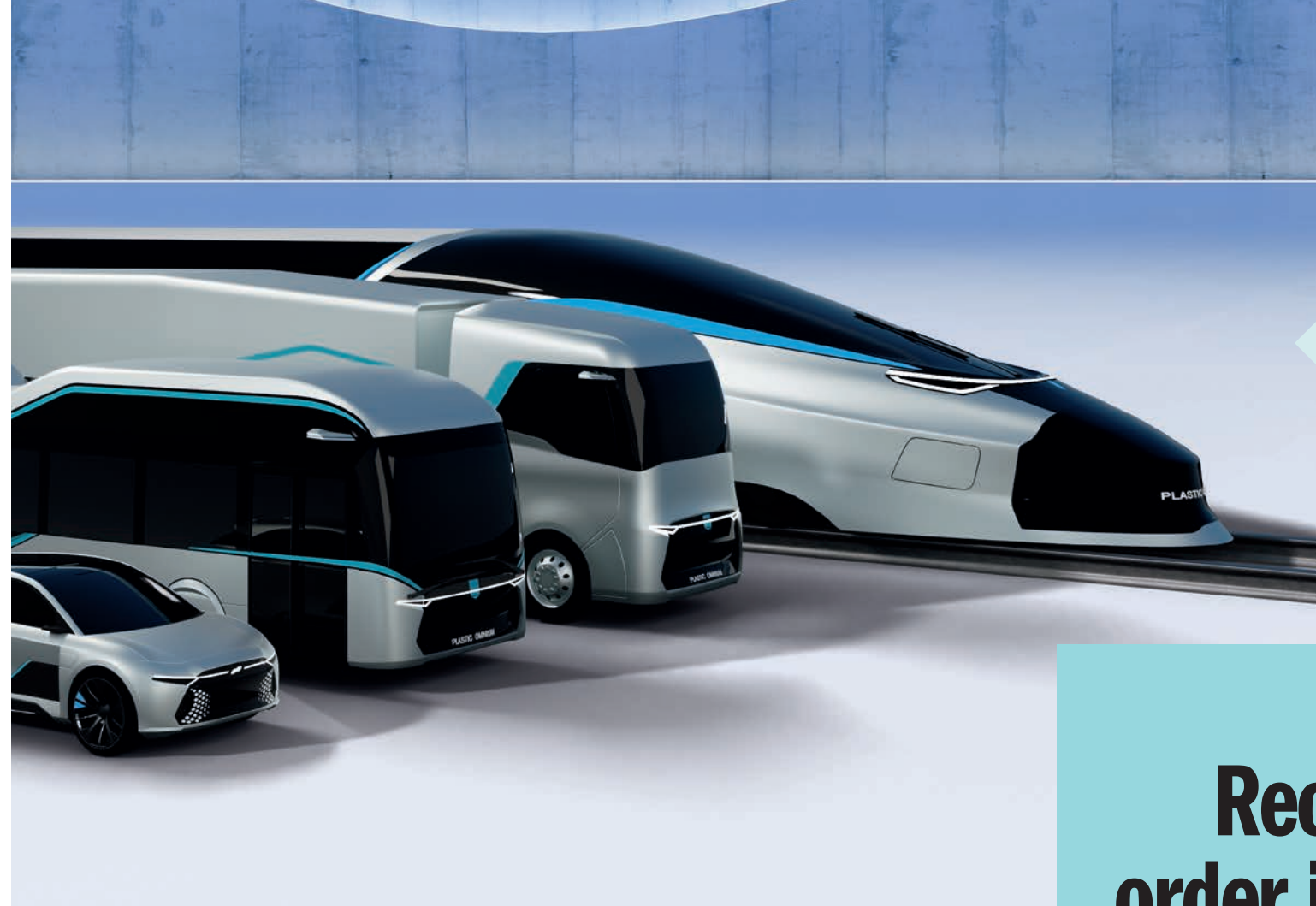
Plastic Omnium has signed contracts with several companies to equip ports and airports with hydrogen vessels systems.

## RAIL

Plastic Omnium, a major player in hydrogen mobility, is supplying **Alstom**, the world leader in sustainable rail transport, with high-end hydrogen storage systems for the rail industry. The Group also supplies battery packs for regional trains manufactured by **Siemens**. The aim is to create an alternative zero emission solution for regional rail transport. These trains will travel from point to point on non-electrified lines without the need for any fossil fuel, providing a response to the challenges of sustainability.

## THE CHANGING FACE OF OUR ACTIVITIES AT A GLANCE

Plastic Omnium's order book stood at record levels at the end of 2023, confirming the relevancy of its diversification and strategic choices. It amounts to 2 years of revenue. The high level of orders is a result of the acceleration of its business model, with a growing focus on zero emission vehicles. Well positioned in electrification, the Group is also capturing market share in hydrogen, particularly in the heavy mobility sector.



APPROX.

# 55%

FOR VEHICLES WITH ZERO CO<sub>2</sub> EMISSIONS

Vehicles fitted with electric and hydrogen engines

## Record order intakes in 2023



AND APPROX.

# 45%

FOR PRIVATE CARS FITTED WITH INTERNAL COMBUSTION AND HYBRID ENGINES



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# DIVERSIFIED LOCATIONS

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## *Balanced footprint*

Plastic Omnium has rebalanced its geographical footprint to better serve its customers and optimized its organizational structure in its main markets to support its growth.

A global group with French roots, Plastic Omnium generates over 50% of its revenue in Europe, where it is a benchmark partner to major automakers. It has an extensive footprint in the USA and Mexico and has been present in China since 2007, where it has long-term partnerships with a number of top-level actors and operates 36 plants. With almost 60% of its 2023 orders generated by the American and Asian continents, the Group is rebalancing its global footprint to

support regional opportunities and respond to technological requirements specific to each major market. Plastic Omnium has three goals: to provide its customers with ever higher service levels through greater proximity to its industrial capacities and by pooling its support functions, to accelerate its capacity to anticipate and integrate new consumer trends with adapted technologies at the regional level, and to maximize opportunities in every growing market.

# TOWARD A MORE BALANCED GLOBAL PRESENCE

Driven by the rise in electrification, in 2023 the automotive market returned to production levels last seen in 2019. Rapidly changing technologies and new regional focuses are shaking up the global market.

**49%**  
of revenue achieved outside Europe in 2023

**ALMOST 60%**  
of its 2023 order book outside Europe



## North America

The automotive market is characterized by the relatively limited penetration of electric vehicles as a result of cheap fossil fuels and limited charging infrastructure. The most optimistic forecasts assess the penetration rate for electric vehicles in the USA at 43% in 2028. Plastic Omnium is a major player in the market for fuel tanks, with plants in the USA and Mexico. This is a market experiencing a period of consolidation with a shrinking number of actors and the rise in rechargeable hybrids. Buoyed by the Inflation Reduction Act, aimed mainly at tackling climate issues, hydrogen is increasingly seen as a future energy choice primarily for heavy mobility, commercial fleets and outsize SUVs.

**27 PLANTS | 9 R&D CENTERS | 28% OF REVENUE IN 2023**

## Asia

China is setting the pace for electric mobility around the world, both in BEV and hydrogen. China is the world's largest producer and exporter of battery electric vehicles. This is the fruit of a forward-looking national policy that is part of the country's system of five-year plans. Plastic Omnium has been in China since 2007, where it generates 9% of its revenue with 4 R&D centers and 36 plants. The Group has a presence in all the country's major automotive hubs to support the market's on-going growth. Plastic Omnium is at the forefront of decarbonized mobility with its battery and hydrogen electrification solutions. Its hydrogen strategy for the Chinese market has reached a new milestone: together with Rein, a subsidiary of the Shenergy Group, it has set up a joint venture in Shanghai to produce and sell high-pressure hydrogen storage systems. Scheduled to start production in 2026, the new plant will manufacture up to 60,000 high-pressure hydrogen vessels every year for heavy trucks, buses, and commercial fleets. In South Korea, Plastic Omnium is building a hydrogen vessels plant in Wanju that will produce vessels to be fitted to the Staria MPV from Hyundai. It is also examining India as a potential location for manufacturing products for export. It has plans to build one Indian plant to manufacture exterior body panel systems and another to produce fuel tanks.

**52 PLANTS, OF WHICH 36 IN CHINA | 8 R&D CENTERS, OF WHICH 4 IN CHINA  
17% OF REVENUE EARNED IN ASIA, 9% OF IT IN CHINA**

## Europe

Europe continues to forge ahead on the path to electrification of its entire vehicle fleet, with a ban on producing internal combustion vehicles coming into force in 2035. Although the European Union is encouraging the creation of a battery and hydrogen electric sector, automakers continue to develop comprehensive product ranges, with all types of powertrain built on a single platform. Plastic Omnium generated 51% of its revenue in Europe in 2023, a figure that is likely to fall in coming years as the contribution from Asia and North America increases. The Group plays a central role in the European market for internal combustion and is well positioned in the electric market. It invests massively in solutions for battery systems and power electronics via its e-Power business, and in fuel cells via its joint venture EKPO. A pioneer in hydrogen electric mobility, Plastic Omnium has opened a second production line for high pressure tanks in Herentals, Belgium, and started construction at Lachelle, near Compiègne in France, of a hydrogen tank plant with a maximum annual capacity of 80,000 tanks. It will be Europe's highest capacity plant, supplying customers including Stellantis and HYVIA with tanks for their light commercial models.

**62 PLANTS | 21 R&D CENTERS | 51% OF REVENUE IN 2023**

### The automotive market's center of gravity is shifting to Asia

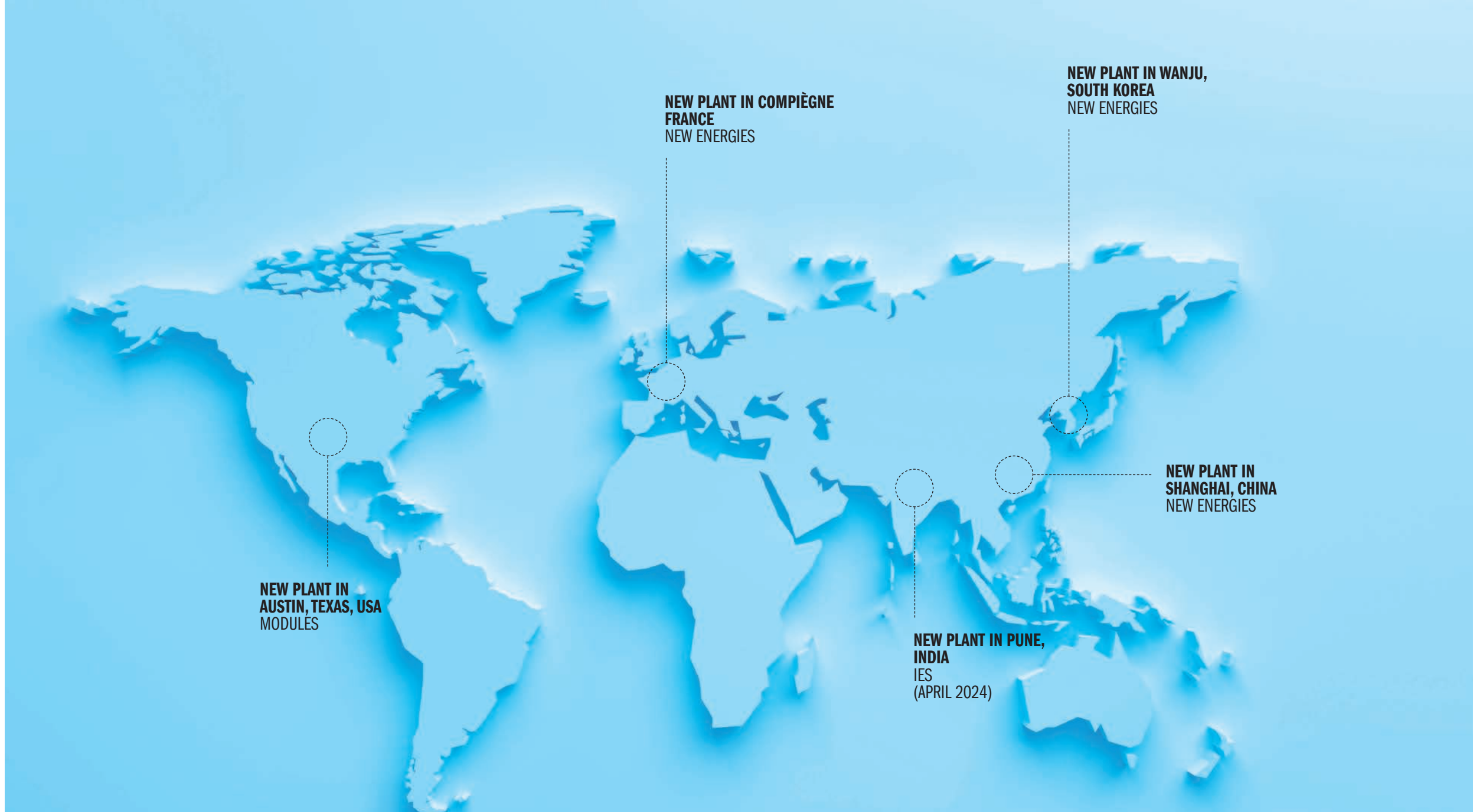
By 2030, zero emission vehicles will represent 45% of global vehicle sales. While electric car production is increasing in every region of the world, the overall pace of electrification will nonetheless be slower than forecast, with major disparities continuing between continents. Today, China accounts for almost all this growth, with Europe becoming a net importer of electric vehicles. Internal combustion remains the main powertrain in South America, Africa, Middle East and India. In the future, its relative weight in the global energy mix will decrease, despite continued growth in hybrids, with its place taken by electric vehicles. Plastic Omnium needs to adapt to this new regional dynamic so it can deliver even greater levels of operational excellence. It is altering its regional structure to support growth, improve efficiency and leverage its scale by pooling certain functions and processes across all its activities. The first three pilot regional hubs will be tested in 2024 at Troy in the USA, Pune in India, and Tangiers in Morocco.

### Plastic Omnium invests in its hydrogen industrial capacity

With a presence in every country where tomorrow's growth will be centered, Plastic Omnium is ramping up its hydrogen production capacity in every part of the world to ensure it is closer to its customers and its growing markets. It is building new plants around the world, including at Lachelle (Compiègne) in France, Wanju in South Korea and Shanghai in China, as part of its joint venture with Rein. These plants will support the rise in demand for high-pressure hydrogen vessels.

# OUR REGIONAL FOOTPRINT AT A GLANCE

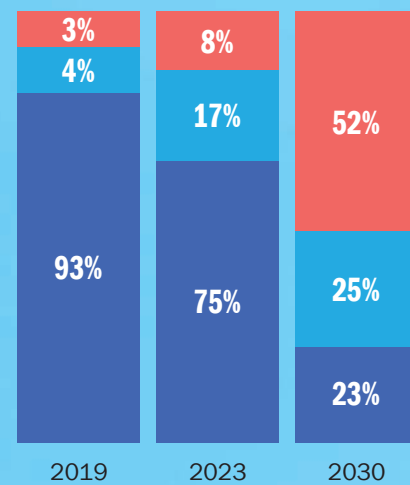
Plastic Omnium is a global group with locations at the heart of the world's largest mobility markets. To improve its support for different regional dynamics and its response to each market's specific technological requirements, the Group is redistributing and rebalancing its organizational and manufacturing footprint. The years 2019 to 2030 will see China driving global automotive production with a rise of 40.4%, followed by South America with +23.7%, and the rest of Asia with +3.2%. On the other hand, output will fall in markets such as North America (-2.9%) and Europe (-15.5%). The overall share of electric vehicles will rise significantly, with production up 35.3 points between 2022 and 2030.



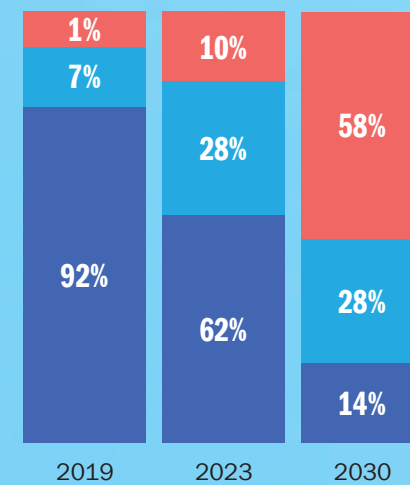
## ENERGY MIX

- Electric powertrains (BEV - H<sub>2</sub>)
- Hybrid powertrains
- Internal combustion powertrains (petrol – diesel)

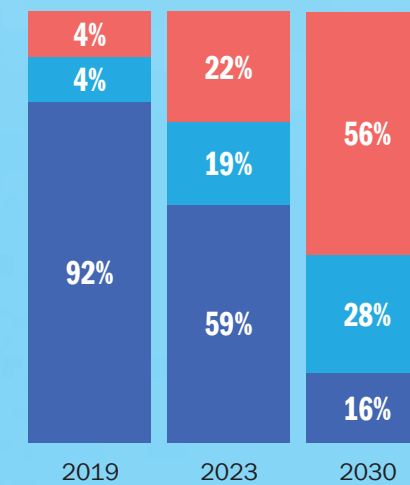
### NORTH AMERICA



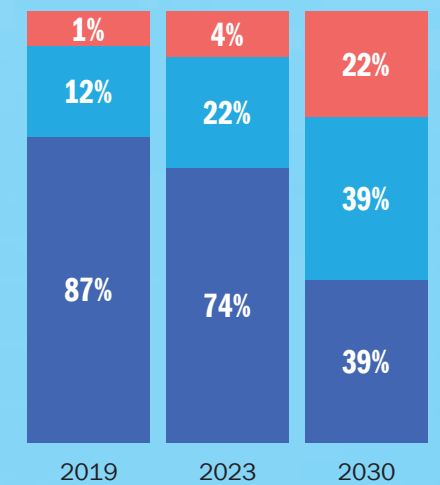
### EMEA\*



### CHINA



### ASIA (EXCL. CHINA)





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# DIVERSIFIED COMMITMENTS

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## *Energy transition*

Plastic Omnium has formalized its commitment to sustainable mobility as part of its worldwide program ACT FOR ALL™. The Group has defined a series of fundamental targets for protecting the climate and limiting the impact of its activities, and for improving the safety and career development of its employees. Its commitments are quantified, managed and publicized in the interests of transparency and progress.

Plastic Omnium has defined a number of fundamental targets that promote its transformation and speed up the shift in its business model to a greater focus on electrification and energy transition. As part of this, the Group is continuing to develop its worldwide program ACT FOR ALL™, which embodies its determination to achieve carbon neutrality in 2050 and its social and societal goals. ACT FOR ALL™ is designed to encourage all its stakeholders to act in

three specific areas: Care for People, Responsible Entrepreneurship, and Sustainable Business. The Group works to unify its employees around its purpose: Driving a new generation of mobility. Every day its 40,300 employees help to deliver responsible growth, centering on their safety, well-being in the workplace, and career development, and on the contribution our sites make to supporting local economies, and work to combat the climate emergency.

# ACTING FOR THE CLIMATE

Achieving carbon neutrality in 2050 is one of the core commitments of Plastic Omnium's sustainability policy. In 2023, the policy resulted in a 1.3% cut in CO<sub>2</sub> emissions across all the Group's traditional scopes compared to 2022.

**29.9**  
**Mt CO<sub>2</sub> eq<sup>(1)</sup>**  
emitted in 2023 representing a reduction of 1.3% for all activities within the Group's traditional scope compared to 2022



### Committed to energy efficiency

Plastic Omnium reduces the impact of its operations by optimizing the amount of energy it uses, replacing fossil fuels with green energy and offsetting its residual CO<sub>2</sub> emissions. It is committed to an approach guided by energy frugality and works constantly to reduce energy wastage by raising awareness among its employees and improving energy efficiency at its sites. This process is backed by regular audits, ISO certifications, accurate monitoring and meticulous control over its installations, and is managed by a network of experts. The Group is investing in a digital<sup>(2)</sup> monitoring project to improve energy management and help it achieve the targets set out in its CO<sub>2</sub> reduction plan. Accounting for over 10% of the Group's emissions, Scope 3 upstream is a priority. The teams work closely with suppliers to support them in decarbonization efforts compatible with our roadmap.

### Supporting its customers in their energy transition

Plastic Omnium promotes cleaner forms of mobility with its line-up of innovative low-carbon solutions suited to all powertrains and all actors in the mobility sector. It invests in cutting-edge technologies so it can offer solutions that are more

environmentally friendly and exterior body panel systems made from materials that are lighter weight and more aerodynamic. In recent years it has made massive investments in technologies linked to vehicle electrification, which is critical to the energy transition.

### Commitment rewarded

EcoVadis has ranked Plastic Omnium in the top 1% of businesses assessed, with a score of 80/100 and Platinum status. In early 2024, the Group was awarded an A by CDP for its commitment to the climate. The score recognizes the company's roadmap, decarbonization targets and the quality of its environmental reporting. It means that Plastic Omnium joins the A-list of the most high-performing global companies among the 21,000+ businesses assessed by CDP in 2023.

(1) 33.4 Mt CO<sub>2</sub> emitted in 2023 including Lighting.  
(2) Digital data collection and management.



## CARBON ROADMAP

### 2025

Carbon neutrality for scopes 1 and 2\*

### 2030

30% reduction in Scope 3 CO<sub>2</sub> emissions compared to 2019 levels

### 2050

Carbon neutral

Targets approved by the Science-Based Targets Initiative and aligned with the Business Ambition for 1.5°C.

\*For acquisitions made during the second half of 2022, carbon neutrality for scopes 1 and 2 in 2027

### Supporting renewable energies

The second pillar of Plastic Omnium's commitment to cutting its carbon footprint is based on transitioning to more sustainable electric energy sources. The goal is to meet 100% of its needs from renewable sources by 2025 by implementing the following measures:

**1. Increasing the use of solar and wind energy at our sites.** The Group has already made significant progress with renewable energy installations at 23 of its sites, which produced 16 GWh this year and avoided the emission of over 5,000 tonnes of CO<sub>2</sub>. For instance, our plant at Herentals in Belgium is fitted with a wind turbine that generates 4 GWh a year, representing over half the site's total annual energy consumption. **2. Ground-breaking contract** with EDF: Plastic Omnium has signed a contract with EDF for the supply of electricity from renewable sources. By 2026 the contract will cover 50% of the electricity needs of all the Group's site in France. **3. Commitment** to finance new renewable energy production capacities to ensure a decarbonized energy balance. **4. Purchasing renewable electricity** from certified providers: in regions where the strategies outlined above cannot be put into effect, Plastic Omnium seeks to identify options for sourcing renewable electricity from certified suppliers. These suppliers provide certificates or guarantees to attest to the origin and attribution of the electricity supplied.

### 32% OF ELECTRICITY PURCHASED IN 2023 FROM RENEWABLE SOURCES

### Supporting the circular economy

Plastic Omnium is driving a long-term process to reduce the volume of materials it uses and the volume of waste it produces, and to incorporate a growing amount of recycled materials into its products. As part of its commitment to operational excellence, the Group strives to optimize management of all waste produced by its own activities and its logistics chain. **It is engaged in a process to analyze the lifecycle of its products.** Plastic Omnium uses eco-design principles when creating its products to limit the quantity of materials used and incorporate an increasing share of recycled materials into exterior body panels that also meet the technical and design requirements of automakers. **It is developing R&D projects to find alternatives to high-impact materials such as plastics, carbon fiber, etc.** As an example, it has created the first prototype bumper incorporating 50% recycled material. **It is entering into partnerships** designed to accelerate the pace of innovation. It works with TotalEnergies to develop materials from recycled polypropylene that meet the industry's extremely demanding design and safety standards.

### 86% OF WASTE RECYCLED OR RECOVERED

### Supporting biodiversity

Plastic Omnium is ramping up its focus on biodiversity as part of its sustainability policy due to the close relationship between biodiversity and climate change. The Group is committed to embedding the question of biodiversity into its environmental policies and processes. This commitment is backed by several complementary initiatives.

**1. ISO 14001 certification** for all its sites, as an environmental management system that includes biodiversity.

**2. Modelling impacts and dependencies.** Plastic Omnium carries out impact studies to assess the consequences of its activities on the environment. In 2023, the Group took this work further by drafting action plans to reduce the impact of its activities on biodiversity in nearby areas. 11 sites have been mapped in detail to account for their specific location, including proximity to biodiversity protection zones or areas where water resources are under pressure, so that accurate and targeted actions can be put in place.

**3. The 6 Environmental Basics.** Launched in 2023, this campaign encourages employees to adopt simple habits and reflexes to limit greenhouse gas emissions, save resources, and protect water and the land.

### 92% OF SITES WITH ISO 14001 CERTIFICATION, A STANDARD THAT RECOGNIZES ENVIRONMENTAL MANAGEMENT SYSTEMS



# ACTING FOR PEOPLE

Plastic Omnium works to promote the safety and well-being of its employees and to protect the environment.

**Tf2: 0.87\***

workplace accident frequency rate, lost time and no lost time, in 2023

**135 sites**

(R&D centers and plants) with zero accident as of end 2023



### Supporting our employees

Within a context of internationalization, diversification, growth and transformation of the market, Plastic Omnium is reinforcing its human resources policies. Historically centered on safety and well-being in the workplace, today the Group supports its teams with additional training to learn to use new technologies in a context of transformation of the mobility. It offers pathways for employees impacted by repurposing of its plants, such as the site at Compiègne which now manufactures hydrogen vessels. For its managers and engineers, it also offers a Leadership program with modules designed to help improve people's soft skills and management

skills, and to promote professional mobility through this core of shared values. Workplace safety, a key long-term priority, was the central theme of the 6<sup>th</sup> ACT FOR ALL™ day held on November 16, 2023. Involving all Plastic Omnium teams, it focused on the 6 non-negotiables of the Group's safety policy. The event was celebrated with a serious game allowing people to learn while having fun that was held worldwide at all the Group's sites, from China to South Korea and the USA as well as in Europe. By 2025, the Group is determined to cut its lost time and no lost time accident rate to 0.5.

\*Group scope including joint ventures with minority stake



### Engaging with our employees

By combining its human resources and sustainability departments, the Group ensures it speaks with one voice to all its stakeholders, proving that it places its responsibilities at the heart of its strategy. All of its 40,300 employees promote sustainable mobility and are the driving force behind ACT FOR ALL™, its program focused on responsibility, human values and industrial commitment. For the second consecutive year, the Group measured this individual and collective engagement via an opinion poll. This highlighted the need for management to do more to keep employees informed about the Group's strategy. To encourage people to share best practices, Plastic Omnium is proud to be helped by its network of over 200 Sustainability Ambassadors, volunteers from its workforce who also came up with its 6 Environmental Basics. To share the Environmental Basics concept and help reduce pressure on the environment, the Group launched and ran a communications campaign called I Act. 2024 sees this process taken to a new level with the launch of its Climate School, an online multilingual training program to educate employees about the sustainability transition.

### ACT FOR ALL™

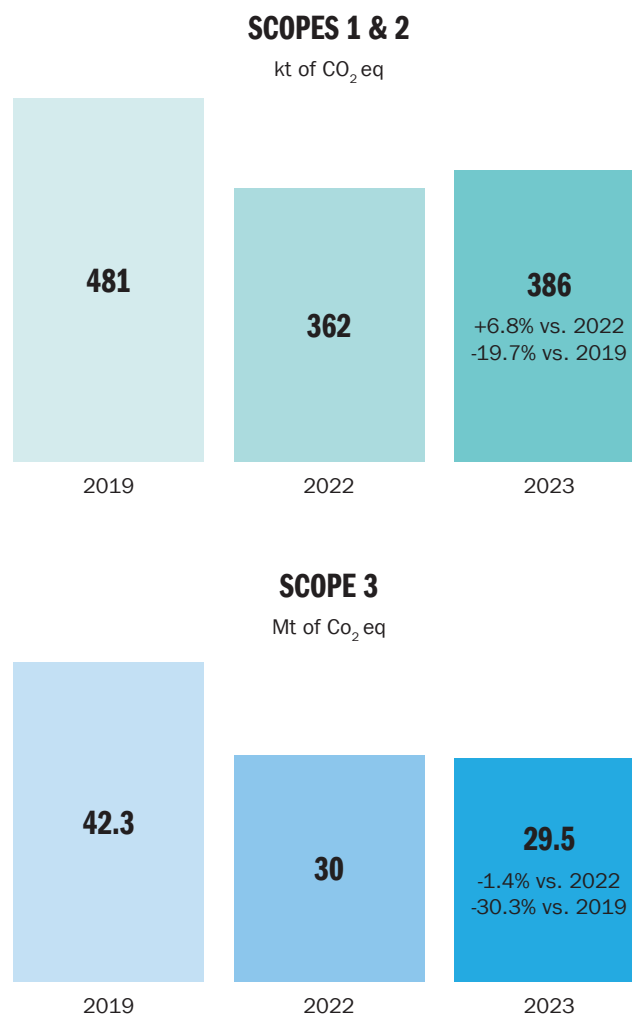
The Group has formalized its commitment to sustainable mobility with a worldwide program called ACT FOR ALL™. The program is built around three pillars:

1. CARE FOR PEOPLE
2. RESPONSIBLE ENTREPRENEURSHIP
3. SUSTAINABLE BUSINESS

# OUR CARBON ROADMAP AT A GLANCE

Plastic Omnium is committed to an ambitious strategy for carbon neutrality by 2050. To meet this challenge, the Group has set itself quantified measurable goals for scopes 1 and 2 in 2025, and Scope 3 in 2030. To deliver these commitments, it actively encourages its employees and stakeholders to get involved, and develops partnerships to accelerate the rate of innovation.

## PROGRESS ON THE PATH TO CARBON NEUTRALITY\*



\*Historical scope excluding Lighting.

**REDUCE**  
energy consumption

**REPLACE**  
with renewable energies

**OFFSET**  
with low-carbon projects

**COLLABORATE**  
with stakeholders on a plan of action

**UPSTREAM ACTIVITIES**  
SCOPE 3 UPSTREAM

- Purchases
- Assets
- Upstream energy
- Waste management
- Freight – Travel

**10%**  
in 2023

**PLASTIC OMNIUM ACTIVITIES**  
SCOPES 1 & 2

- Operations
- Consumption of fossil fuels
- Consumption of electricity

**1%**  
in 2023

**DOWNSTREAM ACTIVITIES**  
SCOPE 3 DOWNSTREAM

- Use of products sold
- End-of-life of products sold
- Freight

**89%**  
in 2023

SCOPES 1,2 & 3  
**TOWARD CARBON NEUTRALITY IN 2050**

OUR TARGETS APPROVED BY



AND ALIGNED WITH



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