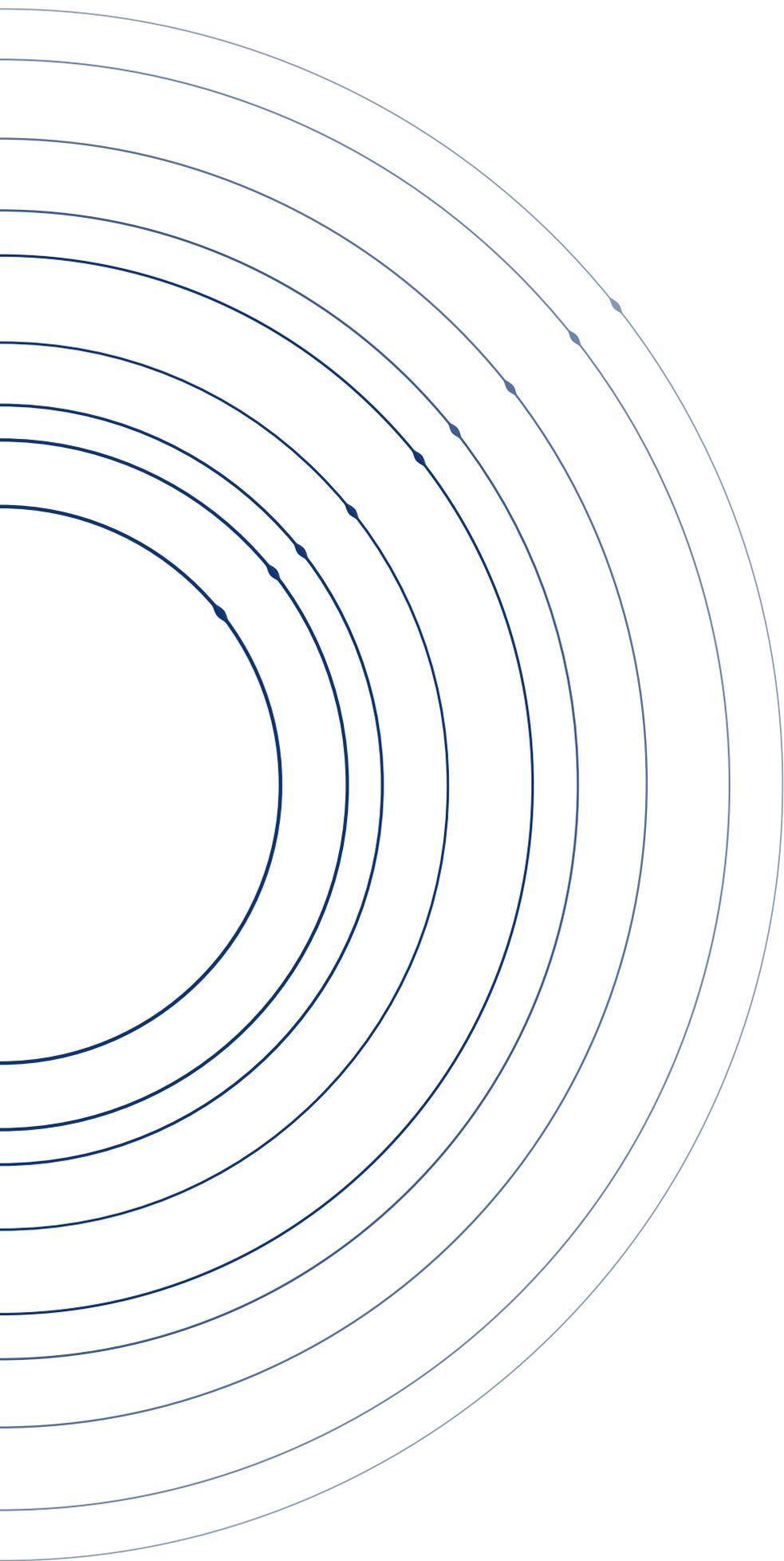


2024 edition

SHAREHOLDER'S GUIDE





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MESSAGE FROM THE CHAIRMAN AND THE CHIEF EXECUTIVE OFFICER

Plastic Omnium is changing its name to OPmobility to mark a new page in its ambition and development, and to support its strong values.

DEAR SHAREHOLDERS,

It gives me great joy to speak to you at a time that is such a historic moment for our company. Plastic Omnium is changing its name to OPmobility to mark a new page in its ambition and development, and to support its strong values: a long-term vision, responsibility for all generations, innovation, independence of action, and a passion for industry, these values that have now sustained us across three generations of entrepreneurs.

Today, the challenges of the transition to affordable and cleaner mobility are a major challenge for the entire automotive sector. In this context, our company is also engaged in one of the most significant transformations since its creation by Pierre Burelle in 1946.

On the strength of its many assets, it is now opening, as OPmobility, an exciting new page of growth and ambition for sustainable mobility.



LAURENT BURELLE
CHAIRMAN

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

DEAR SHAREHOLDERS,

In recent years, the Group has undergone a deep transformation, expanding its activities worldwide and diversifying its customer base, including newcomers in electric mobility. With this new name, we are addressing all the players in sustainable mobility, in every geography. It is a powerful brand name, synonymous with technological and industrial excellence for exploring new horizons.

This 2024 edition of the Shareholder's Guide provides you a detailed presentation of OPmobility, as well as practical information on the stock 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 facilitate your procedures.

On behalf of all OPmobility employees, I would like to thank you for the trust you place in the Group.



LAURENT FAVRE
CHIEF EXECUTIVE OFFICER

WHAT IT MEANS
TO BE AN



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

OPmobility IN A NUTSHELL

2023 KEY FIGURES



€11.4bn
Economic revenue
+20% vs. 2022



€395m
Operating margin
+9% vs. 2022



€227m
Free cash flow

€163m
Net profit, Group share
stable vs. 2022

4.7%
Investment
in % of 2023 revenue

1.7x
Leverage (Net debt/EBITDA)
vs. 1.9x en 2022



Created
in **1946**



40,300
employees



152
plants



40
R&D centers



28
countries

* Economic revenue



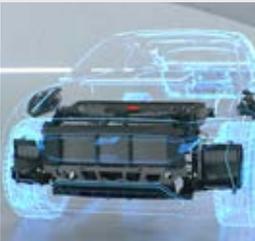
OPmobility TODAY

LEADING PLAYER IN SUSTAINABLE AND CONNECTED MOBILITY

In just a few years, Plastic Omnium has implemented an ambitious strategic roadmap leading the Group to diversify its activities through major acquisitions, and to enlarge its customer portfolio and geographical footprint. With now five business groups as well as a software dedicated activity, OPmobility is expanding all over the world, extending its customer base to all mobility players. This far-reaching transformation has led Plastic Omnium into becoming OPmobility. The new name is an affirmation of its fundamental principles as an agile industrial Group, close to its customers and taking bold technological choices to drive mobility.

OPmobility is a world leader in sustainable mobility and a technology partner to mobility players worldwide. Driven by innovation since its creation in 1946, the Group is today composed of five complementary business groups that enable it to offer its customers a wide range of solutions: exterior systems, complex modules, lighting systems, energy storage systems and battery and hydrogen electrification solutions. OPmobility also offers its customers an activity dedicated to the development of software, OPn'Soft.

In 2024, the Group is changing its segment reporting to reflect OPmobility's strategic roadmap. This new presentation will enable a better appreciation of the contribution of the Group's various business lines, as follows:

EXTERIOR SYSTEMS		MODULES	POWERTRAIN	
EXTERIOR 	LIGHTING 		C-POWER 	H₂-POWER 
OPmobility 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.		OPmobility has advanced expertise in techniques required for the development, assembly, and logistics of custom and complex modules.	OPmobility 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.	

STRATEGIC PRIORITIES

responding to the challenges of a profoundly changing market



OPmobility is **WELL POSITIONED TO ADDRESS** the market evolution

OPmobility's **PRODUCT PORTFOLIO**

3 BUSINESS GROUPS
AGNOSTIC TO POWERTRAIN
EVOLUTION



**EXTERIOR
LIGHTING
MODULES**

EXTENDED RANGE OF POWERTRAIN SOLUTIONS

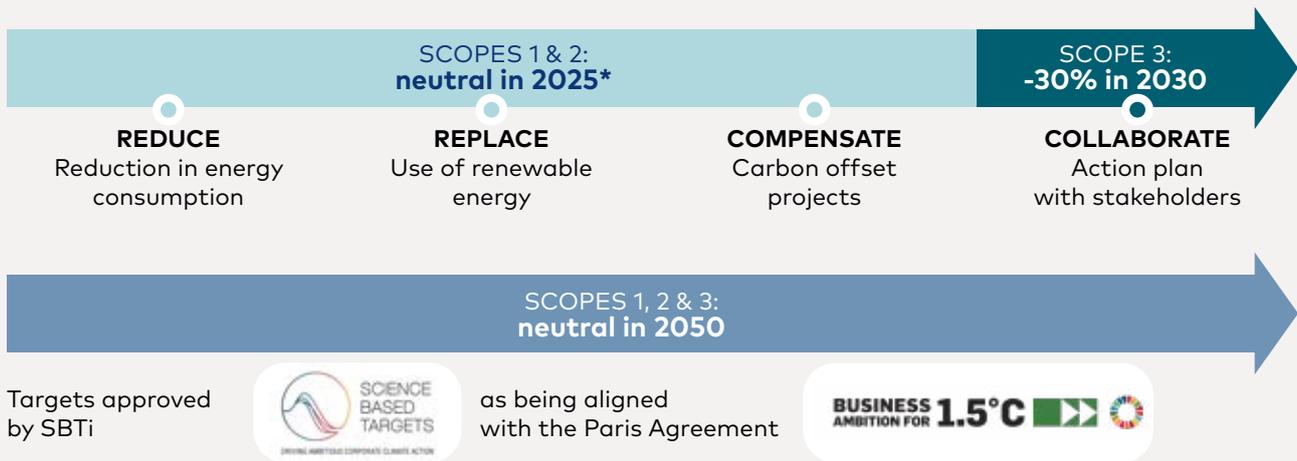


Our commitment to **CARBON NEUTRALITY**

For many years, OPmobility 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.

Our **TARGETS**



2023 ACHIEVEMENTS



- **32%** of electricity purchased is renewable
- **23** sites producing renewable energy
- **86%** of waste recycled or recovered
- **Reduction in CO₂ emissions** vs. 2019:
 - **19.7%** for scopes 1 and 2
 - **30.3%** for scope 3

RECOGNIZED COMMITMENTS



EURONEXT

- **CDP Climate rating** improved to A (vs. A- in 2022)
- **EcoVadis rating** of 80/100 – Platinum status
- **ISS ESG** rates C+ among sector leaders
- **MSCI ESG Ratings A:** outperforms most industry peers on ESG risks and opportunities
- Included in the **CAC SBT 1.5** index

* For acquisitions made in 2022, scopes 1 & 2 neutral in 2027.

OPmobility SHARE

OPmobility shares are listed in Compartment A of Euronext Paris and are included within the SBF 120, CAC MID 60 stock exchange indices and are eligible to SRD (ISIN code FR0000 124570).

EVOLUTION OF SHARE price in euros



CAPITAL STRUCTURE

145,522,153 shares as of December 31, 2023

2%

Treasury shares & employees

38%

Free float



60%

Burelle SA



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 24, 2024 at the Pavillon Dauphine, Paris 16th. The Board of Directors of OPmobility SE has decided to propose the payment of a dividend corresponding to a payout ratio of 34.5% or 0.39 euro per share as for 2023 results.

SHAREHOLDERS' REMUNERATION

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



RECENT PUBLICATIONS

INSTITUTIONAL PUBLICATIONS

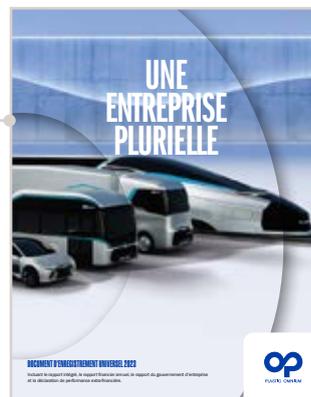
- Universal Registration Document
- Integrated Report

SHAREHOLDERS PUBLICATIONS

- Letters to shareholders
- Shareholder's guide

FINANCIAL PUBLICATIONS

- Press releases
- Presentations of results



<p>LETTER to our SHAREHOLDERS</p> <p>March 2024</p>	<p>Solid financial results in 2023</p> <ul style="list-style-type: none"> Record level of revenue Operating margin and free cash flow ahead of objectives <p>DISCOVER</p>	<p>Group's news at a glance</p> <ul style="list-style-type: none"> Changes in segment information Record order intake Our commitment to carbon neutrality <p>DISCOVER</p>
	<p>Retrospective on the latest shareholders events</p> <ul style="list-style-type: none"> Plant tour in Belgium Individual shareholder meetings <p>DISCOVER</p>	<p>Plastic Omnium and You</p> <ul style="list-style-type: none"> Dividend Discover the shareholder's agenda <p>DISCOVER</p>

Find all of our financial news on our **OPmobility IR** 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.



* Net result Group share negative in the context of the Covid-19 crisis.

OPmobility & YOU

METHODS OF OWNERSHIP

When you buy an OPmobility 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 OPmobility.



ADMINISTERED REGISTERED SHARES

Your shares are registered with OPmobility 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 OPmobility, which delegates their management to Uptevia.

THE ADVANTAGES OF REGISTERED SHARES

- Exemption from custody and management fees
- Automatic updates from the OPmobility 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

La Défense – Cœur Défense Tour A
90-110 Esplanade du Général de Gaulle
92 400 Courbevoie

Tél.: +33 (0)826 109 119

(Service €0.15/min + cost of the call)

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:

- o in 2024, 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%;
- o in 2025, 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 2024, or
 - 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 paid in 2024. The mandatory non-discharging flat-rate withholding tax (PFO) made by the paying institution in 2024 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 Statutory 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.

OPmobility provides **VOTACCESS** to facilitate your procedures.



AGENDA



OPMOBILITY AWARDS IN 2023

- The quality of the Group's regulated financial and non-financial information was recognized in the Transparency Awards 2023 ranking. OPmobility is ranked 12th in 2023 among a panel of 400 French companies from the SBF 120 and non-SBF 120 indexes.
- The Prix Spécial (Special Prize) for the best shareholder relations of SBF 120 index (excl. CAC 40).



PUBLICATIONS IN 2024

- **APRIL 23rd, 2024:**
publication of first quarter revenue
- **JULY 23rd, 2024:**
publication of half-year results
- **OCTOBER 28th, 2024:**
publication of third quarter revenue



SHAREHOLDER AGENDA IN 2024

- **JUNE 2024:**
OPmobility's plant visit
(more information to come)
- **DECEMBER 2024:**
individual shareholders meeting
in Paris (more information
to come)

INDIVIDUAL SHAREHOLDERS

As of December 31, 2023, OPmobility had over 17,000 individual shareholders.

To strengthen dialogue with shareholders and foster the long-term commitment of investors, the members of the Board of Directors and the entire management team attach particular importance to relations with individual shareholders. OPmobility has strengthened its communication strategy towards its individual shareholders by organizing site visits since 2016. The Group organized a new site **visit on November 30, 2023 in Herentals, Belgium**. Nearly twenty individual shareholders had the opportunity to discover the Group's production facilities for hydrogen tank systems, as well as energy and pollution control systems.

The Group also took part in a **meeting of more than 250 individual shareholders on December 7, 2023**, organized by the Fédération des Investisseurs Individuels et des Clubs d'investissement, an opportunity for the Group to meet individual shareholders and present its activities, strategy, development and innovation priorities, and its CSR commitments.

Finally, the Investor Relations Department provides individual shareholders with two **letters to shareholders** each year, as well as a **Shareholder Guide**, available in the "Individual Shareholders" section of the "Finance" section of the Group website.

For the first time, on March 6, 2024, the Investor Relations team offered **individual shareholders a digital presentation of the Group's 2023 results**, followed by a question-and-answer session.

Find all the information
on our website
www.opmobility.com

GLOSSARY

E AS OF **EBITDA**

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

COMME **ECONOMIC REVENUE**

The economic revenue corresponds to consolidated revenue, plus revenue from the Group's joint ventures up, consolidated at their percentage of ownership: BPO (50%) and YFPO (50%) for Exterior Systems, EKPO (40%) for Powertrain and SHB (50%) for Modules.

F AS OF **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).

COMME **FREE 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..

N AS OF **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 AS OF **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.

T AS OF **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.





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69007 Lyon - France
955 512 611 RCS Lyon

Individual Shareholders Service

0 800 777 889 Service & appel
gratuits

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