

ESG PRESENTATION



November 2024

OUR VISION

As a leader, we aim to play a driving role
in the mobility transformation and the
energy transition.

As a sustainable and responsible
company,
we will challenge the status quo
and open new perspectives.

A family-owned business supporting long-term strategy



DRIVING

We build on our industrial success, pushing performance to new levels of excellence.

We believe that success comes from our people, inspiring them to make a difference.

NEW

We accelerate our innovation efforts, with digital technologies as key enablers to meet future market needs for safer, greener and smarter mobility.

OUR **PURPOSE** DRIVING A NEW GENERATION OF MOBILITY

MOBILITY

We capitalize on our customers relationships to forge new paths in mobility, answering the energy transition challenges.

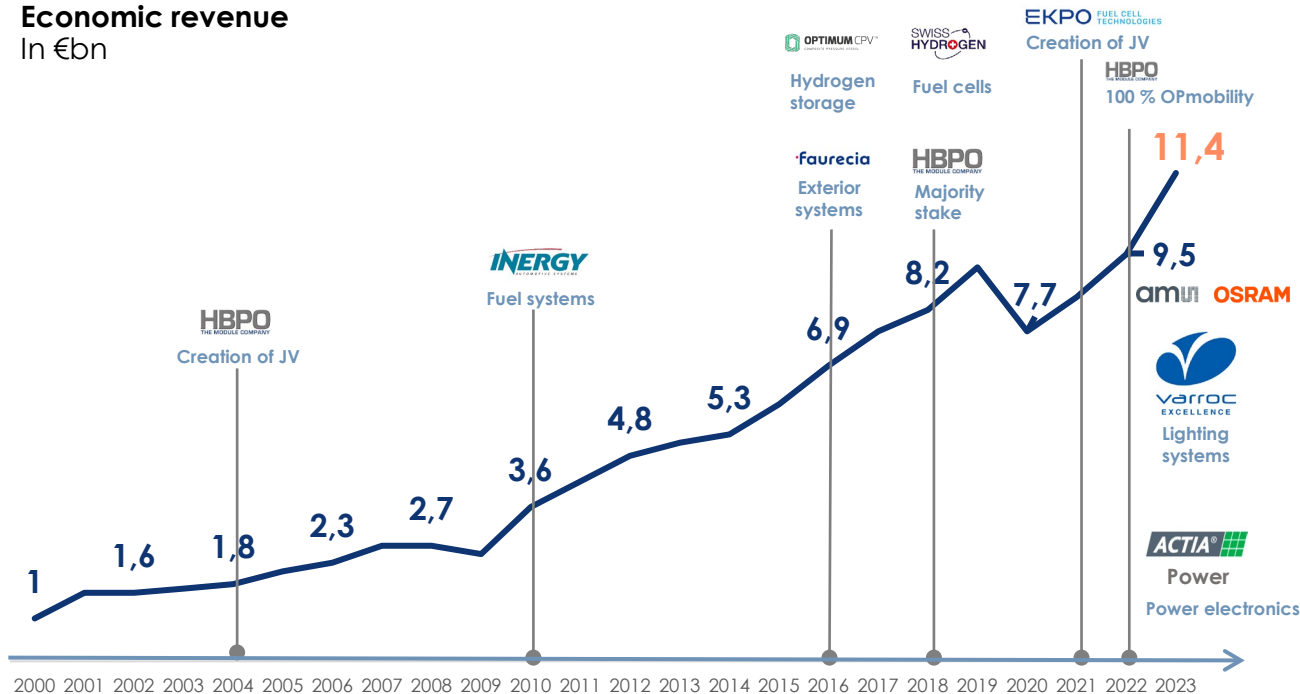
We develop partnerships, conquer new markets and grow together.

GENERATION

Our vision is passed on from generation to generation. As we care about people and feel responsible for the planet, we are committed to delivering a positive impact for future generations.

Proven track record of organic growth and acquisitions

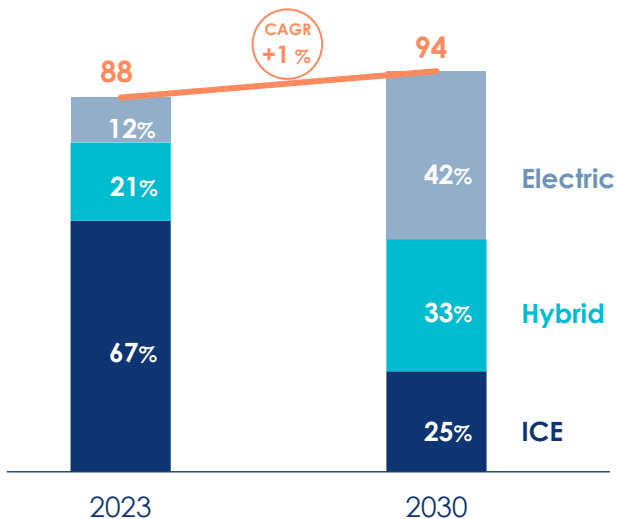
Economic revenue
In €bn



Automotive market trends and outlook

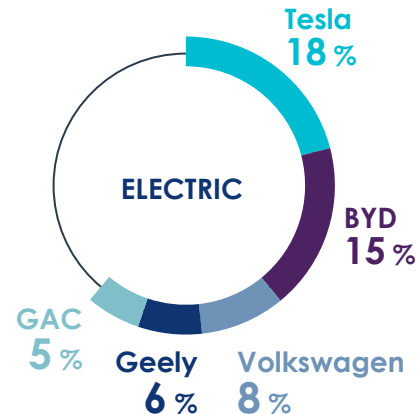
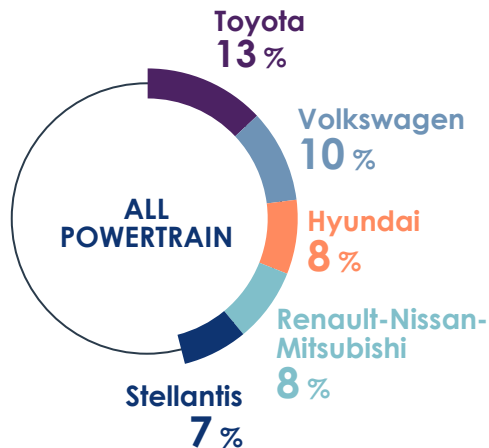
Automotive production market*

In millions of vehicles



Top 5 OEMs*

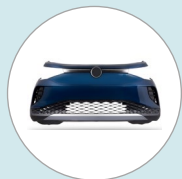
Market share in 2023



A complementary product portfolio

3 business groups “agnostic”
to powertrain evolution

Exterior • Lighting • Modules



Exterior parts
(bumpers
and tailgates)



Lighting
activity

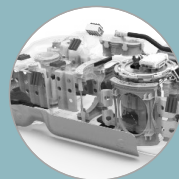


Module design,
development and
assembly

Expanded range
of powertrain solutions

C-Power (including e-Power)

INTERNAL
COMBUSTION
ENGINE



Fuel systems
SCR

ELECTRIC
VEHICLE



Battery packs

H₂-Power

HYDROGEN



Hydrogen systems

OPmobility's strengths to address market evolution



Full range of technologies

- ✓ Significant part of revenue "agnostic" to powertrain



Exterior
Lighting
Modules

- ✓ Unique technological offer combining Exterior, Lighting & Modules



- ✓ Full range of powertrain solutions to seize opportunities (e.g. PHEV)

Geographical diversification

- ✓ The United States, new top contributor in revenue



- ✓ Extending geographical footprint in "best-cost countries"



- ✓ More balanced geographical order book



EUROPE



NORTH
AMERICA



ASIA

Wide customer portfolio

- ✓ Accelerating customer diversification for all mobility
 - New plant in Austin, Texas, for a major EV US player
 - Key awards for US and Chinese new comers in EV mobility



Tailgates

- ✓ Expanding to heavy, commercial and rail mobility (e.g. Alstom, CRRC, Stadler)



3 pillars to execute our strategy



Ability to manufacture on a large scale and in a very short timeframe



Multi-faceted, integrated, open and regionalized innovation



Key player in the automotive sector's energy transition, addressing all type of mobility

Sustainability: 40,300 people committed to have a positive impact on mobility



CARE FOR PEOPLE

- Workplace health and safety
- Care path & skills management
- Diversity, Equity & Impact
- Local initiatives & sponsorship



RESPONSIBLE ENTREPRENEURSHIP

- Business Ethics
- Responsible purchasing
- Cybersecurity



SUSTAINABLE BUSINESS

- Waste Management
- Eco-design & recyclability
- Value chain carbon footprint
- Biodiversity



CARE FOR PEOPLE



Commitment and attractiveness

People at the heart of the strategy



Objectives

- ✓ Attract and hire talents
- ✓ Foster greater diversity
- ✓ Encourage community support

Key initiatives

- ✓ **Sustainability trainings** for all procurement teams
- ✓ More than 200 **sustainability ambassadors**
- ✓ c. 700 employees supporting OP's commitment to promoting **gender diversity** through WoMen@PO



Recognition of our engagement



VICTOIRES DES LEADERS
DU CAPITAL HUMAIN

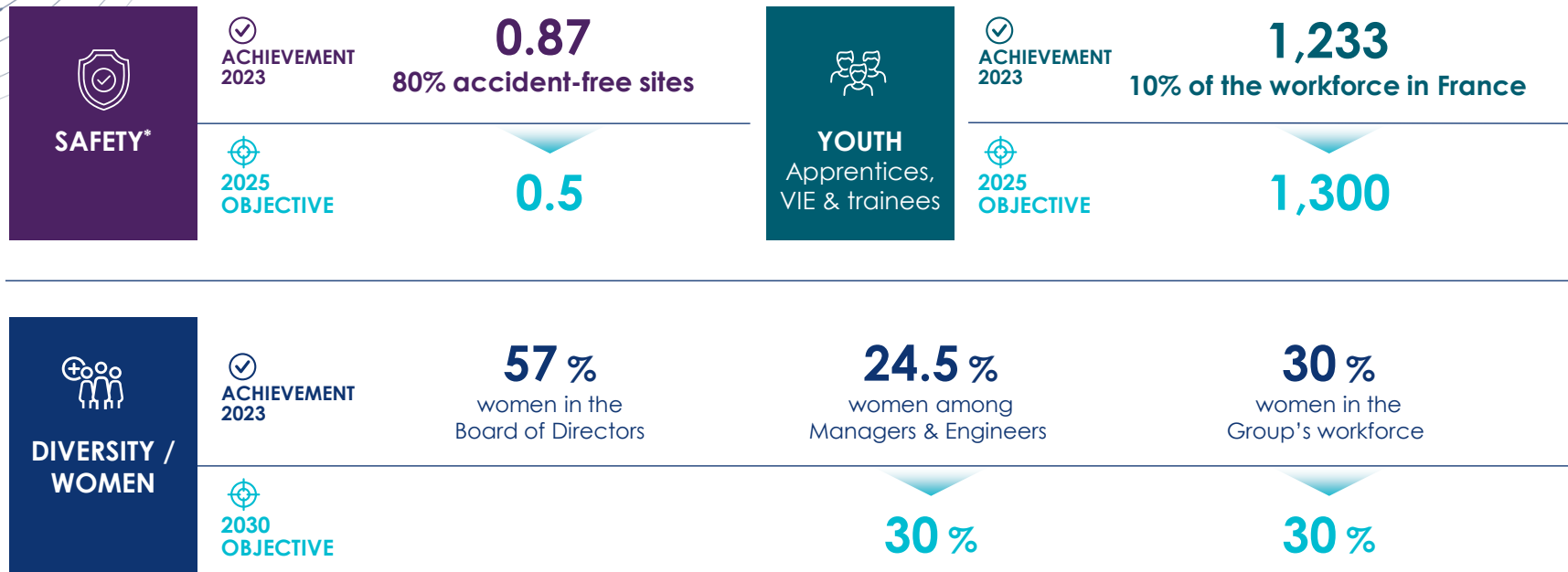
Golden Trophy
Corporate Culture Category
at the Victoires des Leaders du
Capital Humain awards.

HUMPACT

4.50 ★★★★★



On track to meet our targets



Sustainability objective in the short-term incentive accounting for **20%**



RESPONSIBLE ENTREPRENEURSHIP



OPmobility as a responsible player

OPmobility promotes flawless rules of conduct

- ❑ Ethics and human rights
- ❑ Anti corruption
- ❑ Code of conduct

Responsible purchasing

- ❑ Responsible approach to the purchasing of goods and services
- ❑ Choice of suppliers and partners
- ❑ 95% of Group purchases evaluated as part of our Know Your Suppliers policy
- ❑ Suppliers' assessment have been carried out in partnership with Ecovadis



Acting ethically and with integrity is part of our culture and core values



Contribute to its economic performance and preserve its reputation

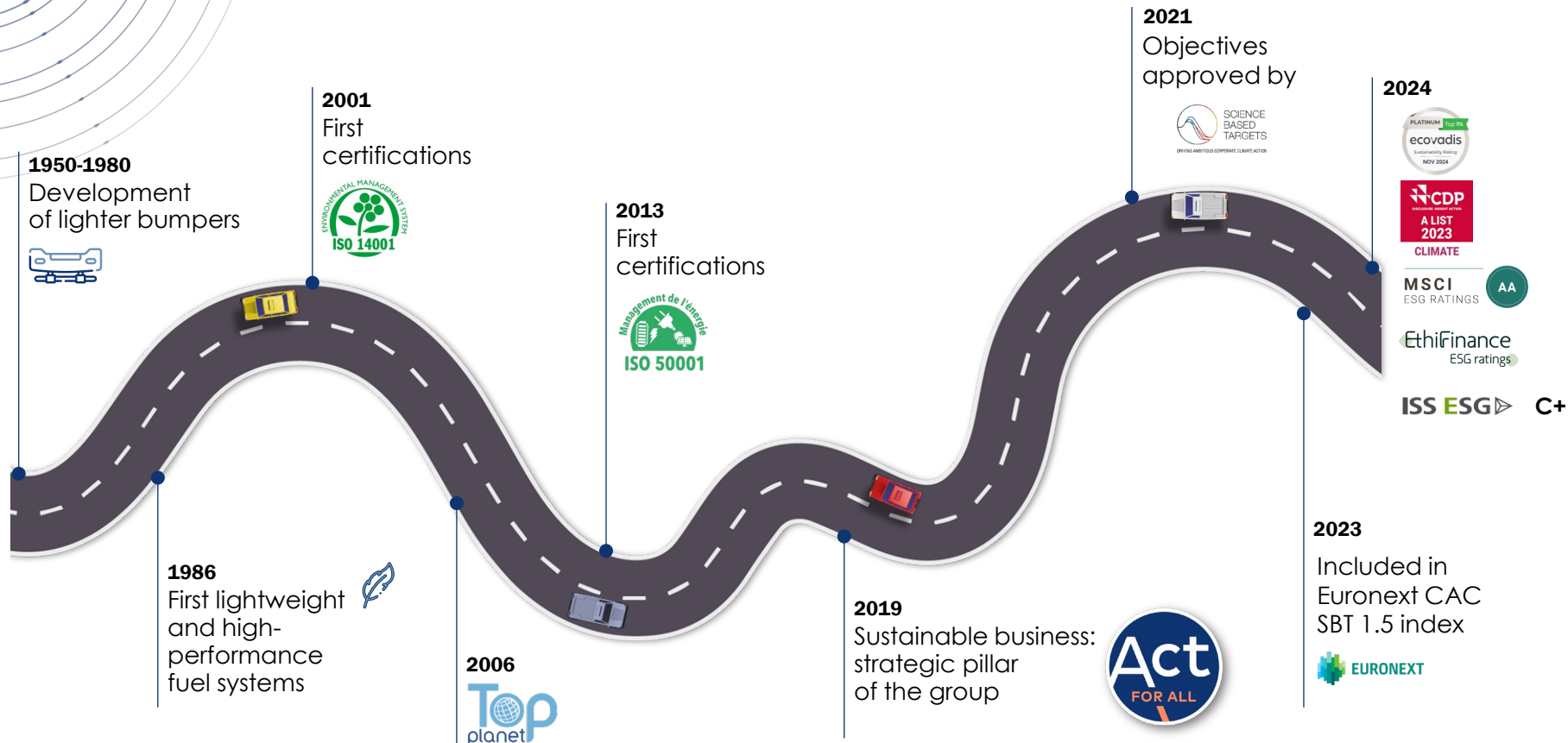




SUSTAINABLE BUSINESS



Pioneer in sustainable development



Our ambition towards a circular economy



Partnerships

- With suppliers to accelerate the development of recycled materials
- New partnerships to come



Ecodesign

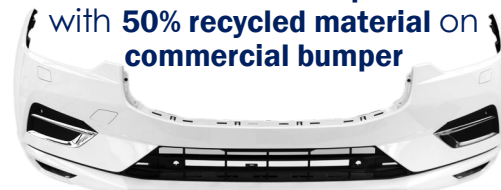
- Improve recyclability of our products
- **14** sustainable material references based on end of life vehicles
- Better aerodynamics
- Waste management: **86%** of waste recovered and recycled



Innovation

- For longer-lasting products
- Launch of an internal circular economy platform

“Proof of concept”
with **50% recycled material** on
commercial bumper



Innovation Challenge

How to drastically decrease energy consumption enabled by usage-optimized mobilities and decentralized interconnected energy systems?

Our strengths in Hydrogen mobility

Strong interest in hydrogen from OEMs

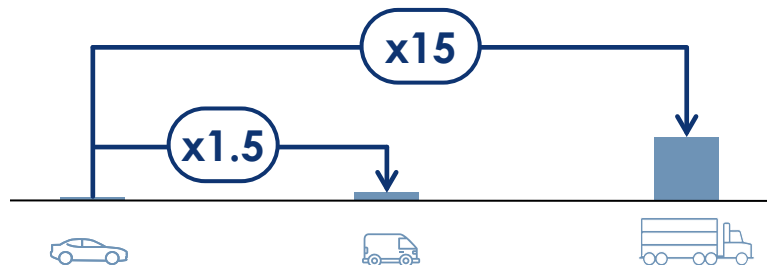


Extending expertise to address collective mobility

- partnerships with Alstom and CRRC
- key contracts in rail mobility with CRRC and Stadler



Higher value in commercial vehicles



Investments in hydrogen adapted to the volumes' ramp-up



France, Lachelle



South Korea, Wanju



Our carbon footprint: 33 Mt CO₂ eq in 2023

Upstream activities

Scope 3



Upstream freight



Travel



Fixed assets
(buildings, vehicles, IT,
equipment...)



Purchase
(goods and services)

4 Mt CO₂ eq.

12.2%
in 2023

OPmobility activities

Scope 1 & 2



Compagny vehicle
fleet



Fossil fuel consumption, electricity
consumption, refrigerant gas leaks

0.5 Mt CO₂ eq.

1.4%
in 2023

Downstream activities

Scope 3



Downstream freight



Transportation of
customers and
visitors



88%
Users of product solid



End of life products
solid

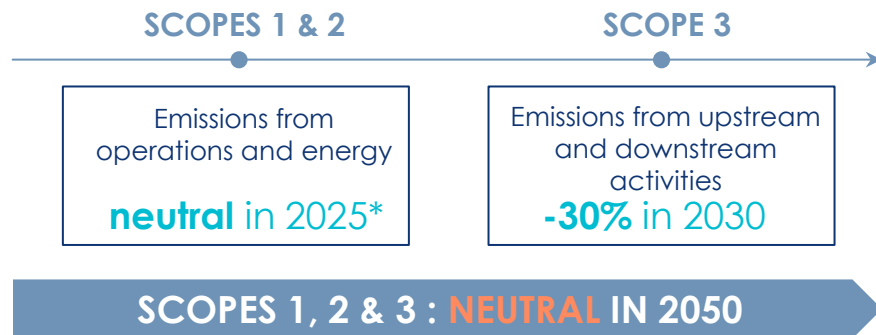
29 Mt CO₂ eq.

86.4%
in 2023

Our ambitious roadmap towards Carbon Neutrality



OUR AMBITION



ACHIEVEMENTS IN 2023

(excl. Lighting)



Roll-out of the CO₂ emissions reduction roadmap

Our main achievements

REDUCE



Reduction in
energy consumption



Improvement of
energy efficiency of
20.4%*
H1 2024 vs. 2019

REPLACE



Use of renewable energy

**On site, PPA & VPPA:
potential > 60% by 2026**

- ❑ **25 OPmobility's sites** already equipped with **solar panels** and **wind turbine**.
- ❑ **6 agreements (PPA & VPPA)** already **signed** in Europe, Asia, and more to come.

**Green
electricity
certificates**

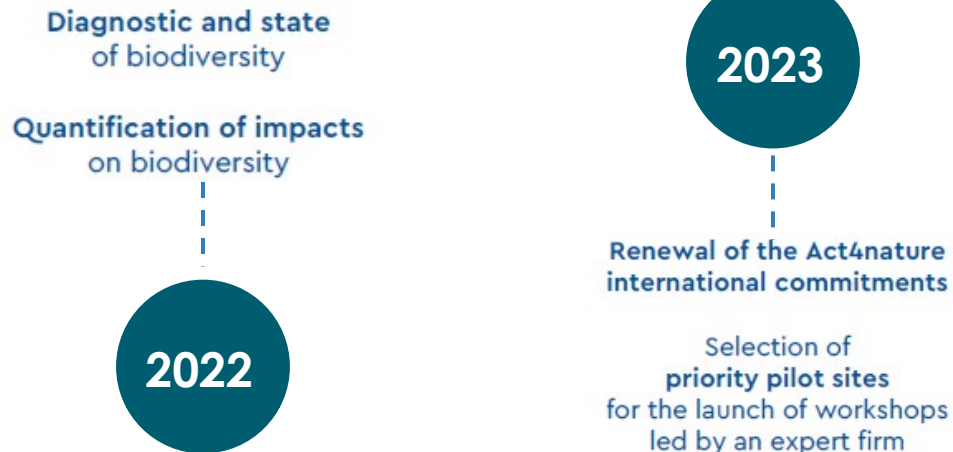


For uncovered
needs

Our commitments for biodiversity



An approach dedicated to biodiversity



Commitments

Assess and reduce the impacts

Commit to carbon neutrality

Eco-design and integration of recycled raw materials

Protect biodiversity on sites

Engage stakeholders

Last awards on ESG initiatives



Highest score

A



Among **top 1%** of assessed companies

82/100

MSCI
ESG RATINGS



Among **top 10%** of industry peers

AA



Among the **leaders** in its industry

C+



Included in the **CAC SBT 1.5 index** since 2023



www.opmobility.com

