

# LETTER to our SHAREHOLDERS

March 2025 Edition



Group's news  
at glance

Pages 3 to 8

[DISCOVER](#)



Solid earnings growth in  
Full Year 2024 results

Pages 9 to 14

[DISCOVER](#)



Retrospective on the latest  
shareholders events

Page 15

[DISCOVER](#)



OPmobility  
and You

Pages 16 to 19

[DISCOVER](#)

# MESSAGE DU DIRECTEUR GÉNÉRAL LAURENT FAVRE



**« With revenue increasing in 2024, OPmobility stands out in a declining and competitive market. »**

**Dear Shareholders,**

*In 2024, the Group delivered a solid performance despite a particularly complex environment for the mobility industry. The quality of this performance reflects the success of our innovation and technological, geographical and customer diversification strategy implemented in recent years, as well as the unwavering mobilization of our 38,900 employees to address the new market challenges with agility.*

*With revenue increasing in 2024, OPmobility stands out in a declining and competitive market. This performance, supported by increased sales in all regions, is driven in particular by the momentum of the Exterior and Modules activities. Underpinned by strict cost control, the operating margin increased significantly, as did net result. In addition, thanks to strong growth in the free cash flow and to the diversification of our financing sources, we enter 2025 with a solid financial structure.*

*In 2025, OPmobility will continue its transformation by accelerating the implementation of its innovation and diversification strategy with the ambition to improve, in a context of expected stable automobile production, its operating margin, net result Group share, and free cash flow, while continuing to reduce its net debt. As regards its extra-financial performance, the Group confirms its decarbonization trajectory and the achievement of scopes 1 and 2 carbon neutrality from 2025.*

*Thank you for your trust.*



1 year ago,  became 

PLASTIC OMNIUM

This new name illustrates the Group's acceleration of its **strategic transformation** as a **leading player in sustainable and connected mobility**, in line with its value:



- ➔ An agile industrial Group
- ➔ Close to its customers
- ➔ Taking bold technological choices

# A retrospective on OPmobility at the Consumer Electronics Show in January 2025 in Las Vegas



Group's news  
at glance



**1<sup>st</sup> participation as OPmobility**  
**2<sup>nd</sup> year of participation as exhibitor**  
**Stand over 500 m<sup>2</sup>**



**New: Launch of One4you global offer**



**Introducing news safety features  
such as:**

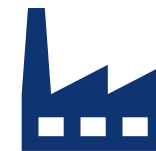
- **Innovative headlamp**  
Adaptable high beam
- **Electronics systems**  
Front and rear of vehicle

# OPmobility, A leading player in sustainable mobility

**38,900**  
employees



**150**  
plants



**40**  
R&D centers



Operating in  
**28** countries

# Providing fully integrated exterior solutions



Group's news  
at glance



 **2025 OBJECTIVE**  
**Significant order intake**



Level 3  
Extended  
Exterior  
Solutions

Combining the expertise of Exterior & Lighting, Modules and OP'nSoft to improve synergies

Unique tailor-made technological solutions to our customers

Focus on operational efficiency, agility, and sustainability management



Renault 4ever

Level 1  
Illuminated  
Panels



Level 2  
Augmented  
Modules



Mazda EZ-6

# The latest Group news (1/2)



Group's news  
at glance

19-02-2025



## OPmobility awarded an « A » score for the second consecutive year by CDP for its climate actions

The Group has been recognized for its climate actions by receiving the highest rating "A" from CDP climate for the the 2<sup>nd</sup> year in a row.

[DISCOVER](#)

16-01-2025



## OPmobility makes changes to its executive committee to accelerate the Group's transformation

OPmobility announces several changes to its Executive Committee, as part of the Group's transformation to optimize its operational performance and offer its customers increasingly integrated and high-value solutions.

[DISCOVER](#)

06-01-2025



## OPmobility present its global offer One4you and its latest technological innovations at CES 2025 in Las Vegas

The Group presents a series of innovations at CES, including artificial intelligence to address the transformation and challenges of all forms of mobility, particularly in terms of sustainable mobility.

[DISCOVER](#)

# The latest Group news (2/2)



Group's news  
at glance

18-12-2024



## OPmobility successfully completes a Schuldschein private placement for €300 million

OPmobility finalized a Schuldschein private placement for a total amount of 300 million euros.

[DISCOVER](#)

06-12-2024



## OPmobility once again rewarded for the quality of its relations with shareholders

OPmobility received the Jury's Special Prize for its shareholder relations within the SBF 120 (excluding CAC 40), awarded by Le Revenu magazine. This distinction rewards listed companies for the quality of their relations with individual shareholders.

[DISCOVER](#)

25-11-2024



Listen to the interview with David Meneses, Director of Human Resources and Sustainable Development for the OPmobility Group in Schneider Electric's special podcast on low-carbon mobility (in French only)

[DISCOVER](#)



# Key 2024 highlights

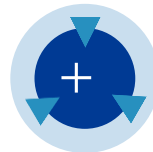
**Revenue growth +2.8%\***  
Outperforming the market  
**+4.0pts\*\***



**Significant improvement  
of key financial metrics**  
in a decreasing market

## FY 2024 highlights

**Strategy roll-out** focused on  
**diversification** and  
**resilient** business model

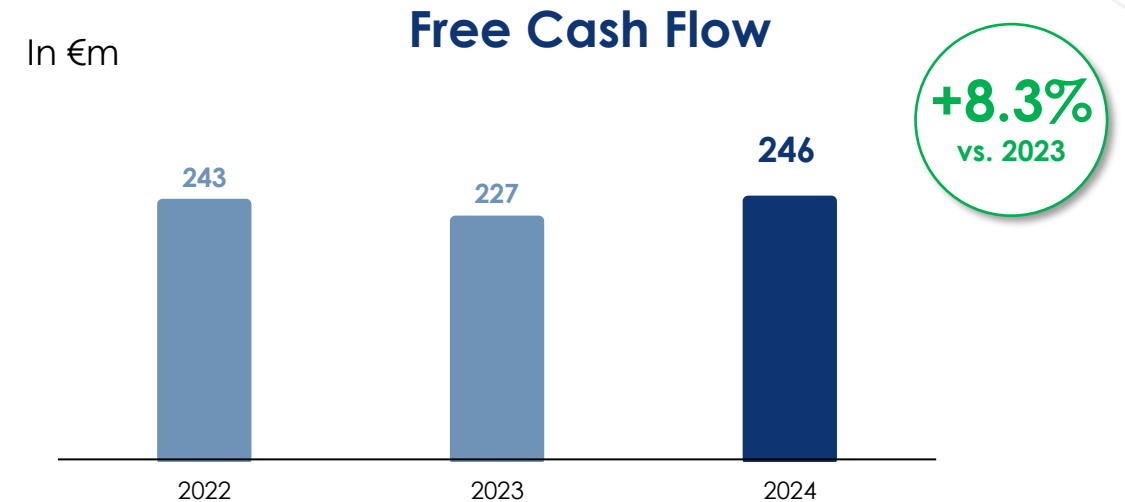
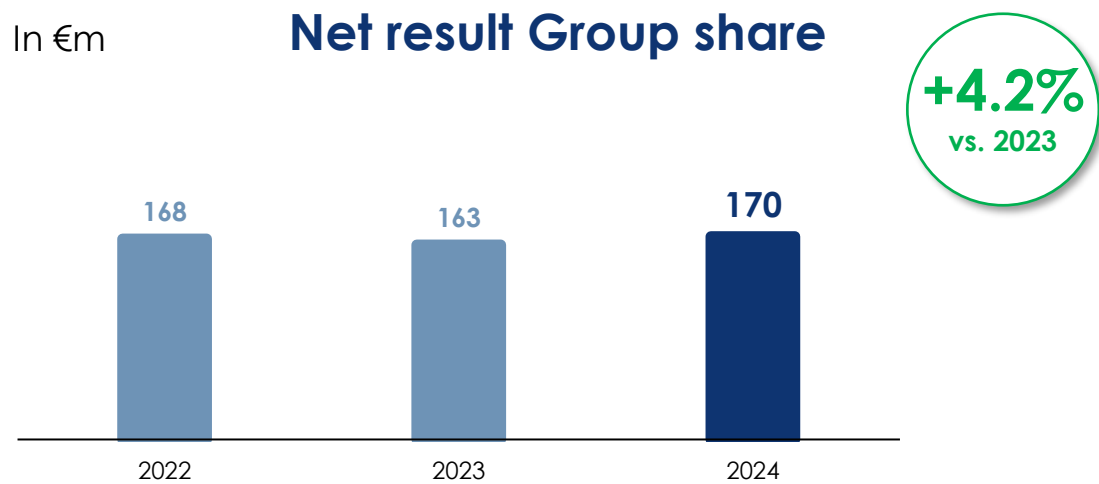
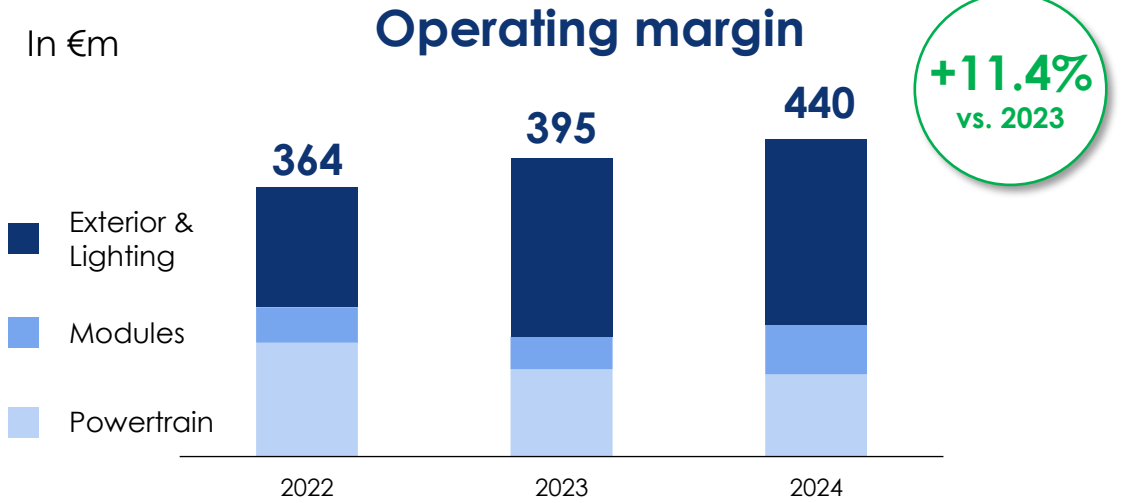
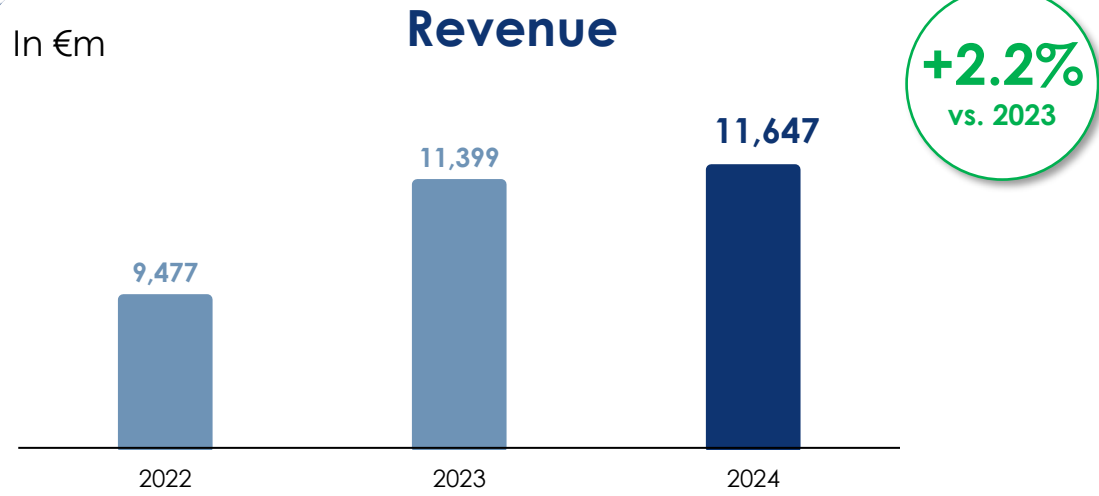


On track to reach  
**carbon neutrality** on  
**scopes 1 & 2** by 2025\*\*\*

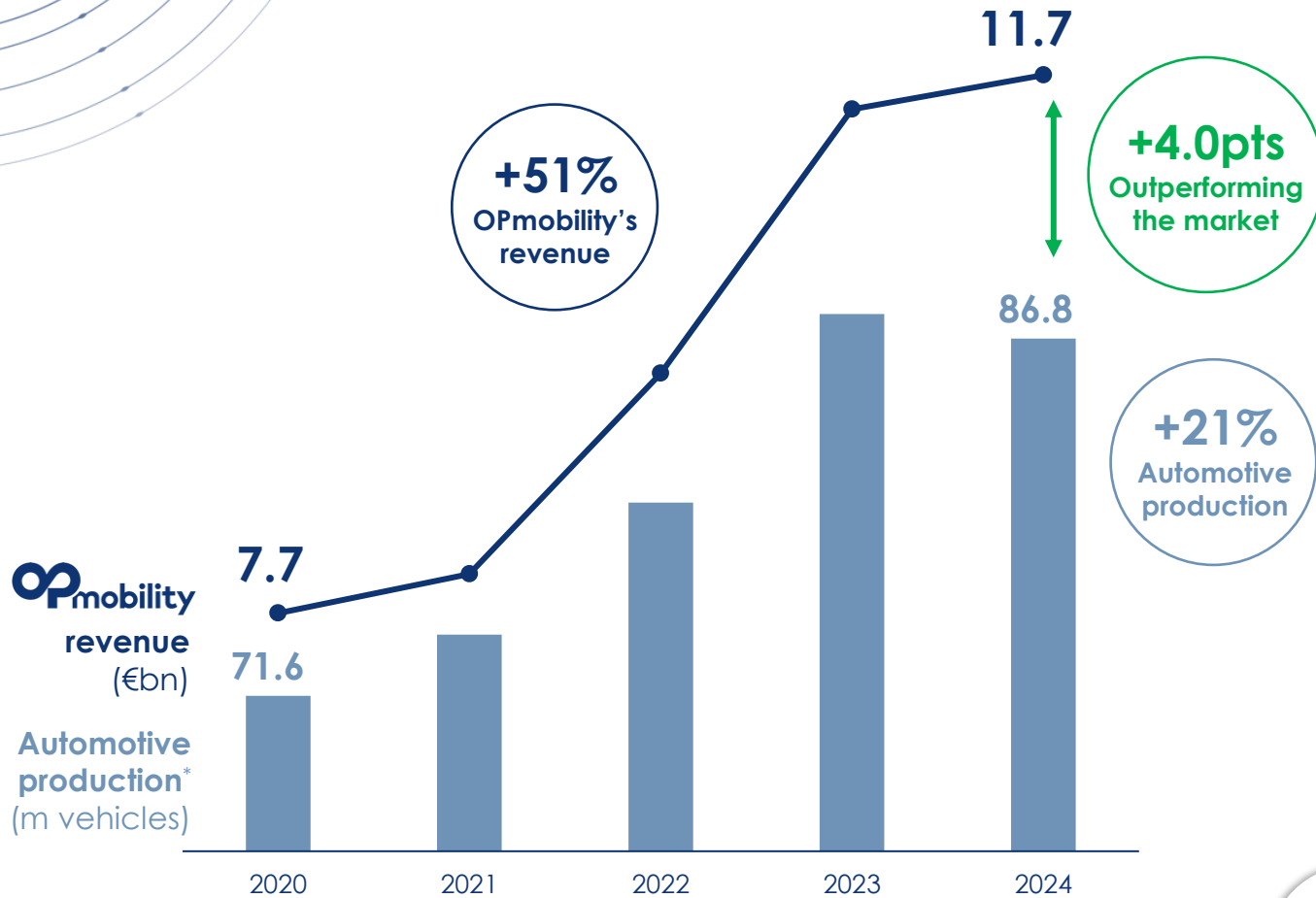
# Earnings growth and achieving 2024 targets



Solid earnings growth  
in Full Year 2024 results



# Growing faster than the market



\* Source: S&P Global Mobility automotive production [0;3.5t PC + LCV] as reported in February 2025  
 \*\* New Energy Vehicles: All types of electrified vehicles (hybrid, battery-electric, hydrogen and fuel cell)  
 \*\*\* Corporate Average Fuel Economy: Regulations introduced to reduce fuel consumption and CO<sub>2</sub> emissions of new vehicles

## 2024 MARKET HIGHLIGHTS

  
 Solid earnings growth in Full Year 2024 results



Decreasing worldwide automotive production



Slowdown in BEV sales in Europe



High inventories in Europe and North America



Strong NEV\*\* volumes in China and local OEMs leading the market



Uncertainty due to CAFE\*\*\* standard implementation in Europe

# Solid performance across all regions



Solid earnings growth  
in Full Year 2024 results

OPmobility's economic revenue in 2024 vs. 2023



1<sup>st</sup> country  
in Group's  
revenue

**NORTH AMERICA**  
**29% of revenue\***  
**+7.8%\*\* vs. 2023**  
**9 R&D centers**  
**26 plants**

**EUROPE**  
**50% of revenue\***  
**+0.0%\*\* vs. 2023**  
**20 R&D centers**  
**61 plants**

**ASIA**  
**17% of revenue\***  
**+1.2%\*\* vs. 2023**  
**9 R&D centers**  
**53 plants**

**REST OF THE WORLD**  
**4% of revenue\***  
**2 R&D centers**  
**10 plants**



A more balanced 2024 order book

**2/3** in **North America**  
and **Asia**

# 159 flawless launches in 2024



Solid earnings growth in Full Year 2024 results

## Europe / Africa

66 launches



Renault R5 Exterior



Mercedes CLA Exterior



Dacia Sandero & Logan C-Power

## Americas

31 launches



Chevrolet, GMC, Buick, Cadillac C-Power



Major American electric player Modules



Ford Explorer Lighting

## Asia

62 launches



Mahindra Thar Roxx Exterior



KG Mobility Actyon Modules



BYD Han Exterior

# 2024 ESG performances



Solid earnings growth  
in Full Year 2024 results



ESG initiatives  
awarded

► OPmobility among the **leaders in its industry**



82  
/100

MSCI  
ESG RATINGS



ISS ESG C+



A  
For the 2<sup>nd</sup> year  
in a row



On track to reach carbon  
neutrality by 2025\* on  
scopes 1 & 2\*\*  
In line with our objective

► Thanks to initiatives such as:



Improvement of energy  
efficiency by **22.0%\*\***  
in 2024 vs. 2019



**35 sites** equipped with **solar panels**  
and **wind turbine**

# Individual shareholder meetings



Retrospective on the latest shareholders events

## Annual shareholders' meeting

- On December 4, 2024, in Paris, the shareholders' meeting with Place des Investisseurs took place with nearly 200 shareholders participating.
- The meeting was an opportunity for the Group to present its strategy and answer questions from individual shareholders.



[SEE PRESENTATION](#)  
(French only)

## Digital webinar of 2024 Annual results

- For the 2<sup>nd</sup> year in a row, the Investor Relations team offered individual shareholders a digital webinar in French of the Group's 2024 annual results on February 25, 2025.
- Investor Relations Director Stéphanie Laval shed light on OPmobility's 2024 financial results and 2025 outlook, the Group's participation at CES 2025, followed by a Q&A session with attendees.



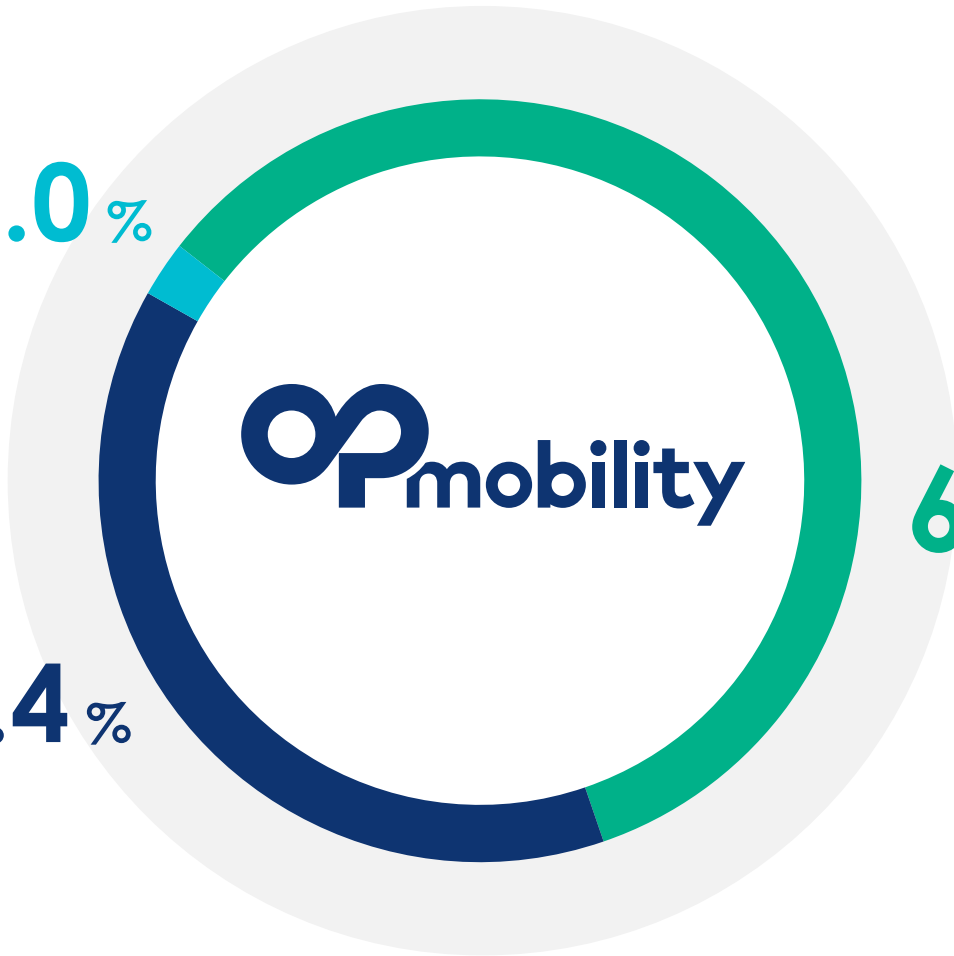
[SEE PRESENTATION](#)  
(French only)

# A Group supported by a long-term shareholder base

Treasury &  
Employees shares **2.0 %**

Free  
Float **37.4 %**

**60.6 %** Burelle SA

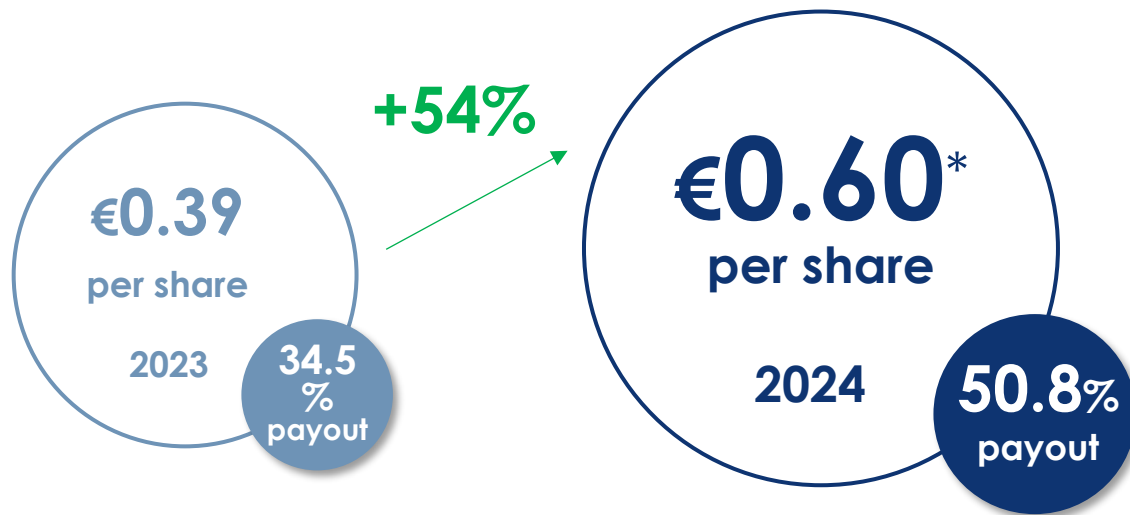


As of January 31, 2025



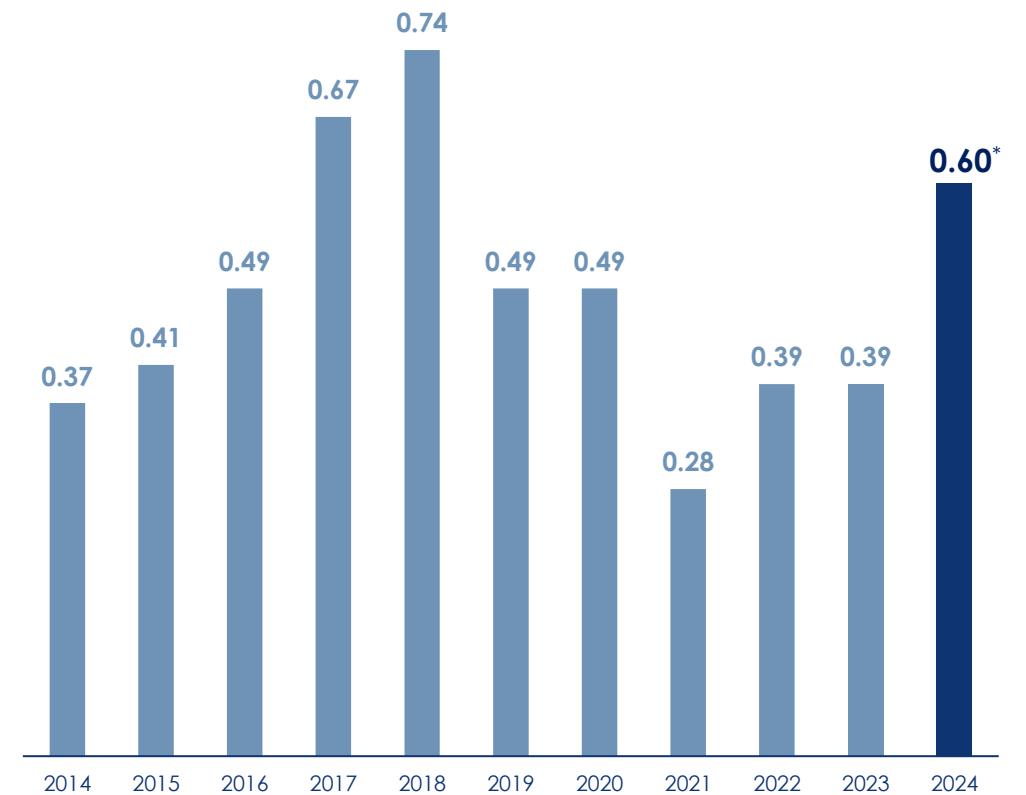
# Consistent return to shareholders

A growing 2024 dividend, reflecting solid results



- An interim dividend of €0.24 per share was paid in July 2024
- The balance of €0.36 per share will be paid on May 2<sup>nd</sup>, 2025\*

Strong track record of dividend distribution  
In € per share



# Upcoming events

**April 23,  
2025**



**April 24,  
2025**



**July 24,  
2025**



**October  
23, 2025**

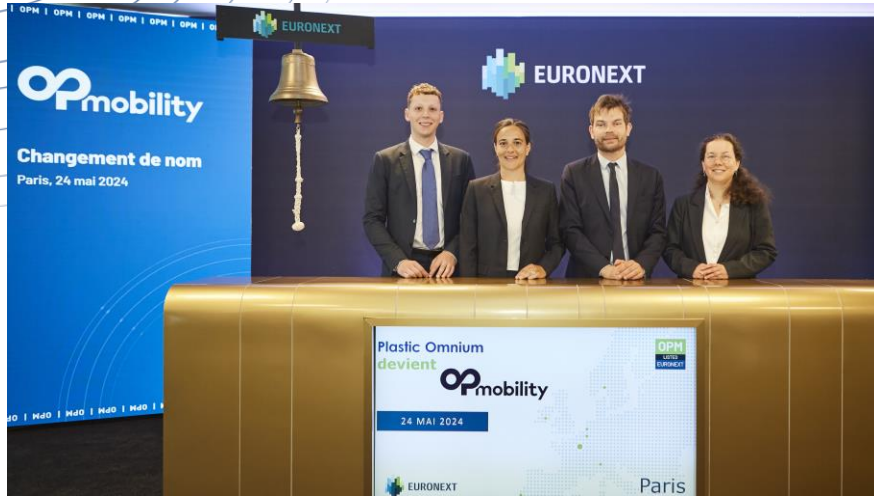
**2025 1<sup>st</sup> quarter  
revenue**

**Annual General  
Meeting**  
Pavillon Dauphine  
(Paris)

**2025 1<sup>st</sup> half  
results**

**2025 3<sup>rd</sup> quarter  
revenue**

# Let's keep in touch

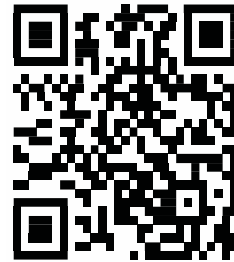


OPmobility investor relations team



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France

Follow the Group's financial news on our  
**OPmobility IR application:**



## Shareholder services

[investor.relations@opmobility.com](mailto:investor.relations@opmobility.com)

**0 800 777 889** Service & appel gratuits

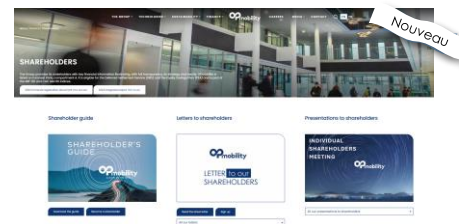
Receive all the **latest Group news** by registering on:  
[www.opmobility.com](http://www.opmobility.com)

## New section on [www.opmobility.com](http://www.opmobility.com)

Dedicated to individual shareholders, with:

- Shareholder guide**
- Letters to shareholders**
- Presentations in french**

**NEW !**



[www.opmobility.com/en/individual-shareholders/](http://www.opmobility.com/en/individual-shareholders/)

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