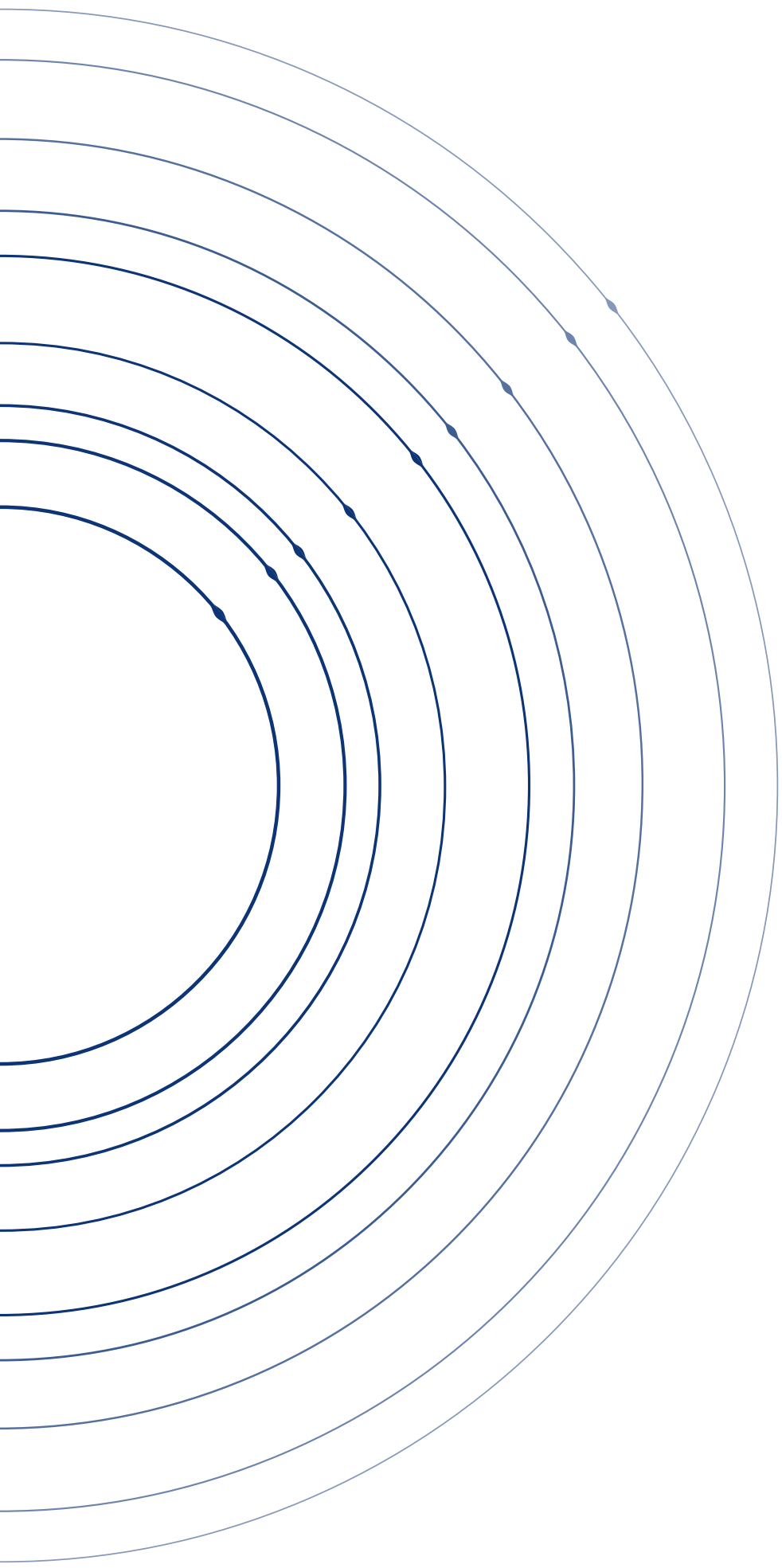


2025 Edition

# SHAREHOLDER'S GUIDE





S

H

Z

W

H

L

Z

O

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W

C

L

M

A

H

MESSAGE FROM  
THE CHAIRMAN AND THE CHIEF  
EXECUTIVE OFFICER

P.4

WHAT IT MEANS TO BE  
AN OPmobility SHAREHOLDER

P.6

OPmobility IN A NUTSHELL

P.7

**2024 key figures**

**OPmobility today**

**Strategic priorities**

**Carbon neutrality**

OPmobility SHARE

P.12

**Capital structure**

**Dividend policy**

**Recent publications**

OPmobility & YOU

P.14

**Methods of ownership**

**General Meetings**

**Agenda**

GLOSSARY

P.18



# MESSAGE FROM THE CHAIRMAN AND THE CHIEF EXECUTIVE OFFICER

**The OPmobility brand has embodied our role  
as world leader in sustainable and connected mobility.**

DEAR SHAREHOLDERS,

For the past year, the OPmobility brand has embodied our role as world leader in sustainable and connected mobility. This new identity has been warmly embraced by our 39,000 employees, our customers and suppliers.

Our strategy is based on technological innovation, customer diversity and geographical diversification. Our values are innovation, long-term vision, passion for the industry, independence and responsibility to future generations.

The 2024 results demonstrate our operational excellence, with sales growth, a solid operating margin and robust free cash flow.

OPmobility starts 2025 on the strength of its solid financial profile and its ability to adapt quickly, which are particularly key in an uncertain market.

Our profitable growth model means we can look forward with confidence to the years ahead.



**LAURENT BURELLE**  
CHAIRMAN

**In a market environment which continued to be challenging in 2024, we successfully combined performance and growth, while maintaining focus on our strategy.**

DEAR SHAREHOLDERS,

In a challenging market environment, we successfully combined performance and growth, while maintaining focus on our strategy. Our 2024 performance is the result of the unwavering commitment of the Group's 39,000 employees and confirms the importance of our strategy. With a stronger and diversified portfolio of products and technologies, we have accelerated our international development, primarily in the United States, which is now our biggest market, and Asia. New customers have trusted us with their business, from new players in electric and autonomous mobility to heavy and commercial mobility manufacturers.

This 2025 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

## 2024 KEY FIGURES



**€11.6bn**  
Economic revenue  
+2% vs. 2023



**€440m**  
Operating margin  
+11% vs. 2023

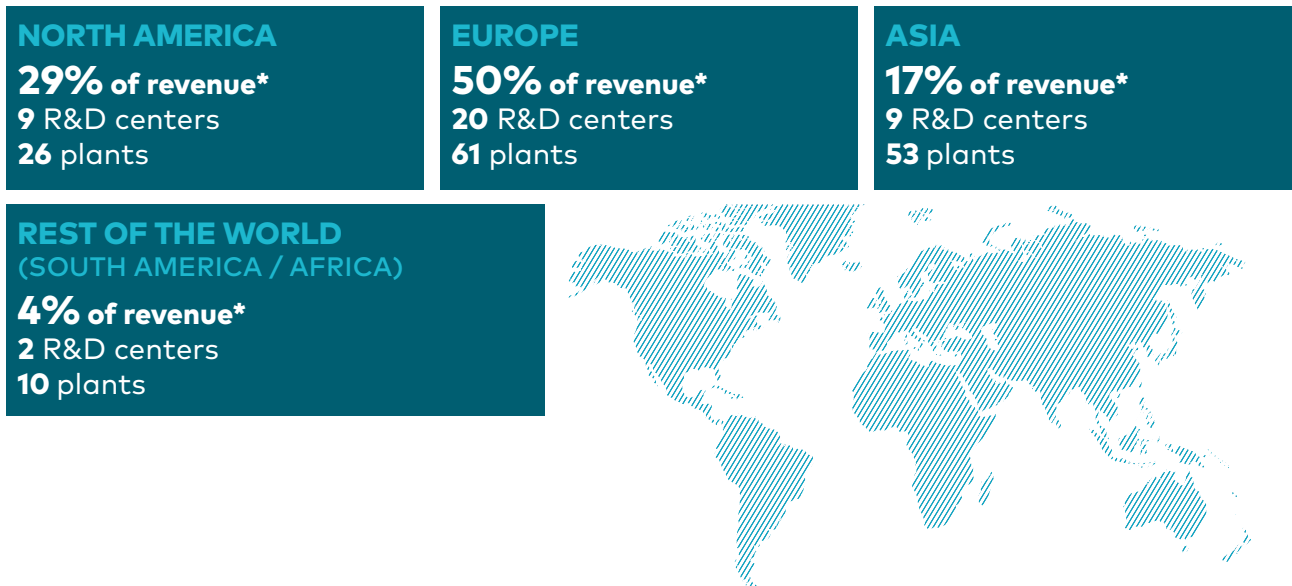


**€246m**  
Free cash flow  
+8% vs. 2023

**€170m**  
Net profit, Group share  
+4% vs. 2023

**4.8%**  
Capital expenditure  
in 2024 revenue

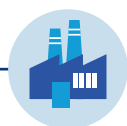
**1.7x**  
Leverage (Net debt/EBITDA)  
stable vs. 2023



Created  
in **1946**



**38,900**  
employees



**150**  
plants



**40**  
R&D  
centers



**28**  
countries

\* Economic revenue












# OPmobility TODAY

## LEADER IN SUSTAINABLE AND CONNECTED MOBILITY

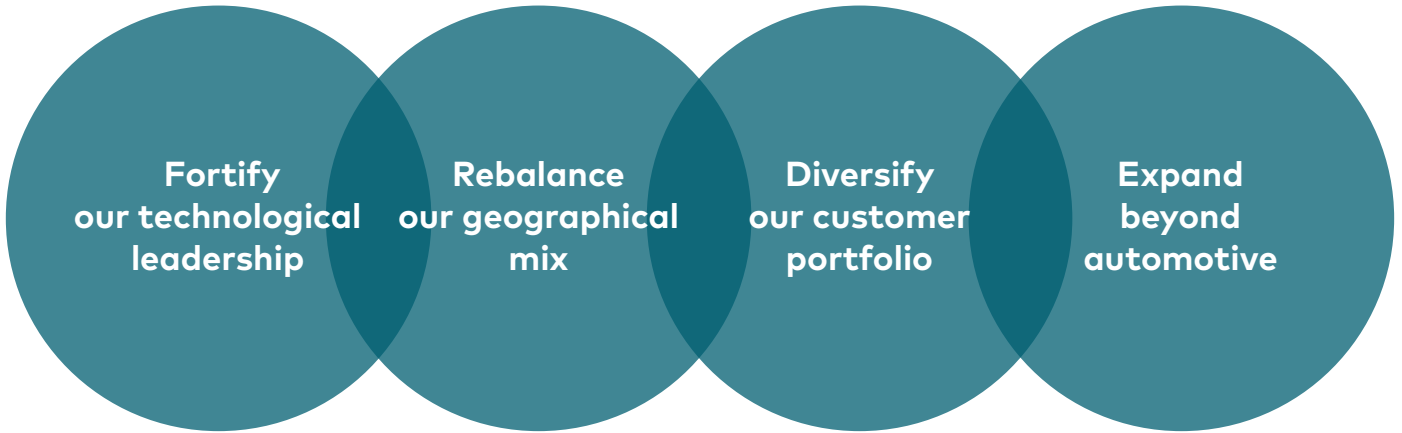
In a world of profound transformation, in which the pace of change is accelerating and the challenges of climate change are influencing consumer habits and modes of transport, mobility is undergoing an unprecedented revolution. In keeping with its purpose of "Driving a New Generation of Mobility", OPmobility seeks to play a central role in this transformation of mobility and energy. The company continues to develop its technology offerings to become a major player in more sustainable and more connected mobility which is accessible to all.

In just, a few years, OPmobility has implemented an ambitious strategic roadmap which has resulted in diversification through major acquisitions and the expansion of both its customer portfolio and its global presence. The Group has enjoyed rapid growth, driven by organic development and successful acquisitions and joint ventures. As a family-run company for four generations, OPmobility is a group with a sustainable vision of mobility and a long-term strategy. With an extensive and innovative range of technology offerings, divided into two main product lines, the Group has positioned itself as the leading technology partner for all forms of mobility around the world. The Group has also undergone a major transformation by diversifying its customer portfolio including new players in electric mobility and is determined to support, its customers in their transition to decarbonized mobility.

EXTERIOR & LIGHTING		MODULES	POWERTRAIN	
 <b>EXTERIOR</b>	 <b>LIGHTING</b>		 <b>C-POWER</b>	 <b>H<sub>2</sub>-POWER</b>
<p>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.</p>		<p>OPmobility has advanced expertise in techniques required for the development, assembly, and logistics of custom and complex modules.</p>	<p>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.</p>	

# STRATEGIC PRIORITIES

responding to the challenges of a profoundly changing market



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

## OPmobility's **PRODUCT PORTFOLIO**

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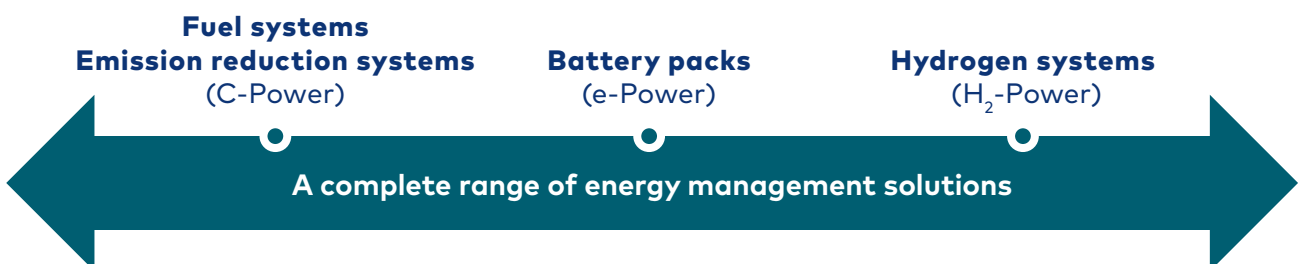
2 BUSINESS GROUPS  
AGNOSTIC TO POWERTRAIN  
EVOLUTION



**EXTERIOR & LIGHTING  
MODULES**

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## EXTENDED RANGE OF POWERTRAIN SOLUTIONS



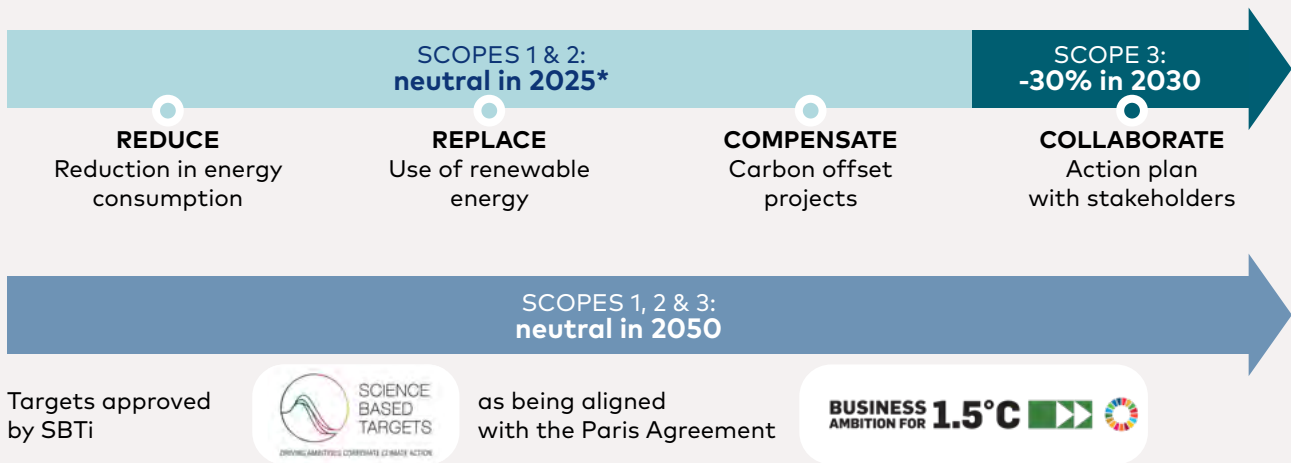


# Our commitment to **CARBON NEUTRALITY**

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**



## 2024 ACHIEVEMENTS



- **22GWh** of renewable energy produced on site
- **35** sites producing renewable energy
- **88%** of waste recycled or recovered
- **Reduction in CO<sub>2</sub>** emissions vs. 2019:
  - **22.1%** for scopes 1 and 2
  - **35%** for scope 3

## RECOGNIZED COMMITMENTS



**EURONEXT**

- **CDP Climate rating** of A for the 2<sup>nd</sup> year in a row
- **EcoVadis rating** of 82/100 - Platinum status
- **ISS ESG** rates C+ among sector leaders
- **MSCI ESG Ratings** AA: outperforms most industry peers on ESG risks and opportunities
- Included in the **CAC SBT 1.5** index

\* For Lighting acquisitions made in 2022, carbon neutrality for scopes 1 and 2 by 2027.

# OPmobility SHARE

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

## EVOLUTION OF SHARE price in euros



## CAPITAL STRUCTURE

144,022,153 shares as of January 31, 2025

**2.0%**

Employee shareholders  
& Held by Company

**37.4%**

Public



**60.6%**

Burelle SA



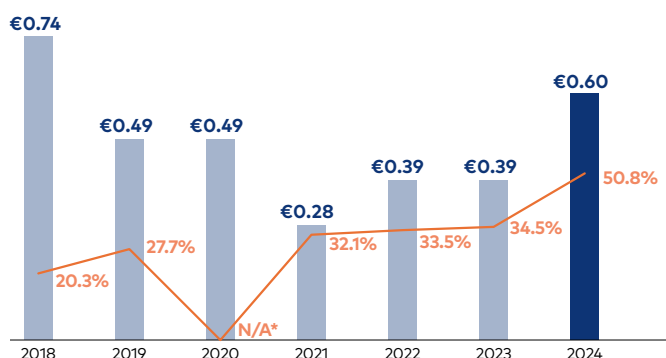


# DIVIDEND POLICY

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, 2025 at the Pavillon Dauphine, Paris 16<sup>th</sup>. The Board of Directors of OPmobility SE has decided to propose the payment of a dividend corresponding to a payout ratio of 50.8% or 0.60 euro per share as for 2024 results.

## SHAREHOLDERS' REMUNERATION

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



# RECENT PUBLICATIONS

## INSTITUTIONAL PUBLICATIONS

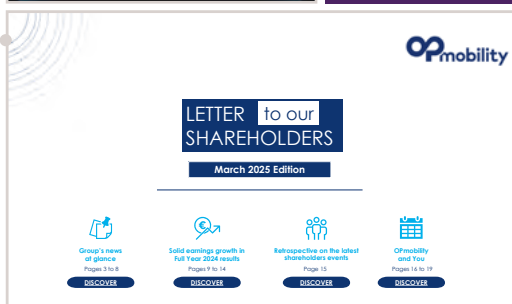
- Universal Registration Document
- Integrated Report

## SHAREHOLDERS PUBLICATIONS

- Letters to shareholders
- Shareholder's guide

## FINANCIAL PUBLICATIONS

- Press releases
- Presentations of results



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). 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 – France

Tel.: +33 (0) 800 00 75 35  
from France (free call)

and +33 (0)1 49 37 82 36  
from abroad (call rate to France)



# TAXATION OF DIVIDENDS

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

## Taxation arrangements are as follows:

- in 2025, when the dividend is paid, the paying institution withholds the following amounts:
  - the PFU single flat-rate tax of 12.8% as income tax,
  - social security contributions (PS) of 17.2%;
- in 2026, 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 2025, 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 2025. The mandatory non-discharging flat-rate withholding tax (PFO) made by the paying institution in 2025 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 2024

- The quality of the Group's regulated financial and non-financial information was recognized in the Transparency Awards 2024 ranking organized on July 4<sup>th</sup>, 2024 by Labrador company. OPmobility is ranked 8<sup>th</sup> among companies from the SBF 120 index.
- The Prix Spécial (Special Prize) for the best shareholder relations of SBF 120 index (excl. CAC 40).



## PUBLICATIONS IN 2025

- **APRIL 23<sup>rd</sup>, 2025:**  
publication of first quarter revenue
- **JULY 24<sup>th</sup>, 2025:**  
publication of half-year results
- **OCTOBER 28<sup>th</sup>, 2025:**  
publication of third quarter revenue



## SHAREHOLDER AGENDA IN 2025

- **JUNE 2025:**  
OPmobility's plant visit  
(more information to come)
- **JUNE 2025:**  
individual shareholders meeting  
in Paris (more information  
to come)

## INDIVIDUAL SHAREHOLDERS

**As of December 31, 2024, OPmobility had over 28,000 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 by organizing site visits since 2016. The Group organized a new **site visit on June 19, 2024 near Lyon, France**. Nearly twenty individual shareholders had the opportunity to discover the Group's production facilities for exterior systems.

The Group also took part in a **meeting of more than 200 individual shareholders on December 4, 2024** organized by Place des Investisseurs, 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.

Since 2024, OPmobility's Investor Relations team has innovated by organizing **digital decrypts of the Group's annual and half-yearly results dedicated to individual shareholders** followed by a Q&A session with attendees.

Find all the information  
on our website  
[www.opmobility.com](http://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.

## AS OF **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).

## **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, 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.

## **P** AS OF **PUBLIC**

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.

## **S** AS OF **SHARES HELD BY COMPANY**

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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**Individual Shareholders Service**

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

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