

SUSTAINABILITY INVESTORS PRESENTATION



December 2025



Group overview



Our vision and purpose

Climate challenges, new customers expectations, regulation changes...
Mobility must be continuously reinvented

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 open new perspectives

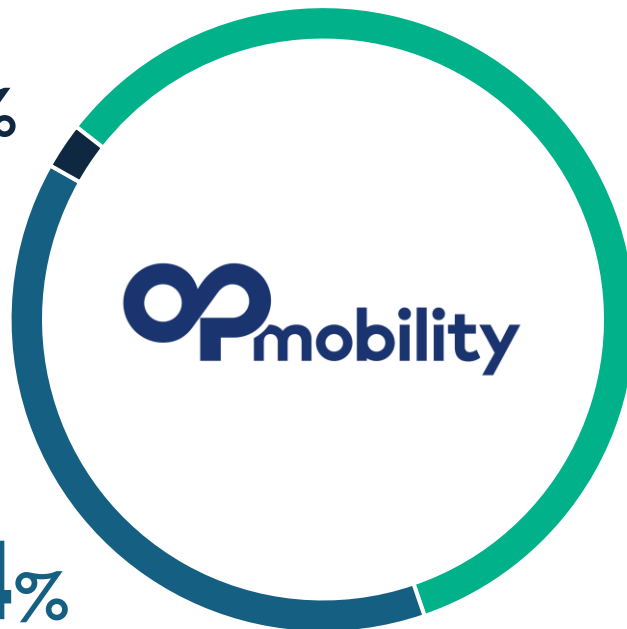


OUR AMBITION
Meeting the needs of mobility which is more **sustainable**, **safer** and **affordable** to all.

A family-owned business supporting long-term strategy

Treasury shares
& employees **2.0%**

Public **37.4%**



60.6%



Burrelle SA

Building on our 4 strategic pillars



FOCUS ON **COMPETITIVENESS, PERFORMANCE AND EFFICIENCY**

Complementary business groups



28 Countries



38,900 People



150 Plants



40 R&D Centers



#1 worldwide
Exterior parts

Exterior & Lighting

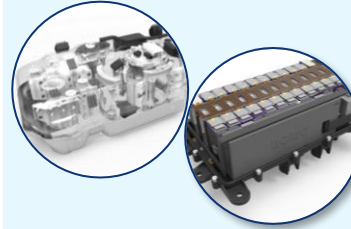
- Bumpers
- Tailgates
- Lighting solutions



#1 worldwide
Modules

Modules

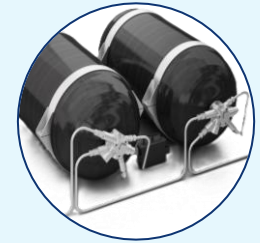
- Front-end
- Cockpits



#1 worldwide
Fuel systems

C-Power

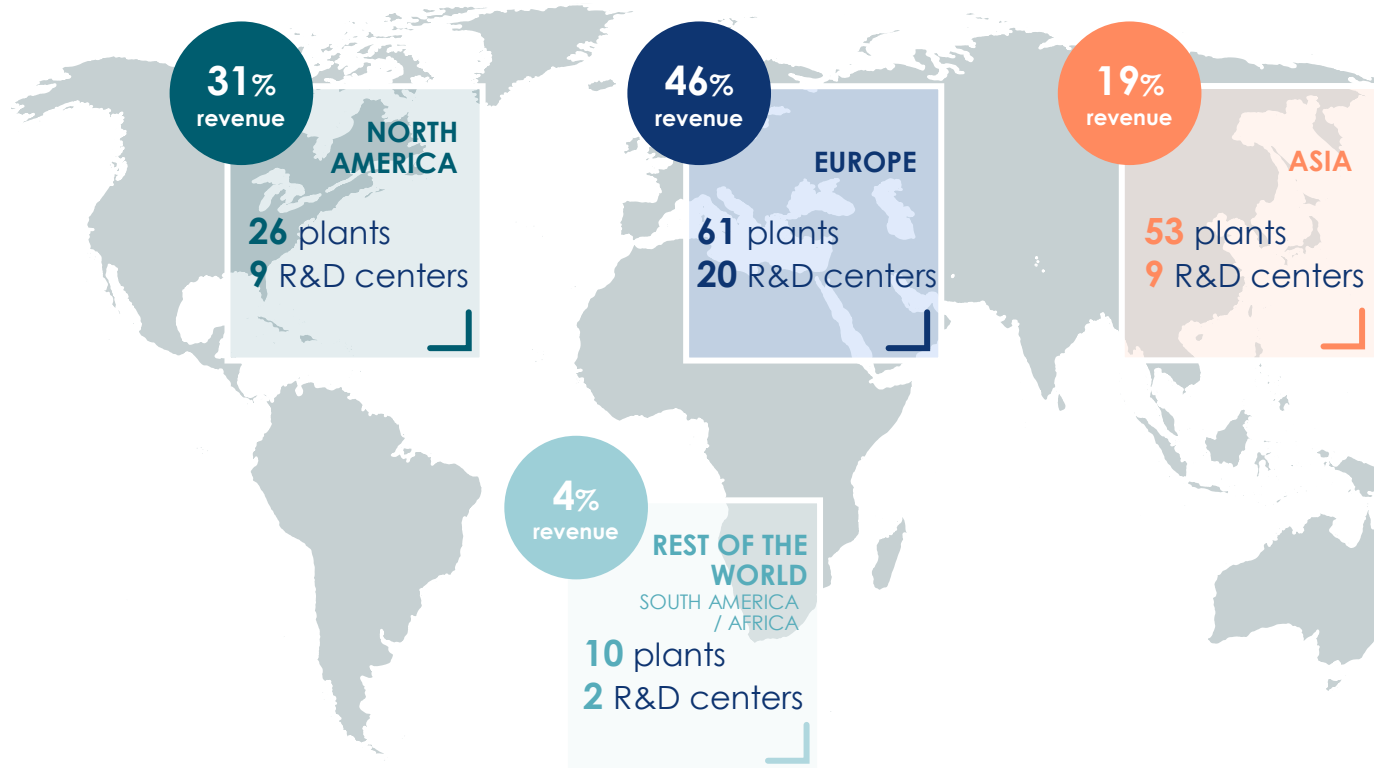
- Fuel systems
- Battery packs



#1 worldwide
H₂-Power

- Hydrogen storage systems
- Fuel cells

Towards a more balanced geographical activity



Q3 2025
economic
revenue

Partnering with strategic players



CAPITALIZING ON HISTORICAL AUTO MAKERS...

VOLKSWAGEN GROUP

BMW GROUP Mercedes-Benz Group

Renault Group TATA Ford

HYUNDAI MOTOR GROUP gm Major EV player

STELLANTIS

Our top 10 customers in 2024

... INCREASING EXPOSURE TO NEW PLAYERS...

Major EV player RIVIAN

xiaomi GEELY

BYD HUAWEI

CHERY NIO

... AND BEYOND AUTOMOTIVE

ALSTOM CRRC

STADLER SIEMENS

JOHN DEERE

POLARIS

Major EV player



Collective commitment to ambitious sustainability targets

38,900 people committed to have a positive impact on mobility

OPmobility has organized its various commitments within a global program



CARE FOR PEOPLE

- Workplace health and safety
- Career 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

Employees at the heart of the strategy



Highlights



- **2 Board members** representing employees
- **Appointments and CSR Committee** held 3 meetings in 2024
- **Sustainability and Human resources combined** to drive coherent actions
- **Executive VP People & Sustainability** member of the Executive Committee

Key initiatives

- **c. 400 Sustainability Ambassadors** in 20 countries
- **c. 800 employees promoting gender diversity**
- **c. 1000 employees trained on ACT FOR ALL™ Climate School**
- **c. 20 hours of training per year and per employee**



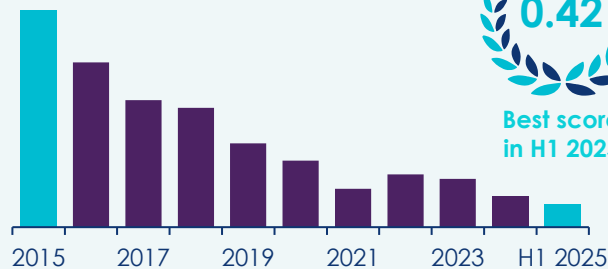
We care for people



New safety milestone
with a global FR2*
< 0.5 (FY target)



3.91



Best score
in H1 2025



YOUTH

1,288

in 2024

**Apprentices,
VIE & trainees**

2025 OBJ.
1,300



GENDER DIVERSITY

50% Women in the
Board of Directors

25% Women among
Managers & Engineers
in 2024

2030 OBJ. 30%

31% Women in the
Group's workforce
in 2024

2030 OBJ. 30%

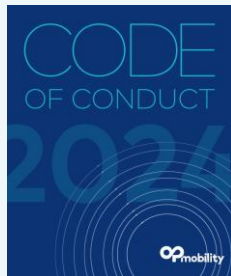
We act as a responsible player



Flawless rules of conduct



- Ethics and human rights
- Code of conduct (updated in 2024)
- Anti corruption



Responsible purchasing



- Responsible approach to the purchasing of goods and services
- 95% of Group purchases evaluated as part of our "Know Your Suppliers" policy



Suppliers' assessment have been carried out in partnership with Ecovadis



Pioneer in environmental sustainability



1950-1980

Development of lighter bumpers

1986

First light and efficient fuel systems

2001



First certifications

2006



2019 **ROBECOSAM** #8 in the automotive industry
We are Sustainability Investing.

Sustainable company: strategic pillar of the Group



2017



2013



First certifications

2020



2021

Validation of our objectives by the SBTi



2021-2022



2023

Integration CAC SBT 1.5° Index



2024



Our carbon footprint



Upstream Activities

12%

Scope 3

SCOPE 3 UPSTREAM



10%
Purchases
(goods and services)



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



Waste generated



Upstream freight



Travel, fuel

OPmobility Activities

1%

Scopes 1 & 2

SCOPES 1 AND 2



Operations
Fossil fuel consumption
Electricity consumption
Refrigerant gas leaks

Downstream Activities

87%

Scope 3

SCOPE 3 DOWNSTREAM



85%
Processing and use of sold products



Investments



Downstream freight



End of life of products sold

Total emissions in 2024: 31.5 MtCO₂ eq

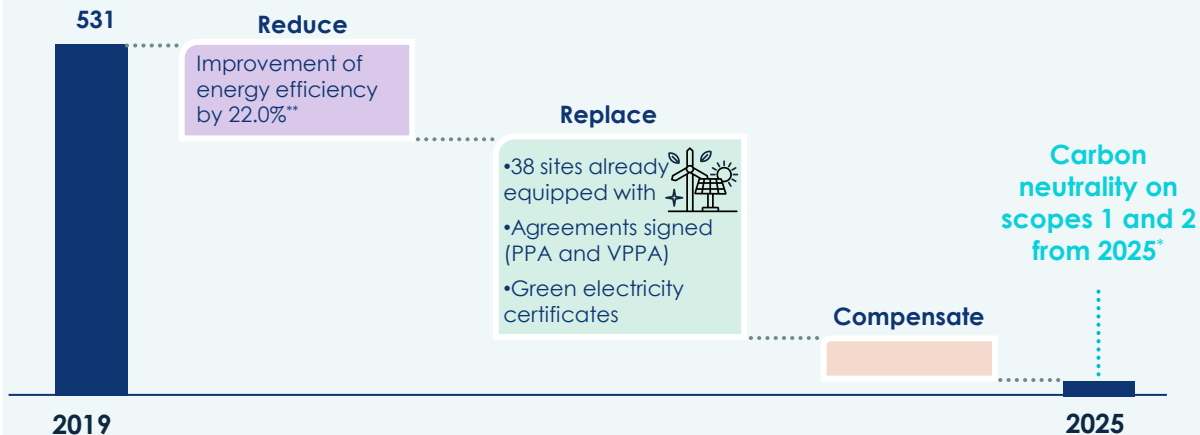
Our CO₂ emission targets



SCOPES 1 & 2

Roll-out of the CO₂ emissions reduction roadmap 2019-2025*

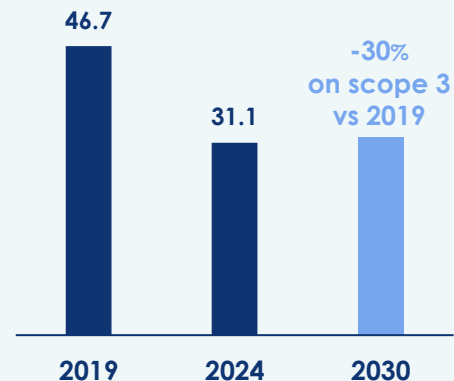
In ktCO₂e



SCOPE 3

Roll-out of the roadmap 2019-2030

In MtCO₂e



COMMITMENT TO BE NET ZERO IN 2050
ACCORDING TO THE BUSINESS AMBITION 1.5°C

Towards a circular economy

Partnerships

Accelerating the development of recycled materials



Ecodesign

Boosting recyclability
Using eco-materials
86% waste recovery from end-of-life vehicles

Innovation

3rd Symposium with MIT
Accelerating innovation across all modes of mobility



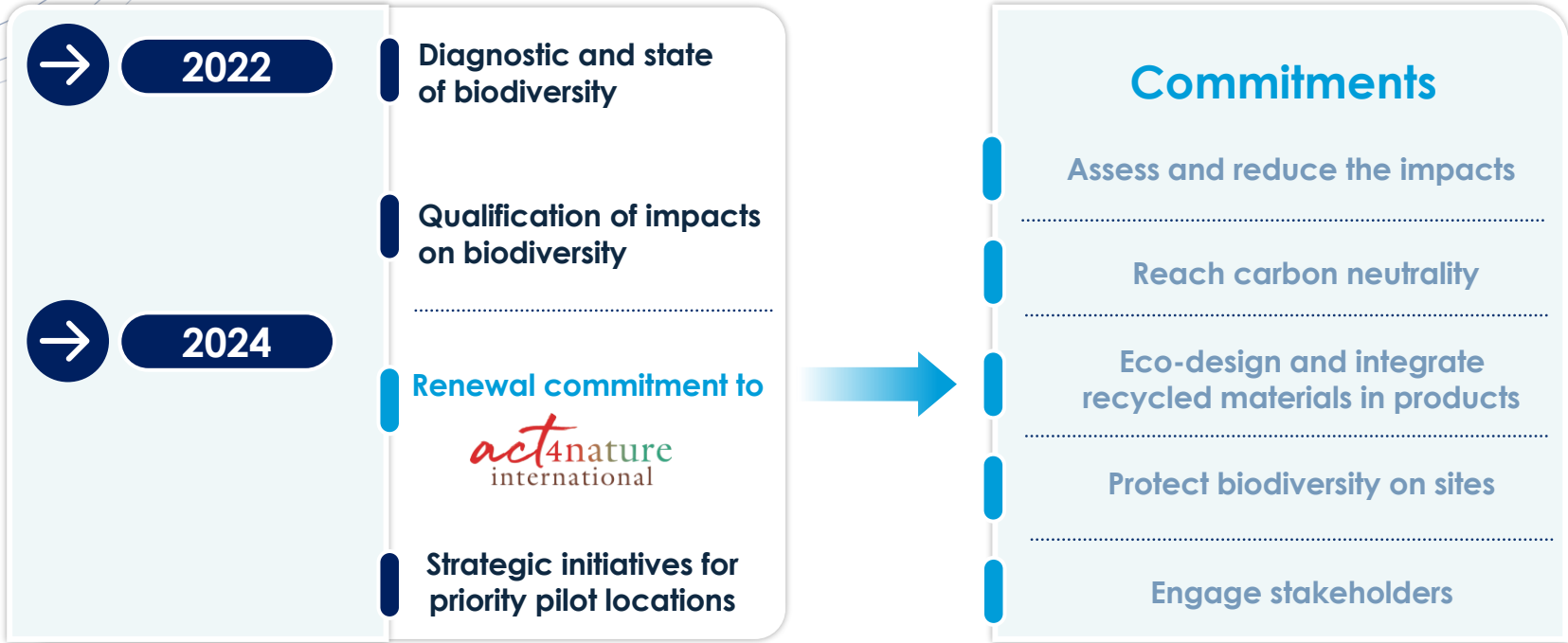
3D Deep Learning, AI-driven quality, and smart automation



Consumer Electronic Show



A dedicated approach to biodiversity



CSRD: transparency and impact



1st Sustainability Statement published in 2025



Opportunity to differentiate itself from peers, with a robust **strategy**, concrete **transition plan** and **policies** in place

Confirmed the issues already identified by OPmobility as essential to its business, such as **climate change** and the **circular economy**

A **limited-insurance report with an unqualified opinion**, a sign of real commitment and ongoing sustainability performance **at the core of OPmobility's strategy**

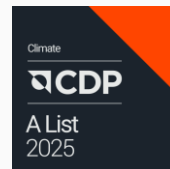
Strong recognition of our ESG initiatives



- Among the leaders in its industry



- Continuous improvement in recognitions



“A” score for the 3rd consecutive year by CDP Climate

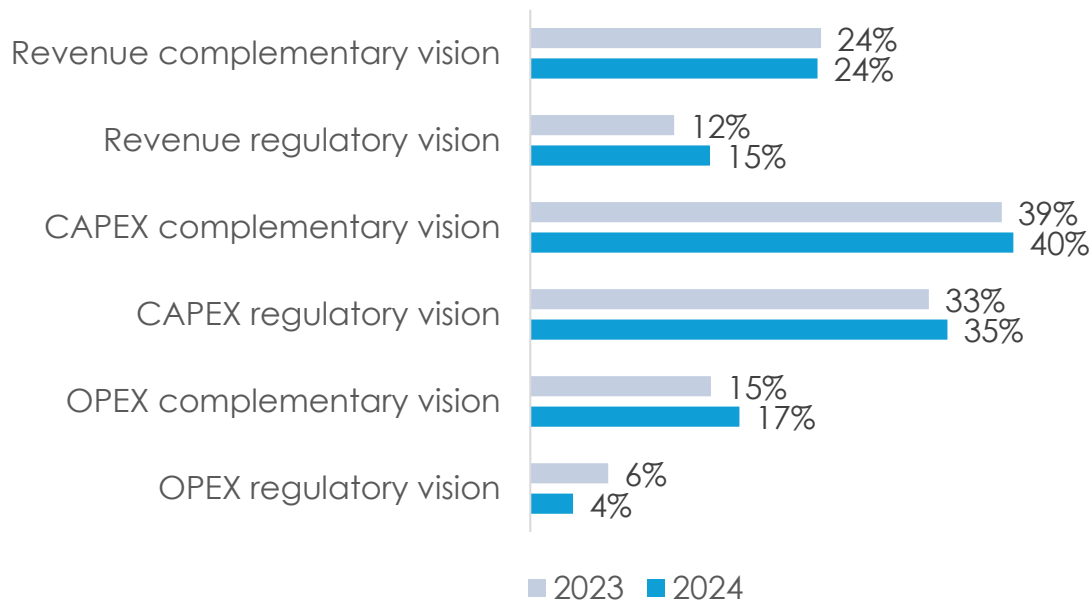


Included in the CAC SBT 1.5 index since 2023

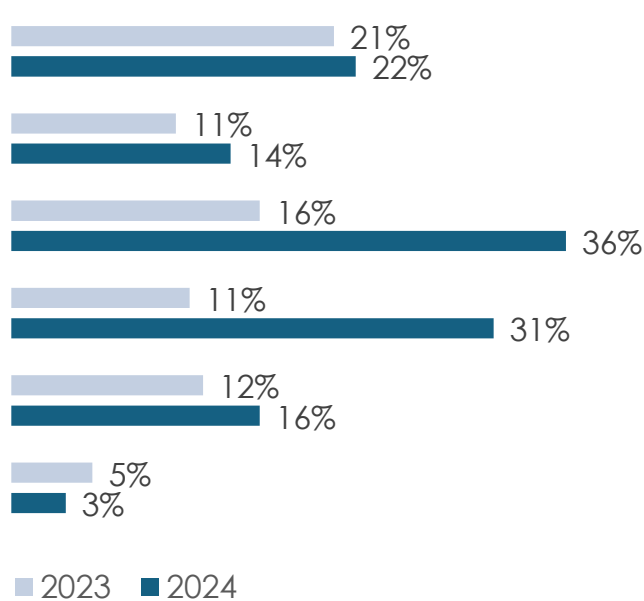
Taxonomy: towards more alignment of our activities



Eligibility



Alignment





www.opmobility.com

