

OPmobility's individual commitments in Act4Nature International

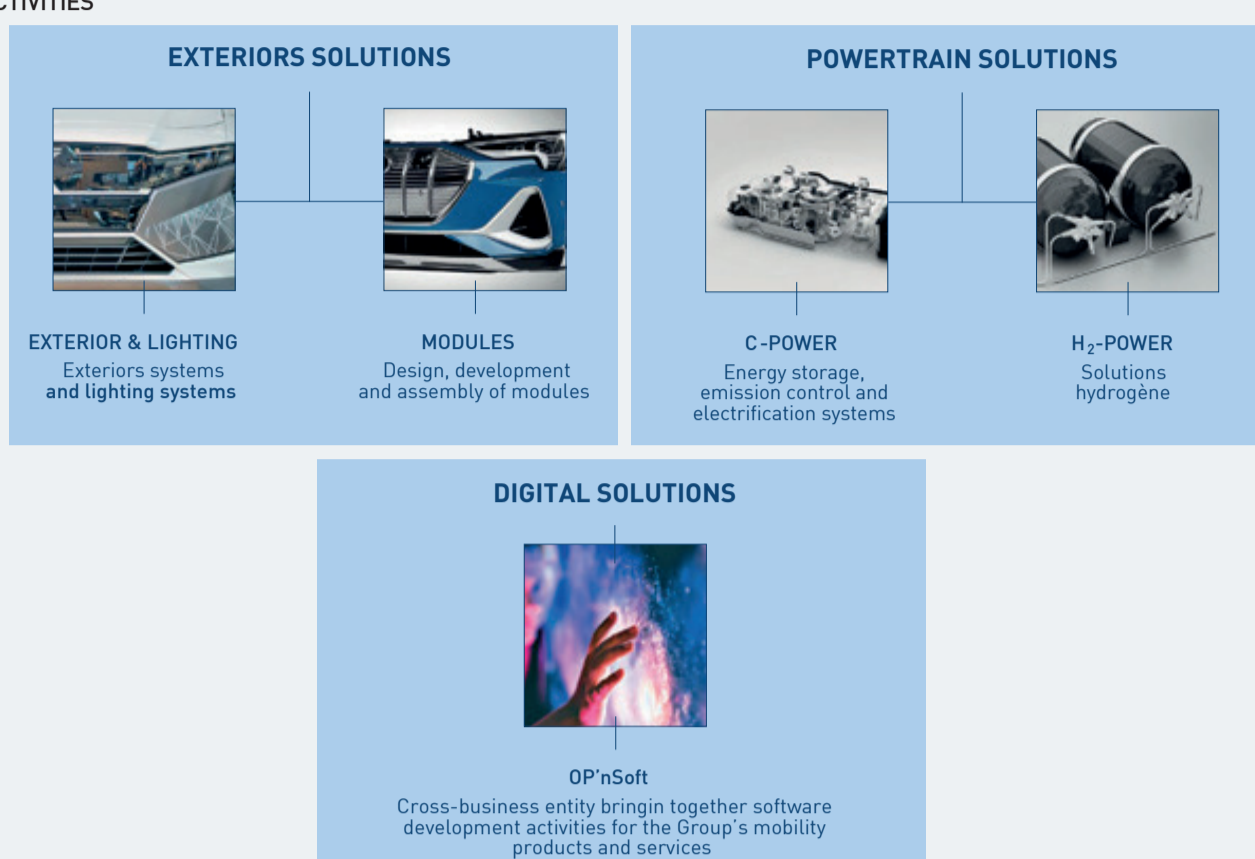
Company overview

OPmobility is a global leader in sustainable mobility and a technological partner to all mobility players worldwide. Driven by innovation since its creation in 1946, the Group now relies on four complementary business groups, enabling it to offer its customers a wide range of solutions: exterior and lighting systems, complex modules, energy storage systems, as well as battery and hydrogen solutions. OPmobility also provides its customers with a business dedicated to software development, OP'nSoft.

With economic revenue of €11.5 billion in 2025 and a global network of 152 plants and 40 R&D centers, OPmobility relies on its 38,100 employees to address the challenges of more sustainable mobility.

Thanks to a comprehensive technological offer, the Group positions itself as the reference partner for all forms of mobility, everywhere in the world.

THE GROUP'S ACTIVITIES



Its purpose, Driving a New Generation of Mobility, stems from a longstanding tradition of innovation aimed at reducing the environmental footprint of vehicles. Committed to Act4NatureInternational since 2018, OPmobility renews its biodiversity commitments in 2026.

Materiality Analysis

As part of the CSRD process, OPmobility conducted a double materiality assessment covering the entire Group, its subsidiaries and its activities, integrating direct and indirect impacts across the entire value chain. The assessment of Impacts, Risks and Opportunities (IROs) was carried out through the lenses of impact materiality (effects of the Group on the environment and people) and financial materiality (effects of sustainability issues on the Group's financial performance). IROs are ranked according to potential severity and likelihood of occurrence and are regularly reassessed.

Following this exercise, no actual or potential material direct impacts on biodiversity and ecosystems were identified. Nevertheless, OPmobility pays particular attention to this issue, as its activities are part of supply chains that may interact with ecosystem services. As such, indirect dependencies on biodiversity may exist, notably through raw material sourcing and supplier activities.

In this context, OPmobility carried out a biodiversity footprint assessment covering scopes 1, 2 and 3, using the Corporate Biodiversity Footprint methodology. This approach is based on internal data, stakeholder interviews and an analysis of the pressures exerted by the Group's activities. Results show that among the five pressure factors identified by IPBES^[1], only climate change related pressures and air pollution are considered significant. These topics are addressed in dedicated chapters of the Sustainability Statement^[2].

Regarding climate change, the Group has defined a roadmap targeting carbon neutrality by 2050, with intermediate milestones. Carbon neutrality for scopes 1 and 2 was achieved by the end of 2025, and a 30% reduction in scope 3 emissions by 2030 is targeted. Aware of the strong interconnection between climate change and biodiversity, OPmobility also promotes the development of more sustainable mobility solutions, notably through research and development efforts on emerging technologies such as batteries^[3] and hydrogen. Pollution is also subject to operational targets, including reductions in atmospheric emissions, substitution of CMR 1A/1B substances and control of microplastic releases.

Finally, OPmobility integrates biodiversity transversally into its environmental policy through ESRS E1 (climate change), ESRS E2 (pollution) and ESRS E5 (circular economy), and gradually strengthens its actions in eco-design, waste management, water withdrawal reduction and internal awareness-raising.

Alignment with previous Act4Nature International commitments

In 2025, OPmobility renews and strengthens its Act4Nature International commitments (2018, 2023) by making them more operational and measurable, in line with the Group's current challenges identified through the double materiality assessment and presented in the relevant sections of this Sustainability Statement^[4], with targets set for 2026, 2028 and 2030. In addition, the assessment of commitments running until the end of 2024 is available [here](#).

Climate change, identified as one of the main pressure factors on ecosystems, constitutes a structuring lever for the Group's action in favor of biodiversity. OPmobility's climate trajectory is therefore presented jointly with biodiversity commitments, in view of the close interdependence between these two issues. Carbon neutrality for scopes 1 and 2 was achieved by the end of 2025, confirming a climate trajectory aligned with SBTi: a 30% reduction in scope 3 emissions by 2030 and carbon neutrality across all scopes by 2050. In 2025, indirect emissions (scope 3) amounted to 29.1 MtCO₂e, representing almost the entirety of the Group's total carbon footprint (29.2 MtCO₂e, scopes 1, 2 and 3).

With regard to pollution, identified as another pressure factor on biodiversity, the Group strengthens its commitments through new operational objectives. Across all its industrial sites, OPmobility aims to deploy ISO 14001 certification to structure pollution prevention and control. The Group also commits to eliminating the use of substances classified as CMR 1A and 1B by 2030, through progressive substitution with less harmful alternatives. Lastly, the reduction and control of microplastic releases are a priority area of action.

Eco-design is reinforced through specific targets for incorporating recycled plastics into Group products and through validation^[5] of products incorporating between 25% and 50% recycled material depending on activities. These ambitions are part of a continuous improvement approach, addressing both customer expectations and regulatory developments, while taking into account key transformation levers, notably competitiveness constraints and certain product specific technical requirements.

Waste management is subject to structured monitoring across all Group industrial sites and is reported in the Sustainability Statement. Harmonized sorting rules, waste recovery initiatives and regular performance reviews are deployed as part of ISO 14001 certification. Associated indicators are monitored and integrated into the environmental management system in line with CSRD methodological requirements.

The biodiversity dimension gains operational depth through quantified objectives notably targeting reductions in water withdrawals, the rollout of biodiversity action plans across sites, and the structured strengthening of the internal Sustainability Ambassadors network, which plays a key role in local deployment of commitments.

Finally, OPmobility strengthens its biodiversity culture internally by replacing former indicators with more operational ones. This approach is supported by the development of dedicated biodiversity e-learning modules within the Climate School, offering employees more comprehensive content aligned with identified challenges. The objective is to disseminate a biodiversity culture and encourage concrete site-level initiatives, notably through the internal Sustainability Ambassadors network.

Individual commitments

INDIVIDUAL COMMITMENTS						
Link to the common commitments	Commitment	Scope	Indicator	Mesurable objectives (SMART)	Deadline	
Axe 1 - Reduce the Group's carbon footprint						
Although Act4Nature International primarily focuses on biodiversity, reducing the Group's carbon footprint is a key lever to limit biodiversity impacts. Climate change being identified as one of the main pressures on biodiversity, concrete actions are included in individual commitments.						
1 5 10	1.1 Reduce CO ₂ emissions – targets approved by SBTi in October 2021 and aligned with the 1.5°C ^[6]	Group	CO ₂ emissions reduction	- 2025: Carbon neutrality achieved on scopes 1 & 2 - 2030: -30% on scope 3 (upstream and downstream) compared to 2019 - 2050: Carbon neutrality across all scopes	End-2030, End-2050	
1 5 6	NEW 1.2 Improve energy efficiency at sites	Group	Ratio of site energy consumption to revenue (excluding components ^[7])	At least a 1% improvement compared to 2019 (2025 ratio: 19.1%)	End-2026	
Axe 2 - Pollution air, water, soil, plastics						
OPmobility contributes to biodiversity preservation through pollution prevention and reduction actions, which are among the main pressure factors on ecosystems.						
1 4 10	NEW 2.1 No CMR 1A and 1B substances in production, where alternatives are available and approved by customers	Group	Weight of CMR 1A and 1B substances used in production	0 ton used	End-2030	
1-4 10	NEW 2.2 No microplastic ^[8] released during production	Group	Weight of microplastics released	0 ton released	End-2030	
Axe 3 - Eco design and integration of recycled raw materials						
Eco design and integration of recycled raw materials into products help reduce biodiversity impacts while promoting more responsible resource use ^[9] .						
4 5 10	3.1 Increase the percentage of recycled plastics in products ↑	Business group C-Power	Share of recycled plastic per product	Validation of a product containing 40% recycled material	End-2030	
4 5 10	NEW 3.2 Eco design more sustainable bumpers	Business group Exterior & Lighting	Eco design more sustainable bumpers	Validation of a product containing 50% recycled material	End-2030	
4 5 10	NEW 3.3 Control waste management through ISO 14001 certification	Group	Share of ISO 14001 certified sites	100% (92% certified in 2025)	End-2030	
Axe 4 - Protect biodiversity at sites						
Biodiversity preservation relies on managing the environmental footprint of sites. A network of Sustainability Ambassadors is in place across all business groups.						
1 2 5	NEW 4.1 Strengthen water withdrawal reduction objectives	Group	% reduction in water withdrawals	2.5% reduction per € million of revenue compared to end 2025	End-2026	
2-3 5-6 7-8 9-10	4.2 Implement biodiversity protection actions on site ^[10]	Group	% of industrial and technical sites	50% of sites implementing a biodiversity initiative (9% in 2025)	End-2028	
Axe 5 - Deploy internal biodiversity culture						
Raising awareness and training employees on biodiversity issues are central to OPmobility's commitments.						
2-5 6-7 8-9 10	5.1 Continue employee awareness through Climate School training ^[11]	Group	Number of new e learning modules ^[12] available on the internal training platform	20 new Climate School video modules	End-2026	
5 6	NEW 5.2 Support the internal Sustainability Ambassadors network ^[13] taking initiatives ^[14] towards biodiversity	Group	% of sites covered by the network	100% coverage (66% at end 2024)	End-2028	

1 Intergovernmental Science-Policy Platform on Biodiversity and Ecosystem Services.
 2 OPmobility's Universal Registration Document: [2025 - URD](#).
 3 OPmobility is implementing a circularity approach for its Battery Packs, including carbon footprint calculation, collection of supplier CO₂ data, decarbonization roadmaps, and performance steering through an eco score, in line with the EU Battery Regulation 2023/1542.
 4 Sustainability Statement, section « Impacts, Risks and Opportunities ».
 5 Validation carried out through the Group's internal material qualification processes and product performance validation procedures, in compliance with customer requirements and the Group's quality and safety standards.
 6 [Target dashboard - Science Based Targets Initiative](#).
 7 Consolidated revenue after deducting component purchases from products.
 8 Solid plastic particles, generally smaller than 5 mm.
 9 OPmobility integrates eco design principles to improve recyclability, reduce material diversity, and increase the use of recycled materials. A dedicated team is developing a program to enable the reintegration of materials recovered from end of life products.
 10 Examples: soil restoration and planting, employee awareness raising, cleaning and protection of natural environments, sustainable resource management, etc.
 11 [Sustainability training resources for organisations Climate School](#).
 12 Open access, self paced videos, with the knowledge to be acquired validated through a quiz at the end of each module.
 13 The internal Sustainability Ambassadors network is made up of key stakeholders who relay the Group's environmental policy and its biodiversity commitments. They promote sustainable development by organizing local initiatives such as waste collection events, the installation of beehives and insect hotels. The network currently includes more than 500 ambassadors committed to bringing the Group's environmental ambitions to life.
 14 Examples of actions: litter collection and site clean up activities, tree planting and planting of pollinator friendly species, installation of beehives and insect hotels, bird nesting boxes, etc.