

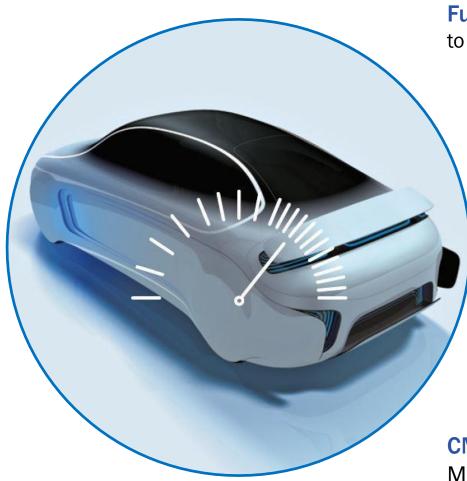
2021 full-year results

February 22nd, 2022



Laurent Favre, CEO Félicie Burelle, Managing Director Kathleen Wantz-O'Rourke, Group CFO & CIO

Greater agility amidst market turmoil, with strengthened positioning in growth markets



Further flexibilization

to help navigate volatile markets

Strong acceleration in hydrogen

with major milestones reached to accompany the market's electrification

Reinforced positioning in China

with growing market penetration and industrial footprint

2021 guidance reached with strong FCF generation

thanks to greater business agility and inherent resilience

A robust financial structure

to support future growth

CMD to present PO's strategic framework

May 12th 2022







INCREASED

CONTENT

in strategic regions



8%

OF SALES IN BEVS

(+2 pts /auto production)

2021
Executive
Business
Highlights
In a
Challenging
Market



165 STARTS

OF PRODUCTION



10.7%

OF SALES GROWTH IN CHINA

(+4.1 pts / Chinese auto production)



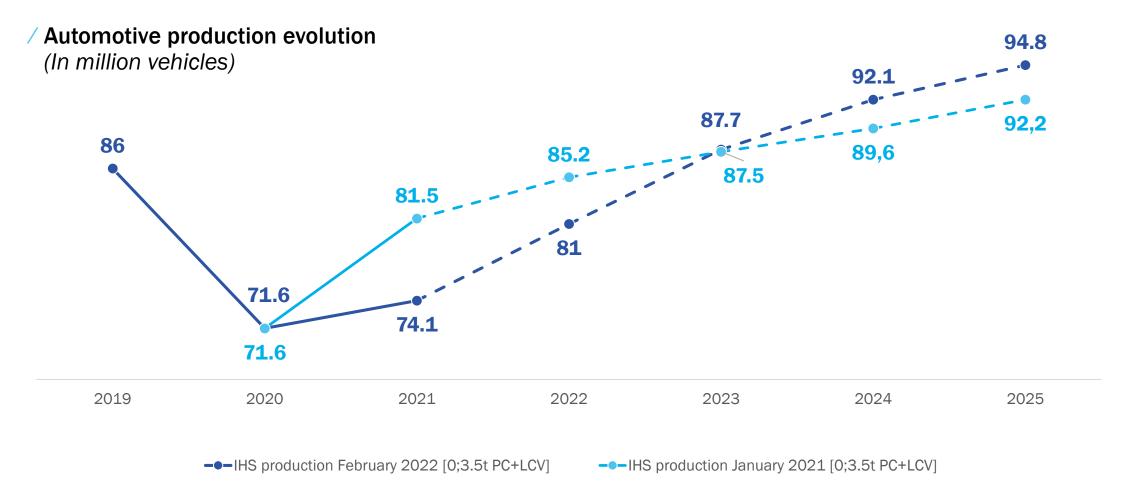
GREER

TURN-AROUND

with profitable operating margin



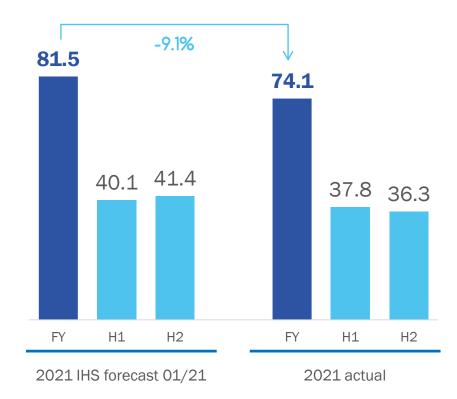
A slower rebound than expected in 2021





2021 deeply impacted by chip shortage

/ Automotive production in M vehicles



74.1M manufactured vehicles vs **81.5M** forecasted

/ Automotive production by region in 2021 vs 2020



NORTH AMERICA Stoble



EUROPE -4.8%



china +6.6%



REST OF ASIA +7.5%

PO's core regions strongly impacted

9.6M
LOST PRODUCTION
OF VEHICLES
IN 2021

Sources: IHS automotive production February 2022 - [0;3.5t PC + LCV]



2021
guidance
achieved with
strong FCF
generation



Growth

4-5% of sales

>€220M

FY 2021 ADJUSTED GUIDANCE



^{*} PO economic sales like-for-like change.

Further cost and cash optimization has mitigated the impact of « stop&go » without compromising future growth

INCREASED AGILITY

Labor flexibility to face stop&goEfficient cost reduction programs+ OmegaStrict control of discretionary spend

PROTECTED MARGIN

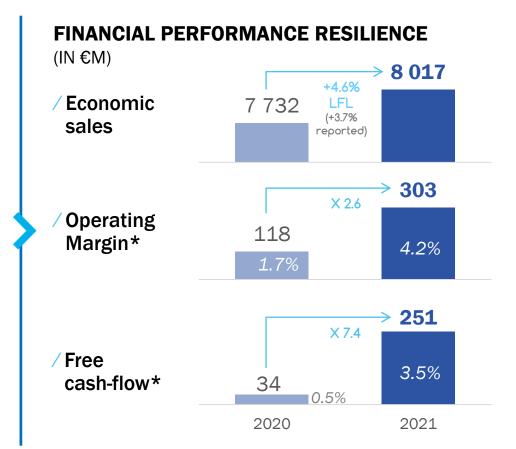
Active discussions with suppliers & customers to ensure a more balanced sharing of costs increases

MAXIMIZED CASH FLOW

Capex limited at 4.1% of sales **Strict control** of inventories

FUTURE GROWTH DRIVERS PRESERVED

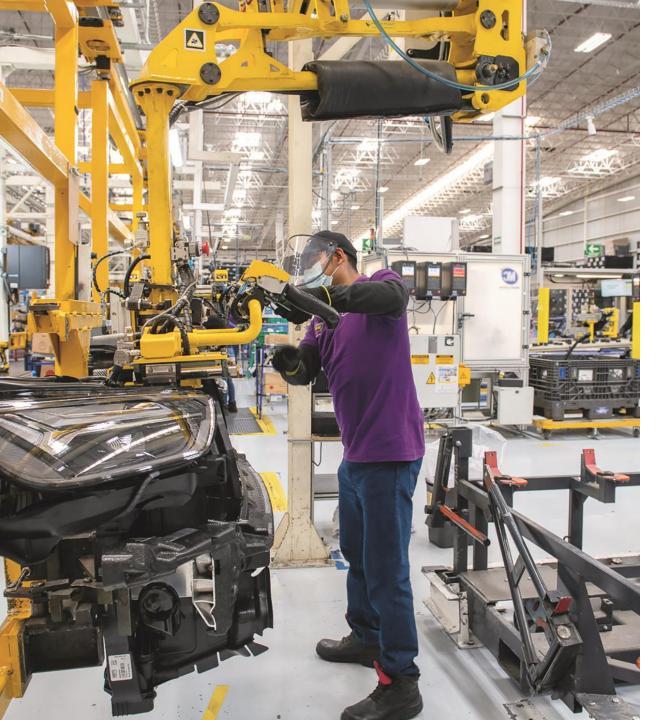
Growing investment in electrification **Core labor force** preservation **Record order** book



Further flexibilization demonstrating agility

* In % of consolidated sales





HIGHLIGHTS FY 2021

STRENGTHENING
OUR GROWTH PROSPECTS
& VALUE-ADD POTENTIAL



OPERATIONAL EXCELLENCE



INNOVATION



SUSTAINABILITY



Strengthening our growth prospects & value-add potential





CHINA: outperformance and strong dynamic with BEV OEMs

MAJOR COMPETITIVE POSITION

#1 in exterior parts, MS: 22%

#2 in fuel systems, MS: 10%

ACCELERATION of HBPO's strategy deployment

STRONG PERFORMANCE

17% of Chinese sales are made with BEVs vs 9% in 2020

26 pure Chinese OEMs

2021 ECONOMIC REVENUE: €939M

+10.7% LFL vs. 2020

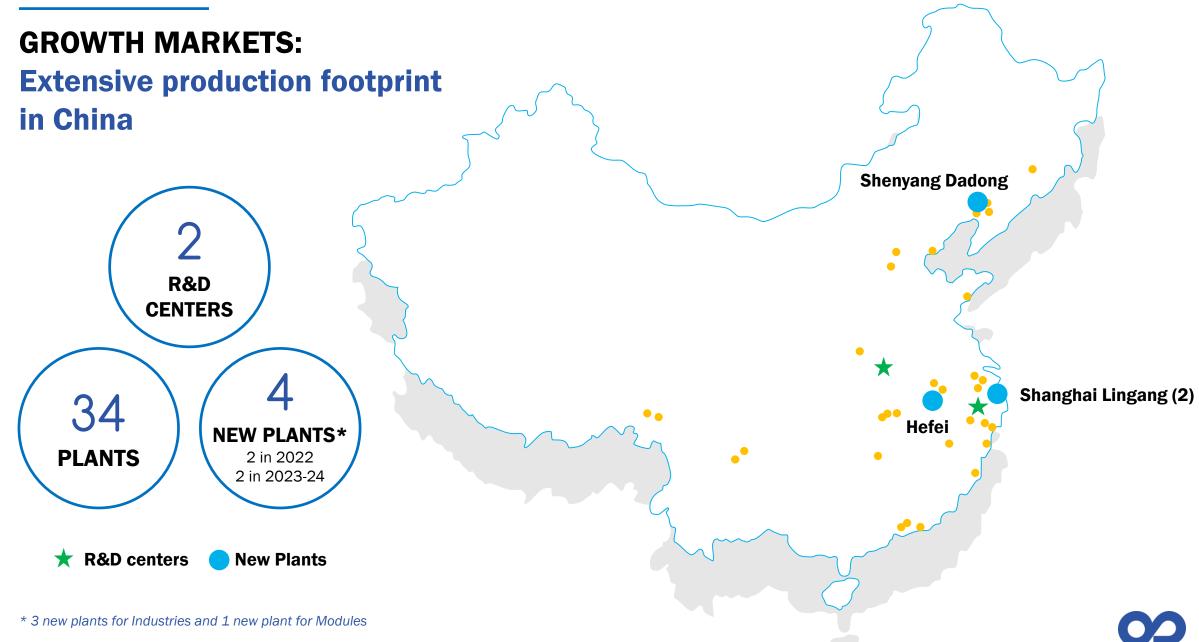
(+14.1% reported)

/ 12% of group sales
vs
11% in 2020 and **9**% in 2019

/ +4.1pts above Chinese auto production growth

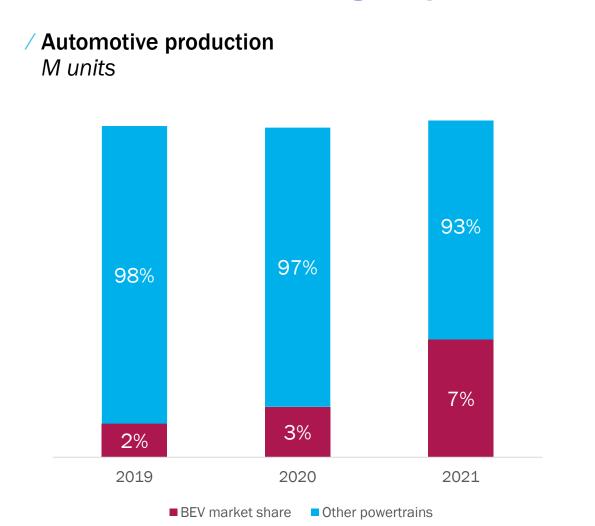
Strengthening our positions in the world's largest automotive market

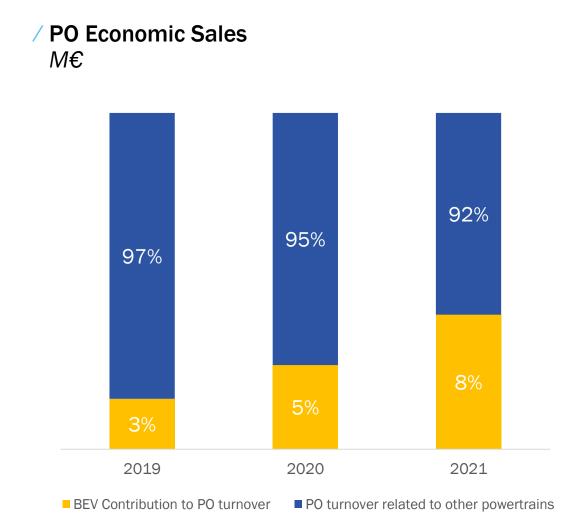




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GROWTH MARKETS: High exposure to BEV markets





Sources: IHS automotive production by powertrain January 2022 - [0;3.5t PC + LCV]



GROWTH MARKETS: high number of launches in China and strong acceleration in North America, two strategic markets









LAUNCHES in 2021 of which

58 in China

BEVs: 21% **OF LAUNCHES** in 2021



GROWTH: major launches in 2021



Audi Q4 e-tron EV Bumpers, Front-end modules, Center console (Germany)



Lucid Air EV Bumpers and tailgate (Mexico)

Car of the Year



Rivion EV Front-end modules, Active Grille Shutter (USA)



Seat Cupra Born EV Tailgate (Poland)



Peugeot - new 308 PHEV Fuel systems (France)



Kio Niro
PHEV & hybrid fuel tank
(South Korea)



Opel Mokko Bumpers (France)

High runner



iX3 BMW Brillance Bumpers (China)

High runner



Mahindra XUV 700 Plastic tailgate (India)

 Breakthrough – 1st plastic tailgate in India



Toyota Fortuner
New SCR Compact + solution
(Thailand)

- New SCR Compact
- Upgraded technology equipping 100% of Toyota platforms



ORDER BOOK: further acceleration in fast growing segments

/ Enhanced positioning in BEVs



Rivion EV Bumpers (USA)



DongFeng-Honda Tailgates for 2 BEVs (China)



GM Optiq EV SUV Bumper grille (USA)

Outsourcing of bumper



Renault 5 EV Echo Bumpers (France)

New iconic Renault



Audi eQ5
Front-end modules (Germany)

/ Ongoing dynamic with traditional OEMs



Renault/Dacia Duster Fuel system (Romania)

High runner



Peugeot 2008 Front bumpers (Spain)



Mercedes-Benz MMA Fuel systems, bumpers, front-end modules (Germany, Hungary)



Jeep Junior 516
Bumpers
(Poland)

 First production in Poland for ex.FCA/Stellantis



GM Chevrolet 1st SCR contract in South America (Brazil)

Growing sales in ICE resilient regions



INCREASED CONTENT: further penetration in BEVs and ICE in strategic regions







- **Geely** subsidiary developing EV brand
- Active grille shutters for the Lambda and Alpha models (China)







GM trucks, rollo shutter, fuel tanks, SCR (North America)







- / PO becomes **Mitsubishi**'s preferred partner in metal to plastic fuel systems substitution
- / First contracts for the Triton (Thailand)
 - + **New SUV** (Indonesia)







/ Honda Acura BEV crossover with GM, bumpers (North America)



EFFICIENCIES: progress update on





INDIRECT PURCHASING

Bundling

Demand management

Digitalization

Focusing on best quality / cost suppliers



DESIGN & DEVELOPMENT

Robotic process automation

Simulation tools

Optimization of tooling supplier

base

Offshoring R&D centers





FIT

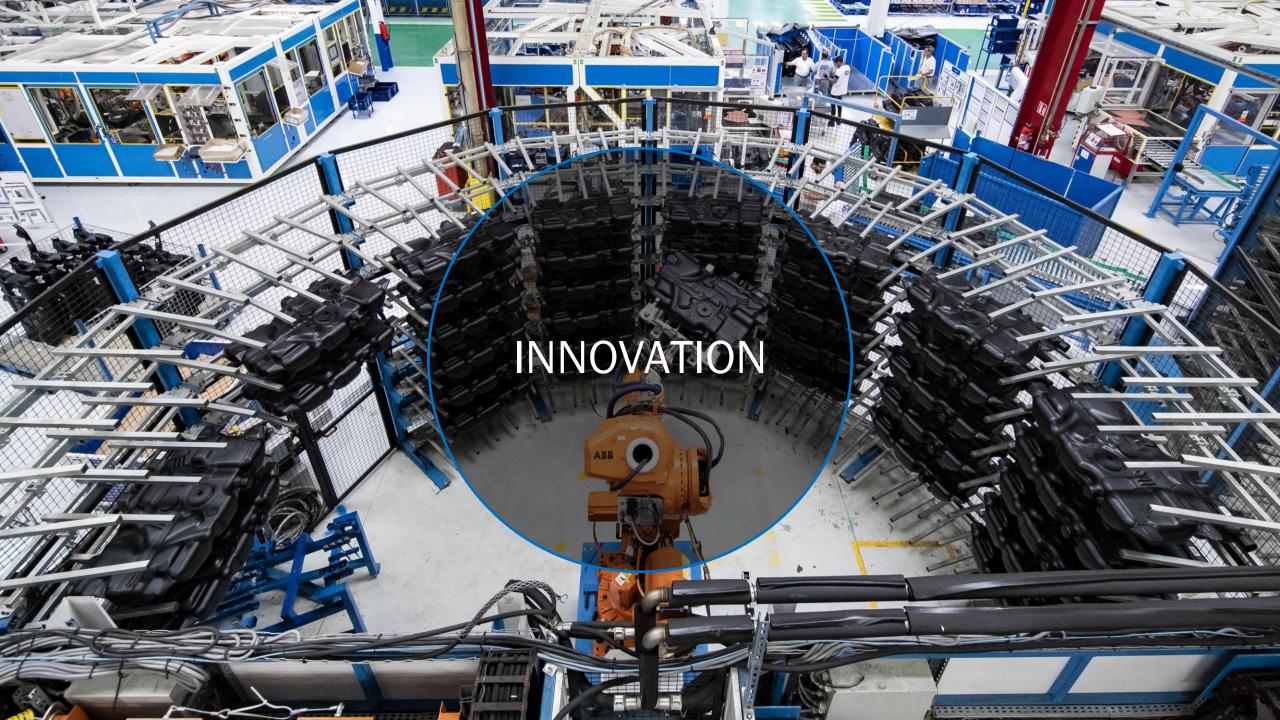
Finance & IT processes and tools

2 first axes in 2021

3rd axis launched

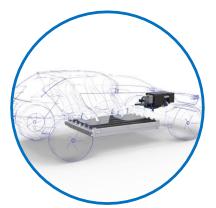
€100M run rate cost savings in 2021, on track to achieve € 200M target





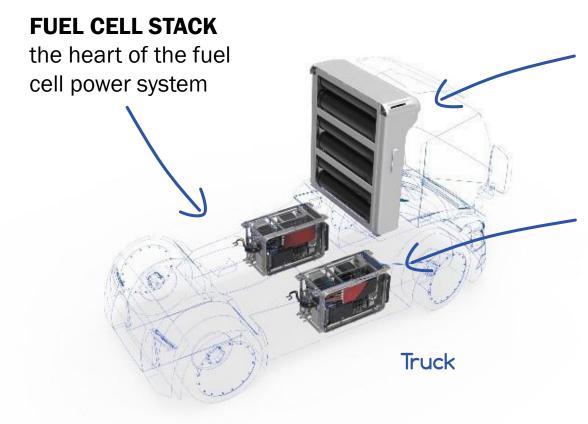
ELECTRIFICATION: a leading comprehensive offer in hydrogen

Passenger vehicle





Bus



HYDROGEN VESSEL

specifically designed to ensure very high pressure resistance

INTEGRATED HYDROGEN SYSTEM, including the fuel cell stacks and the balance of plant components:

Thermal control, electronic & software management, air compression & humidification, power electronic

A strategic opportunity to create positions in heavy mobility segments



ELECTRIFICATION: launch of New Energies division

- / A division incubated in CES, specializing in hydrogen mobility for all types of transportation
 - 300 employees, o/w > 200 engineers in **Europe and China**
 - £300M invested since 2015
 - A unique international production capacity
 - 10,000 hydrogen vessels per year for heavy mobility
 - 10,000 fuel cells per year thanks to **EKPO** FUEL CELL joint venture with ElringKlinger



A strategic opportunity to create positions in heavy mobility segments









Notable achievements in 2021 towards becoming a worldwide leader



ELECTRIFICATION: significant milestone achievements towards our hydrogen ambitions



/ Secured biggest HPV project for New Energies to supply hydrogen storage systems to HYUNDAI



- / Partnership with ALSTOM to develop high-end hydrogen storage systems for the railway sector
- / Production will start in 2022 for regional trains markets in France and Italy

AIRBUS

- / EKPO FUEL CELL will supply fuel cell stacks to Aerostack
- / Development of hydrogen fuel cell stacks for the aviation industry

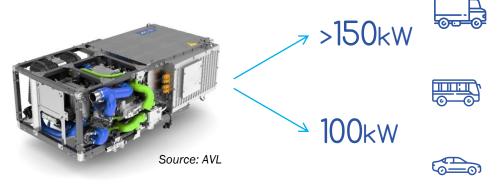
McPhy

- **Technological partnership with McPHY: Maximize the performance** of the filling interface between H₂ stations & vessels
- / Development of joint commercial products & solutions starting from the needs analysis phase



ELECTRIFICATION: AVL strategic partnership in hydrogen

- / Fuel cell system co-development
 - 2 new product families in order to cover all market needs



- / Best in class power density
- / Accelerated development with start of production in 2024
- / Benefit from combination of AVL and PO expertise, reputation and customer portfolios to create new opportunities



- Family-owned group based in Austria
- €1.7bn sales in 2020, of which 50% in electrified powertrains
- 20 years experience in Fuel cell development
- 500 engineers dedicated to fuel cell development





ADDED-CONTENT FOR SMART CARS:Partnership for the next ADAS generation

/ BODY PANEL FUNCTIONALIZED WITH 4D IMAGING RADAR

- Use of the exterior panels' surface as a giant radar aperture
- Better complex environments perception (resolution, field of view...)
- Electronic-Electric architecture simplification for cost reduction
- Simplified integration in body panels











PO's carbon neutrality action plan in the operations

Objectives approved by



and aligned with











ENERGY CONSUMPTION

(electricity & gas)

EFFICIENCY PROJECTS

- 5 sites currently / 25 sites in 2022
- > 100 sites in 4 years
- 12% reduction in energy consumption
- Partnerships with Schneider Electric







RENEWABLE ENERGY

ON-SITE SOLAR OR WIND POWER INSTALLATIONS

• 5 sites currently / 25 sites in 2022

OFF-SITE/PPA CONTRACTS

 Already purchasing 32% of renewable electricity





CO₂ REDUCTION OUTSIDE THE COMPANY

CARBON OFFSET PROJECTS

 Preferably in our value chain (e.g. battery charging or H2 infrastructure)







PO's carbon neutrality action plan in the value chain

Objectives approved by













SCOPE 3: -30% in 2030



ACTION PLAN WITH SUPPLIERS & TRANSPORTERS

- CO₂ footprint as a selection criterion
 / Sharing of tools & good practices
- Partnership with Total Energies: 20-100% recycled materials with same specifications as virgin material







SOLUTIONS FOR OUR CUSTOMERS & END-OF-LIFE TREATMENT

- Light weighting, Aerodynamics
- Electrification / Hydrogen
- Eco-design
- 86% of our waste is recycled or valorized







SAFETY

0.69*

FR2 divided by 2

in 2 years

(1.2 in 2020 / - 42%)



WOMEN IN EXECUTIVE MANAGEMENT

38%

in the Executive Committee

(30% in 2020 / +27%)

54%

in the Board of Directors (47% in 2020 / +15%)*

Progress in all Sustainability KPIs



WOMEN IN SENIOR MANAGEMENT

15.7%

(14.7% in 2020 / +7%)

2030 OBJECTIVES

40%
women in Senior
Executive
Management

30% women among Managers & Engineers



YOUTH

875

apprentices + VIE + trainees in 2021 (804 in 2020 / +9%)

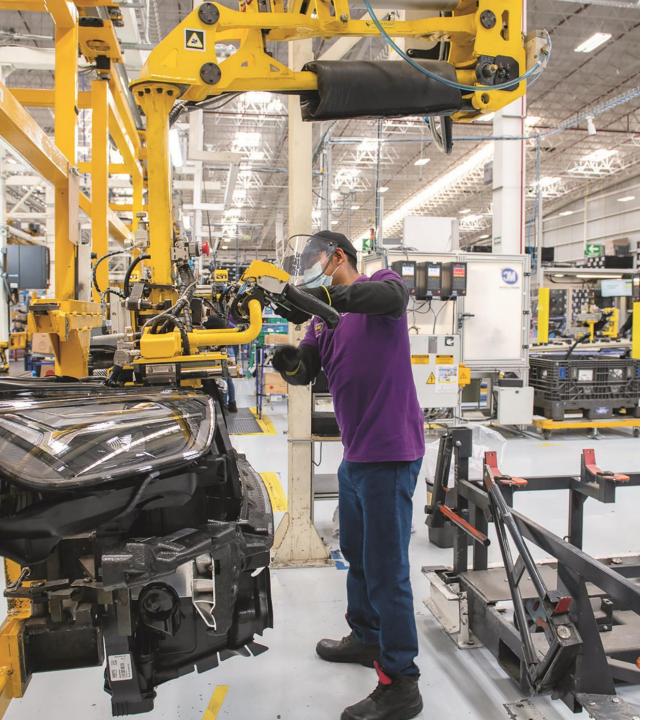
2025 TARGET: 1,000



Enlarging the nomination committee to sustainability in 2022











2021 ANNUAL RESULTS – key messages

/ Strong recovery from COVID in H1, followed by an unexpected drop in H2

ECONOMIC SALES

+4.6%

LFL in 2021

-14% in 2020

+31.9% -14.3%

| F| in H1 2021 | F| in H2 2021

-30% in 2020 +2% in 2020

/ Adapt and flex

at the maximum level

OPERATING MARGIN

€303m

in 2021

€118m in 2020

€234m €69m

in H1 2021

-€116m in 2020

in H2 2021

€234m in 2020

/ Solid progress against 2020

NET RESULT-GROUP SHARE

€126m

in 2021

-€251m in 2020



Sales per business

In €M	FY 2020	FY 2021	Δ in %	Δ LFL	Outperformance
PO Industries	5,628	5,826	+3.5%	+4.5%	+0.9 pt
PO Modules	2,104	2,191	+4.1%	+4.8%	+1.2 pt
Economic revenue	7,732	8,017	+3.7%	+4.6%	+1.0 pt
Joint Ventures	659	784	+19.0%	+17.7%	NA
Consolidated revenue	7,073	7,233	+2.3%	+3.3%	-0.3 pt



Growth and outperformance in key geographies of the Group

	EUROPE	NORTH AMERICA	CHINA	ASIA (EXCL. CHINA)
% OF ECO SALES*	53% -2pts	26% -1pt	12% +1pt	7% +1pt
AUTO PRODUCTION	-4.8%	0.0%	+6.6%	+7.5%
PO SALES	+0.5%	+2.9%	+10.7%	+17.9%
OUTPERFORMANCE	+5.3pts	+2.9pts	+4.1pts	+10.3pts

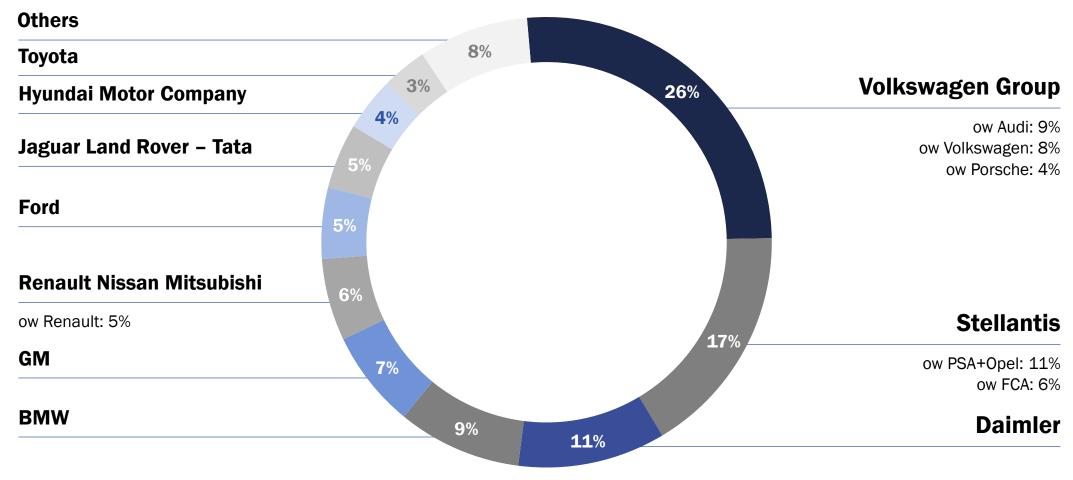
^{* +1}pt change in other regions

Sources: IHS automotive production February 2022 - [0;3.5t PC + LCV]



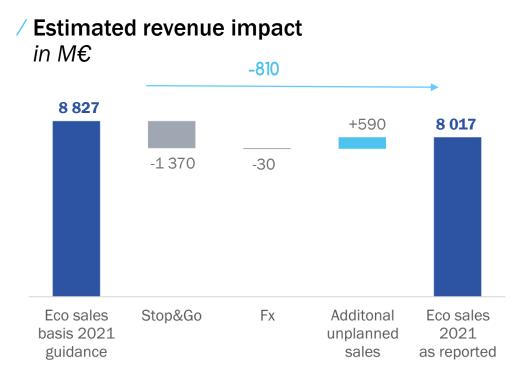
Premium brands: 39% of PO's sales in 2021 vs 38% in 2020

/ FY 2021 economic sales per customers





Impact of semi-conductor crisis



- Stop&Go impacted planned 2021 revenues by -16%
- Partial mitigation via additional business distributed across many geographies

/ Estimated gross impact before mitigation



- Stop&Go represented 2/3rd of additional costs related to the crisis
- Arbitrage between keeping labor force to leverage rebound and optimizing cost structure
- Inflation has been strongly mitigated through customers and suppliers' initiatives
- > €160m net impact, 30% pass-through

Following the COVID crisis in 2020, the group has shown strong resilience



2021 Profit & Loss account

In €m	2020	2021	H2 2020	H2 2021
Consolidated sales	7,073	7,233	4,111	3,449
Cost of materials and parts sold	-4,979	-4,941	-2,865	-2,313
In % of sales	-70.4%	-68.3%	-69.7%	-67.0%
Production costs	-1,452	-1,462	-770	-798
In % of sales	-20.5%	-20.2%	-18.7%	-23.1%
Net Research and Development costs	-266	-258	-124	-131
In % of sales	-3.8%	-3.6%	-3.0%	-3.8%
Selling costs & Administrative expenses	-264	-292	-129	-155
In % of sales	-3.7%	-4.0%	-3.1%	-4.5%
PPA Amortization	-22	-20	-9	-10
Share of profit/loss associates and joint ventures	29	43	20	26
Operating margin	118	303	234	69
In % of sales	1.7%	4.2%	5.7%	2.0%



2021 Profitability per business

In €m and % of sales	2020	2021	H2 2020	H2 2021
Operating margin	118 1.7%	303 4.2%	234 5.7%	69 2.0%
PO Industries	100 1.9%	271 5.2%	205 7.0%	62 2.5%
PO Modules	19 1.0%	32 1.6%	29 2.5%	7 0.7 %
EBITDA	648 9.2%	771 10.7%	477 11.6 %	310 9.0%
PO Industries	568 11.0%	677 12.9%	417 14.2%	269 10.8%
PO Modules	80 4.1%	95 4.8%	60 5.1%	42 4.4%



2021 Profit & Loss account

In €m		2020	2021
Operating margin		118	303
	In % of sales	1.7%	4.2%
Other operating expenses		-334	-56
	ow impairments	-255	-6
	In % of sales	-4.7%	-0.8%
Financial expenses		-69	-51
	In % of sales	-1.0%	-0.7%
Income Tax		+31	-60
Net Result		-253	136
	In % of sales	-3.6%	1.9%
Net Result - Group Share		-251	126
	In % of sales	-3.6%	1.7%

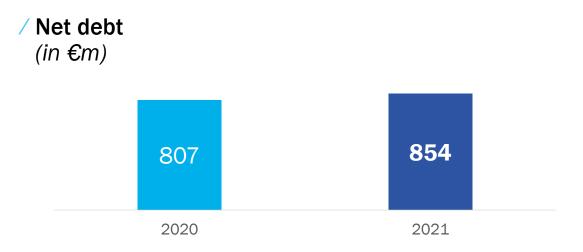


2021 Cash-flow statement

In €m	2020	H1 2021	H2 2021	2021
Operating margin	118	234	69	303
EBITDA	648	461	310	771
Net operating Cash Flow	453	409	207	616
In % of sales	6.4%	10.8%	6.0%	8.5%
Capex and development	-374	-149	-144	-294
In % of sales	-5.3%	-3.9%	-4.2%	-4.1%
Change in WCR	-45	-108	+37	-71
ow factoring	+13	-20	+33	+13
Free Cash Flow	+34	+151	+100	+251
Dividends	-94	-83	-4	-87
Treasury shares	-7	-10	-10	-19
IFRS 16	-49	-12	-27	-39
M&A / financial assets / Other	+49	-130	-23	-153
Net debt (end of the period)	-807	-890	-854	-854

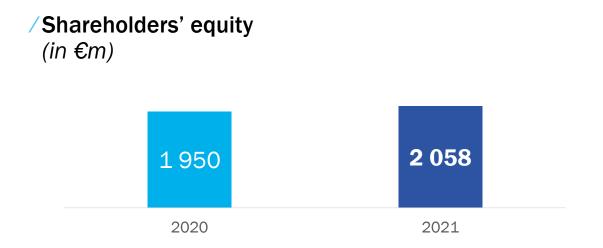


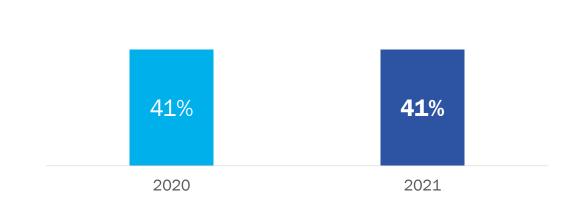
2021 Key financial metrics





/Gearing

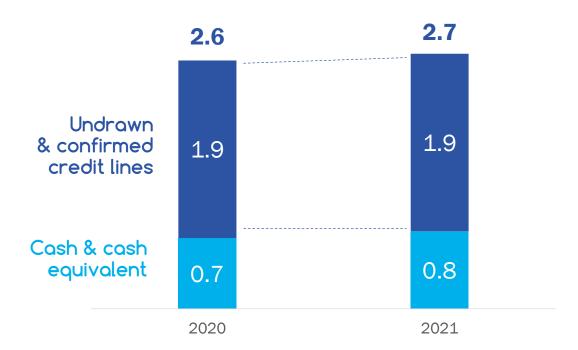






Strong liquidity with slight increase in 2021

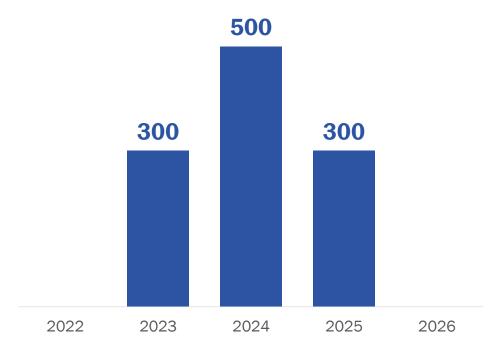
/ Liquidity as of 31/12/2021 (in €Bn)



3.9 **YEARS MATURITY** (vs 4.4 in 2020)

No covenant

/ Bond issues per maturity



NO MAJOR REPAYMENT before June 2023



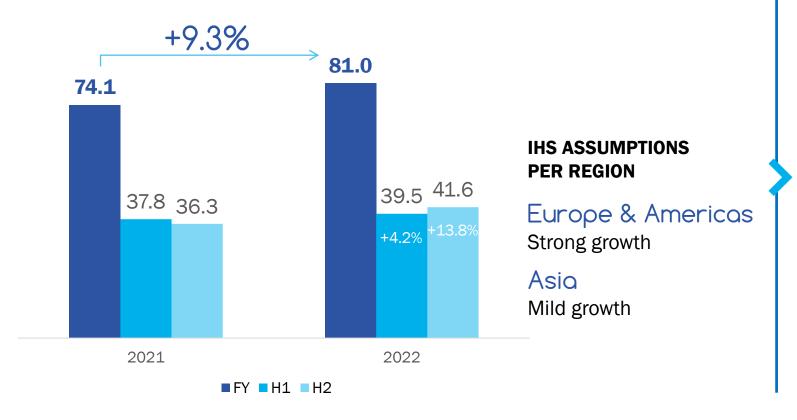






2022 automotive production assumptions





/ PO management assumptions



WEAK VISIBILITY
ON RECOVERY OF MARKETS

Chip shortage situation ASSUMED to improve in H2 2022



Challenges & Opportunities

SHORT TERM

- Maintain momentum and continue to adapt (Omega, Digitalization)
- → MARKET VOLATILITY
- Order intake acceleration
- → PREPARE FOR MARKET REBOUND
- Productivity measures & negotiations with customers & suppliers
- → MITIGATE INFLATION
- Increased employment attractivity
- → COMPETE ON THE LABOR MARKET

LONG TERM

- Accelerate innovation
- → MAINTAIN TECHNOLOGY LEADERSHIP
- + ADD MORE CONTENT
- Ramp up Carbon Neutrality roadmap
- → EXECUTE ON PLAN
- Develop geographical footprint
- → ADDRESS FURTHER GROWTH OPPORTUNITIES
- Pursue growth initiatives in hydrogen
- → REINFORCE PROJECT PORTFOLIO THROUGH NEW CONTRACTS + PARTNERSHIPS



FY 2022 Financial Guidance **ECONOMIC SALES**

OPERATING MARGIN

FREE CASH-FLOW









CONCLUSION

FLEXIBLE BUSINESS MODEL with proven resilience

REINFORCED LEADERSHIP IN ALL DIVISIONS with global footprint & innovative offers

COVERING ALL ELECTRIFICATION (BEV, PHEV, FCEV)

MORE ADDED CONTENT FOR SMART CARS creating more value

ACCELERATED DEVELOPMENT IN ASIA to reinforce leading positions

ROBUST FINANCIAL STRUCTURE to finance future growth

CARBON NEUTRALITY PLAN to achieve scopes 1+2 neutrality by 2025

Pursuing our TRANSFORMATION TOWARDS CONNECTED AND CLEAN MOBILITY in a challenging backdrop





Dividend 2021

PROPOSED DIVIDEND OF

€0.28 per share

32% payout

SHAREHOLDERS' MEETING ON APRIL 21ST, 2022 AT 5PM CET

(Pavillon Dauphine - Paris)

PAYABLE ON MAY 2ND, 2022



Calendar

- /APRIL 21ST, 2022 Shareholders' general meeting
- /APRIL 27TH, 2022 First-quarter 2022 revenue
- /MAY 12TH, 2022 Capital Markets Day
- /**JULY 25**TH, **2022 –** First-half 2022 results

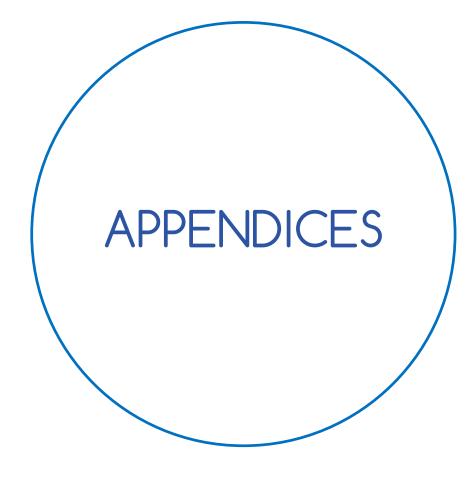


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A world-leading family business in the automotive industry

Created in 1946 and majority owned by the founding family through Burelle SA (59.4%) 27TH worldwide automotive supplier





137 plants
31 R&D centers



30,000 employees in 25 countries









A strong **ESG** commitment

→ A ROBUST FINANCIAL PROFILE (gearing of 41% and €2.7Bn of liquidity) to accelerate INNOVATION and seize M&A opportunities



Shaping the future of sustainable and smart vehicles

Connectivity, Autonomy & Functions Integration



INTELLIGENT EXTERIOR **SYSTEMS (IES)**

Industries

CO₂ Reduction



CLEAN ENERGY SYSTEMS (CES)

Electrification with Hydrogen Systems



NEW ENERGIES

Modules

Modularization & Customization





LOW CAPITAL

€2.2bn (27%) of eco. revenue in 2021

#1 WORLDWIDE 18% MARKET SHARE 5m FEM*/YEAR

CAPITAL INTENSIVE

€3.5bn (43%) of eco. revenue in 2021

#] WORLDWIDE 15% MARKET SHARE 21m BUMPERS/YEAR

€2.4bn (30%) of eco. revenue in 2021

WORLDWIDE 21% MARKET SHARE 18m TANKS/YEAR

Target: €3,0bn of eco. revenue in 2030

Target: #1 WORLDWIDE in H₂ mobility in 2030



^{*} FEM: Front-End Modules

ELECTRIFICATION: strong commercial pipeline and traction in hydrogen...









...feeding 2030 ambitions



Nº1
HYDROGEN
MOBILITY





25%
MARKET SHARE
HYDROGEN
VESSELS



10-15%
MARKET SHARE
FUEL CELL
STACKS
EKPO



10%
MARKET SHARE
INTEGRATED
HYDROGEN
SYSTEMS



€0.3 billion

REVENUE TARGET

by 2025,

€3 billion

by 2030

€100 million

AVERAGE ANNUAL

INVESTMENT

in the coming years

OPERATING MARGIN Breakeven in 2025 Accretive by 2030







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