

# DRIVING CHANGE

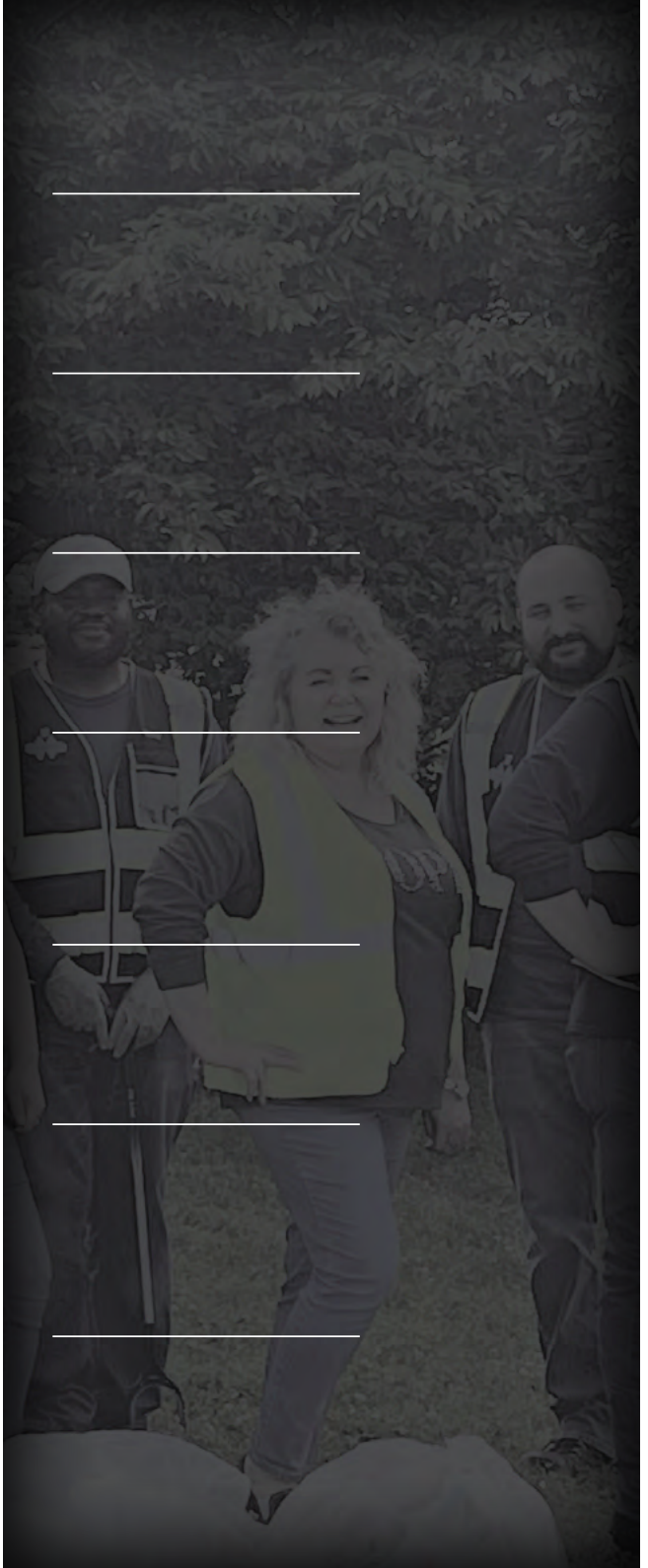
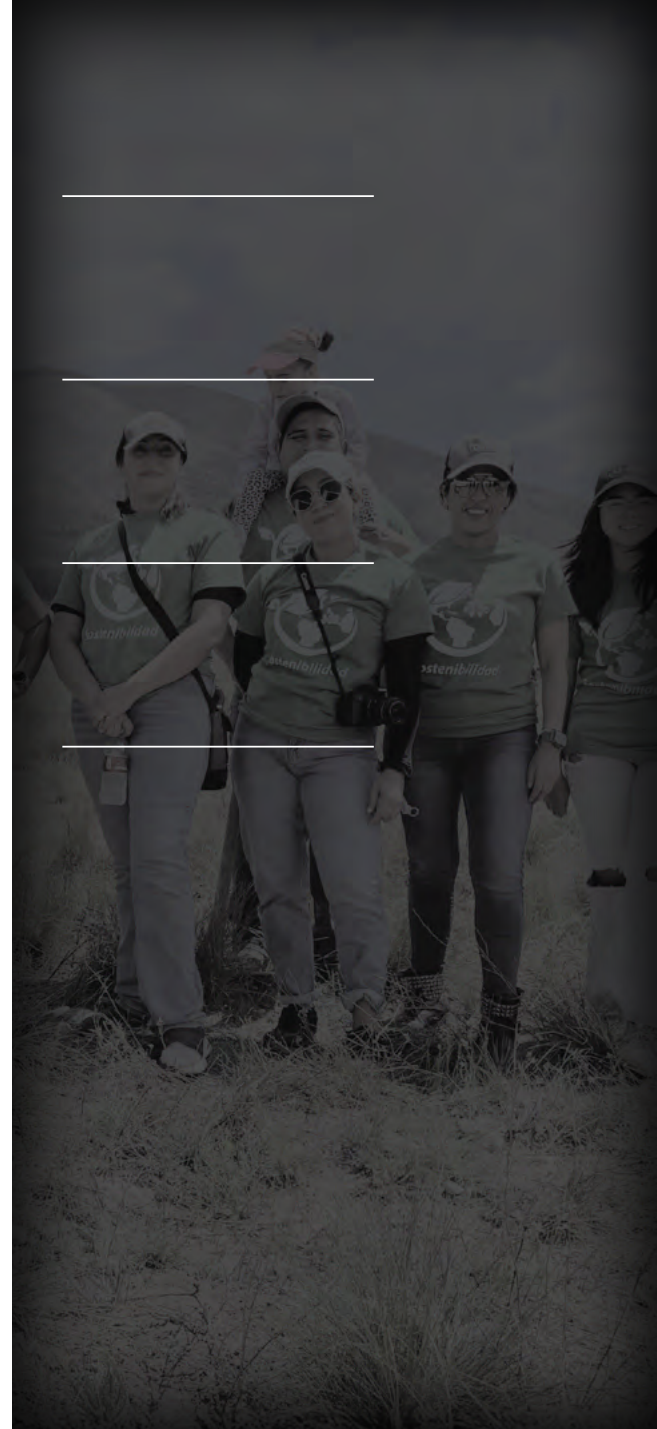
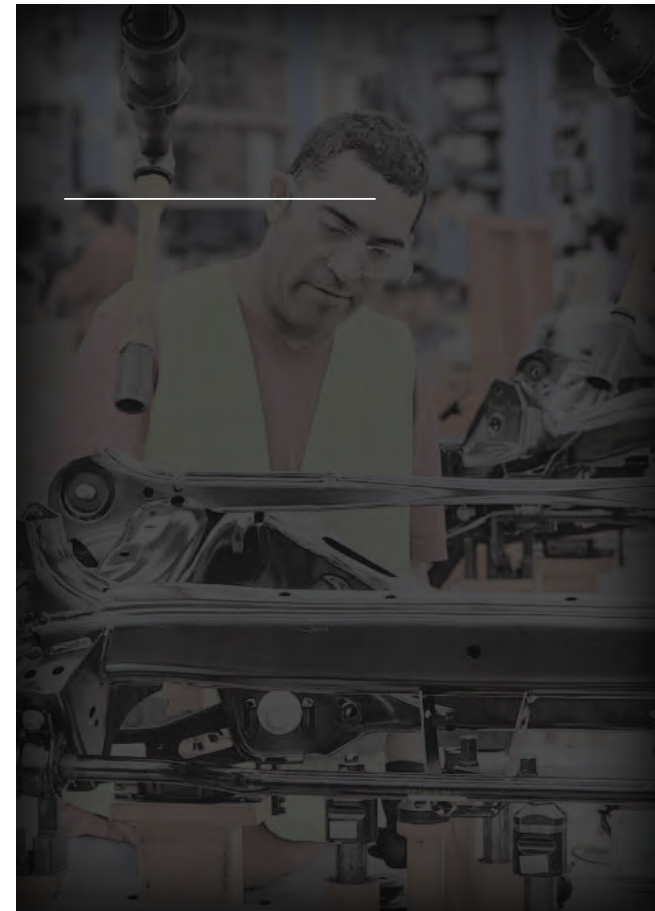
*Maximizing Efficiency for a Sustainable Future*



*2024 Martinrea Sustainability Report*



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# INTRODUCTION

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## A MESSAGE FROM OUR LEADERSHIP

At Martinrea, sustainability and efficiency are key components of our strategy. By focusing on energy optimization and waste reduction, we can save costs and reduce our carbon footprint. Through continuous improvement and investment in advanced processes, we will contribute to a more sustainable future for the automotive industry.

We are also continually investing in more efficient equipment and processes, including machine learning (AI), to improve cost (reduced breakdowns), quality (detecting defects with vision systems), and efficiency (machine speed, reduced energy, higher uptime and improved safety).

The world is increasingly characterized by uncertainty. Despite these challenges posed by electrification and the politics of international trade, we remain a significant player in the automotive industry having grown to over \$5 billion in revenue since our inception. Martinrea's strong culture will continue to demonstrate resilience in the face of these challenges.



**PAT D'ERAMO**  
Chief Executive Officer

**ROB WILDEBOER**  
Executive Chairman



# SUSTAINABILITY HIGHLIGHTS 2024

**Expanding Onsite Solar Panels Across Our Locations**



**Won Canada's Most Responsible Company Sustainability Award with Newsweek**



In 2022, we set a long-term target to reduce our absolute carbon emissions by **35%** by 2035.

Absolute carbon emissions has reduced by **17%** since 2019 baseline.



Accident Frequency Rate has improved by **55%** since 2019 and 10% better than 2023.



**Won APEX Award**

for our 2023 Sustainability Report.

**Won Nissan Supplier Diversity Award**



**83%**

of Martinrea locations divert >90% of all waste from landfill.



Energy Intensity (energy consumption relative to sales) has reduced by **23%** since 2019 baseline.

# ABOUT MARTINREA

Martinrea International Inc. (“Martinrea”, the “Company” or “we”) operates as a diversified and global automotive supplier engaged in designing, developing and manufacturing highly engineered, value-added Lightweight Structures and Propulsion Systems, primarily focused on the automotive sector. Martinrea employs approximately 18,000 skilled team members in 56 locations (including sales and engineering centres) in Canada, the United States, Mexico, Brazil, Germany, Spain, South Africa, Slovakia, China and Japan.

The corporate head office is located in Vaughan, Ontario, Canada, with the main sales and research and development (R&D) technical centre in Auburn Hills, Michigan, and sales and engineering offices in Japan and Germany.

Martinrea manufactures a variety of Lightweight Structures, including body-in-white (BIW) and chassis components, subframes, knuckles, control arms and links, engine cradles, battery trays and exterior trim products, to name just a few. Lightweighting is ingrained in everything we do. We believe our products can help our customers meet regulatory requirements and public expectations, including helping to attain fuel efficiency and GHG emissions targets, through the use of materials like aluminum and high-strength steels, and the use of design elements that reduce vehicle weight. We also produce a variety of components specific to Electric Vehicles (EVs), including battery trays, electric motor housings and thermal management systems.

Our Propulsion Systems offerings include engine blocks, transmission and electric motor housings, and fluid and thermal products such as brake lines, fuel lines and fuel fillers management.

The Company also has a Flexible Manufacturing Group (FMG) that produces automotive assemblies and components for industrial customers. Martinrea has increasingly focused on providing complex and highly engineered structures with distinct and innovative advantages to our customers.

Martinrea has expanded its business to include added innovative technologies. For example, in 2022, the Company acquired the assets of Effenco Development Inc., a Montreal-based company that designs, manufactures and markets technologies for the electrification and connectivity of heavy-duty vocational trucks. The unique technology, based on ultracapacitors, can help to reduce greenhouse gas emissions (GHG), engine usage hours, fuel consumption, noise pollution and maintenance costs, as described further in the report.

# MARTINREA'S COMMITMENT TO SUSTAINABILITY

Martinrea has been built on and remains committed to strong values. The Company operates its business in a socially responsible and ethical manner – respecting the environment and the law, supporting universal human rights and contributing to communities in which it operates worldwide.

- 1
The Golden Rule - Treat everyone with dignity and respect

- 2
We make great, high quality products

- 3
Every location must be a centre of excellence

- 4
Discipline and ownership are key

- 5
We strive for greatness

- 6
We are a diverse and inclusive team

- 7
Challenges make us better

- 8
Think different

- 9
Work hard, play hard

- 10
Leave it better


Martinrea's vision for the future includes ***Making Lives Better*** by being the best supplier we can be in the products we make and the services we provide. The Company's mission is to ***Make People's Lives Better*** by:

- 01** Delivering outstanding quality products and services to our customers
- 02** Providing meaningful opportunity, job satisfaction and job security for our people
- 03** Providing superior long-term investment returns to our stakeholders
- 04** Being positive contributors to our communities



# STRATEGY

## Strategy for Sustainability

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## BOARD OVERSIGHT

Martinrea defines “sustainability” broadly to include economic performance (recognizing profitability is required to run a business over the long-term), environmental issues (such as climate-related issues including compliance and reducing its carbon footprint), employment practices (such as occupational health and safety, diversity, equity and inclusion, human resources and human rights) and its governance practices. Martinrea’s Board of Directors (the “Board”) provides oversight of the Company’s approach to sustainability which includes assessing Martinrea’s overall approach and actions to identify, monitor and mitigate material risk exposures relating to such areas. The Board also views sustainability as a source of competitive advantage and opportunity for Martinrea.

The Board is responsible for the overall stewardship of the Company, which consists of supervising the management of the business and affairs of the Company in accordance with the legal requirements set out in the Business Corporations Act (Ontario), as well as other applicable laws and its Board Mandate. The Board Mandate can be found in the Company’s most recent management information circular on [www.sedarplus.ca](http://www.sedarplus.ca) and is available in the investor relations section of Martinrea’s website at [www.martinrea.com](http://www.martinrea.com).

The Board oversees the Company’s strategy and risk management processes. The Company’s corporate governance practices are designed to ensure the business and affairs of the Company are effectively managed to promote and enhance shareholder value.

A healthy governance culture requires directors to be informed of internal and external developments affecting the Company. To do so, the Board has oversight of the Company’s corporate culture, overall approach to corporate governance, capital allocation, major corporate policies, shareholder engagement, enterprise risk management, sustainability and strategy.

The Board receives regular updates on, and has discussions with management about, key environmental, social and governance topics.

The Board periodically reviews Martinrea’s policies, practices and public disclosures relating to sustainability topics, including climate-related issues. With advice from the Sustainability Steering Committee, Martinrea’s Chief Executive Officer (CEO) addresses sustainability-related risks and opportunities in consultation with the Board. Martinrea’s sustainability objectives and climate-related strategy is then communicated down the organization to ensure alignment across business units and various functions.

The Board consists of nine directors, seven of whom are independent. The Board has three committees (all committee leaders are independent directors): the Audit Committee, the Human Resources and Compensation Committee (the “Compensation Committee”) and the Corporate Governance and Nomination Committee (“CGNC”). Board Committees are responsible for overseeing the sustainability-related risks and opportunities pertaining to their area of focus. Martinrea’s Audit Committee supports the Board by overseeing financial and audit-related matters, including financial risks and disclosures. To the extent climate or other sustainability risks are or could be financially material, the Audit Committee would be involved through its consideration of the financial statements or other disclosure of the nature and scale of the risk. The Compensation Committee supports the Board through its oversight of human resources matters, including talent management and employee compensation. The CGNC supports the Board through its oversight of corporate governance matters, such as health and safety, diversity and inclusion, human rights, corporate responsibility and evolving sustainability-related governance practices.



*For a complete description of the Company’s Board, please see the most recent management information circular and press releases at [www.sedarplus.ca](http://www.sedarplus.ca).*

[Management Information Circular and Press Releases](#) 



# MANAGEMENT

The CEO oversees all policies, including sustainability related policies which include carbon reduction targets and other environmental sustainability goals. The CEO guides and directs executive management concerning product portfolio and strategic planning, business planning, capital expenditures, innovation, R&D, manufacturing productivity and efficiency, as well as other critical areas. Environmental sustainability is critical to the future of the automotive industry so climate-related issues are interwoven through the preceding areas of the CEO's responsibilities and the overall company strategy.

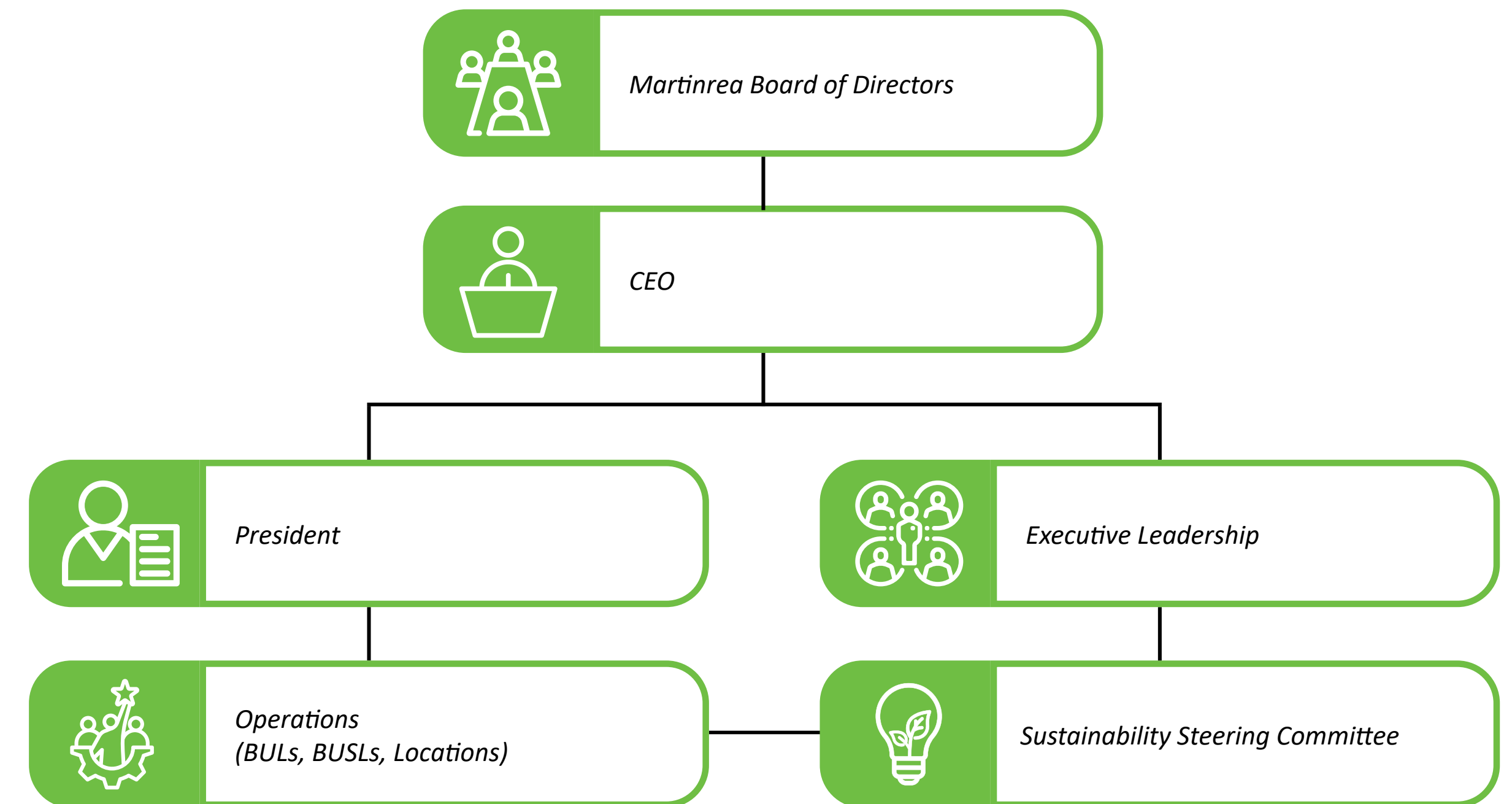
A Sustainability Steering Committee supports the CEO, who also sits on the committee, and generally meets quarterly to focus on high-level reporting of current and upcoming sustainability risks, opportunities and strategy. The meetings help align sustainability priorities across the Company and support the corporate sustainability strategy and implementation.

To support the sustainability strategy across the Company, we have a President, reporting to the CEO, overseeing operations. Martinrea has Business Unit Leader (BUL) Executive Vice Presidents (EVPs) at each of our four operational Business Units (Aluminum, FMG, Fluids and Metallics) responsible for implementing the strategic objectives in the Company's annual business plan. BULs assign Business Unit Sustainability Leads (BUSLs) to guide sustainability efforts across the manufacturing locations. The BUSLs meet frequently with the Director of Sustainability to discuss operational improvements, sustainability initiatives, energy and water usage (and reduction strategies), diversity, community involvement, human rights and other sustainability matters. The Director of Sustainability guides the BUSLs with strategic priorities for each location and encourages sharing case studies and best practices.



The management process below supports our environmental sustainability strategy and commitment to achieving long-term emission reduction targets set in 2022 (35% reduction in Scope 1 and 2 emissions by 2035). Sustainability scorecards are regularly communicated internally, reporting on energy and carbon reduction status as we drive to reach our targets. Sharing these sustainability scorecards makes energy, water, carbon and waste reductions visible across the Company, encourages the sharing of processes and friendly competition between our plants, all of which spurs improvement. The Director of Sustainability reports progress and any hurdles back to the Sustainability Steering Committee. The Company believes this structure helps to embed a focus on sustainability throughout the Company, fostering a sense of ownership by all.

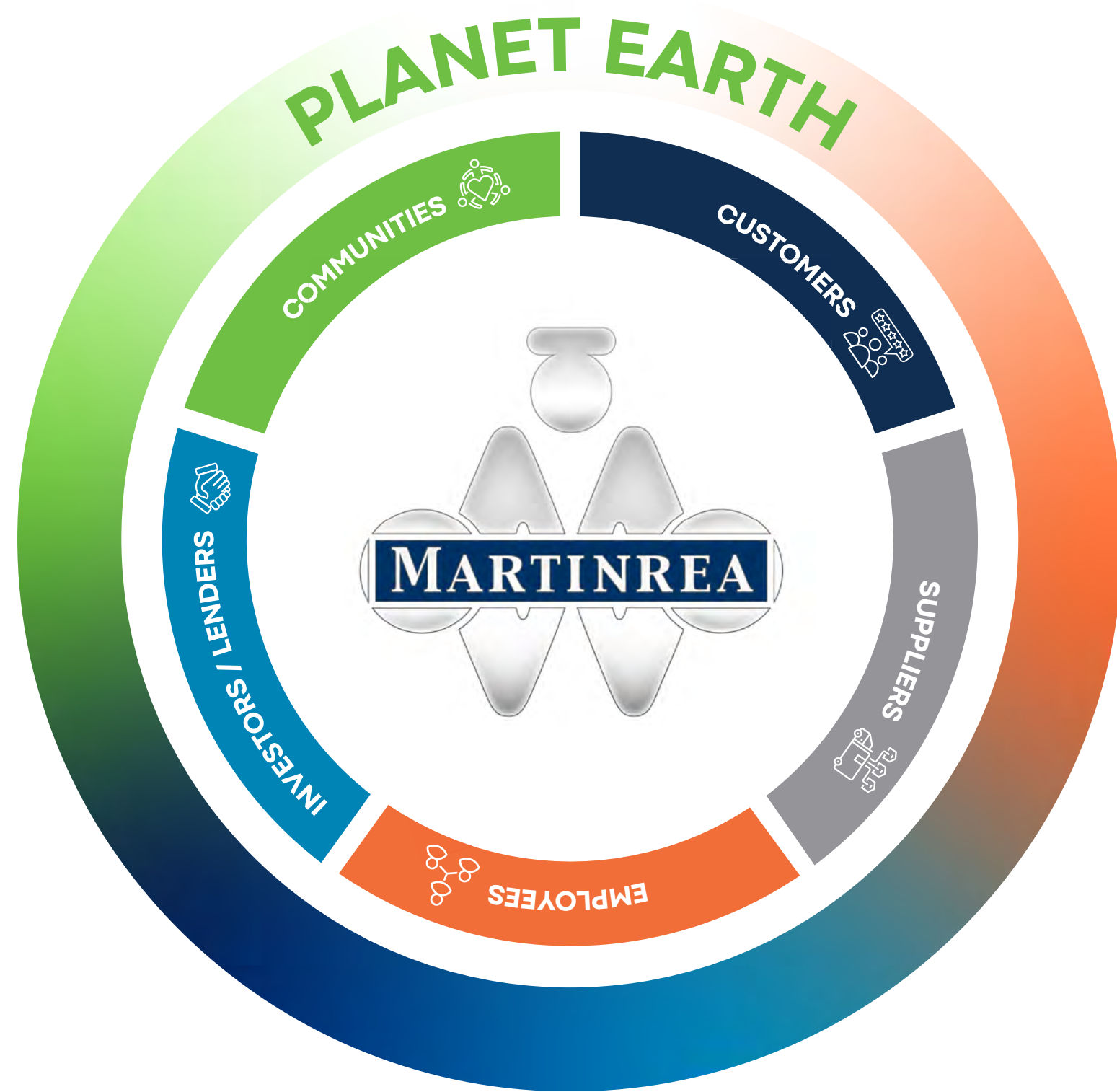
## Martinrea's Sustainability strategy is developed by a committee of key functions reporting to the CEO and is deployed across the organization



# MATERIALITY AND STAKEHOLDER ENGAGEMENT

We believe our corporate responsibility efforts are more impactful when we focus on issues that matter most to our business and stakeholders. We periodically refine our approach and strategy by reviewing and considering topics relevant to our organization and regularly engage with internal and external stakeholder groups, including our employees, customers, investors, lenders, communities, suppliers and third-party consultants where necessary. By better understanding our impact and collaborating with our stakeholders, we position ourselves to set goals and targets that contribute to a better business, workplace and planet.

The following is a summary of how we engage with key stakeholders:



## COMMUNITIES

As a global company, Martinrea actively participates in community outreach across our global locations. Community outreach allows us to determine areas of need, helping us prioritize charitable contributions and volunteer efforts. Martinrea has a commitment to informing public policy, directly and through participation in multiple associations.



## CUSTOMERS

Martinrea regularly engages with our customers to understand their sustainability priorities. We participate in sustainability scoring platforms like Ecovadis and Supplier Assurance Questionnaire (SAQ) that are used by our customers, to help support the development of our overall strategy.



## SUPPLIERS

Martinrea considers suppliers to be important partners in our sustainability efforts. In 2024, Martinrea launched a sustainability survey with our main suppliers. Martinrea uses the collected information to help determine our Scope 3 carbon emissions and further develop and refine our sustainability strategy.



## EMPLOYEES

Our employees are significant stakeholders in our business. Martinrea conducts an annual Employee Opinion Survey of its employees to measure job satisfaction and help understand the needs of our employees. The survey results are a foundation for discussion, decision making and action planning.



## INVESTORS / LENDERS

We engage with our shareholders and lenders to understand their sustainability priorities. Multiple investor scoring platforms help Martinrea determine what is important to investors.

We regularly assess material topics, which can help us manage and report on sustainability issues important to us, our industry and stakeholders and can help to determine the potential impacts of our business on business, people and the planet.

# SUSTAINABILITY REPORTING

This Sustainability Report aims to provide our stakeholders with a better understanding of how Martinrea approaches sustainability, including environmental, social and governance responsibilities.

Martinrea uses the United Nations Sustainable Development Goals (UNSDGs) to guide our overall sustainability strategy. The UNSDGs address global challenges, including those related to poverty, inequality (which includes diversity, equity and inclusion and human rights), climate change, environmental degradation and peace and justice, while supporting strategies for economic growth. Although our business activities touch many of the UNSDGs, we are focusing on those aligning with our business to try to make the most impactful contribution. We have identified eight UNSDGs most directly relating to our business at this time. Our sustainability metrics and their connection to the UNSDGs are summarized in the [Appendix](#).

This report also aligns with the Task Force on Climate-Related Financial Disclosures (TCFD) framework, where possible. While this report may not currently provide stakeholders with all of the information sought through the TCFD framework, we continue to evolve and enhance our disclosure as our collection and validation of the applicable data improves. Martinrea discloses annually to the CDP reporting framework for climate change, using the GHG Protocol as a tool to calculate emissions. In 2024, Martinrea scored a B within the CDP climate change reporting, which indicates we are a company that is managing environmental impacts of our business and implementing appropriate strategies.

Martinrea also provides sustainability reporting to our customers and investors, such as Ecovadis, SAQ and Institutional Shareholder Services (ISS) platforms and customer questionnaires, upon request.

**MARTINREA CDP SCORE**  
"B"

<p><b>3</b> GOOD HEALTH AND WELL-BEING</p>	<p><b>5</b> GENDER EQUALITY</p>	<p><b>7</b> AFFORDABLE AND CLEAN ENERGY</p>	<p><b>8</b> DECENT WORK AND ECONOMIC GROWTH</p>
<p><b>9</b> INDUSTRY, INNOVATION AND INFRASTRUCTURE</p>	<p><b>10</b> REDUCED INEQUALITIES</p>	<p><b>12</b> RESPONSIBLE CONSUMPTION AND PRODUCTION</p>	<p><b>13</b> CLIMATE ACTION</p>



## CLIMATE-RELATED RISKS AND OPPORTUNITIES

Climate-related risks and opportunities are identified through strategic planning, financial reporting and disclosure, enterprise risk management and operations management processes. Martinrea's CEO identified sustainability as a key Business Plan item and our 10 Guiding Principles include "Leave It Better" as a key principle for the Company. Addressing climate-related risks and opportunities is part of our corporate sustainability strategy. We believe it serves as a competitive advantage in an industry where customers have increasingly high expectations regarding their suppliers' sustainability and environmental track records.

We have included in this report a brief overview of some climate-related risks and opportunities relevant to Martinrea. More information on what we believe to be climate-related trends, risks and opportunities relevant to Martinrea is included in Martinrea's Annual Information Form (AIF) for the 2024 fiscal year, which can be found at [www.sedarplus.ca](http://www.sedarplus.ca) or on our website at [www.martinrea.com/investor-relations](http://www.martinrea.com/investor-relations).

The automotive industry has been impacted by various climate-related trends and opportunities, including:

- More stringent fuel economy and emissions standards
- The move to lighter-weight vehicles
- Electrification
- Alternative energy sources
- Increased efficiency of, or the move to phase out, internal combustion engines
- Autonomous vehicles or ride sharing
- Supply chain sustainability

Some of these trends create opportunities within the automotive industry, including developing lightweight materials to increase the fuel efficiency of vehicles, thereby reducing carbon emissions and investment in other technologies related to our business, like electrification. In the market for EVs and autonomous vehicles, we believe lightweighting is a critical focus as a way to increase drive range per charge.

Martinrea is a manufacturer of Lightweight Structures and Propulsion Systems, which are in demand from customers to help meet their regulatory requirements and consumer demand for goods having less of an impact on the environment. Regardless of how the vehicle is propelled, we can produce Lightweight Structures and Propulsion Systems solutions, which we believe can help our customers meet regulatory requirements and environmental standards.

Martinrea is subject to a variety of climate-related regulations in jurisdictions where it operates. Regulations change frequently and tend to become increasingly stringent over time, which may necessitate changes to production processes, increases in capital expenditures, or higher operating costs and may involve reputational or other risks. Strategies to mitigate climate-related environmental risk include leveraging lean manufacturing practices to help minimize waste and increase energy optimization at all plants, where applicable. Utilizing Environmental Management Systems, such as ISO 14001, can also reduce climate-related environmental risk.

Martinrea focuses on acute physical risks presented by severe weather or natural disasters. Risks related to extreme weather events cannot be predicted and the frequency and severity of any such event can vary. The Company has a disaster response and recovery plan in place at each location to help to protect the health and safety of our employees and to help to ensure minimal disruptions to the Company's operations. Supply chain disruption and regional energy shortages and pricing may also be impacted. The Company also has policies and procedures to mitigate such risks, including obtaining alternate supply, where practicable.

Our customers are increasingly focused on supply chain sustainability in manufacturing (including emission reductions, use of renewable energy and sustainable materials and net zero carbon strategies), which could impact future sourcing decisions. To mitigate potential risks, we engage with our primary stakeholders including our customers to understand their product priorities and regulatory compliance requirements.

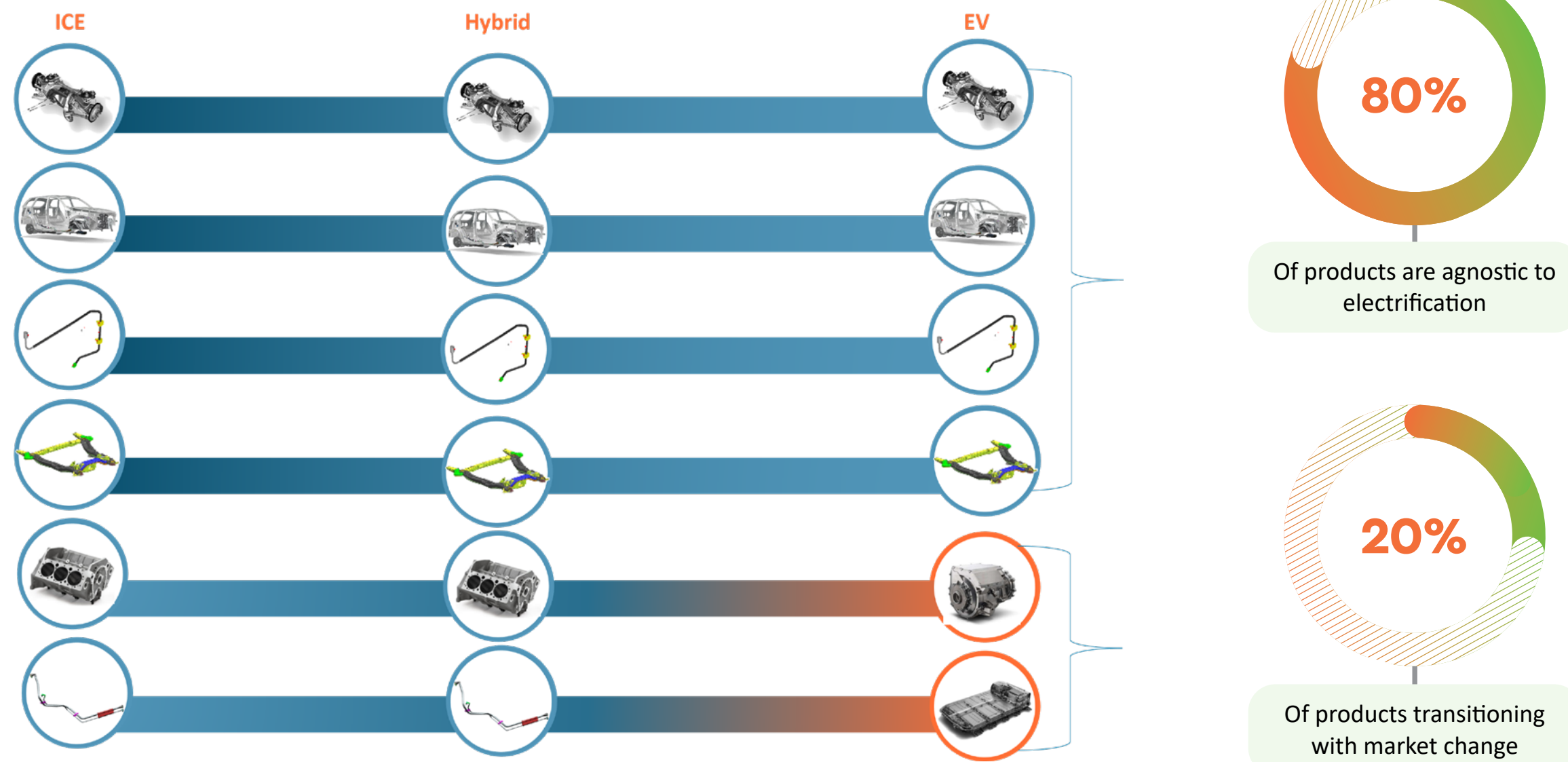


## MARKET STRATEGY

Our book of business continues to evolve. Approximately 80% of our products are agnostic to propulsion type. Vehicles require bodies, structures, brake lines and certain other fluids management systems, regardless of how they are propelled. The remaining 20% of our business is specific to the propulsion system, and will mirror the mix of the internal combustion engine (ICE), EV and hybrid vehicle sales in the market. We have products to address all propulsion types, including engine blocks, transmission housings and fuel lines for traditional ICE vehicles and battery enclosures, electric motor housings and thermal management systems for EV and hybrid vehicles.

We continue to win substantial new business over a variety of propulsion types, which demonstrates that our product portfolio resonates with our customers and gives us confidence that, whatever the future holds, Martinrea will continue to be a leader among Tier One automotive parts suppliers.

Martinrea has been actively developing thermal management products to capitalize on the market for EV and hybrid vehicles. With our expertise in extruding plastic fuel tubes and hoses and producing fuel assemblies, thermal management tube assemblies are a natural extension of our product capabilities. We are excited to continue developing solutions and growing in this space to support market demand.



### SOP : 2023/2024



**Audi PPE**

Body and chassis structures, e-motor housing



**GM BEV 3**

Body and chassis structures, battery thermal management



**GM EV Pickup**

Body and chassis structures

### SOP : 2021



**Mercedes Benz EVA2**

Body and chassis structures



**Geely PMA 1**

Aluminum rear subframes



**Lucid Air**

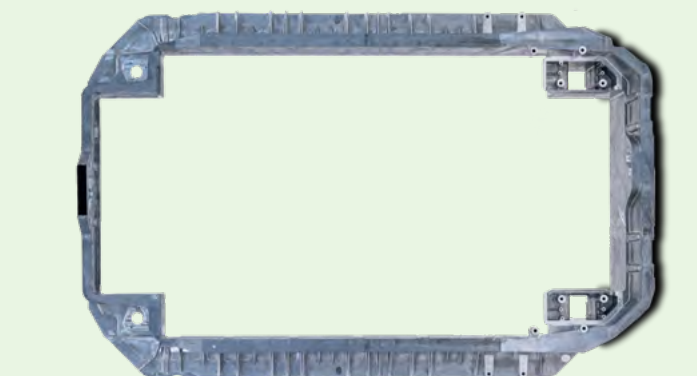
Body and chassis structures

### SOP : 2020



**Ford Mach-E**

Aluminum front and rear subframes



**Samsung**

Aluminum battery tray

# INNOVATION

## Sustainability-Based Innovation at Martinrea

We believe sustainable solutions will require innovation. Our commitment to innovation is evident in our extensive research and development initiatives aimed at delivering cutting-edge solutions for the evolving automotive landscape. This includes the development of advanced materials and manufacturing processes that enhance the performance and sustainability of our products.

Lightweighting

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Martinrea Innovation Development

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# LIGHTWEIGHTING

Martinrea continues to be a global leader in the design, development and production of Lightweight Structures and Propulsion Systems addressing the automotive industry's current and future solutions through innovation. Martinrea incorporates lightweight materials such as high-strength steel, aluminum, or a combination of both, during design which can directly reduce the weight of a vehicle, helping reduce a vehicle's overall weight and emissions through improved fuel efficiency or driving range per EV charge. Martinrea is a world leader with extensive experience in joining multiple materials and has demonstrated these capabilities through multiple programs. Martinrea also develops outstanding Propulsion Systems, which is a continuing R&D focus. Our engine, transmission, thermal and fluid management products are built to drive power and performance while contributing to the reduction of vehicle weight.

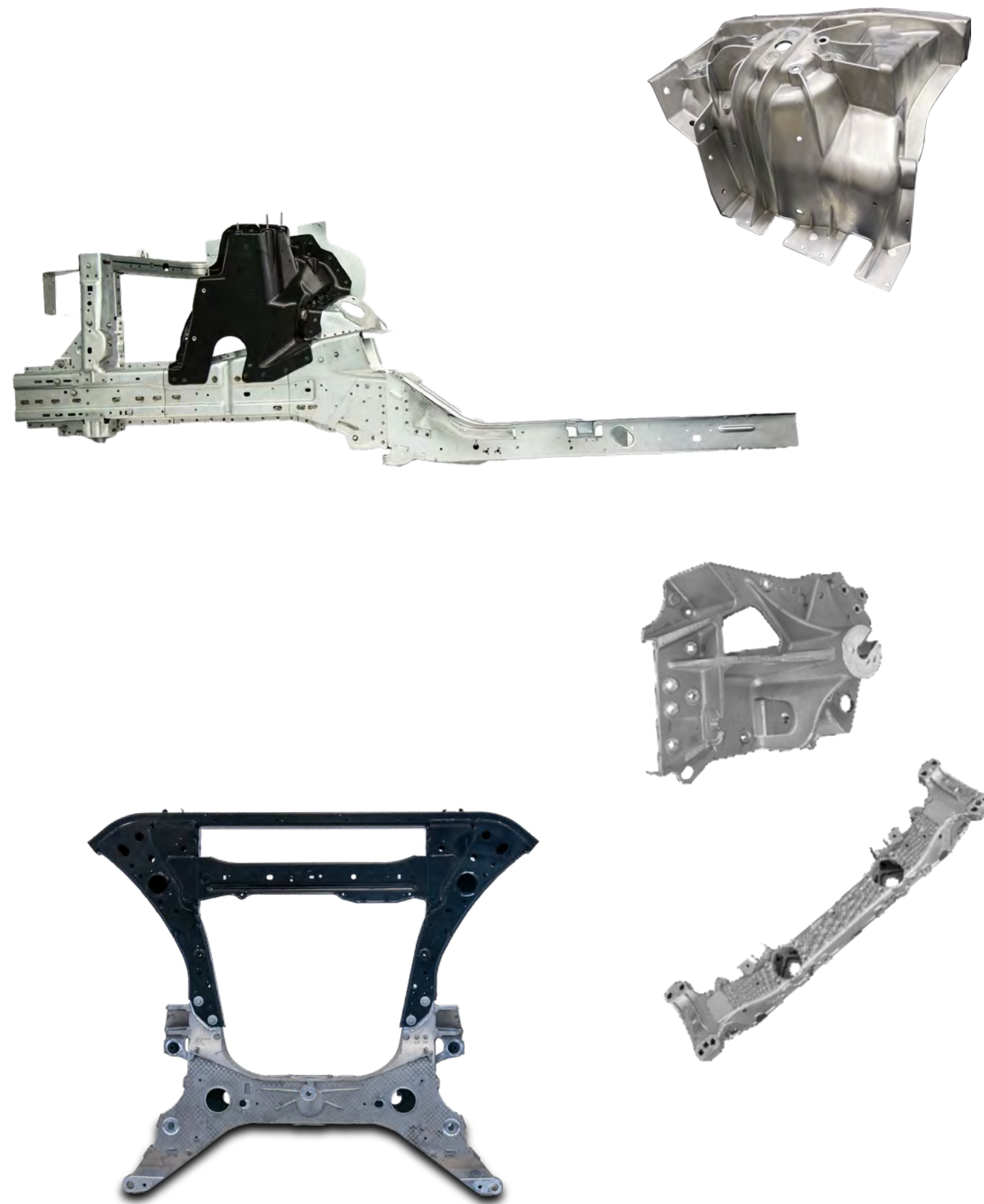


## ALFIELD WINS INNOVATION AND TECH DISRUPTOR OF THE YEAR

Martinrea Alfield was recognized by the Vaughan Chamber of Commerce as "Innovation and Tech Disruptor of the Year." Martinrea received this recognition due to efforts and advances in machine learning, predictive algorithms and autonomous intelligent vehicles.

## EUROGUSS 2024

In January 2024, Martinrea presented our capabilities of Lightweight Structures and Propulsion Systems at the EUROGUSS Exhibition in Nuremburg, Germany. This provided Martinrea the opportunity to showcase the latest technology trends and innovative solutions supporting demands for lighter, lower carbon impact products.



**SPOTLIGHT**

## MARTINREA INNOVATION R&D – REVOLUTIONIZING THE SOLID REAR AXLE

In the automotive industry, innovation is constant. Martinrea must continually develop products and technological expertise to remain a leading partner for our customers. An ongoing R&D effort is applying Martinrea’s casting expertise to a new product market, axle carriers. Martinrea’s R&D has designed an industry-first, one-piece cast aluminum axle carrier. This innovative design not only consolidates the axle carrier into a single piece but also aims to meet or surpass the performance benchmarks set by existing multi-piece axle carriers currently in production.

Ultimately, simulations showed that Martinrea’s solution either matched or exceeded a comparable product in stiffness, strength and modal frequency performance with lower peak stress. This was made possible by the work of a cross-functional team of experts from Martinrea’s Lightweight Structures Product Engineering group. Casting experts guided design changes for casting manufacturability and castability. The all-aluminum, highly recyclable, axle carrier delivers benefits customers are looking for in next-generation vehicles. Its reduced weight is up to a 34% savings compared to an all steel/iron design, contributing to a lighter vehicle, enhancing fuel economy, which we believe is a win for both the consumer and the environment.



**STEVE GEDDES**  
SENIOR SPECIALIST, TECHNICAL (R&D)



As Martinrea continues to push the boundaries of automotive engineering, its one-piece aluminum cast axle carrier stands as a testament to the Company’s innovative spirit and dedication to excellence. This R&D project showcases the potential of cross-functional collaboration, helping to develop a future where vehicles are lighter, more efficient and environmentally responsible. //





## MARTINREA INNOVATION DEVELOPMENT

Building on our commitment to innovation in all of our operations, in late 2020, we created Martinrea Innovation Development (MiND) with a dual mandate.

MiND’s objective is to support innovation within Martinrea. We have many exciting activities inside our walls, and MiND helps inspire this potential through support and learn-across. We have made several innovative advances in artificial intelligence, adaptive welding and vision systems, to name just a few. These activities help support process improvement, enabling us to reduce cost, scrap and our carbon footprint, thereby supporting Martinrea’s sustainability goals. An example of this is the development of MiNDCAN Sustain+™ a metric tracking platform that can be used globally across all plants to track and monitor energy, water, waste and carbon emissions monthly. By tracking our usage across the company, it allows us to develop targets and track progress against those targets, ultimately helping us reduce our overall carbon footprint.

MiND looks for innovative companies to invest in or partner with, where there will be a strategic benefit for both partners. For Martinrea, the strategic advantage could be enhancing a product or process, a manufacturing opportunity, or an advancement toward our sustainability goals. We provide support to the partners, which helps unlock their potential as they continue to develop their technology.

Some of our recent innovation investments and contributions include the following:

- Martinrea holds a minority equity position in AlumaPower, a private company developing aluminum air battery technology for various end markets, including automotive. Aluminum's "stored electricity" can be drawn from aluminum and we believe has the potential to displace hydrocarbon fuels while complementing/substituting lithium-ion and similar existing battery technologies in different applications.
- Martinrea holds a partial ownership stake in NanoXplore Inc., currently the world’s largest graphene producer. Graphene is a revolutionary carbon material with exceptional attributes. Our investment in NanoXplore enabled us to introduce graphene enhanced brake lines (i.e., Brake Lines with GrapheneGuard®) to the market – an industry first. This new material can provide up to 25% weight savings, leading to potential for GHG emissions reductions, while simultaneously demonstrating superior strength, greater abrasion protection and improved chemical resistance, all while utilizing current manufacturing equipment and processes.
- Martinrea invested in Equispheres, a private company developing technologies for producing and using advanced materials in additive manufacturing. Equispheres has developed a breakthrough technology to make aluminum metal powder for additive manufacturing that creates new design opportunities for lightweighting and decarbonization.
- Martinrea acquired the assets of Montreal-based Effenco Development Inc. in 2022.









## SPOTLIGHT EFFENCO



Effenco is an award-winning Green-Tech business that designs, manufactures and markets technologies for the electrification and connectivity of heavy-duty vocational trucks. Effenco's proprietary hybrid electric solution augments the vehicle's powertrain and electrifies the onboard equipment utilizing a proprietary high power energy storage technology. We believe this technology has the potential to reduce the vehicle's engine usage hours, fuel consumption, air and noise pollution.

Martinrea is working with the City of Toronto to test and demonstrate its hybrid electric systems for their fleet of refuse trucks, with the goal to help with reducing greenhouse gas emissions, in support of the City's Net Zero Strategy.

The first demonstrator of the hybrid electric system was delivered to the City of Toronto in June 2024 for a rear-loader refuse truck application. Under typical operations, these trucks make approximately 1,000 stops during an eight-hour workday, with around 60% of that time spent stationary. During these stationary periods, the diesel engine traditionally powers the hydraulic system used for garbage collection and compaction operations. By utilizing the innovative hybrid powerpack system, the engines were able to be shut off during these stationary periods and the hydraulic components were powered by electricity rather than diesel fuel. The trucks were able to use 25-30% less diesel fuel during the test period, showcasing the potential of the system to reduce GHG emissions produced through typical diesel use.



**BRUCE JOHNSON**  
EXECUTIVE VICE PRESIDENT, MARTINREA  
INNOVATION DEVELOPMENT

 Martinrea's acquisition of Effenco demonstrates a significant commitment to developing green technologies and sustainable practices within the heavy-duty vehicle sector. The goal is to use Effenco's advanced hybrid electric systems to significantly reduce greenhouse gas emissions and enhance the efficiency of vocational trucks. The pilot program with the City of Toronto is a prime example of how these innovative solutions are being tested and implemented in real-world scenarios, showcasing the potential for substantial environmental benefits. 



# ENVIRONMENT

## Leave It Better

Martinrea's goal for environmental sustainability is to ensure the responsible use of natural resources and the prevention and reduction of negative environmental impacts like emissions, energy and water consumption, or waste generation, from its operations and beyond with the goal to leave it better.

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# ENERGY EMISSIONS

In 2022, Martinrea committed to a long-term target of a 35% reduction in Scope 1 and 2 emissions by 2035. To help achieve this target, our overall sustainability strategy will focus on continued energy optimization initiatives at our locations, while working on a phased-in increase of renewable electricity sources globally. For Martinrea, we work to be a truly sustainable company by first increasing energy efficiency, followed by using renewable energy, where applicable, and using carbon offsets only where necessary.

Martinrea embraces Martinrea Operating System (MOS) which embodies Lean culture. Lean manufacturing principles can reduce materials, equipment, energy use and waste in our operations, which can lead to reduced Scope 1 and 2 emissions. Martinrea supports the sharing of ideas to drive continuous improvements across the Company, for example, when implementing energy efficiency and water optimization projects. This sharing of ideas helps to reduce inefficiencies and operating costs.



Implement sustainability initiatives

Reduction strategies

Clean energy

Energy efficiency is a key factor for the competitiveness and sustainability of manufacturing locations and a critical component of hitting our energy intensity and carbon reduction targets, while helping to lower operating costs. We aim to minimize energy waste (and resultant emissions) from our manufacturing operations and have activities in place to increase energy efficiency. To promote this efficiency in our plants, we have developed energy reduction targets for each Business Unit, in alignment with our carbon reduction targets. To achieve these targets, the following energy reduction initiatives have been implemented in many of our locations:

- Phased approach to conversion of fluorescent lamps to light-emitting diode (LED) lighting across our locations
- Addressed air leaks through management of air compressors and implemented smaller air compressors, where applicable
- Utilized variable speed air compressors vs. fixed speed, where applicable
- Implemented gas savers in cylinders of welding areas
- Identified and repaired heat leaks in curing ovens
- Installed occupancy sensors to automatically turn off lights when not in use
- Added sensors/timers to monitor usage of equipment and automatically turn off when not in use
- Automated climate controls
- Installed air curtains on shipping doors to avoid heat loss
- Converted A/C welding systems to spot D/C welding
- Installed large ceiling fans to circulate the heating and cooling systems throughout locations
- Regular energy audits completed either internally and/or by a third-party auditor

By implementing these types of energy-saving initiatives, Martinrea locations are demonstrating their commitment to environmental stewardship, all while lowering operating costs.

Several of our European manufacturing locations have also received ISO 50001:2018 certification through the International Organization for Standardization of Energy Management. We continue to explore implementing ISO 50001:2018 in additional locations, as we determine applicable.

While we are focused on optimizing energy use, which can lead to carbon emissions reductions and cost savings, we continue to forecast growth in sales and the number of locations over time. As a result, we anticipate our aggregate energy consumption may increase. Accordingly, we are focused on becoming more energy efficient (measured by energy consumption relative to sales).

In 2024, Martinrea internally set a target to reduce energy intensity (energy consumption relative to sales) by 3% across our business units relative to the previous year (2023). Energy consumption and intensity in 2024 is summarized in the [Appendix – Summary of Sustainability Metrics](#).



**HEIDI LEE**  
BUSINESS UNIT SUSTAINABILITY LEAD, FLUIDS AND FMG



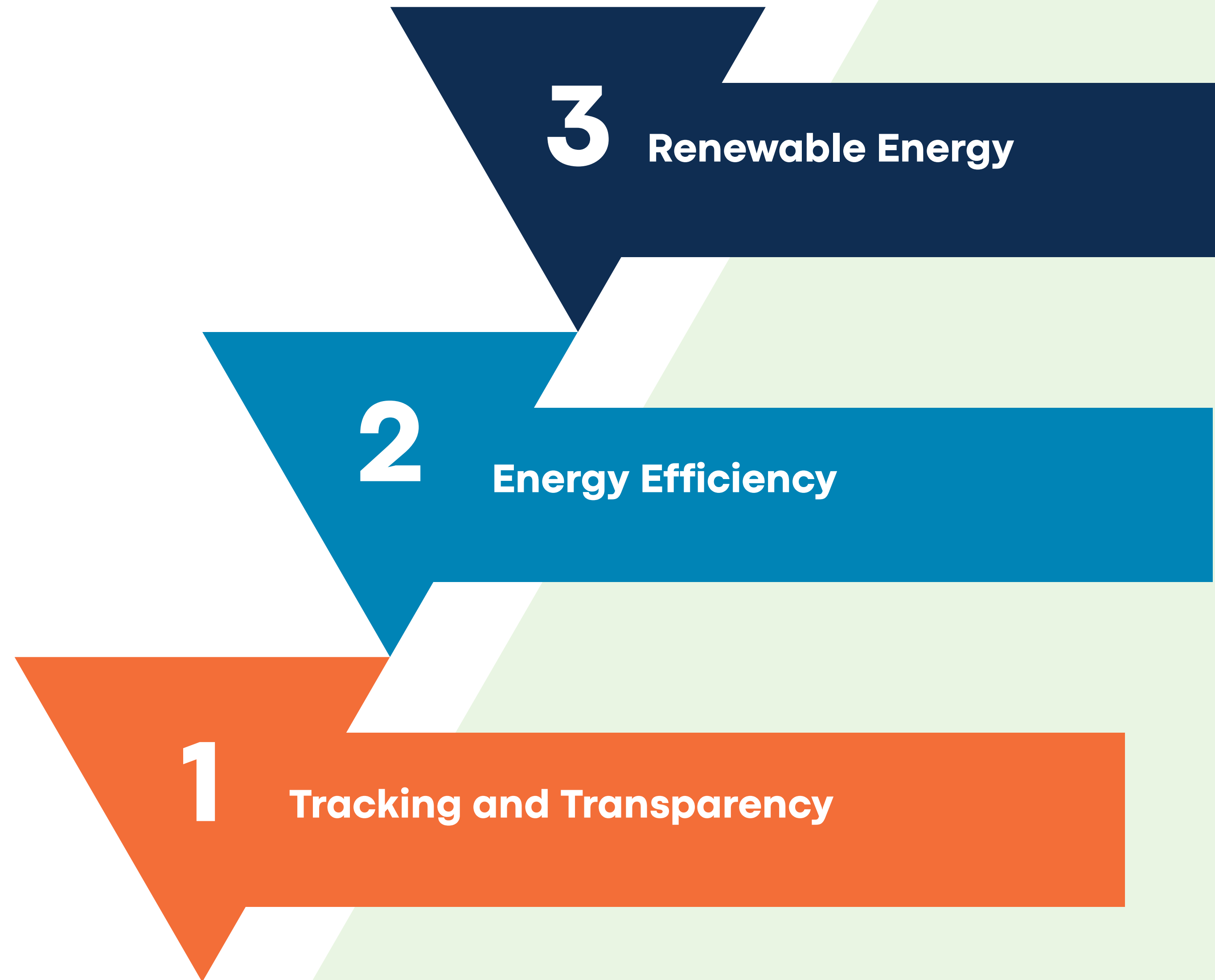
I am very proud of all the innovative ideas within our locations - even small changes can have great impact. The best part is the sharing of ideas between locations to help promote each other to improve. ”

# ENERGY EMISSIONS

## RENEWABLE ENERGY

Approximately 40% of our electricity usage globally is obtained through utility grids using varying percentages of renewable sources. Many of our manufacturing locations are located in areas with relatively high and increasing levels of renewable energy production within their utility mixes, including Canada, Brazil and Europe. This provides an advantage for our overall carbon footprint. We are also exploring procuring additional renewable energy supply through our utility partners for our manufacturing locations globally.

In 2023, our location in Spain successfully installed solar panels across their locations' rooftops to power approximately 10% of the location's electricity demands. This is in addition to procuring renewable electricity from their local utility. In 2024, we continued installing additional onsite solar panels in key locations to help power our electricity demands. These efforts are supporting Martinrea's strategy to help reduce our overall carbon footprint.



# CARBON EMISSIONS

## OPERATIONAL EMISSIONS

Through our active energy management system, we can calculate our carbon emissions by referencing GHG Protocol, an international standard. Our manufacturing processes rely heavily on natural gas and electricity usage as our primary energy sources, making up the majority of our Scope 1 and Scope 2 emissions, respectively.

Martinrea internally set 3% year-over-year carbon intensity and absolute carbon reduction targets (Scope 1 and 2) from our 2019 baseline year for our Company as a whole. Carbon emissions data in 2024 is summarized in the [Appendix – Summary of Sustainability Metrics](#). The short term strategy to achieve these targets involve energy efficiency initiatives across our operations, the purchase of renewable energy through our utilities, where feasible, and implementation of on-site solar, as was completed at our locations in Spain and China.

We continuously evaluate our progress towards our long-term targets for carbon neutrality, recognizing that results may change from year to year as our production levels fluctuate and our efficiencies continue to improve.



**TAMARA POLO**  
BUSINESS UNIT SUSTAINABILITY LEAD,  
ALUMINUM



Energy efficiency and the use of renewable energy is key to achieving our carbon footprint reduction targets. With the installation of solar panels on the roofs at several of our manufacturing locations, we reaffirm our commitment to a more sustainable and environmentally responsible future. //

## SUPPLY CHAIN EMISSIONS

Scope 3 emissions generally comprise the vast majority of a company’s overall carbon emissions. We are developing strategies to collect this information. To help understand our Scope 3 impact (including direct and through the value chain), we utilized the GHG Protocol’s Scope 3 Screening Evaluator which confirms that a large percentage of our Company’s total carbon footprint may come from our suppliers' emissions.

To deepen our understanding of our suppliers' emissions, Martinrea launched a sustainability survey in 2024 with our main suppliers to help us determine their impact. We plan to utilize this collected information to help further assess supplier carbon emissions, help towards understanding supplier risk and allow us to provide training to suppliers to help them implement new strategies for emissions reduction.

We are also adopting various measures with respect to logistics to help reduce our Scope 3 carbon emissions. These measures include working with our carriers to commit to using cleaner fuels, optimizing our dedicated transportation routes, using local suppliers and reusable and/or recyclable packaging, where feasible. We are also measuring our trailer utilization in key areas to ensure we maximize our trailers and avoid unnecessary trucks. From 2022 to 2024, we have reduced total miles on planned routes by approximately 300,000 miles. This reduction was accomplished through increased utilizations to reduce shipping frequency of empty miles, saving us money and over 400,000 kg of carbon emissions.



**SPOTLIGHT**

**COLLABORATIVE LIFE CYCLE ANALYSIS TEAM**

To understand our carbon footprint impact in greater detail, Martinrea formed a Life Cycle Analysis (LCA) team to help calculate carbon emissions associated with the manufacturing of select parts at each step of the production process within some of our manufacturing locations. Through these limited LCAs (analysis within the manufacturing operations facility only), it was determined that there were carbon emission reduction opportunities for Lean Manufacturing to implement.

By analyzing the forklift routes at our manufacturing locations, the distance traveled and fuel type utilized by each forklift, we were able to find carbon emission savings associated with developing a more efficient forklift route plan and schedule, reducing number of required forklifts, and switching fuel types from diesel to electric.

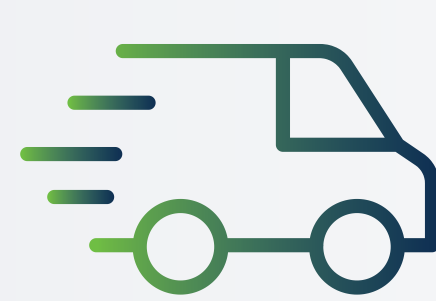
The LCA team continues to calculate the carbon impact of select manufactured parts from gate to gate of our operations, exploring areas of improvement, and eventually expanding to full LCAs to include cradle to grave analysis.



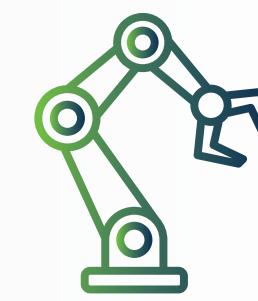
**BLAINE ROLLINS**  
LEAN MANUFACTURING SPECIALIST

It was rewarding for our team to realize the true impact of forklift optimization within our operations.

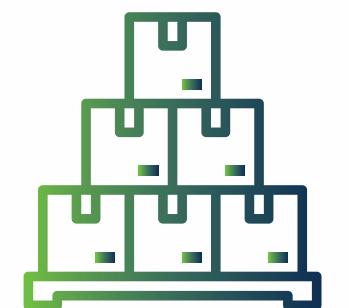
More efficient forklift routes ultimately led to reductions in carbon emissions, however we realized this impact extends much further! For example, before diesel fuel reaches the location, it travels thousands of miles and requires extraction, refinement and distillation, all contributing to the overall carbon footprint. Eliminating a forklift, switching to a cleaner energy source or simply reducing the distance travelled, all leads to significant carbon emission reductions - with the ultimate goal to Leave It Better.



SHIPMENT ARRIVES



PROCESS



FINISHED GOODS



SHIPMENT DEPARTS



STAGING



DOCK AUDIT



## WASTE

Martinrea’s commitment to sustainability is demonstrated through our responsible use and disposal of materials. Consistent with Lean manufacturing, we consider all waste a sign of inefficiency. While our manufacturing operations generate various waste streams, primarily rubber, nylon, aluminum and steel scrap, as well as sand, plastic, cardboard and wood pallets, all waste is viewed as a resource that can be reduced, reused, repurposed, composted or recycled. To promote a circular economy, Martinrea aspires to further reduce our waste stream through our internal Zero Landfill Program. The Zero Landfill Program encourages the use of fewer new raw materials and aims to send no waste materials to landfills or the environment.

In 2024, Martinrea awarded our internal Zero Landfill Certificates to 36 locations from across Martinrea’s global operations for their efforts in diverting more than 90% of all waste from landfills, through recycling, reusing and composting. The Zero Landfill Certificates are awarded on Earth Day each year to reinforce how important waste diversion is for the environment.

In the spirit of continuous improvement, we set additional zero landfill targets in 2024 for our plants to reach for, that we refer to as our Silver Zero Landfill Certification. The internal silver level certification criteria requires diverting more than 95% of all waste from landfills, as well as recycling and composting requirements. By the end of 2024, a total of 24 Martinrea locations achieved this internal certification requirement.

Generated waste data from 2024 is summarized in the [Appendix – Summary of Sustainability Metrics](#).



**RACHEL HANDBURY**  
DIRECTOR, SUSTAINABILITY



I am proud of the progress we have made in a relatively short amount of time with regards to our Zero Landfill Program.

By developing a Zero Landfill Policy for the company, setting landfill reduction targets for all our locations and awarding our locations when they achieve our internal zero landfill certificate requirements, we have reduced overall landfill weights for the company by over 50% in the last two years! //





## WATER

Martinrea is committed to reducing its water footprint and protecting the environment. In 2024, water reduction was added as a Company business plan target for all locations globally, with a special focus on high-risk locations such as Mexico and China, where water scarcity presents major challenges.

Our goal is to reduce our total water usage from all of our manufacturing locations by implementing best practices through continuous improvements in water reductions and utilizing internal wastewater treatment for water reuse within our locations. Currently, Martinrea incorporates multiple water use reduction/water optimization initiatives at many of our locations, including:

- Disciplined water utilization tracking and reduction programs
- Installation of low-flow faucets and toilets in the restrooms
- Installation of rainwater harvesting systems that collect and store rainwater for non-potable use
- Conducting regular audits and inspections to detect and repair any water leaks
- Internal treatment of wastewater through evaporator technology to reuse wastewater in our processes
- Training and educating employees on the importance of water conservation, as well as best practices to save water

While we view water conservation as an important initiative for all of our global locations, to ensure we target areas where we can make the most significant impact with water reductions and optimization, we assessed overall water risk and water stress areas utilizing the World Resources Institute (WRI) Aqueduct Global Maps Tool. We identified 14 manufacturing locations in high to extremely-high areas of overall water risk. All of these identified locations are in Mexico or China.

Water usage data from 2024 is summarized in the [Appendix – Summary of Sustainability Metrics](#).

## ENVIRONMENTAL MANAGEMENT

Martinrea developed a global environmental compliance program, requiring its manufacturing locations to receive, where required, ISO 14001 or functionally equivalent environmental certification. ISO 14001 specifies the requirements of an environmental management system and is a systematic approach to handling environmental issues within an organization. We are proud to report that all Martinrea's required manufacturing locations are ISO 14001 certified. Third-party and internal audits or inspections are conducted regularly across our plants.



### WATER CONSERVATION IN ACTION

Our Martinrea Hermosillo Structures location, located in the state of Sonora, Mexico has demonstrated outstanding performance in water conservation. This location has implemented a variety of initiatives to reuse and recycle water, saving thousands of liters per year. One of the most creative initiatives was to capture the wastewater from the location's air conditioning system and reusing it for irrigation purposes across the location's landscape. This has been shared across other locations as a best practice.

**SPOTLIGHT**

**LEAVE IT BETTER AWARDS**

In 2022, Martinrea presented the first annual Leave It Better award, recognizing a location for its outstanding sustainability efforts. The award recognizes those who take substantial steps to ensure their operations contribute positively to the environment and society, including carbon emission reductions, zero landfill initiatives, community efforts, sustainable innovation and diversity.

The criteria to be considered for the Leave It Better award encompasses a wide range of sustainability initiatives, including:

- **Carbon Emission Reductions:** Implementing strategies to reduce GHG emissions and improve energy efficiency
- **Initiatives Towards Zero Landfill:** Efforts to minimize waste and achieve zero landfill status through recycling and reuse
- **Community Efforts:** Engaging with and contributing to the local community to improve social and environmental well-being
- **Sustainable Innovation:** Developing and implementing innovative solutions that enhance sustainability in manufacturing processes
- **Diversity:** Promoting a diverse and inclusive workforce, recognizing the varied perspectives and skills that contribute to sustainability

These criteria ensure that our manufacturing locations are helping to ‘Leave It Better’ in the communities they operate.

The following finalists were chosen for their stand-out sustainability efforts in 2024:

- Fluids Business Unit’s Anting location in China
- Metallics Business Unit’s Alfield location in Canada
- FMG Business Unit’s Riverside location in the USA
- Aluminum Business Unit’s Mexico High Pressure Die Casting location in Mexico

Each of these locations has demonstrated exceptional commitment to sustainability through various initiatives and innovations.

The 2024 Leave It Better award winner was announced and presented at the Company’s Global Leadership Conference to Martinrea’s Alfield location, which was chosen due to their significant carbon emission and water use reductions, efforts towards achieving zero landfill as well as their sustainability focused innovations which were shared across the Company.

Following the award presentation, a panel discussion was held featuring all Leave It Better Award winners over the years and a conversation on how each location has succeeded in sustainability, with the goal of inspiring other locations to aim for the 2025 Leave It Better award.

The journey towards sustainability is continuous and requires dedication, innovation and collaboration. By sharing success stories and best practices, we can collectively make a significant impact on our environment and communities.



**VENKATA ZAGABATHUNI**  
GENERAL MANAGER, ALFIELD INDUSTRIES

It is a great recognition for the team and the efforts they have made towards more sustainable processes and efficiencies. The best part is that employees carry these sustainable practices home with them, spreading sustainability with their families and their communities.



## LEAVE IT BETTER AWARD WINNERS

ALFIELD INDUSTRIES - 2024



MARTINREA SPAIN - 2022



HERMOSILLO STRUCTURES - 2023



# SOCIAL

## Making People's Lives Better

The Company's approach to health, safety and inclusion is at the core of Martinrea's culture of making people's lives better. We treat people with dignity and respect. We promote sustainability by respecting the environment and laws, supporting universal human rights and contributing to communities worldwide.

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## CORPORATE RESPONSIBILITY

Martinrea’s sustainability efforts include providing a healthy and safe workplace for all team members while supporting a diverse and inclusive environment. The Company has adopted many policies related to sustainability to ensure commitment across its global operations, addressing a variety of human rights issues, including the Corporate Sustainability Policy, which covers the following (but is not limited to):

- Child labour
- Compensation, forced labour, work hours
- Freedom of association and collective bargaining
- Harassment, discrimination and diversity
- Health and safety
- Community engagement and Indigenous populations
- Bribery and corruption
- Environment
- International standards, including human rights and social responsibility

Our corporate governance policies are located on our website under Investor Relations.

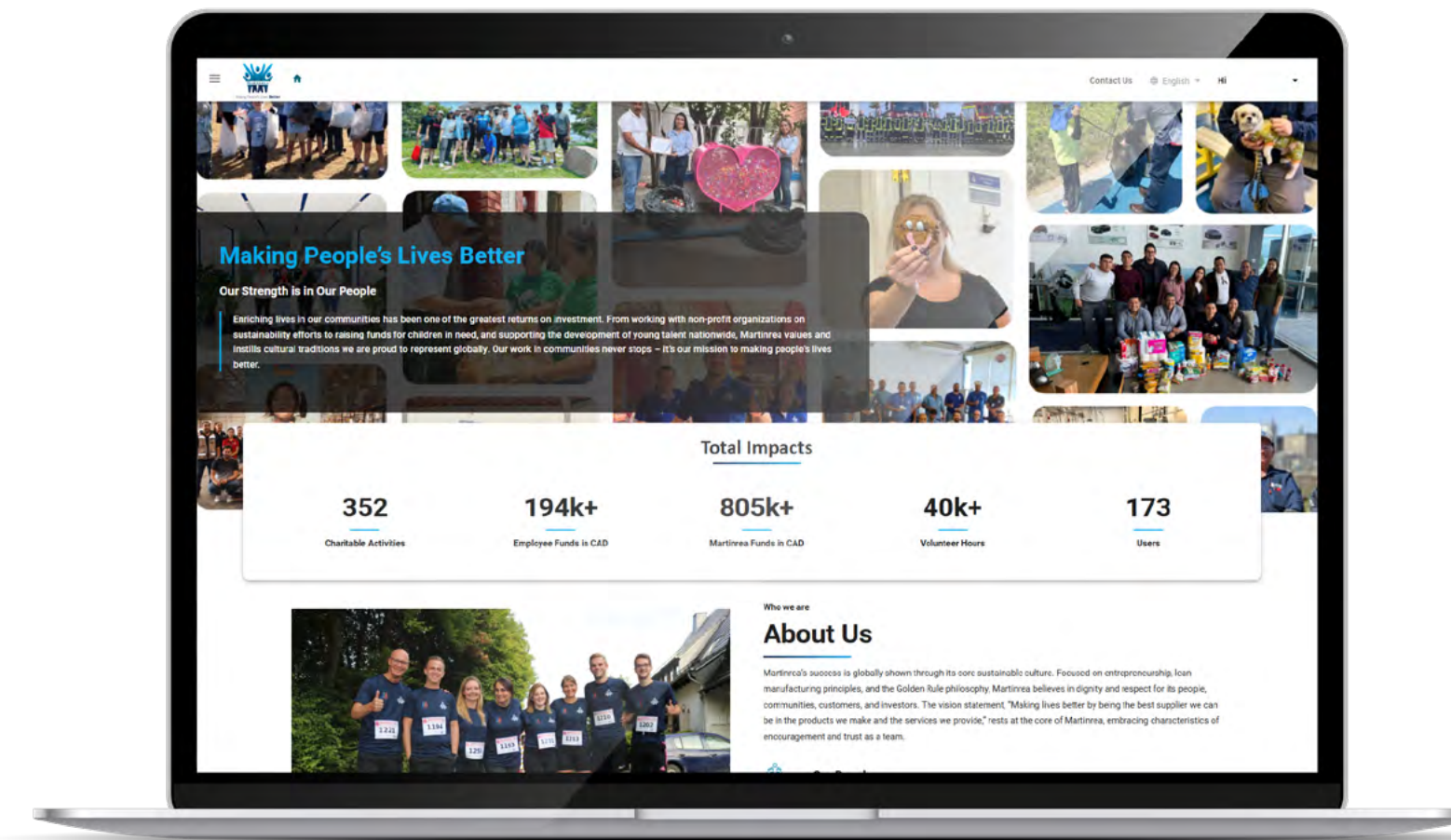


Making People’s Lives **Better**

## COMMUNITY INVOLVEMENT

Martinrea is committed to our vision of “Making Lives Better,” not just in our locations but also in the communities in which we operate. Being leaders in our communities is one of our core values. From working with nonprofits on sustainability efforts and assembling an intramural sports team, raising funds for children in need, hosting food drives for communities, planting trees to support the environment, developing young talent through nationwide Manufacturing Days and international cohort programs, to being involved in public policy at the local, state, national and international level, Martinrea is actively involved in the communities where we work.

In 2024, Martinrea launched the Making People’s Lives Better (MPLB) website which introduces a way to track and promote the charitable activities of our global locations. The platform documents efforts ranging from partnerships with organizations to raising funds for people in need, showcasing Martinrea’s commitment to sustainability, diversity and social responsibility.



**\$541K+**  
Martinrea funds in CAD\*

**\$418K+**  
Employee Funds in CAD\*

**35K+**  
Volunteer Hours\*

\*this information has not been audited and has been provided in certain cases by third parties

## MAKING PEOPLE'S LIVES BETTER



### SUPPORTING CAREER DEVELOPMENT

Martinrea Riverside visited the Northland Career Centre to tour their location, meet students and provide insights into skills needed in the manufacturing field. The school offers students the possibility to graduate high school trained and certified in several areas of highly desired fields, such as Welding, Information Technology, Automation and Robotics.

Over the years, our Riverside location has supported the Northland Career Centre by donating materials, volunteering as judges during the annual Bots KC, offering internships and full-time opportunities to graduates, and providing subject matter experts to help in other areas.



### RUNNING IN SUPPORT OF HEALTH AWARENESS

Martinrea Brazil hosted its first ever company race in support of Pink October and Blue November with the aim of encouraging their employees to take care of their health.

On the same day, team members supported their local community by donating essential goods to INPAC, an association that supports people with cancer and their family members throughout the treatment process.

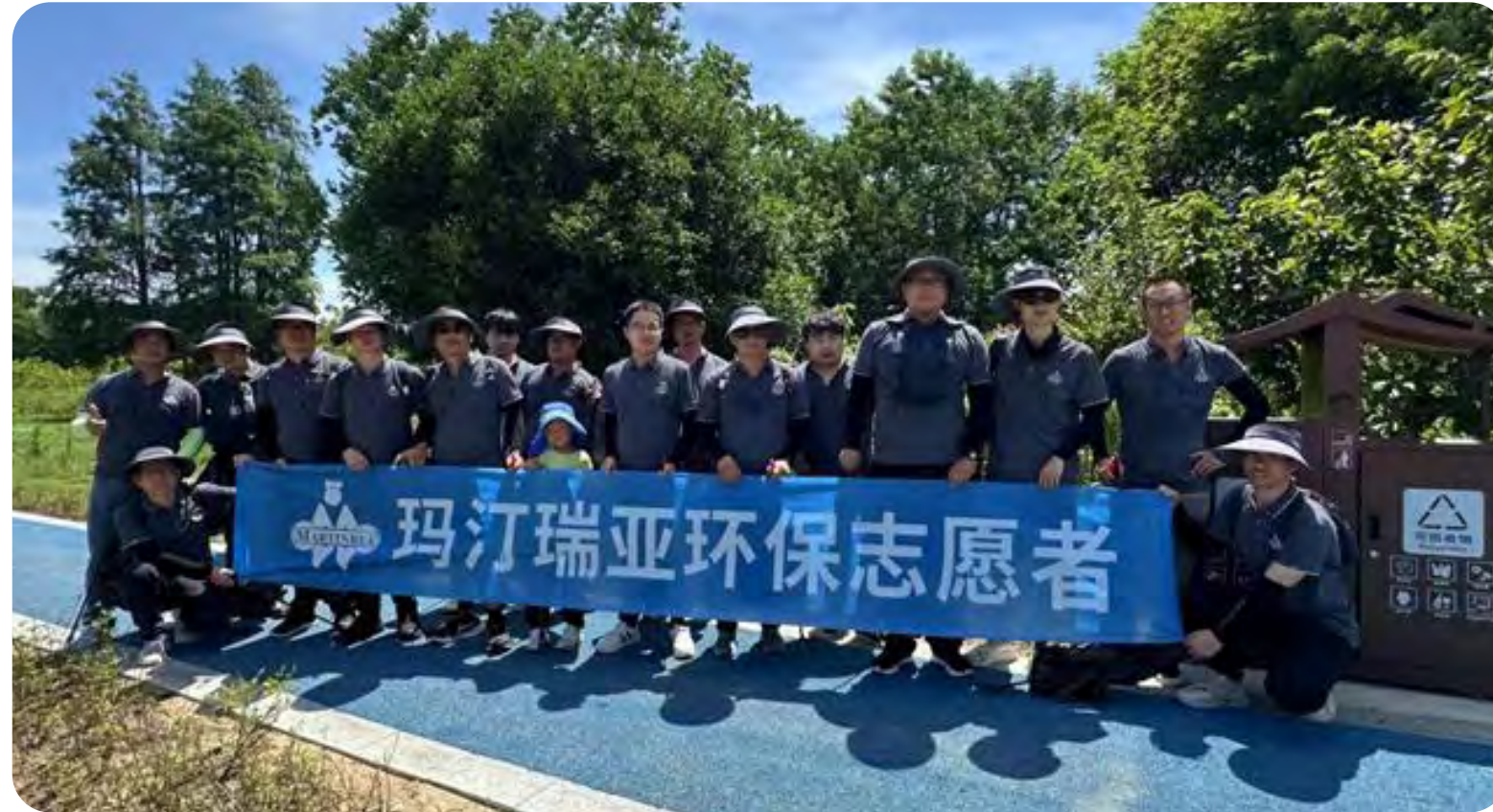


### GIVING BACK THROUGH VOLUNTEER WORK

In celebration of International Volunteer Day, Martinrea Hermosillo Modules spent a day at BAMX Hermosillo, an association that rescues and distributes food pantry items to people living with food insecurity through programs tailored to their specific needs.

Besides helping sort and package pantry items, employees from Hermosillo Modules also contributed by donating food. This year, thanks to the contributions of the entire team, they managed to collect 1,354 kg of dry food, surpassing the amount raised last year by 154 kg.

## MAKING PEOPLE'S LIVES BETTER



### ENVIRONMENTAL CONSERVATION VOLUNTEERING

Martireya Yuyao organized a Green Earth environmental volunteer activity, to promote sustainability and environmental conservation. A group of 20 participants spent 80 hours to collect litter in the surrounding community. Through their time and effort, the team contributed to ensuring a cleaner and healthier environment, highlighting the plant's commitment to "Leave it better."



### CARRYING OUT REFORESTATION ACTIVITY

Committed to environmental sustainability, Martireya Ramos carried out a reforestation activity of one hectare in the San Lorenzo Canyon, planting approximately 700 pine trees. Its total extension covers over 2,500 hectares, hosting more than 1,800 wildlife species such as parrots, black bears, wild cats and pumas.

The event started with a talk by rangers providing important information regarding the Natural Reserve, and a tutorial about the correct way to plant pine trees. This was followed by a donation of a metal heart-shaped container to collect plastic bottle caps for recycling.



### GIVING BACK TO THE COMMUNITY

Team members from Hydroform Solutions volunteered at Regeneration Outreach Community Centre to sort and re-pack donated products at the Marketplace Food Bank. The team found this to be a rewarding experience, and enjoyed the opportunity to positively impact their community, while also spending quality time with peers.

## WORKPLACE HEALTH AND SAFETY

Martinrea is strongly committed to workplace health and safety and the prevention of occupational injury and illness; it is core to our principle of making lives better by keeping our employees safe. Our objective is to apply continuous improvement to our health and safety performance and to outperform industry standards based on key safety performance indicators.

A safe and healthy workplace is created through leadership and employees' combined effort and participation. Leadership is responsible for establishing and maintaining health and safety policies, programs, safe work practices and resources, and employees are responsible for maintaining safe and healthy work conditions by following the safety standards and training provided. Prevention is the goal.

We accomplished this through the Company's strong culture and belief in "Making Lives Better," including:

- Protection for employee health and safety is a core principle in the Company's Employee Bill of Rights
- Commitment to providing people with a healthy and safe work environment, free from harassment and violence
- Adoption of health and safety best practices throughout the organization, with a focus on identifying and eliminating risks pertaining to health and safety, industrial-hygiene, ergonomics and emergency preparedness

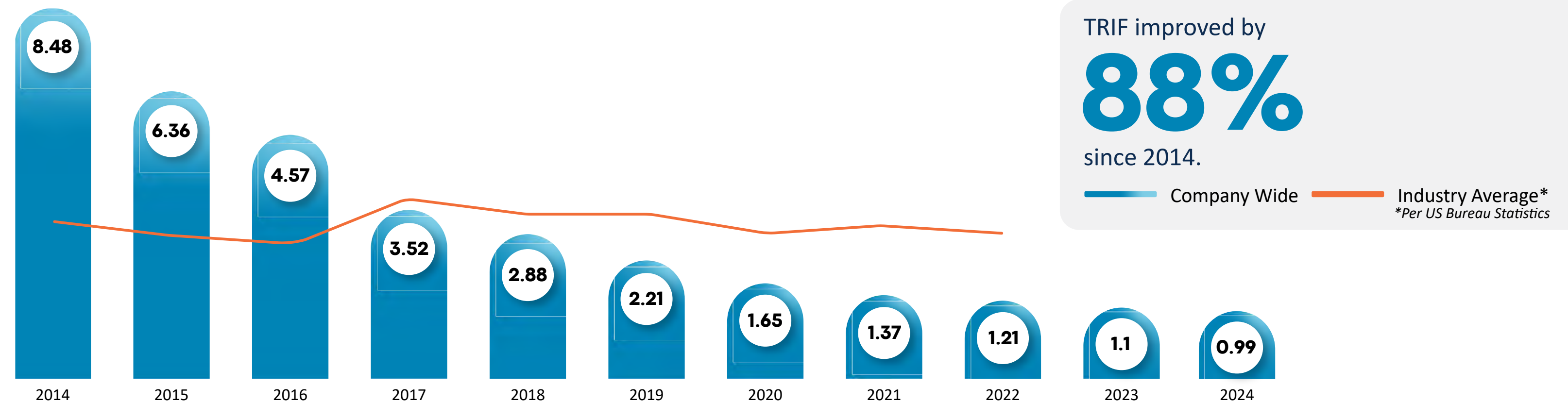
- Incorporation of regulatory changes, learnings from near misses and accidents and changes to industry standards into our global safety management system
- Development of emergency preparedness and response plans at each location to ensure timely response and communication in the event of an emergency and incident investigation procedures to ensure incidents are investigated with corrective action implemented to prevent recurrence
- Implementation of a Joint Health and Safety Committee at each plant and office helps to ensure compliance with local and global standards through routine and unscheduled audits designed to address documentation requirements, assess physical conditions at the plant and ensure compliance to legal requirements
- Completion of audits and inspections to develop action plans addressing deficiencies and/or best practices
- Incorporation of the Health and Safety Management System, abiding by international and regional standards, including: Canadian Standards Association (CSA) and American National Standards Institute (ANSI), as well as country-specific safety regulations
- Initiation of Health and Safety Committees to hold regular conferences with representatives of our manufacturing locations to reinforce our commitment to providing a safe and healthy work environment and sharing best practices with respect to occupational health and safety

Martinrea has consistently improved accident rates, year over year. Our company wide Total Recordable Injury Frequency (TRIF) rates have improved by 88% since 2014 and 55% since 2019. Even within the last year, our TRIF rates have improved by 10%.

Approximately 43% of our manufacturing plants are ISO 45001 certified for Management Systems of Occupational Health and Safety.

Health and Safety data from 2024 is summarized in the [Appendix – Summary of Sustainability Metrics](#).

### TRIF - COMPANY WIDE



### MARTINREA AND SAFETY

As a testament to Martinrea's dedication to safety, Matija Mlinaric, Global Director, Human Resources, Metallics, was invited to speak at Toyota's 2024 Annual Supplier Safety Meeting (ASSM). Toyota requested Martinrea to present because of our low-risk safety rate and significant improvements over the years.





## DIVERSITY, EQUITY AND INCLUSION

The Company believes in sound policies and practices aimed at increasing diversity, equity and inclusion for its directors, executives and employees.

In a progressively more complex global marketplace, the ability to draw on a wide range of viewpoints, backgrounds, skills and experiences through the talent of our team members is critical to our success, improving productivity and innovation. Martinrea believes in creating a diverse, equitable and inclusive workplace, based on its Golden Rule culture – treating people the way we want to be treated, with dignity and respect. We believe a great work environment allows everyone to reach their full potential.

Our objective is to further encourage diversity, equity and inclusion throughout the Company. Our conduct with each other is characterized by respect and tolerance, free

of discrimination or harassment due to gender, identity, race, ethnicity, national or social origin, age, religion, political or sexual orientation, physical or mental disability or other characterizations protected under law. Tolerance and equal opportunity are prerequisites to a pleasant work environment. When all of these different views are shared collaboratively, amazing things can happen.

Fair treatment, and dignity and respect are core principles in the Company’s Employee Bill of Rights and 10 Guiding Principles. These principles, which are discussed and reinforced through monthly employee meetings, Martinrea News (publication provided for employees), Global Leadership Conference, training and in daily life, also encourage diversity. Our Diversity Policy promotes an inclusive work environment.

Martinrea has a Global Diversity Steering Committee with subcommittees such as Awareness and Engagement, Opportunities in Manufacturing, Mentorship Programs and Employee Resource Groups (ERGs), among others. The Committee meets regularly on initiatives and engages in planning activities and team members work to increase diversity, equity and inclusion awareness and engagement, implement training and maintain compliance.

Martinrea also values cultural traditions in all countries we are proud to represent. In honour of the World Day for Cultural Diversity, our employees embraced the richness of their diverse backgrounds. Our global locations hosted various celebrations, including dressing in traditional attire, providing dishes from their respective countries and engaging in heartfelt conversations about their unique cultural heritage.



**DEANNA LORINCZ**  
GLOBAL DIRECTOR, COMMUNICATIONS  
AND MARKETING

**W** I’m proud that we’ve maintained a balanced and principled approach to diversity, equity and inclusion—one that has been thoughtful and consistent from the start. We’ve stayed true to our values, ensuring our efforts are both meaningful and lasting.



### EMBRACING MARTINREA’S CULTURAL DIVERSITY

Bishop Circle Assembly (BCA) has introduced a new Spanish-speaking program that ensures paperwork is translated into supported languages. Town Hall Meetings are now offered in Spanish, and the onboarding process has been updated to include more comprehensive Spanish-speaking sessions. This new implementation enhances the workplace environment by improving communication and accessibility for our operators.

## SPOTLIGHT VISIT FROM MINISTER OF INNOVATION, SCIENCE AND INDUSTRY

Martinrea's Hydroform Solutions and Alfield locations welcomed the Honourable François-Philippe Champagne, Minister of Innovation, Science and Industry. Larry Paine, Executive Vice President, Metallics Business Unit and Stuart Fraser, Vice President, Operations, Metallics Business Unit were present, along with Members of Parliament.

Managers at each location presented information about the company, followed by a plant tour of the location, showcasing innovative projects currently being developed. Minister Champagne took the time to greet each team member on the floor, listening to their experiences and journey in Canada. The tours showcased many women in manufacturing, specifically in semi-skilled roles and the long tenure of the employees.



**CAROL JONG-LEE**  
HUMAN RESOURCE MANAGER,  
HYDROFORM SOLUTIONS

It was a pleasure to share with the Honourable François-Philippe Champagne the valuable contributions of our semi-skilled women in the tool room and maintenance departments, as well as the women in Manufacturing who drive innovative ideas and lean initiatives that make Hydroform Solutions a truly great place to work.



# DIVERSITY, EQUITY AND INCLUSION

## GENDER DIVERSITY

In 2015, the Company adopted a Diversity Policy and has implemented proactive steps to advance women to leadership positions through training, succession planning and other activities to reflect the gender diversity within the Company. We are committed to supporting women in crucial roles in the Company, including in senior management.

The Company aims to support diverse candidates, in operational roles through strategies we have implemented to ensure exposure and opportunities. In 2024, women made up approximately 26.8% of positions within Martinrea's global workforce and 32.9% within Martinrea's Canadian workforce. In critical positions (management and above) at Martinrea, women made up approximately 20.3% within the Canadian workforce and 20.2% globally.

We aim to support gender diversity within Martinrea, through community engagement, in-house training programs for women and constant evaluation of how we can attract women to work in manufacturing. We participate in promoting the automotive sector as a career for women, such as by sponsoring student and university co-op programs, as well as supporting the development of the next generation of talent in Science, Technology, Engineering and Mathematics (STEM), including programs that engage and encourage young women to enter STEM fields such as First Robotics.

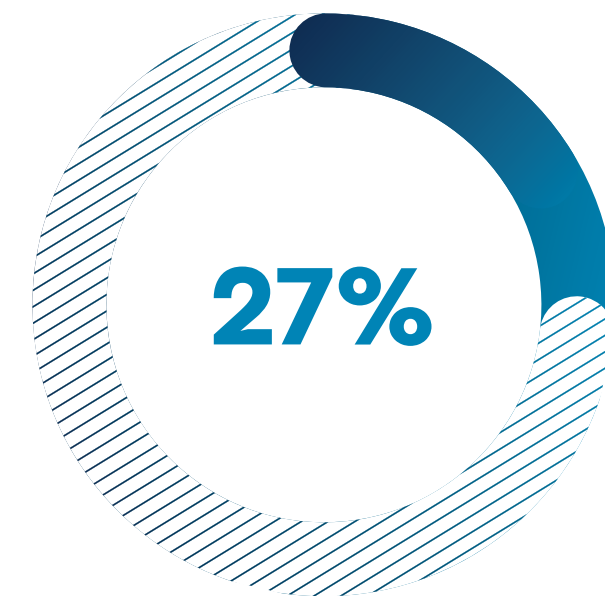


### TOOLING SCHOOL FOR WOMEN GRADUATION

Martinrea's Silao location, located in Mexico, proudly celebrated the graduation of the first class of women who trained through the Tooling School for Women. This milestone is a testament to Martinrea's commitment to diversity and inclusion, aiming to develop more women in manufacturing.

## BOARD DIVERSITY

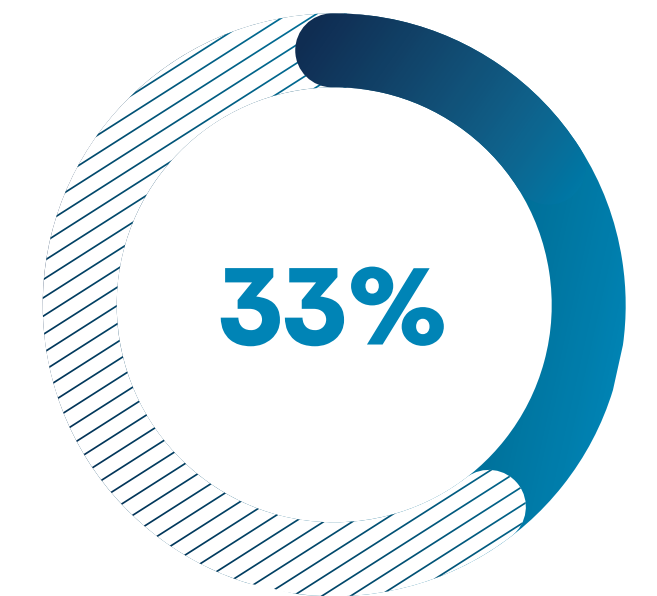
The Board of Directors currently has three female directors out of nine directors, meaning approximately 33% of the directors are women. The Company considers diversity as directors retire or a determination is made to expand the number of directors on the Board. Gender Diversity data from 2024 is summarized in the [Appendix – Summary of Sustainability Metrics](#).



Of the workforce are women



Of the critical positions are women



Of the Board are women

**SPOTLIGHT**

**CONNECTING THROUGH INCLUSION AND GROWTH**



Martinrea sponsored and attended the 2024 Rev Up 2030 Diversity, Equity and Inclusion Summit hosted by the Center for Automotive Diversity, Inclusion and Advancement (CADIA). Deanna Lorincz presented at the panel "Fostering Diversity, Equity and Inclusion in Retail, Plant and Hourly Workforces." Martinrea BCA's HR Manager, Chelsea Zarr, also spoke in a separate panel where she discussed how to integrate diversity, equity and inclusion across organizational pillars.



Martinrea had the opportunity of attending the Automotive Women's Alliance Foundation's (AWAF) Annual Holiday Affair. Zereen Ali was honored with the Emerging Leader Award, a recognition that honors a woman who has been in her career 10 years or less and has demonstrated outstanding performance, as well as leadership in her professional work and the community.



**ZEREEN ALI**  
MANAGER, GLOBAL COMMUNICATIONS  
AND MARKETING

Since starting at Martinrea as an intern many years ago to now as a manager, I feel fortunate to play an active role in both the development and success of my team and Martinrea. Building off this recognition, I hope to continue growing and making a positive impact wherever I can. //

# DIVERSITY, EQUITY AND INCLUSION

## SUPPLY CHAIN DIVERSITY

To Martinrea, our mission of Making People’s Lives Better includes supporting diverse-owned businesses in the communities in which we operate. Supplier diversity means something slightly different in each region of the world. For this reason, we define a diverse supplier as a company that is majority-owned (51%) and operated by an individual or group that has been historically underrepresented or underserved in the economy.

Our Supplier Diversity program strives to promote an inclusive approach to procurement globally by delivering broader societal benefits through generating economic opportunities for disadvantaged communities, ultimately helping to build a more diverse business ecosystem. Additionally, an inclusive procurement strategy widens the pool of potential suppliers and promotes competition in the supply base, helping to improve product quality and reduce costs. By providing more sourcing options, inclusiveness can also make supply chains more resilient and agile.

Martinrea’s Supplier Diversity program has expanded to include purchases in excess of \$250 million from over 100 diverse companies. We support various organizations both through financial commitments and sponsorships and through attending multiple tradeshows, events, conferences and procurement fairs.

We are proud to have received awards for our supplier diversity efforts from many customers over the years.



**TINA BUZZO**  
BUYER, SUPPLY CHAIN OPERATIONS

“ We are honored to receive the Nissan Supplier Diversity award once again in 2024. This recognition reflects our unwavering commitment to fostering an inclusive and diverse supply chain that drives innovation and excellence. ”



### MARTINREA RECEIVES NISSAN SUPPLIER DIVERSITY AWARD 2024

Martinrea was recognized at Nissan North America’s Supplier Appreciation and Awards ceremony by receiving the Supplier Diversity Award for the sixth consecutive year. The achievement acknowledges suppliers who have successfully integrated opportunities for minority- and women-owned businesses within their operations.

Below are some of the organizations we support:



# DIVERSITY, EQUITY AND INCLUSION

## ACCESSIBILITY

Martinrea is committed to preventing and reducing accessibility barriers from our workplaces where possible and meeting accessibility requirements in the locations in which we operate. We believe in equal opportunity and aim to create an inclusive culture.



### SALTILLO GIVES BACK ON CHILDREN'S DAY

Martinrea employees from the Saltillo location visited the Centre of Rehabilitation and Childcare Inclusion (CRIT). This centre focuses on improving the quality of life for children with disabilities and their families by offering medical attention, therapy and rehabilitation services. With the support of our employees, the location collected more than 200 toys for children. 22 employees visited CRIT to give these toys to the kids as a special "Children's Day" celebration.



### ANTING REDUCES ACCESSIBILITY BARRIERS

Martinrea Anting location supports individuals with impairments. One employee has a disability in his right leg. By reassigning job requirements, this employee can contribute to the nylon insertion process which is relatively low labour intensity. This is an example of reducing accessibility barriers for individuals, fostering equity and inclusion.

## EMPLOYMENT

As part of our commitment to a strong corporate culture, the Company has developed Martinrea's 10 Guiding Principles which provide the foundation for our approach to dealing with all aspects of our business, including our people.

Martinrea is committed to the fair treatment of employees, a safe, healthy and diverse workplace, competitiveness of wages and open communication. We believe providing employees with a safe and pleasant working environment, based on dignity and respect, is an important factor in maintaining labour productivity and goodwill to produce quality products that exceed customer expectations. The future success of Martinrea depends in part on its ability to attract and retain qualified people.

In addition to our 10 Guiding Principles, Martinrea adopted an Employee Bill of Rights in 2001, still relevant today, as follows:

- **Job Security:** Every employee is an important member of the Martinrea team. Together, we build our future and protect our job security – exceeding customer expectations while remaining competitive within our industry.
- **Health and Safety:** Our employees work in a safe, healthy environment and an ergonomically friendly workplace.
- **Fair Treatment:** Our employees shall be treated with dignity and respect. Accordingly, we provide equal opportunities in a workplace free from discrimination and harassment.
- **Compensation:** Our wages and benefit programs are reviewed annually to ensure that employees receive fair compensation for our industry and the communities in which they live.
- **Coaching:** Regular feedback will be provided so our employees know where they stand at all times and can build on their strengths.
- **Training:** Employees shall be provided the opportunity to develop to their full potential through ongoing training and continuous learning.
- **Communication:** We believe in open, honest two-way communication supported by visible, responsible action in a timely manner.
- **Open Door Policy:** If any employee feels his or her rights under the Martinrea Employee Bill of Rights are not being met or if they have any questions, concerns or suggestions, they are encouraged to approach any member of the management team up to and including the CEO. Our doors are always open. We promise to listen and respond appropriately without reprisal or retaliation.

Every year, Martinrea conducts a comprehensive, voluntary employee opinion survey administered by a third party expert. In 2024, we had 14,957 surveys submitted (approximately 80% of Martinrea global workforce). We are proud to have achieved an overall positive score of 83.2% in 2024. General categories on the survey include: the way we work (health and safety, work environment, teamwork and collaboration); supporting our people (communication, fair treatment, diversity and inclusion); value and recognition (compensation and incentives, career advancements and appreciation); and shaping the future (personal goals, performance feedback, growth and development). We utilize the surveys to determine where we can improve and will strive to do so. We believe a happy, motivated, empowered, purpose-oriented workforce is the foundation of company success in the short, medium and long-term.

Our 10 Guiding Principles and Employee Bill of Rights aligns with our high performance culture. To further support our most important resource, our employees, we developed an ERG Steering Committee to manage the implementation of ERGs throughout the Company and create plans to develop these groups as resources for our employees continuously. ERGs serve different individuals based on their needs and passions (or interests), including MindsMatter (mental health support), W@M (Women's Resource Group) and YoPro (Young Professionals).



## HUMAN RIGHTS

Our approach to human rights aligns with our vision of Making Lives Better and our Golden Rule culture. Martinrea condones forced labour and child labour and respects the rights of children. Martinrea's Sustainability Policy and its Human Rights Policy set forth our values regarding human rights, including child labour, forced labour, human trafficking, modern slavery, diversity and inclusion, freedom of association, collective bargaining, safe work environment, working hours and wages and benefits. Our policies align with the United Nations Universal Declaration of Human Rights and additional guidance contained within the International Bill of Rights. Our Sustainability Policy and Human Rights Policy applies globally, including all our worldwide subsidiaries, affiliates, partnerships, ventures and other business associations that Martinrea controls. All our employees are subject to these policies. Martinrea believes in compensating employees to help them to meet their basic needs, while providing them the opportunity to improve their skills and abilities to enhance their social and economic opportunities. The Company rejects all forms of physical, sexual, psychological or verbal abuse of its employees.

Our suppliers, contractors and other business partners with whom we do business are also expected to adhere to our standards, including human rights and labour practices.

# EMPLOYMENT

## EMPLOYEE RESOURCE GROUPS



### MINDSMATTER

The mission of the MindsMatter ERG is to build mental health awareness, reduce the stigma associated with it, and provide a safe environment for employees to support each other and share resources. MindsMatter currently operates under two subcommittees: Communications and Events and Training and Education. Both subcommittees work together to bring awareness to those who may be struggling personally or those who may be supporting a loved one who is struggling. Resources are available on 24 various mental health topics including but not limited to anxiety, caregiving, depression, substance abuse, suicide awareness and work-life balance.



### WOMEN AT MARTINREA

In 2024, the W@M ERG expanded its reach to our global locations. This marked a milestone in our commitment to supporting, empowering and developing women both professionally and personally. With this expansion, new local chapters were formed across various regions, each bringing a unique approach to fostering growth and community among our employees. Each W@M chapter is designed to reflect the needs and aspirations of its members, empowering them to develop strategies that resonate on a local level. From hosting events that inspire professional growth to providing training that sharpens essential skills, these chapters have become hubs of learning, collaboration and celebration.



### YOUNG PROFESSIONALS

Our YoPro ERG aims to engage, connect, develop and retain young employees across the company to improve performance, satisfaction and retention. This group serves as a resource and advocate for young full-time employees and interns through programming professional and personal development workshops, career growth talks given by Martinrea leaders and meaningful networking events which all help to encourage professional growth and cross-departmental community building. In addition, it supports early career team members in the start of their workplace journey, providing the necessary tools and connections essential to building their way forward.



## RESPONSIBLE SOURCING

### SUPPLY CHAIN

Martinrea seeks to fully comply with all applicable labour and other laws in all jurisdictions in which we operate. We expect our supply chain to adhere to our Supplier Code of Conduct and Ethics (“Supplier Code”), which articulates our fair enterprise culture and serves as a general endorsement of the human rights and international labour standards reflected in the United Nations Universal Declaration of Human Rights, International Labour Organization (‘ILO’) Fundamental Conventions, and ILO Declaration on Fundamental Principles and Rights at Work. Our Supplier Code reflects an express and unequivocal prohibition on the use of forced or child labour. Our Supplier Code is an integral part of our supplier package, which emphasizes the importance of maintaining global working conditions and standards for the dignified and respectful treatment of all employees within all our global operating locations, as well as those of our supply chain. Suppliers are expected to respect internationally recognized human rights. A failure by any of our suppliers to comply with the Supplier Code may result in the termination by Martinrea of the supplier relationship.

With respect to third-party service providers and staffing agencies, we maintain a number of oversight and due diligence practices to ensure that contingent workers are subject to the same ethical standards applicable to Martinrea’s regular full-time employees.

There is increased global legislation mandating due diligence of supply chains. To help comply with laws across different jurisdictions in which we operate, we conduct risk assessments as we determine necessary as a part of our broader enterprise risk management systems. The assessments help to identify, avoid and address related financial risks and opportunities to key business areas, human rights issues, environmental issues and economic impacts. We continue to monitor compliance with emerging supply chain regulations that apply to our operations and our supply chain.

No production suppliers or temporary staffing/labour agencies were terminated in 2024 as a result of a violation of working conditions or human rights.

### CONFLICT MINERALS

Martinrea’s Conflict Minerals Policy provides a general overview of our commitment to ethical and socially responsible business practices, including promoting the protection of human rights. Martinrea completes conflict mineral reporting as we determine necessary to help ensure conflict minerals such as gold, tantalum, tungsten and tin, as well as cobalt and mica, sourced from mines under the control of armed groups in the Democratic Republic of Congo and certain neighbouring countries, are not used in our automotive parts and assemblies.

This Policy plays an important role in Martinrea’s commitment to source components and materials from companies that act in an ethical and environmentally responsible manner and respect for human rights.

Martinrea strives to have a conflict-free supply chain and is committed to working with its suppliers to increase transparency regarding the origin of minerals in its products. Suppliers we determine to be “high-risk potential” will be audited by Martinrea, in accordance with our procedures, to reduce risk within the supply chain. Failure to meet our standards may result in the termination by Martinrea of the supplier relationship. This helps to reduce our liability as a company and sets expectations and our position on ethical standards.

We report annually to our customers on supply chain due diligence and use our International Materials Data System, our Supplier Sustainability Surveys and the Responsible Minerals Initiative to perform due diligence queries of our supply chain.



## PUBLIC POLICY INVOLVEMENT

In addition to participation in multiple associations, Martinrea leadership actively engages with governments and policy makers in the countries and communities it operates in to inform public policy. We view this as a corporate citizenship responsibility – to all of our stakeholders, and is part of our mission of being leaders in our communities and our vision of making people's lives better in all we do.



### AUTOMOTIVE PARTS MANUFACTURER'S ASSOCIATION (APMA)

Martinrea's President has served as Chairman of the APMA, leading the continuous focus on the interests of the membership in particular and on the industry in general. He remains a director of APMA. The APMA is Canada's national association representing producers of parts, equipment, tools, supplies, advanced technology and services for the global automotive industry.



### MICHAUTO

Martinrea is an active participant in MichAuto, an initiative dedicated to advancing Michigan's automotive and mobility industry. MichAuto collaborates with industry leaders, policymakers and stakeholders to support workforce development, drive innovation and advocate for policies that strengthen the region's automotive ecosystem.



### SUPPLIERS PARTNERSHIP FOR THE ENVIRONMENT

Martinrea is an active member with the Suppliers Partnership for the Environment (SP). SP provides a forum for global vehicle manufacturers and their suppliers to work toward a shared vision of an automotive industry with positive environmental impact. SP members represent organizations from across the automotive value chain, including several of the world's largest automakers and suppliers.



### CANADIAN CENTRE FOR DIVERSITY AND INCLUSION (CCDI)

Martinrea is a member of the Canadian Centre for Diversity and Inclusion (CCDI), an organization dedicated to fostering inclusive workplaces and driving positive social change. CCDI provides valuable resources, training and best practices to help organizations create more diverse and equitable work environments.



### MISSION FROM MaRS

Martinrea's Executive Vice President of MiND serves as a coalition advisor. Mission from MaRS' mandate is to identify Canada's most promising climate-technology ventures with the potential to rapidly reduce GHG emissions. The initiative aims to eliminate barriers to adoption that prevent such ventures from realizing their global potential. The first mission, the Climate Impact Challenge, sought to identify and scale the adoption of ten Canadian climate tech solutions with the highest potential to reduce GHG emissions, while economically meeting industry needs.

## PUBLIC POLICY INVOLVEMENT



### WOMEN IN MANUFACTURING (WIM)

Martinrea supports Women in Manufacturing (WiM), an organization committed to empowering and advancing women in the manufacturing sector. WiM provides career development, mentorship and networking opportunities to help women excel in manufacturing careers.



### CANADIAN AUTOMOTIVE PARTNERSHIP COUNCIL (CAPC)

Martinrea's Executive Chairman serves as the co-chair of the Council, leading decision-making and public policy recommendations. CAPC is an industry-led organization formed to address the key competitive issues facing the Canadian automotive industry. CAPC aims to help Canada become the location of choice for automotive manufacturing within North America, driven by an environment that is globally competitive, promotes research and innovation and develops the people, skills and technology necessary to succeed today and in the future.



### MOTOR AND EQUIPMENT MANUFACTURERS ASSOCIATION (MEMA)

Martinrea's CEO serves as a board member of the association, steering decisions. Martinrea's Executive Vice President, Procurement and Supply Chain Operations, serves as a member of MEMA's Chief Procurement Officer Council. The mission of MEMA is to champion the business interests of automotive original equipment suppliers. MEMA fosters collaboration throughout the supply chain, represents the supplier voice in Washington, D.C. and helps members make critical business decisions. MEMA's position indicates that suppliers are a driving force in the automotive industry, transforming mobility through innovation and technology while leading improvements in environmental sustainability and vehicle safety.



### INDUSTRIA NACIONAL DE AUTOPARTES, A.C. (INA)

Martinrea's Executive Vice President, Aluminum Business Unit, serves as a board member of the association. INA is an essential part of the supply chain for automotive assembly plants in North America. INA's mission is to support its members' growth and sustainable development through the promotion of the global market and the manufacturing of the automotive and auto parts sector in Mexico.



### CENTER FOR AUTOMOTIVE DIVERSITY, INCLUSION AND ADVANCEMENT

Martinrea's Global Director, Communications and Marketing, serves as a co-chair for CADIA's diversity, equity and inclusion roundtable group. The CADIA diversity, equity and inclusion Roundtable Series is a forum for the open exchange of information and best practices in the automotive industry for diversity, equity and inclusion champions from automotive OEM and supplier companies.

## PUBLIC POLICY INVOLVEMENT



### AUTO/STEEL PARTNERSHIP

Martinrea's Chief Technology Officer serves on the Board of Directors. The Auto/Steel Partnership is a consortium of steel mills, Stellantis, General Motors Company, Toyota and other tier-one affiliates. Formed in 1987, the partnership leverages the resources of the automotive and steel industries to pursue research, validation and education that help automakers enhance vehicle safety and fuel economy while improving design and manufacturing. The Auto/Steel Partnership's mission is to deliver, to the automotive industry, future steel innovations and solutions that meet society's needs for sustainable vehicles.



### AUTOMOTIVE INDUSTRY ACTION GROUP (AIAG)

Martinrea is a member of AIAG. OEMs, suppliers at all tiers, service providers, government agencies and universities work collaboratively to improve product quality, drive service chain efficiencies and promote social and environmental responsibility. Martinrea's Director of Sustainability also serves on AIAG's Environmental Sustainability Advisory Group.



### AUTOMOTIVE WOMEN'S ASSOCIATION FOUNDATION

Martinrea is a corporate member of AWA, an organization focused on supporting the advancement of women in the automotive industry through education and professional development. AWA offers scholarship programs, networking events and leadership opportunities to help women succeed in the automotive sector.



### ACCELERATE ALLIANCE

Martinrea serves on the Manufacturing Task Force for Accelerate Alliance. The group's mandate is to bring together key players across Canada, from mining to mobility, R&D to commercialization and vehicle assembly to infrastructure to ensure growth and success.



### CEO COALITION FOR CHANGE

Martinrea's CEO serves as a Founding Member of the peer group, contributing and leading the advancement of diversity, equity and inclusion within the automotive industry. CEO Coalition for Change represents automotive CEOs who have committed to making meaningful strides in diversity, equity and inclusion to leverage diverse talent, better engage the workforce and create economic opportunity in the communities in which they operate and serve.

# GOVERNANCE

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## BUSINESS ETHICS

The Company's most important assets are its people and its reputation for integrity, in its products and in how they are made. We believe it must be clear what the Company stands for and it must honour its commitment to its people, customers, owners, lenders and communities. The Board expects our leadership to manage the Company in a manner that enhances shareholder value, is consistent with the highest level of integrity and is within the law. Martinrea's Board of Directors has adopted a Code of Conduct which sets out the Company's expectations to:

- Act honestly and ethically and in the best interest of the Company
- Comply with all applicable laws, rules and regulations
- Not use or disclose any confidential information acquired as a result of a person's role with the Company
- Avoid all actual or apparent conflicts of interest between personal and professional relationships, ethically handling such actual or apparent conflicts of interest
- Not take any opportunity that belongs to the Company or is discovered through the use of corporate property, information or position, or use any corporate property, information or position for personal gain
- Not compete with any business activity of the Company
- Promptly and accurately provide all necessary information to assure that the Company's public reports, documents, filings and communication are full, fair, accurate, timely and understandable and that the Company's public disclosure requirements are fully met
- Promptly report any known violations of the Code to the Audit Committee Chair
- Not permit retaliation of any kind against good faith reports or complaints of violations of the Code or other illegal or unethical conduct. The Code of Conduct is an integral part of Martinrea's ethical backbone. In today's world, our customers, partners and shareholders trust we will maintain and uphold the law and the highest possible standards of conduct.

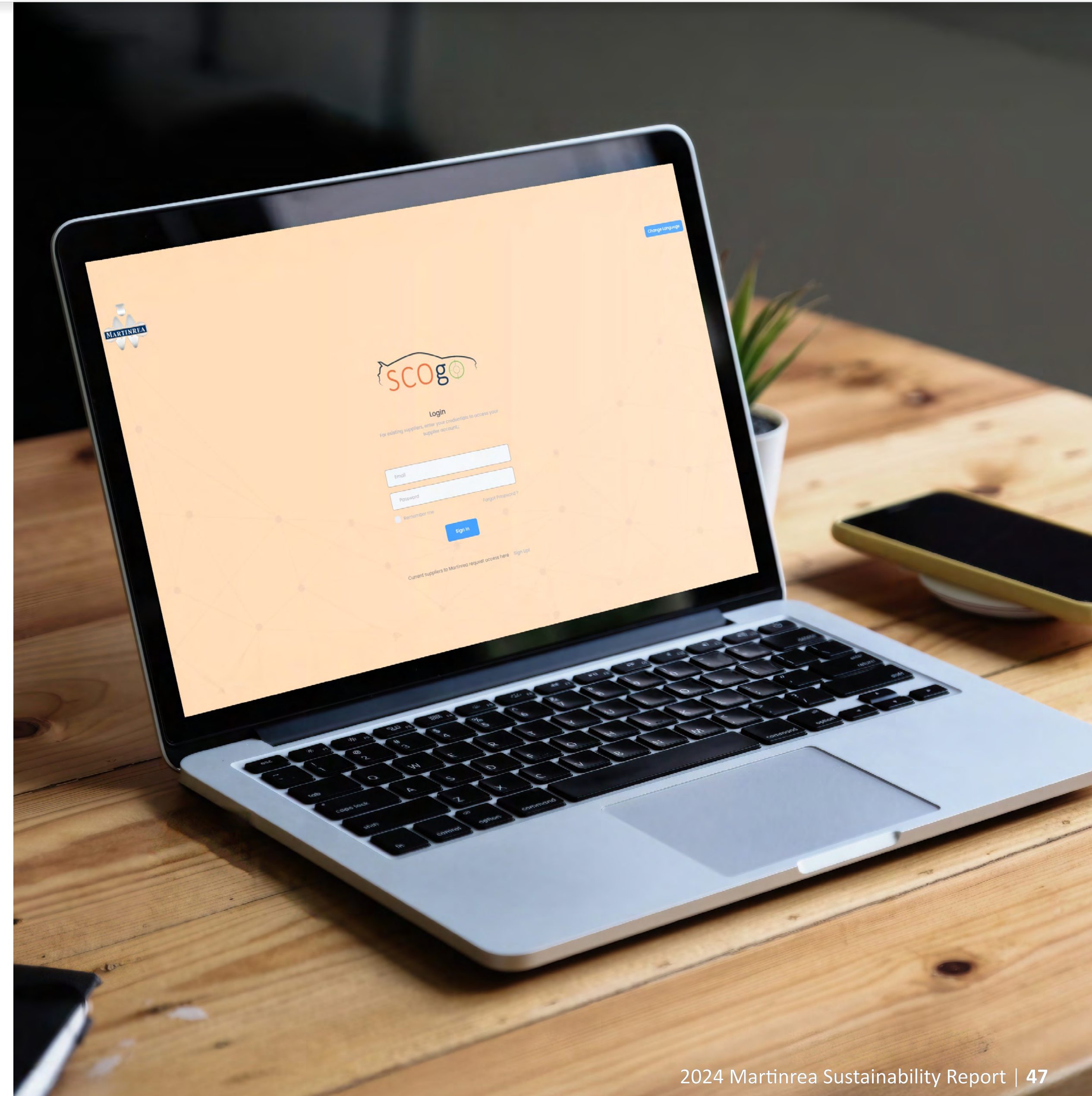
The Code of Conduct gets reviewed at least annually. We conduct training to help our people understand and apply key rules to help ensure all business activities are conducted with the highest level of fairness, honesty, integrity and ethical standards. Employees know where they can go for guidance if ever unclear about the right course of action. We have numerous corporate policies in place (in addition to the Code of Conduct) to ensure ethical and legal compliance. Examples include policies addressing health and safety, workplace violence and harassment, antitrust compliance, privacy and cybersecurity.

## SUPPLY CHAIN RESPONSIBILITY

Martinrea's Supplier Code outlines the principles we set at Martinrea, as well as our expectations we have for every company that supplies goods or services to Martinrea, relating to, but not limited to:

- Responsible sourcing of materials
- Respect for human rights such as forced and child labour
- Employee health and safety
- Promotion of diversity and inclusion
- Privacy and cybersecurity
- Prohibitions against counterfeit parts
- Environmental protection
- Global trade compliance (export, import and sanctions)
- Ethical business conduct, such as compliance with antitrust/competition, anti-corruption laws
- Integrity of financial reporting and financial controls, protection of intellectual property
- Data security and cybersecurity protection

Martinrea expects the standards set out in the Supplier Code to be met by all of our suppliers, even in jurisdictions where meeting such standards may not be considered part of the common business culture. We communicate to our suppliers our expectations that their suppliers abide by the principles of the Supplier Code as well. Martinrea reserves the right to audit a supplier's compliance with the Supplier Code. We perform limited audits, as needed, on suppliers identified to be potentially high risk. Failure to meet our standards detailed within the Supplier Code may result in the termination by Martinrea of the supplier relationship. This can help to reduce our liability as a Company, setting the precedent of our expectations and how seriously we take our position on ethical standards. The Supplier Code resides on our website under the suppliers webpage. Martinrea also requests an annual supplier self-assessment from our production supplier partners, which includes questions related to sustainability, code of conduct and cybersecurity for example. These assessments aid in our determination of high-risk suppliers and identification of the best suppliers for collaboration.





## MARTINREA WHISTLEBLOWER

We have policies for employees to safely communicate suspected violations of the Code of Conduct and the Employee Bill of Rights. We maintain a confidential and anonymous whistle-blowing line, administered by a third-party and available for employees and any other stakeholders (including customers and suppliers) to make submissions.

The anonymous hotline can be used to report violations, specifically illegal business practices or potential human rights violations. All reports cascade to Martinrea leadership, allowing any risks to be immediately addressed, strengthening our corporate governance.

## INFORMATION TECHNOLOGY AND CYBERSECURITY

Standardization, a cyber secure culture, on-time delivery of solutions and ensuring sustainable, high-performing Information Technology (IT) systems are primary objectives of Martinrea's IT department. This strategy is designed to align with industry standards and customer expectations. Martinrea is devoted to continuing as a trusted supplier to our customers and maintaining our commitment to addressing cybersecurity risks in our environment while protecting our customers and industry.

To mitigate the risk of cybersecurity attacks and any potential losses, Martinrea employs a threat-intelligence-based security stack that proactively defends against a full spectrum of attacks. This approach uses behavioral profiling that continuously learns and adapts to changing threats. We also rely on third-party experts, where necessary, to assist in preventing, detecting and responding to cybersecurity threats.

Our goal is to establish secure, easy-to-use, flexible and rapidly provisioned best-in-class IT services. We utilize a cybersecurity maturity roadmap to ensure we have the platforms, structures and organizational processes to address future issues and challenges effectively. The Board of Directors receives regular cybersecurity updates from the Company, providing oversight and visibility into our efforts.

As part of our cybersecurity strategy, we recognize that our employees are our best defense in maintaining the Company's cyber-security. Therefore, annual cybersecurity training is mandatory for all employees, not just IT staff. We frequently conduct phishing training campaigns and regularly execute targeted test campaigns to keep our employees vigilant and informed.



## LEGAL DISCLAIMER

This report and language in any sustainability video and content that is posted on our website, contains or may contain forward-looking statements within the meaning of applicable Canadian securities laws, including statements related to the Company's intentions, beliefs or expectations as to its current or future sustainability strategy and initiatives, benefit of those strategies to the Company and/or its customers and/or the environment. The words "continue", "expect", "anticipate", "estimate", "may", "will", "should", "views", "intend", "believe", "plan", "outlook" and similar expressions are intended to identify forward-looking statements. Forward-looking statements are based on estimates and assumptions made by the Company in light of its experience and its perception of historical trends, current conditions and expected future developments, as well as other factors that the Company believes are appropriate in the circumstances, such as expected sales and industry production estimates, current foreign exchange rates (FX), timing of product launches and operational improvements during the period and current Board approved budgets. Many factors could cause the Company's actual results, performance or achievements to differ materially from those expressed or implied by the forward-looking statements, including, without limitation, the industry trends and risk factors outlined in the Company's Annual Information Form, Management Discussion and Analysis and other public filings which can be found at [www.sedarplus.ca](http://www.sedarplus.ca). These factors should be considered carefully and readers should not place undue reliance on the Company's forward-looking statements. The Company has no intention and undertakes no obligation to update or revise any forward-looking statements, whether as a result of new information future events or otherwise, except as required by law.

The information in this report, including financial information, has been prepared to the best of Martinrea's knowledge based on the information available to Martinrea on the relevant dates and has not be reviewed or verified by any third party. Martinrea has not independently verified information provided to it by third-parties. Key metrics in this report are collected and calculated according to Martinrea's policies and procedures, which may change from time to time. We caution readers that our processes to collect and validate the energy, emissions and water data provided throughout report are not as mature as those related to financial data, but we are committed to enhancing both the data collection/validation processes and thus the quality of the data, in the coming years. The information in this sustainability report is not exhaustive of all of the Company's sustainability risks and opportunities. Please refer to the Company's Annual Information Form and the Company's Management Discussion and Analysis for the fiscal year ended 2024 and other public filings for more information on sustainability risks and opportunities applicable to Martinrea, which can be found at [www.sedarplus.ca](http://www.sedarplus.ca).

The common shares of Martinrea trade on The Toronto Stock Exchange under the symbol "MRE."







1- Based on Martinrea's Management Discussion and Analysis for the 2024 fiscal year end, a copy of which can be obtained on [www.sedarplus.ca](http://www.sedarplus.ca)

# APPENDIX

## Sustainability Metrics



# APPENDIX

Topic	UNSDG	Metric	2024 Data <sup>(i)</sup>	2023 Data	Baseline Data	Change from Previous Year	Change from Baseline	Baseline Year
Energy Management		Natural Gas (MWh)	369,402	400,957	364,453	↓ 7.9%	↑ 1.4%	2019
		Electricity (MWh)	540,935	568,739	543,562	↓ 4.9%	↓ 0.5%	2019
		Aggregate amount of energy consumed (MWh)	910,337	969,696	908,015	↓ 6.1%	↑ 0.3%	2019
		% energy supplied by electricity grid	59%	59%	60%	0%	↓ 1%	2019
		Amount of on-site renewable energy (MWh)	3,128	301	0	↑ 2,827MWh	↑ 3,128 MWh	2019
		Energy Intensity (MWh/\$1000 CAD sales)	0.18156	0.18159	0.235	0%	↓ 23%	2019
Carbon Emissions		Absolute Scope 1 Emissions (mtCO <sub>2</sub> )	69,325	75,247	68,396	↓ 7.9%	↑ 1.3%	2019
		Absolute Scope 2 Emissions (mtCO <sub>2</sub> )	166,396	183,309	215,153	↓ 9.2%	↓ 22.6%	2019
		Total Scope 1 & 2 Carbon Emissions (mtCO <sub>2</sub> )	235,721	258,556	283,549	↓ 8.8%	↓ 17%	2019
		Carbon Intensity (mtCO <sub>2</sub> /\$1000 CAD Sales)	0.0470	0.0484	0.0734	↓ 2.9%	↓ 36%	2019
Waste Management		Total manufacturing waste generated (tonnes)	340,106	367,871	308,117	↓ 7.5%	↑ 10.4%	2022
		Total hazardous waste (tonnes)	4,295	5,516	5,516	↓ 22.1%	↓ 22.1%	2023
		% hazardous waste	1.3%	1.50%	1.50%	↓ 0.2%	↓ 0.2%	2023
		Total non-hazardous waste to landfill (tonnes)	4,090	7,523	8,662	↓ 45.6%	↓ 52.8%	2022
		% waste recycled, composted, repurposed	98.80%	98%	97.20%	↑ 0.8%	↑ 1.6%	2022
		Total waste to energy (tonnes)	1,747	1,926	1,166	↓ 9.3%	↑ 49.8%	2022
		% of manufacturing plants with >90% landfill diversion rate	83%	73%	70%	↑ 10%	↑ 13%	2022
Water Management		Annual water withdrawals (1,000 cubic meters)	2,266	2,533	2,584	↓ 10.5%	↓ 12.3%	2022
		% of water usage in high water stress areas	9.7%	9.4%	8.5%	↑ 0.3%	↑ 1.2%	2022
Health and Safety		Total Recordable Injury Frequency (TRIF)	0.99	1.1	2.21	↓ 10%	↓ 55%	2019
		Lost Time Injury Frequency (LTIF)	0.55	0.51	1.03	↑ 7.9%	↓ 47%	2019
Gender Diversity		% women employees in Canada	32.9%	32.2%	31%	↑ 0.7%	↑ 1.9%	2022
		% women employees globally	26.8%	23.6%	23%	↑ 3.2%	↑ 3.8%	2022
		% women employees in Canada in leadership (manager and above)	20.3%	22.1%	19%	↓ 1.8%	↑ 1.3%	2022
		% women employees globally in leadership (manager and above)	20.2%	20%	18%	↑ 0.2%	↑ 2.2%	2022
		% women on the Board of Martinrea	33%	33%	14%	0%	↑ 19%	2019

(i) 2024 data with respect to Water Withdrawals, Emissions, Energy Management, and Waste Management is preliminary.

TRIF - # of recordable injuries per month x 200,000/total hours worked in each month

LTIF - # of lost time injuries per month x 200,000/total hours worked in each month



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