



AUTOKINITON

2025 SUSTAINABILITY REPORT



GENERAL INFORMATION

Leadership Statements
Business Model and Strategy
Market Strategy
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REPORTING SCOPE AND DETAILS

This report covers the sustainability performance of Autokiniton for the period of January 1, 2025, to December 31, 2025. It is prepared with reference to the GRI Standards and aligns with the SASB Auto Parts Standard. The reporting includes all direct and indirect subsidiaries of Autokiniton US Holdings Inc., and there are no discrepancies between the entities included in financial and sustainability reporting. Some emission numbers from 2024 were restated in this report compared to what was reported last year. More details on this are in the accounting principles of the climate change chapter.



LEADERSHIP STATEMENTS

Autokiniton's progress in 2025 reflects the character of our organization—one defined by resilience, craftsmanship, and a sense of responsibility to one another. As the industry navigated tariffs, supply volatility, and evolving propulsion strategies, our associates demonstrated what makes this company exceptional; a willingness to adapt, a commitment to continuous improvement, and pride in the work they do every day. Their work is the engine of our progress and the foundation of the future we are building together.

Across our facilities, teams advanced sustainability initiatives through practical, operations-focused efforts. Energy Treasure Hunts and targeted equipment upgrades helped identify inefficiencies and improve performance, resulting in meaningful reductions in emissions and energy use. These improvements reflect disciplined problem-solving and collaboration across our manufacturing footprint, reinforcing our commitment to strengthening operations while reducing environmental impact. Our culture of accountability and care was equally evident in safety. The 2025 "best-ever" incident rate is more than a metric—it is a testament to the vigilance and ownership our people bring to the 4 A's of Safety: Awareness, Attitude, Actions and Accountability. This achievement reflects thousands of daily decisions to look out for one another, to pause when something doesn't look right, and to uphold the belief that

every incident is preventable. We also saw meaningful progress on partnership with customers. The improvement of our average SAQ score from 62% to 82% in a single year demonstrates the alignment between our operational discipline and customer expectations. It reinforces that our values—transparency, responsibility, and continuous improvement—are shared across the value chain.

Looking ahead, we are preparing for major program launches to support customers through shifting strategies, while deepening our commitment to energy efficiency and expanding renewable energy procurement. We will continue to invest in our associates to ensure they have the skills and resources required to lead this transition.

I am proud of what our teams accomplished in 2025, and confident that the actions underway today are strengthening Autokiniton's long-term resilience, building stronger customer partnerships, and positioning us for the future.

George Thanopoulos
CHIEF EXECUTIVE OFFICER



Note Eindhoven





LEADERSHIP STATEMENTS

Autokiniton's sustainability performance in 2025 reflects measurable, data-driven progress across energy efficiency, emissions reduction, safety, and operational excellence. Building on the foundation of our inaugural report, we strengthened our systems, expanded our data capabilities, and delivered quantifiable improvements aligned with rising OEM expectations.

Our teams collaborated to complete several Energy Treasure Hunts, using this tool to systematically identify and quantify non-value-added energy consumption. By applying those findings—along with targeted equipment upgrades and structured process improvements—we reduced 5,277 metric tons of CO₂, avoided 9,378,961 kWh of electricity, and surpassed our 4% emissions-reduction target, moving us closer to our 20% reduction goal by 2030. Our new partnership with the U.S. Department of Energy's Better Plants program continues to strengthen our long-term energy management capabilities. We also expanded our Green House Gas inventory to include Scope 3 for the first time, establishing a baseline across relevant categories such as purchased goods, capital goods, upstream transportation, and waste.

Operational performance strengthened across multiple areas. Our Total Recordable Incident Rate improved from 2.51 to 2.02, and our Lost Time Incident Rate decreased from 0.50 to 0.39, marking our best-ever companywide safety performance. We also invested in associate's knowledge; the launch of our Introduction to Metal Stamping course deepened understanding of core manufacturing processes.

Engagement metrics advanced as well, with survey participation rising to 78% and our Net Promoter Score increasing to 59%, reflecting growing confidence in our culture and direction. In addition, our first Responsible Business Alliance audit resulted in an outstanding score of 200 with no major audit findings at our Greenville, SC, facility—a clear validation of the systems, discipline, and care embedded in our operations.

These accomplishments matter because expectations from our customers continue to rise. OEMs are aligning around ambitious carbon-neutrality goals, and suppliers like Autokiniton are being asked to demonstrate real, measurable progress. Our people are meeting that challenge head on. They are learning new tools, embracing new technologies, and finding innovative ways to reduce energy use, improve safety, and strengthen operational excellence.

Looking ahead, we will continue expanding renewable energy pro-curement, maturing our Scope 3 data quality, and strengthening governance structures that support transparency and accountability. The work underway is creating value across our business; advancing long-term resilience, supporting our people, strengthening stakeholder trust, and improving our impact on the environment.

Mike Nieman

Mike Nieman
GLOBAL DIRECTOR
Sustainability, Risk Management & Environmental Compliance

BUSINESS MODEL AND STRATEGY

Our Business Model

Autokinton is a leading North American supplier of safety-critical structural automotive components and assemblies. We serve as a propulsion-agnostic partner for the global automotive market. Our organization is headquartered in New Boston, Michigan, and the company generates approximately **\$2.3 billion** in annual sales through a workforce of approximately **7,500** associates.

We offer end-to-end engineering, manufacturing, and in-house logistics through our 100% vertical integration capabilities. This integrated approach reduces capital expenditure, supports long-term profitability and operational resilience.

MISSION

Autokinton provides value-driven, sustainable automotive components and assembly solutions for our customers.

VISION

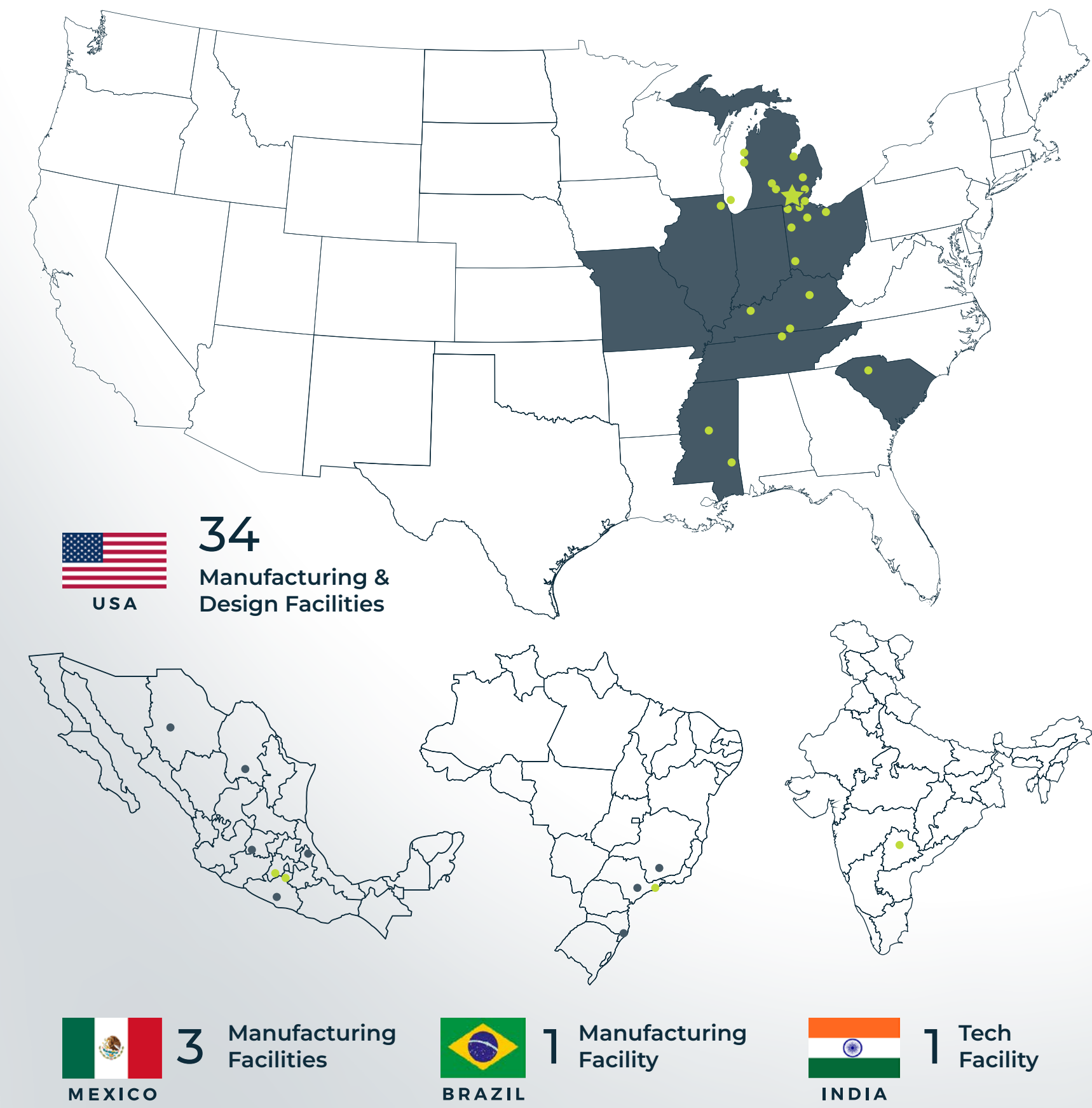
We empower our associates to develop and manufacture lightweight structural solutions for our customers in the automotive industry.

OBJECTIVES

- 1. Deliver strong, lightweight components that support vehicle safety and performance
- 2. Advance operational sustainability and reduce environmental impacts
- 3. Remain flexible and competitive across Electric Vehicle (EV), Hybrid and Internal Combustion Engine (ICE) platforms
- 4. Build a culture of safety, accountability, and inclusion

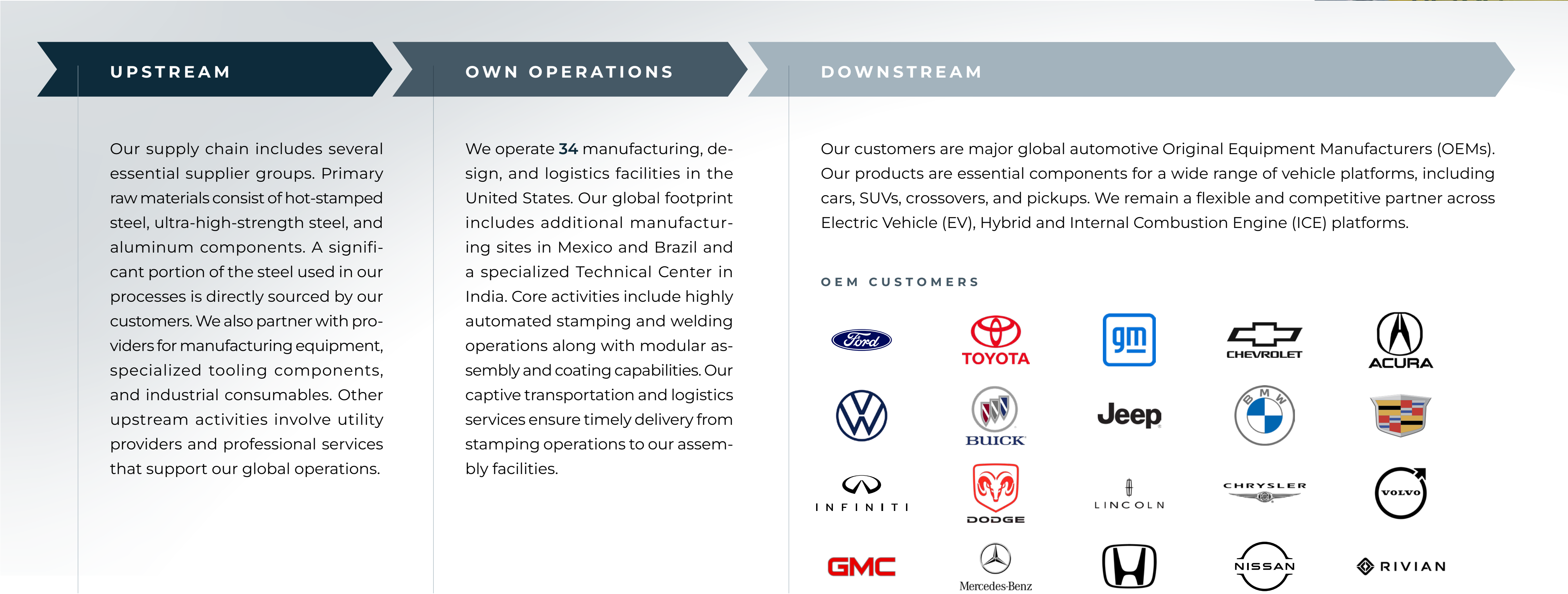
OPERATIONS

★ AUTOKINTON HEADQUARTERS • AUTOKINTON FACILITIES • KEY CUSTOMER FACILITIES



Our Value Chain

We manage a complex value chain that spans from raw material procurement to the delivery of modular assemblies for global vehicle platforms.



Our Sustainability Strategy

At Autokiniton, sustainability is integrated throughout our operation and business strategy. We are committed to supporting associate well-being, environmental protection, responsible manufacturing and maintaining strong ethical governance standards. Our goal is to build long-term resilience by reducing environmental impacts, supporting inclusive workplaces, and creating value across our supply chain.

Our business strategy and sustainability strategy are closely linked. As expectations from OEM customers rise and global regulations evolve, we see sustainability as a core part of maintaining competitiveness and driving continuous improvement. We are committed to embedding ESG considerations into operational planning, decision-making, and performance management across all functions of the organization.

To drive these efforts across our footprint, our operations are guided by our Sustainability & ESG Implementation Roadmap. This framework outlines our phased milestones, data collection objectives, and accountability measures across all manufacturing facilities, ensuring that our environmental and social priorities are deeply integrated into our core business model.

SUSTAINABILITY & ESG IMPLEMENTATION ROADMAP



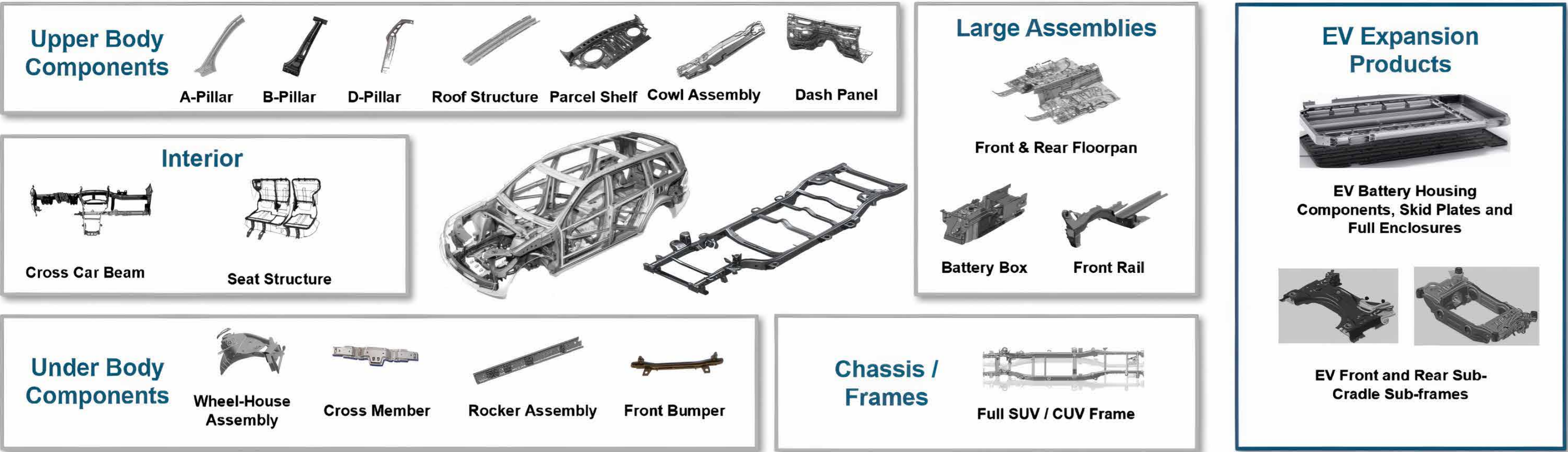
MARKET STRATEGY

Electric vehicles (EVs) have shaped the automotive agenda for nearly a decade, but recent market dynamics have altered the pace and direction of that transition. While global EV volumes continue to increase year over year, growth has moderated drastically, prompting many North American automakers to reassess their production strategies. In response, several OEMs have delayed or canceled EV programs and shifted investment toward internal combustion engines (ICE) and hybrid platforms. This reversal has left both OEMs and suppliers with significant EV-specific investments in labor and fixed assets that, in many

cases, could not be effectively redeployed. The market reset underscores the value of a diversified, propulsion-agnostic portfolio and a disciplined approach to capital deployment when evaluating new program awards.

Autokiniton was not immune to the broader slowdown in EV adoption; however, the impact was mitigated by a product portfolio that is overwhelmingly powertrain-agnostic. The company's capabilities across both hot and cold stamping, combined with a broad product offering that includes full frame assemblies,

door beams and pillars, cross-car beams, floor pans, and aprons, have supported greater flexibility as customer priorities evolved. Equally important, Autokiniton has worked collaboratively with customers to redeploy capital where possible, reinforcing the company's ability to adapt in a changing environment. Together, disciplined leadership and a balanced portfolio have strengthened Autokiniton's resilience and positions the company to compete effectively through continued shifts in propulsion strategy.

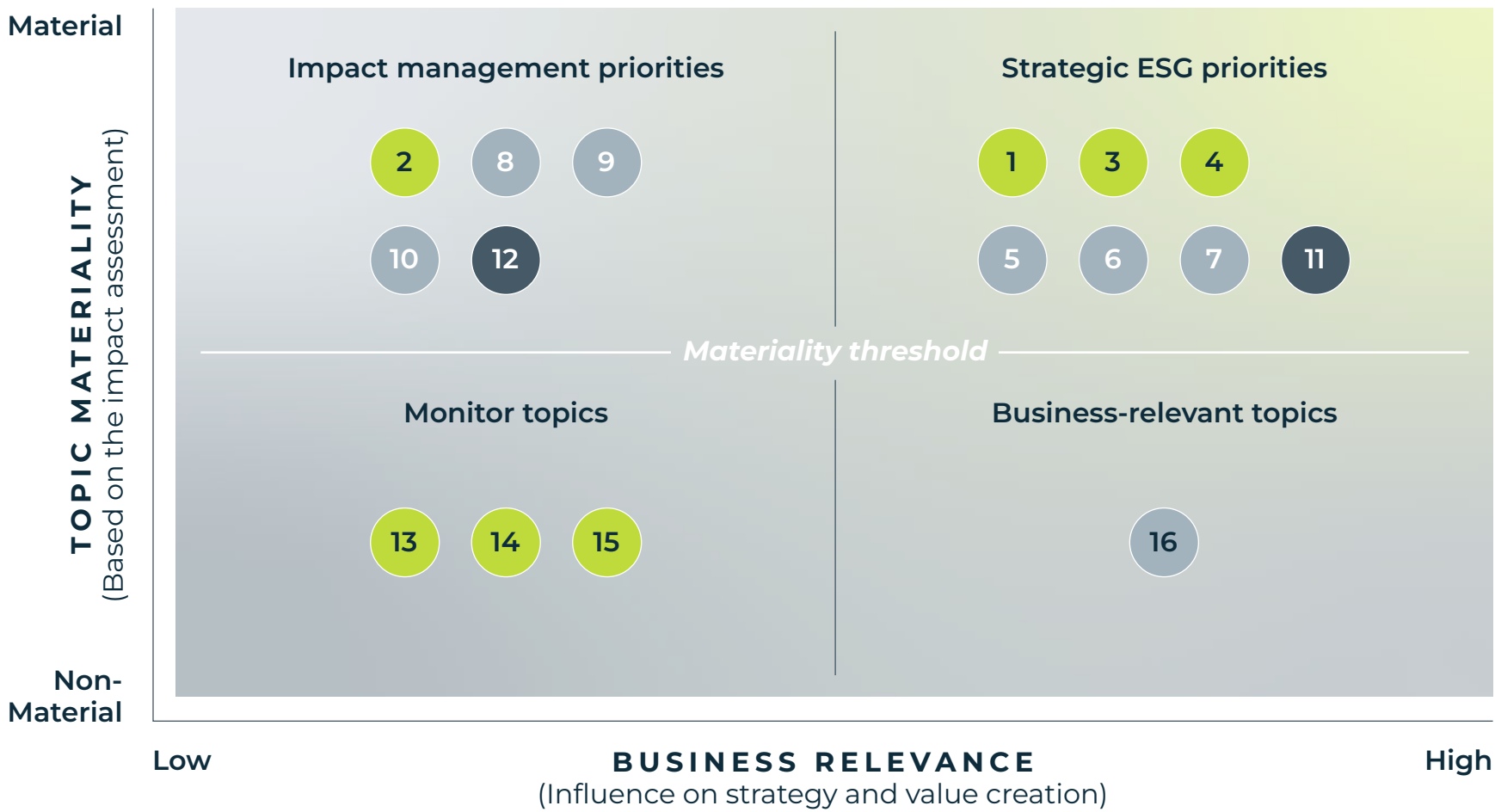


OUR MATERIAL TOPICS

Autokiniton’s materiality assessment identified twelve topics that are fundamental to our long-term business success and stakeholder expectations. These topics are organized across three strategic pillars.

- ENVIRONMENTAL:** Energy and GHG emissions, Air pollution, Materials use, and Waste
- SOCIAL:** Workforce health and safety, Workforce composition and well-being, Training, Development and Engagement, Community impacts, Product quality and safety, and Labor Conditions and Human Rights in the Supply Chain
- GOVERNANCE:** Cybersecurity and Business Ethics and Integrity

While water did not meet the impact materiality threshold in the assessment, we continue to provide full disclosure on this topic to meet the information needs of our external stakeholders.



MATERIAL TOPICS

- 1 Energy and GHG emissions
- 2 Air pollution
- 3 Materials use
- 4 Waste
- 5 Workforce health & safety
- 6 Workforce composition & well-being
- 7 Training, Development & Engagement
- 8 Community impacts
- 9 Product quality and safety

- 10 Labor Conditions and Human Rights in the Supply Chain
- 11 Cybersecurity
- 12 Business Ethics and Integrity

NON-MATERIAL TOPICS

- 13 Water
- 14 Microplastic
- 15 Water and soil pollution
- 16 Labor Conditions & Human Rights in our workforce

Materiality Assessment Process

Autokiniton conducted a GRI 3-aligned materiality assessment to identify the sustainability topics linked to its most significant impacts. The assessment reflects the updated GRI approach, moving from a stakeholder-led materiality matrix to an impact-based determination of material topics. Identified impacts were assessed based on their significance, considering the severity of the impact and, for potential impacts, the likelihood of occurrence. The assessment drew on internal business and value chain information, ESG performance data, stakeholder insights, customer expectations, sector standards, and peer reporting. Internal stakeholder representatives and subject-matter experts validated the completeness and relevance of the topics and their associated impacts.

STAKEHOLDER ENGAGEMENT

Engaging with stakeholders is essential for gathering the inputs necessary to drive our sustainability mission. Autokinton identifies its key stakeholders as associates, OEM customers, lenders, suppliers, and local communities. We utilize a variety of methods to ensure their perspectives inform our decisions.

ASSOCIATES

We prioritize direct feedback through an annual Engagement Survey to assess morale and identify areas for improvement. We also conduct company-wide education campaigns to discuss our sustainability objectives and associate roles in achieving them.

OEM CUSTOMERS

We engage through direct collaboration on emission reduction targets and regular performance reviews. Key topics include decarbonization roadmaps, product safety, and regulatory compliance.

SUPPLIERS

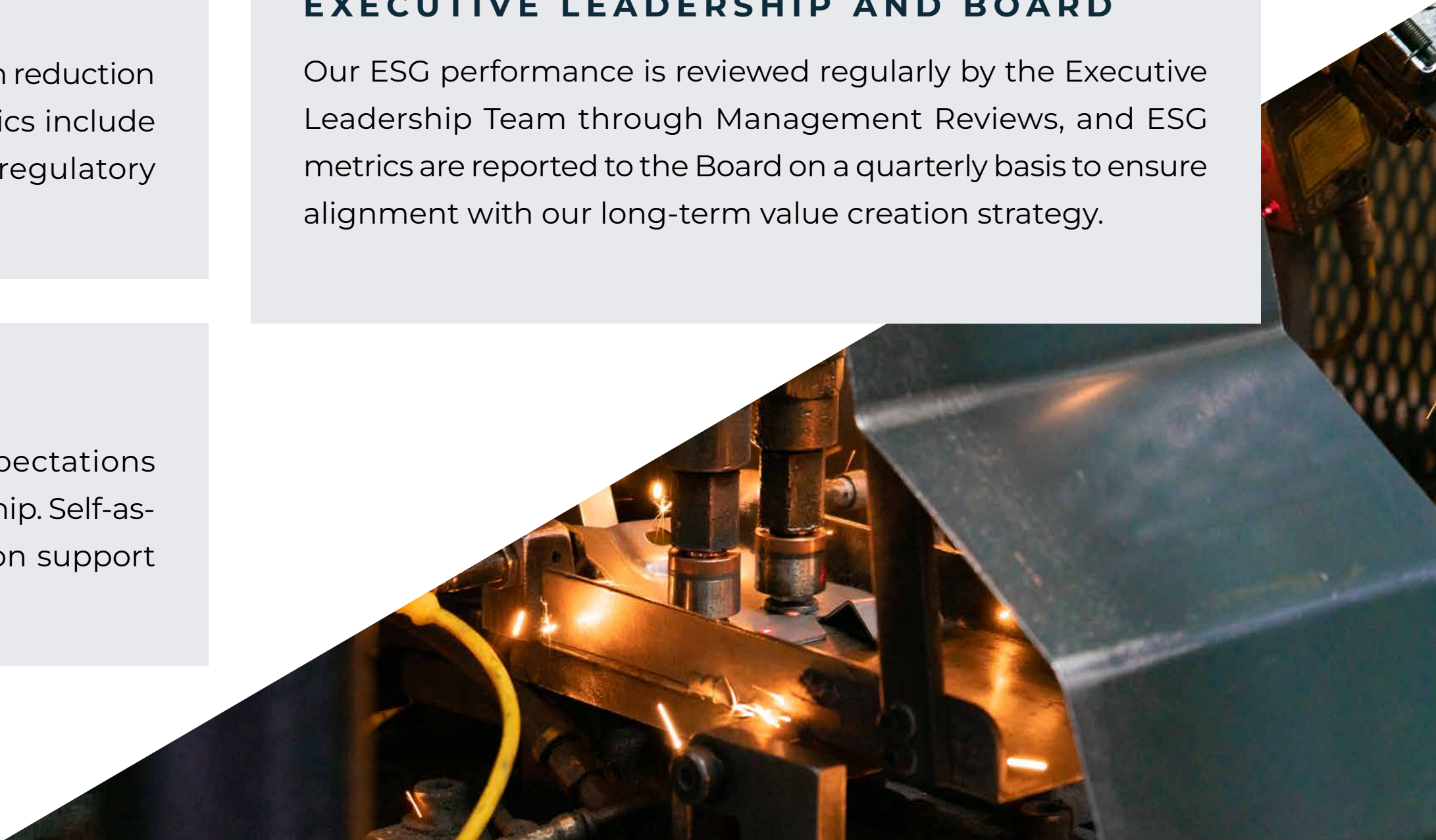
Our engagement focuses on clearly defined expectations regarding labor rights and environmental stewardship. Self-assessments, supplier audits, and direct collaboration support risk evaluation and supply chain accountability.

LOCAL COMMUNITIES AND PARTNERS

We interact through local cleanups, STEM education support, and charitable partnerships to understand and address community needs. These efforts strengthen community relationships and contribute to positive social impact within the regions where we operate.

EXECUTIVE LEADERSHIP AND BOARD

Our ESG performance is reviewed regularly by the Executive Leadership Team through Management Reviews, and ESG metrics are reported to the Board on a quarterly basis to ensure alignment with our long-term value creation strategy.



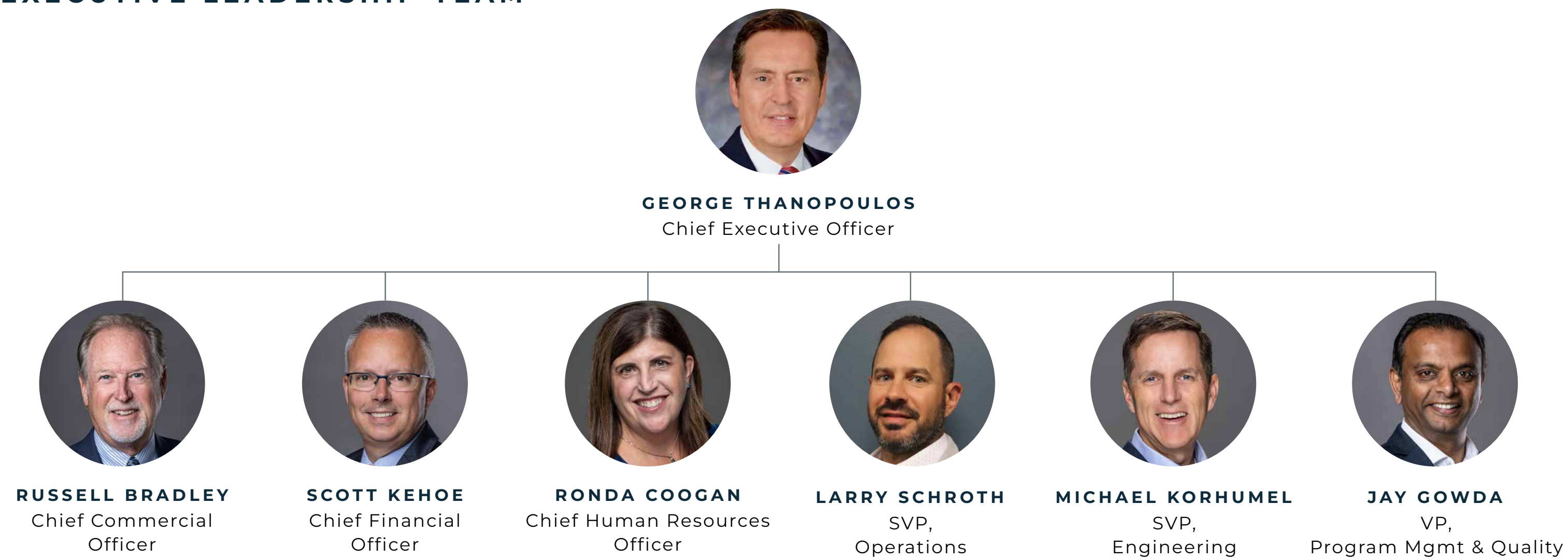
GOVERNANCE STRUCTURE AND DELEGATION

Our governance structure ensures that sustainability considerations are embedded across all business operations. This approach relies on a clear hierarchy of oversight and accountability that includes the Board, Executive Leadership, and a cross-functional ESG Committee.

Board of Directors Responsibilities

The Autokiniton Board holds the highest level of oversight for sustainability matters. The Board receives ESG performance reports on a quarterly basis to monitor progress toward our established objectives.

EXECUTIVE LEADERSHIP TEAM



GOVERNANCE STRUCTURE AND DELEGATION

Executive Management Responsibilities

The Executive Leadership Team defines the sustainability vision and integrates sustainability considerations into strategic decision-making. The Executive Leadership Team is responsible for reviewing material climate-related or sustainability risks that are identified through our internal controls and compliance functions. This team is responsible for regularly evaluating the effectiveness of our sustainability programs to ensure they align with long-term value creation. Executive roles span all key business functions, including Operations, Sales, Finance, Engineering, Human Resources, and Legal, which allows for a comprehensive approach to sustainability management.

GOVERNANCE STRUCTURE
AND DELEGATION

Autokiniton Sustainability
Governance Committee

The Sustainability Governance Committee is chaired by the Corporate ESG and Sustainability Manager. This committee is composed of representatives from departments across the organization to ensure cross-functional coordination. The committee meets quarterly to oversee the implementation of our sustainability programs and track progress toward established goals. In addition to supporting implementation efforts, the committee advises leadership on emerging ESG risks and opportunities that may impact our manufacturing operations, business performance or the supply chain.



OVERVIEW OF SUSTAINABILITY POLICIES

Our operations are governed by a robust policy framework that establishes clear expectations for conduct:

ENVIRONMENTAL POLICY

This policy commits Autokiniton to continuous improvement in process efficiency to minimize waste, pollution, and the consumption of natural resources.

CODE OF CONDUCT AND BUSINESS ETHICS

This policy provides the ethical foundation for all associates, covering topics such as anti-corruption, fair competition, and confidentiality.

HEALTH AND SAFETY MANAGEMENT SYSTEM (HSMS) AND THE GLOBAL SAFETY ROADMAP (GSR)

This framework outlines our structural and behavioral safety protocols in our operations. It helps our teams identify workplace risks, manage factory hazards, and protect our workforce, supporting our core belief that all workplace incidents are preventable. It is supported by our Cardinal Rules of Safety, a document developed to highlight the core elements of our safety policies and minimum requirements.

SUPPLIER SUSTAINABILITY GUIDELINES AND CODE OF CONDUCT

This policy outlines our minimum expectations for upstream partners regarding labor conditions, human rights, and ethical conduct. It requires suppliers to prohibit forced or child labor while promoting fair treatment, ensuring our sustainability values extend across our entire value chain.

INFORMATION SECURITY MANAGEMENT SYSTEM (ISMS)

This high-level governance framework establishes our corporate mandate for securing our broader digital landscape and maintaining data resilience. It requires enforcement of controlled cybersecurity documentation, baseline user access rules, and third-party digital risk reviews across our vendor ecosystem. By anchoring our organizational protocols to recognized international benchmarks like ISO 27001, TISAX®, and the NIST Cybersecurity Framework, this policy ensures a standardized approach to protecting our operational assets and preserving business continuity.

CONFLICT MINERALS POLICY STATEMENT

This policy aims to ensure no minerals are sourced from the DRC Region, where revenues from their sale may directly or indirectly finance armed groups engaged in civil conflict, resulting in serious human rights abuses and environmental harm. Our due diligence framework is based on the OECD Due Diligence Guidance for Responsible Supply Chains of Minerals from Conflict-Affected and High-Risk Areas.





AUTOKINTON

TOPICAL CHAPTERS

Workforce health and safety

Workforce composition,
well-being and training

Product quality and
end-user safety

Climate change

Materials use and waste

Pollution

Water

- Labor conditions and human rights
in the supply chain

Community engagement

Business conduct

Cybersecurity

1. WORKFORCE HEALTH AND SAFETY

Safety is a core part of how we operate and a defining element of our corporate culture at Autokiniton.

We believe that preserving the health and safety of our associates is both the right thing to do and a foundation for good business. This belief is grounded in the conviction that all workplace injuries, illnesses, and incidents are preventable. Safety excellence is a prerequisite for the high-quality execution our customers expect.

Policies and Processes

Safety principles are operationalized through the Health and Safety Management System (HSMS) and the Global Safety Roadmap (GSR).

THE SIX PILLARS

The Six Pillars of the HSMS serve as our structural foundation for managing workplace health and environmental safety. This framework focuses on leadership accountability, routine shift communication, and internal audits to blend proactive risk management directly into our factory workflows. It ensures that safety metrics are continually monitored and that corrective updates are applied to keep our facilities safe.



THE 4 A'S OF SAFETY

The 4 A's of Safety framework establishes our benchmark for daily behavior by encouraging associates to turn compliance rules into personal values. This approach builds a mindful safety mindset and continuous floor alertness among our personnel. Ultimately, it promotes a culture where workers take ownership of their area, feel responsible for protecting their peers, and are empowered to stop unsafe practices.

- ▶ **A**wareness
- ▶ **A**ttitude
- ▶ **A**ctions
- ▶ **A**ccountability

RADAR

The R.A.D.A.R. Process is a practical checklist used by floor associates to spot and evaluate immediate workspace risks before starting any task. By guiding workers to review their immediate surroundings, analyze technical equipment loads, and use correct safety controls, it helps prevent shop floor accidents. The process concludes with field reporting to ensure that corrective modifications and lessons learned are logged across our manufacturing grid.

ARE HAZARDS ON YOUR RADAR?

- ▶ **R**ecognize the Risks
- ▶ **A**ssess the Situation
- ▶ **D**evelop a Safe Solution
- ▶ **A**ct Safely
- ▶ **R**eport



2025 Actions

CORE SAFETY MESSAGING AND BEHAVIOR TRAINING

We distributed monthly corporate “Back to Basics” safety messages across all manufacturing facilities, pairing them with site-specific training sessions focused directly on our “Cardinal Rules of Safety.” Going forward, we will maintain this continuous focus on foundational values to positively shape employee behaviors and sustain our strong workplace safety momentum.

SPECIALIZED ROLE AND OPERATIONS TRAINING

We expanded access to corporate-led Subject Matter Expert (SME) training for safety-critical roles. As part of this initiative, we developed and deployed customized crane rigging training to increase hazard awareness during overhead crane operations. Looking ahead, we are reinvigorating our company-wide “4A’s” Program to further align employee mindsets and cultural attitudes toward health and safety.

LEADERSHIP VISIBILITY AND OVERSIGHT

We developed a new weekly Vice President of Operations (VPO) health and safety dashboard. This tracking system provides area leadership with a timely, clear cross-section of safety performance across their respective plants. Moving forward, this tool will ensure real-time transparency, helping leadership monitor facility health and keep core safety priorities deeply embedded in daily operations.





We are focused on achieving zero-incident performance across all facilities.

METRIC	2024	2025
Total Recordable Incident Rate (TRIR)	2.51	2.02
Lost Time Incident Rate (LTIR)*	0.50	0.39
Days Away, Restricted, or Transferred (DART)	1.26	1.31
Total number of regulatory safety non-compliance issues	0	2*
Number of Work-Related Fatalities	0	0
Annualized Employee Turnover Rate	40%	30%

**In 2025 there were 2 employee complaints that were closed without citation or penalties.*

■ We have improved on most metrics noted in this section, and 2025 marked our best-ever safety performance.

We are very proud of all the work the plants have done to ensure the safety of all associates. We will keep working to further reduce incidents and see these numbers as confirmation that we are on the right path.

**Incident rates are calculated per 200,000 hours worked.*

CASE STUDY: PROACTIVE FLOOR SAFETY THROUGH AI INTEGRATION

Autokiniton has integrated advanced artificial intelligence into facility camera networks to identify and mitigate workplace safety risks in real time.

The Initiative

At the Clinton Township, MI, facility, Autokiniton upgraded 15 existing CCTV camera views with specialized AI software. Rather than using cameras reactively to review past incidents, the AI continuously monitors live production footage to automatically flag risks across three distinct categories:

WORKERS: Identifying ergonomic strains like improper bending or overreaching, as well as missing personal protective equipment (PPE)

WORK AREAS: Spotting floor spills, blocked walkways, and material obstructions around exit doors

VEHICLES: Tracking forklift speeds, intersection stop compliance, and near-miss proximities between vehicles and pedestrians

The Union Partnership

A core factor in the program’s success was a proactive partnership with the United Auto Workers (UAW) Union. Management and labor leadership mutually agreed that all data generated by the AI system would be used strictly for associate training, safety awareness, and floor infrastructure improvements. This makes it easier for the program to serve its purpose—providing a strong collaborative learning tool for the site on how to work safely.

Measurable Outcomes and Physical Upgrades

The following and the results of the learnings made from the program at this site:



Crucially, the plant translated the system’s automated heat mapping data into permanent physical improvements. Based on the ergonomic and traffic alerts flagged by the AI, the facility installed container risers, re-painted pedestrian walkways, and added custom lift tables at designated cell workstations to eliminate physical overreaching and reduce strain injuries.

2. WORKFORCE COMPOSITION, WELL-BEING AND TRAINING

We recognize that our approximately 7,500 associates are our most valuable asset.

Their unique backgrounds and diverse perspectives drive the innovation needed to solve complex problems for our customers. We are dedicated to maintaining an inclusive environment where all associates feel respected, valued, and equal opportunity is guaranteed at every level.

Alongside a culture of belonging, investing in the continuous growth and technical skills of our people is essential for our operational excellence. Our strategy focuses on building technical capabilities, strengthening leadership, and supporting long-term career progression from the shop floor to engineering and management. Combining well-being initiatives with robust development resources helps us reduce employee turnover, build trust, and maintain a resilient internal leadership pipeline.

Policies and Processes

Workforce development and well-being are guided by our Code of Conduct. We also have the following general processes to support the well-being of our associates:

EQUITY AND INCLUSION: We maintain an open culture that provides equal opportunities for growth, ensuring advancement pathways are accessible to associates from all backgrounds.

ASSOCIATE EXPERIENCE: We utilize the tools within our Human Capital Management system (UKG) to track and enhance the associate journey across our facilities.

FEEDBACK AND ENGAGEMENT: We run an annual Engagement Survey to evaluate morale. We use these findings to build local action plans based on input from a cross section of stakeholders focused on driving improved morale, job satisfaction and working conditions.

HEALTH AND WELLNESS BENEFITS: We provide a comprehensive benefits package designed to support the physical, mental, and financial well-being of our associates and their families. This includes a range of health and well-being programs.

TRAINING MATRICES: Each manufacturing facility maintains a dedicated training matrix by job function. These are reviewed annually to keep technical skill sets aligned with advancing technology and manufacturing needs.



STRUCTURED ONBOARDING: For new or transferred associates, we conduct formal assessments at 30, 60, and 90 days to verify that essential safety and technical information is retained.

SPECIALIZED TALENT PIPELINES: Our Apprenticeship Playbook governs our Department of Labor registered apprentice program. This program delivers structured on-the-job training to build a skilled trades pipeline in areas like Tool & Die or Machine Repair.

HEALTH AND WELL-BEING PROGRAMS

- Walking club
- Free flu shots
- EAP program
- Regular health checks / screenings
- Dental care
- HealthyLife-QuitWell
- Unum HealthAdvocate
- Unum Learning Experience
- Teledoc Health
- Livongo Diabetes Management
- Pet Insurance
- Ramsey EveryDollar Budgeting Tools

2025 Actions

APPRENTICESHIP PROGRAM ESTABLISHMENT:

In 2025, the apprenticeship program was formally established to support the development of two apprentices per function, with reporting systems utilized to track progress and outcomes.

TARGETED ASSESSMENTS AND ONBOARDING TOOLS:

In 2025, we launched competency-based assessments in key areas, Continuous Improvement, Materials, and Quality, to help identify gaps and drive targeted training initiatives. To support our ongoing journey towards being a world-class manufacturer of stamping and welded assemblies, we also introduced an Autokiniton “Introduction to Metal Stamping” training module. This initiative is designed to give every associate, from the front office to the plant floor, a foundational understanding of how we manufacture parts and components that become part of an assembly or ship directly to the customer. The training serves to both introduce new concepts and reinforce existing operational knowledge across our workforce. To ensure comprehensive coverage, the module is systematically assigned to associates through our Learning Management System (LMS), interactive Town Halls, and standardized new-hire orientation workflows.

HARASSMENT PREVENTION TRAINING

In 2025, we launched harassment prevention training for all managers and supervisors, tracked in our learning management system focused on fostering an inclusive work environment. Going forward, we will continue to work with this topic, with plans to extend this training to hourly and non-management associates in 2026.



2. WORKFORCE COMPOSITION, WELL-BEING AND TRAINING



METRIC	2024	2025
Response rate to engagement survey	70%	78%
Net Promoter Score (NPS)*	57%	59%

Our 2025 survey results demonstrate positive progress in associate engagement across the organization.

We achieved a small increase in both our response rate and our overall Net Promoter Score (NPS). This upward trend indicates that our focus on open dialogue and workplace satisfaction is putting us on the right path to strengthening long-term associate engagement and culture.

**The Net Promoter Score above provides a direct metric of internal workforce satisfaction by answering a single core question: “How likely are associates to recommend this company as a great place to work?” It is calculated by subtracting the percentage of detractors (score 0-6) from the percentage of promoters (score 9-10).*

3. PRODUCT QUALITY AND END-USER SAFETY

As a leading automotive supplier, ensuring the highest level of product quality and end-user safety for automotive body structural components is fundamental to our business.

Because our components are integrated directly into vehicle chassis and safety-critical structural frameworks, their manufacturing integrity is vital to protecting consumers. Maintaining world-class quality standards allows us to prevent operational disruptions, minimize warranty risks, and safeguard our standing as a trusted partner to global automotive manufacturers.

At the same time, these manufacturing practices ensure efficient use of energy and minimize waste through the elimination of defects, downtime and excess inventory.

Policies and Processes

At Autokiniton, our approach to product quality and end-user safety for automotive body structural components is rooted in our commitment to provide value-driven stamped components and assembly solutions for our customers. Although we are not design-responsible, we play a critical role in ensuring that every component we manufacture meets the structural, safety, and performance expectations defined by our OEM customers. We manage this through standardized corporate workflows:

CUSTOMER ALIGNMENT: We explicitly align our plant-level execution with the technical engineering specifications, structural tolerances, and performance definitions set by our OEM partners.

CONTROL PLAN MANAGEMENT: Our facilities rely on systematic Control Plan Management protocols to monitor production stability, evaluate tooling lifecycles, and isolate potential defects early in the manufacturing process.

2025 Actions

OPERATIONAL QUALITY CONTROLS AND SCRAP REDUCTION

In 2025, Autokiniton strengthened product quality and end-user safety by introducing a scrap reduction program focused on Control Plan Management and troublesome tools that have generated high quantities of rejected parts. We improved tooling to boost dimensional stability and lower defect rates, and we standardized assembly practices to ensure consistent, repeatable builds. Together, these actions increased part conformity, reduced variation and improved the reliability of every component we delivered, which reduced the overall impact on our OEM customers. Going forward, we will continue to expand these efforts across more product lines and facilities, while investigating potential new efforts to support the same end-goal.

3. PRODUCT QUALITY AND END-USER SAFETY

Our internal performance targets are to maintain absolute alignment with customer engineering specifications and steadily drive down production variances and product defects year-over-year.

METRIC	2024	2025
Number of Customer Written Concerns*	627	546
Cost of Poor Quality	0.87% of Sales	0.82% of Sales



Overall, Voice of the Customer performance, measured through customer quality and delivery scorecards, remained strong in 2025, supported by a 13% improvement in Written Concerns and a 6% reduction in Cost of Poor Quality from 2024.

Several sites achieved full-year quality excellence, reflecting consistent execution and strong alignment with customer expectations. As we move into 2026, we will continue focusing on systemic quality improvements to reduce risks such as splits, dimensional issues, and missing components to further strengthen Autokiniton's position as a leading supplier for structural body stampings and assemblies.

Our focus on manufacturing precision and execution also resulted in several customer-awarded recognitions for quality, delivery excellence, and innovation partnerships during the reporting period. These achievements from major OEM partners reflect our ability to consistently meet strict technical specifications and operational performance expectations across our facilities. Maintaining this level of quality performance supports our long-term commercial relationships and reinforces Autokiniton's position as a reliable partner for safety-critical structural assemblies.

**Reduction in Customer Written Concerns measures the year-over-year percentage improvement in formal, documented quality or dimensional complaints officially submitted by OEM customers compared to the previous calendar year baseline. Reduction in Cost of Poor Quality tracks the percentage decrease in internal financial losses resulting from manufacturing defects, including quantified expenses for internal scrap, sorting activities, and plant rework.*

4. CLIMATE CHANGE

Reducing our greenhouse gas emissions is a critical component of our environmental strategy and a vital step toward long-term business resilience.

We recognize climate change as a material business risk that impacts supply chain stability and production continuity. As our OEM customers move toward net-zero goals, demonstrating measurable progress on emissions reduction ensures that Autokiniton remains a reliable and competitive partner.

Improving our energy efficiency is equally important for our operational cost management. Industrial stamping and welding operations consume significant amounts of power. Lowering our daily energy footprint allows us to directly reduce utility expenses, optimize resource use, and protect our bottom line. This focus ensures we maintain our cost-competitiveness in the market while advancing our decarbonization objectives.

Policies and Processes

Our climate and energy management workflows are governed by our Environmental Policy. We focus on energy conservation and process efficiency across our manufacturing facilities through five key commitments:

CONTINUOUS IMPROVEMENT ensures that we regularly review our production workflows to optimize efficiency and systematically reduce our operational carbon footprint

COMPLIANCE with relevant environmental regulations and legal permit standards supports responsible protection of the environment

A SUSTAINABLE PATH FORWARD integrates environmental protection directly

into our long-term business planning to support resource resilience

RESPONSIBLE EMISSIONS focuses on active tracking and management to reduce greenhouse gases coming from our stamping and welding operations

SAFE PROCEDURES mandates clear operational protocols for material handling and safety systems to protect our workforce and local ecosystems

We are also part of the Suppliers Partnership for the Environment (SP). SP provides a leadership forum for global vehicle manufacturers and their suppliers to collaborate to achieve a shared vision of an automotive industry with positive environmental impact.





2025 Actions

ENERGY TREASURE HUNT WORKSHOPS

In 2025, we continued to execute Energy Treasure Hunt workshops at our manufacturing locations to find and quantify non-value-added consumption of energy. The structural focus of these workshops is to systematically uncover facility-level waste, with the intended outcome of driving down our ongoing Scope 2 emissions. We will keep executing these localized workshops going forward to isolate and eliminate operational energy waste.

FACILITY ENERGY EFFICIENCY UPGRADES

We implemented targeted energy efficiency activities across our production footprints during the year. By focusing on these operational optimizations, we achieved a direct outcome of reducing 5,277 mT of CO2 and avoiding 9,378,961 kWh of electricity consumption throughout 2025. We will continue working on this going forward.

SCOPE 3 DEVELOPMENT

For our 2025 reporting year, we expanded our GHG inventory to include a structured assessment of relevant Scope 3 emissions across our value chain. This work included screening Scope 3 categories for relevance to our operations, based on whether a category could give rise to material emissions given our assets, activities, and products. Emissions for relevant categories were then calculated using available supplier-specific, activity-based, and spend-based data. This provides a stronger baseline for understanding value-chain emissions and improving data quality over time.

We aim for a 4 percent annual reduction in carbon intensity from scope 1 and 2 emissions. Our 2030 goal is a 20 percent reduction in carbon intensity relative to our 2019 baseline. Our long-term goals also include increasing the percentage of energy from renewable sources.

METRIC	2024	2025	METRIC	2024	2025
Energy usage (MMBtu)	1,626,262	1,665,961	Category 1: Purchased goods and services (tCO2e)	N/A	1,541,904
Energy used per \$1M sales (MMBtu/\$1M)	616.20	602.46	Category 2: Capital goods (tCO2e)	N/A	47,575
Natural gas consumption (MMBtu)	561,720	619,475	Category 3: Fuel and energy-related activities (tCO2e)	N/A	30,163
Electricity consumption (MWh)	235,899	241,668	Category 4: Upstream transportation and distribution (tCO2e)	N/A	26,262
Scope 1 emissions (tCO2e)	48,621	49,338	Category 5: Waste generated in operations (tCO2e)	N/A	6,595
Scope 2 emissions, location-based (tCO2e)	95,729	98,465	Category 6: Business travel (tCO2e)	N/A	915
Scope 2 emissions, market-based (tCO2e)	95,719	97,387	Category 7: Employee commuting (tCO2e)	N/A	4,125
Scope 3 emissions (tCO2e)	N/A	1,671,772	Category 9: Downstream transportation and distribution (tCO2e)	N/A	12,902
METRIC	2024	2025	Category 12: End-of-life treatment of sold products (tCO2e)	N/A	1,332
Total emissions, location-based (tCO2e)*	144,350	1,819,575	<i>*The difference from 2024 to 2025 is a result of the inclusion of Scope 3 GHG emissions in 2025</i> <i>**Scope 1 and 2 only, location-based</i>		
Carbon intensity (tCO2e/\$1M sales)**	54.70	53.45			
Annual carbon intensity reduction (%)**	21.32%	2.28%			
Cumulative carbon intensity reduction (%)**	26.36%	28.03%			

Throughout the year, we reduced our energy use per revenue generated

We have also included Scope 3 for the first time this year, so our total emissions have naturally increased quite significantly. Thus, we will have a clearer picture of our total emissions development in the coming years. We note that Scope 1 and Scope 2 emissions stayed relatively stable this year, with a slight increase, but the carbon intensity for these two scopes decreased by approximately 2%. The comparatively steeper reduction reported in 2024 was driven largely by sales growth. In 2025, intensity improved because emissions only grew at about half the rate of sales. Some of this sales growth resulted from price increases rather than higher production volumes. We remain focused on reducing absolute emissions alongside intensity.

**Our GHG inventory is reported in metric tons of carbon dioxide equivalent (tCO2e). It applies an operational control boundary and covers emissions from operations under our control, as well as relevant indirect value-chain emissions.*

Scope 3 categories were assessed for relevance to our business and calculated in line with the GHG Protocol, using available supplier-specific, activity-based and spend-based data, supported by emission factors from recognized databases. Where primary data was not available, reasonable estimates, proxies and assumptions were applied, and categories determined not applicable or not relevant were excluded.

The CY2024 inventory was updated during the CY2025 reporting cycle to correct historical data entry errors and remove duplicate entries caused by overlapping data sources. The revisions also addressed data omissions by incorporating previously missing site records and replacing historical estimates with primary data. These adjustments align the 2024 baseline with current reporting methodologies to ensure consistent and accurate year-over-year emissions tracking.

5. MATERIALS USE AND WASTE

Autokiniton is committed to reducing waste and using materials responsibly to protect both our people and the environment.

By prioritizing scrap recycling and lightweighting initiatives, we reduce our environmental footprint while helping consumers improve fuel efficiency. Our commitment to circular economy principles supports long-term operational resilience and helps minimize the environmental impact of our supply chain.

Policies and Processes

Our material and waste management workflows are governed by our Environmental Policy and supported by corporate recycling partnerships. We focus on resource conservation and waste minimization through several core practices:

WASTE MANAGEMENT PARTNERSHIP:

We work with external waste management partners to handle, track, and optimize our solid waste and recycling streams across our facilities.

SAFE HANDLING: We maintain comprehensive Safety Data Sheets to ensure all associates have immediate access to clear information on material safety, handling, and proper disposal protocols.

MATERIAL REUSE AND CIRCULARITY:

We focus on increasing the reuse of manufacturing

materials where possible, while encouraging our suppliers to minimize packaging waste and eliminate single-use plastics from their deliveries.

ISO 14001 CHEMICAL REVIEW: Autokiniton maintains a standardized ISO 14001 Environmental Management System that requires all chemical products to be reviewed prior to use on-site. This review includes waste stream determination and the active consideration of alternative products that possess a lower impact on the environment.

2025 Actions

LANDFILL WASTE DIVERSION

In 2025, we actively drove our landfill diversion efforts through our ongoing corporate partnership with Waste Management. By focusing on optimizing sorting protocols and expanding our facility-level recycling streams, we achieved a direct outcome of diverting 251 tons of waste from landfills during the reporting year. We will continue to collaborate closely with our waste management partners moving forward to further refine our collection streams and uncover additional recycling opportunities across our manufacturing footprint with a goal to increase waste diversion by at least 10% each year.

We aim to continuously improve our environmental footprint by minimizing landfilled waste. Looking ahead, our near-term goal is to divert 250 tons of waste from landfills in 2026.

We diverted more waste from landfill in 2025 than in 2024, but it made up a slightly lower percentage of our total waste generated. This diversion is just above our target for 2026, so we see it as realistic to reach that goal if we keep up the diversion efforts through the partnership with Waste Management. We are also improving data quality every year, and this year we had to make a restatement of the 2024 numbers in this section*.

**The restatement was made due to having wrongly categorized an incinerator rather than a landfill. Now that this has been updated, we have a better grounds for comparison across years for these metrics.*

METRIC	2024	2025
Waste Diversion Rate (%)	6.9%	6.4%
Total Waste Diverted (Tons)	239	251
Total Waste Not Diverted (Tons)	3,200	3,678

ENVIRONMENTAL SAVINGS FROM DIVERTED WASTE	2024	2025
Trees Saved	4,076	4,723
GHG Emissions Saved (tCO2-e)	593	644
Landfill Airspace Saved (yd ³)	747	668
Water Saved (Gallons)	1.02M	1.15M
Electricity Saved (kWh)	399.44k	398.72k



6. POLLUTION

We are committed to preserving air quality and minimizing our emissions to protect local ecosystems, safeguard public health and reduce our environmental impact.

Compliance with evolving environmental regulations across all jurisdictions where we operate is essential for managing our operational costs and maintaining our license to operate. Striving for zero regulatory notices of violation is a key indicator of our operational integrity and environmental stewardship.

Policies and Processes

Our pollution prevention efforts are guided by our Environmental Policy. We manage and reduce emissions through several core practices:

PROCESS REVIEW: We regularly review our processes to preserve air quality and manage this in a way that reduces harm to the environment.

SUPPLIER ENVIRONMENTAL STANDARDS: We expect our upstream partners to maintain high environmental controls, and we prioritize working with suppliers that hold recognized certifications such as ISO 14001.

REGULATORY COMPLIANCE: We work in a way that complies with all relevant environmental regulations, laws, and local industrial permits.



2025 Actions

LOGISTICS FLEET IDLE MANAGEMENT

In 2025, we installed an idle management system called IdleSmart on our logistics fleet to minimize vehicle idling. So far, this initiative has helped in both reducing the CO2 emitted from the trucks, and in reducing the associated fuel costs. We will continue to utilize these systems across our fleet going forward.

STORM WATER INSPECTIONS

In 2025, our manufacturing facilities conducted storm water inspections on a regular cadence to ensure that our operations do not impact surface water. We will continue executing these routine inspections going forward.

ENVIRONMENTAL COMPLIANCE AUDITING

During 2025, 10 of our sites underwent Environmental Compliance Auditing to support our efforts to operate in a responsible way that protects the environment. Autokiniton audits sites on a 1 per 3 year schedule and will continue to follow this cycle going forward, with more audits scheduled for 2026.

10 SITES UNDERWENT ENVIRONMENTAL COMPLIANCE AUDITING

We aim to continuously improve our environmental footprint by minimizing landfilled waste. Looking ahead, our near-term goal is to divert 250 tons of waste from landfills in 2026.

METRIC	2024	2025
Total number of regulatory environmental notices of violation*	4	0
Total penalties incurred due to environmental non-compliance (\$)	0	0

During the year, we had zero regulatory environmental notices of violation. This is a direct result of the great efforts and commitment to environmental stewardship from all our associates.

**Notices of violation refer to formal citations from regulatory bodies regarding environmental non-compliance.*



7. WATER

Water is a critical manufacturing resource, particularly for cleaning and e-coating processes.

We are committed to responsible management across all facilities, with particular attention to those in water-stressed regions. By minimizing our withdrawal footprint and maximizing discharge quality, we directly lower utility costs, maintain regulatory compliance, and support access to clean water in our communities. While water management did not meet the materiality threshold in the assessment this year, we continue to provide full disclosure on this topic to meet the information needs of our external stakeholders.

Policies and Processes

Water stewardship is guided by our Environmental Policy. We also have the following general processes related to the topic:

EFFICIENCY STRATEGY: We prioritize the use of recycling systems and treatment infrastructure to minimize intake and maximize discharge quality.

LINE DESIGN: E-coating lines are designed to reuse rinse water, resulting in approximately 39,800 gallons saved per day across our lines at Plymouth, Michigan and Bellevue, Ohio facilities.

BRAZIL EFFLUENT PLANT: Our Brazilian operation has established a licensed sanitary effluent treatment plant to ensure wastewater is thoroughly treated before release, monitored via semi-annual testing.

2025 Actions

MUNICIPAL WASTEWATER PARTNERSHIP

In 2025, we partnered with local wastewater operations to ensure POTW (Publicly Owned Treatment Works) effluent meets the standards set for receiving waters. As part of this collaboration, we voluntarily agreed to lower effluent limits at our Bellevue Ohio location to meet local limits and reduce the impact of nutrients potentially impacting Lake Erie. We will continue to maintain these partnerships with local operations going forward.

METRIC	2024	2025
Total Water Discharged (m3)*	224,085	217,720

Since last year, total water discharge has been reduced by around 3%. Although the change is relatively modest, we see it as a trend in the right direction.

**Total water discharge is tracked by facility and destination to ensure compliance with effluent discharge quality standards.*

8. LABOR CONDITIONS AND HUMAN RIGHTS IN THE SUPPLY CHAIN

We hold our suppliers to high standards, including human rights for all communities involved in our supply chain.

Building partnerships with suppliers that share our values is essential for ethical business conduct and long-term resilience. By screening for risks such as child labor and modern slavery, we ensure an ethical sourcing network that meets the expectations of our customers.

Policies and Processes

Our commitment to the people in our supply chain is reflected in a risk-based supplier selection process where expectations are embedded into our onboarding and procurement procedures. We have a Conflict Minerals Policy, where suppliers are expected to conduct robust due diligence, documentation and reporting to ensure specified metals are only sourced from conflict-free mines and smelters. New suppliers are also evaluated during onboarding and are required to accept and follow our Supplier Sustainability Guidelines and Code of Conduct as a condition of doing business. These expectations are communicated during onboarding and reinforced throughout the supplier relationship.

The Supplier Sustainability Guidelines and Code of Conduct establishes clear minimum requirements across three core areas: Employment & labor standards, modern slavery prevention and supplier screening & evaluation.

EMPLOYMENT AND LABOR STANDARDS

Partners must meet minimum requirements related to freely chosen employment, non-discrimination, working hours, fair compensation, and safe, dignified working conditions. The code prohibits child labor and includes clear expectations around the freedom of association and the right to collective bargaining where legally permitted. Additionally, suppliers must provide clear mechanisms for their employees to raise concerns without fear of retaliation. These standards align with the International Labor Organization's core conventions and the Responsible Business Alliance Code of Conduct.

MODERN SLAVERY PREVENTION

Partners must maintain a strict stance against modern slavery, forced labor, and human trafficking. Suppliers are required to comply with all applicable labor, wage, safety, and anti-discrimination laws, including key regulatory frameworks such as the Fair Labor Standards Act and the Uyghur Forced Labor Prevention Act.

SUPPLIER SCREENING
AND EVALUATION

Sourcing expectations are reinforced through supplier agreements and structured screening processes. We evaluate suppliers through self-assessments, risk scoring, and audits where applicable, using risk factors such as geography, product type, and past compliance to guide our reviews. All human rights and safety obligations are expected to cascade down to all sub-tier suppliers. Compliance is contractually enforced through certification requirements, audit rights, and indemnification provisions; non-compliance can result in financial liability, termination of the business relationship, or resourcing to alternative suppliers.

2025 Actions

SUPPLIER SUSTAINABILITY
GUIDELINES AND CODE OF
CONDUCT PUBLICATION
AND ROLLOUT

In August 2025, we formally published and launched our new Supplier Sustainability Guidelines and Code of Conduct. Going forward, we will continue to work on this topic to maintain the standards outlined here throughout our procurement workflows.

METRIC	2024	2025
Suppliers covered by our Supplier Sustainability Guidelines and Code of Conduct (%)	95%	100%



9. COMMUNITY ENGAGEMENT

Autokiniton is committed to being an active partner and responsible corporate citizen in the communities where we operate.

We believe our long-term success is closely tied to the health and well-being of these communities, making social responsibility a core part of our everyday operations. By investing in local people and places, we strengthen our role as a trusted employer and partner.

Policies and Processes

Our community engagement is guided by our commitment to being a responsible corporate citizen.

CONTRIBUTION ALIGNMENT: We support a range of local initiatives through charitable donations, sponsorships, and in-kind contributions. We align contributions with local needs, focusing on areas such as STEM education, youth development, and environmental stewardship.

VOLUNTEERING: Associates across Autokiniton are encouraged to participate in volunteer efforts. These activities help strengthen connections between our sites and their surrounding areas while building a sense of pride and purpose among our teams.

LOCAL COLLABORATION: We explore new opportunities to collaborate with schools, especially in regions where our organizational footprint is growing.

2025 Actions

COMMUNITY AND HOLIDAY ENGAGEMENT

In 2025, we continued our commitment to community involvement by upholding our tradition of providing turkeys to Autokiniton associates, while many plants supported local communities during the holidays through initiatives such as Toys for Tots, Angel Tree, and Adopt-a-Family programs. We will continue with this going forward as well.



10. BUSINESS CONDUCT

Operating with integrity, fairness, and respect in every aspect of our business is the foundation for how we deliver long-term value at Autokiniton.

Strong governance supports transparency and ensures that environmental and social priorities are fully integrated across all levels of the organization. Maintaining high ethical standards under the direct oversight of executive leadership is essential for building trust across our entire value chain.

Policies and Processes

Ethics are governed by our Code of Conduct and Business Ethics (the “Code”), which outlines our core values, legal compliance standards, and expectations for professional behavior across our global operations. The Code sets clear boundaries regarding anti-corruption, anti-bribery, fair competition, conflicts of interest, and the protection of proprietary information. We work along the following lines to uphold business ethics at Autokiniton:

ANNUAL ACKNOWLEDGMENT: Associates participate in annual ethics acknowledgments to reinforce their commitment to integrity. This process ensures that associates understand our shared ethical principles and stay informed about current regulatory requirements.

ANONYMOUS REPORTING AND ETHICS HOTLINE: We maintain an independent, third-party-operated Ethics Hotline, which is available in multiple languages. Associates can raise concerns or report suspected breaches of the Code with confidentiality and anonymity if they choose, supported by our strict corporate policy that prohibits any form of retaliation against whistleblowers who report in good faith.

2025 Actions

COMPLIANCE TRAINING PARTNERSHIPS

We continued to prioritize employee education as a critical component of our governance and compliance efforts in 2025. Going forward, beginning in Q4 2026, we will partner with NAVEX to deploy comprehensive training on our Code of Conduct and Business Ethics policy to all employees.

EDUCATIONAL PROGRAM EVALUATION

We maintained active oversight of our internal ethical awareness initiatives. Looking ahead, the Compliance Committee is evaluating additional compliance-focused courses to further strengthen awareness and accountability across the organization.

11. CYBERSECURITY

As a manufacturing business with an increasing digital footprint, protecting data integrity is essential for business continuity and stakeholder trust.

Robust cybersecurity ensures the protection of climate-related data, compliance reporting, and Personally Identifiable Information (PII). By maintaining a mature, measurable, and continuously improving cybersecurity program, we reduce the likelihood of operational disruption and safeguard the sensitive systems and data of our associates and partners against an evolving threat landscape.

Policies and Processes

To protect our infrastructure, Autokiniton relies on its operational Information Security Management System (ISMS) to unify daily compliance activities with our technical security solutions.

Cybersecurity governance is overseen through the Compliance Committee and Enterprise Risk Management Committee, with regular reporting to executive leadership. This governance structure ensures cybersecurity risks remain aligned with business objectives, regulatory requirements, and enterprise risk management activities. Autokiniton's cybersecurity program is aligned to the NIST Cybersecurity Framework and structured across five core functions: Identify, Protect, Detect, Respond, and Recover.

IDENTIFY: Enterprise risk management, asset management, and vulnerability management processes.

PROTECT: Multi-factor authentication (MFA), endpoint protection, patch management, physical security controls, approved configuration standards, host-based firewalls, malware protection controls, and compensating controls or isolation for unsupported systems.

DETECT: Endpoint detection and response (EDR), security information and event management (SIEM), and AI-enabled SOC monitoring.

RESPOND: Incident response, crisis management, and coordinated cybersecurity operations processes. Cyber incidents are tracked, triaged, and escalated based on defined severity thresholds.

RECOVER: Immutable backups, tested recovery procedures, and business continuity/disaster recovery capabilities. Business continuity planning covers disruptions to global data centers, plant IT systems, and cloud-based managed services, ensuring the resilience of critical manufacturing operations.

Additionally, third-party cybersecurity risks are managed through due diligence assessments aligned with industry standards, as well as ongoing monitoring of critical service providers throughout the vendor lifecycle.

2025 Actions

FRAMEWORK AND COMPLIANCE ENHANCEMENTS

We completed a full, enterprise-wide Trusted Information Security Assessment Exchange (TISAX®) certification renewal covering all Autokiniton facilities and conducted independent, third-party security testing across our internal, external, and Wi-Fi networks. Looking ahead, TISAX® remains our primary certification for European automakers, and we will continue to actively engage and align with the Auto-ISAC framework adopted by U.S.-based manufacturers. TISAX® is a standardized assessment framework specific to the automotive industry allowing the exchange of assessment results between manufacturers, suppliers and service providers.

STREAMLINED CUSTOMER AUDITS

During 2025, Autokiniton expanded its Unified Controls Framework, creating a consistent compliance foundation that supported customer assessments and audits from Nissan, BMW, Honda, Ford, and other automotive customers. We will continue to build upon this framework to support efficient compliance and control maturity during future partner assessments.

AI AND SYSTEMS DEFENSE UPGRADES

Autokiniton continued to enhance its AI-enabled Security Operations Center (SOC), leveraging automated threat detection and response capabilities that accelerate identification, correlation, and containment of potential threats while reducing manual intervention. Going forward, as AI-driven threats become mainstream, we will continue to step up our defenses alongside our SOC partner and further mature our risk management, business continuity planning, and organizational resilience capabilities.

PHYSICAL FACILITY PROTECTIONS

We improved physical security boundaries at several manufacturing plants by upgrading automated building entry doors and standardizing how guest arrivals are logged and tracked.

CYBERSECURITY AWARENESS AND TRAINING

Expanded employee cybersecurity awareness from quarterly to monthly training campaigns, strengthening organizational resilience against phishing, social engineering, and emerging cyber threats.

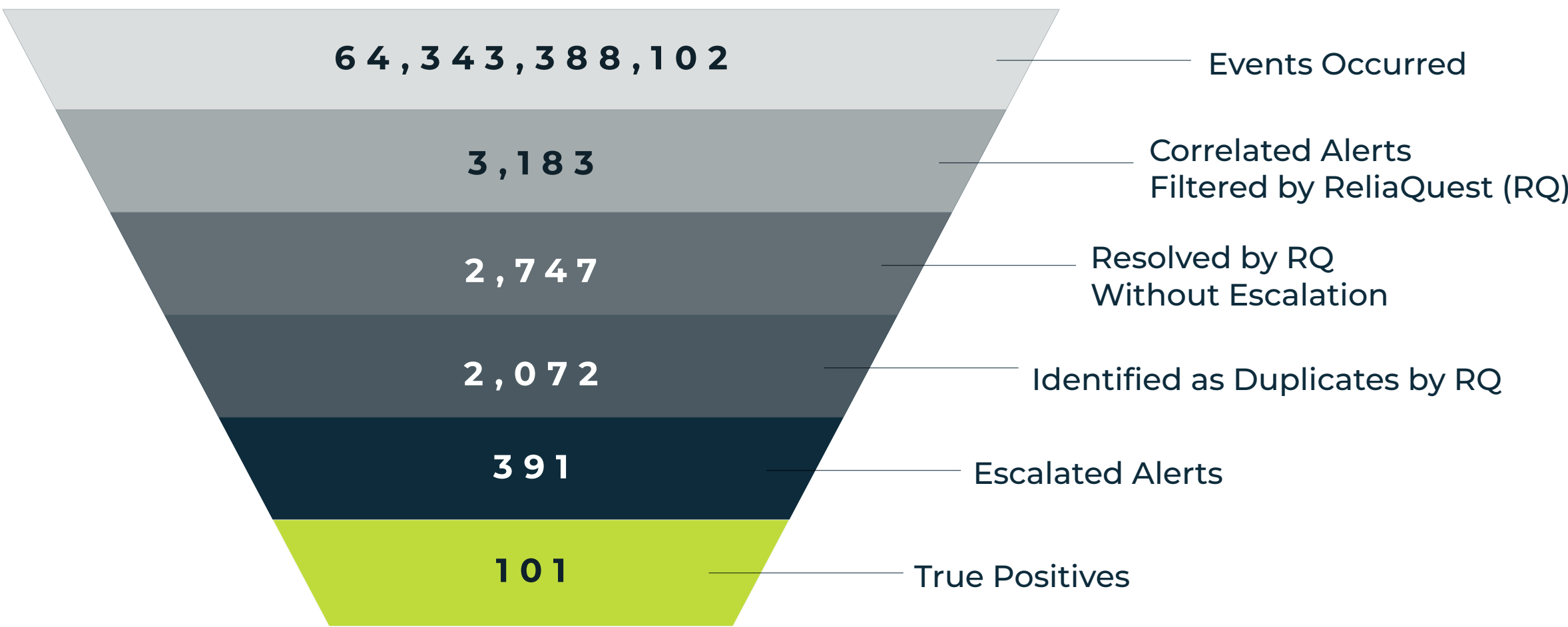


11. CYBERSECURITY

Our internal performance targets are to achieve zero confirmed cyber breaches and to maintain an email security effectiveness rate of at least 99.6%.

METRIC	2024	2025
Email Security Effectiveness (%)*	99.4%	>99.6%
Mean Time to Remediation (MTTR) Improvement (%)	N/A	7%
Number of Cyber Breaches	1	0
Number of Cyber Breaches Where PII Was Potentially Exposed	1	0

SECURITY EVENT ESCALATION FUNNEL



Our 2025 performance highlights strong operational outcomes from our defensive strategies. Notably, our email security systems successfully met and exceeded our internal effectiveness target, neutralizing malicious messages before they could reach our users. Furthermore, by utilizing smart AI filtering at the SOC level, we successfully contained over 64 billion raw digital signals down to just 391 high-priority alerts for our internal team, while simultaneously improving our average threat fix time (MTTR) by 7%. The MTTR is calculated by adding the time to remediate all incidents divided by the total number of closed issues.

**Email security effectiveness tracks the percentage of inbound malicious email vectors blocked or neutralized before reaching users. Ingested events represent the total volume of raw security logs aggregated and correlated by automated tools. Escalated alerts indicate the subset of filtered events deemed severe enough to require manual intervention by the internal Cyber Security Operations team. Mean Time to Remediation (MTTR) measures the average speed of containing and resolving an escalated threat. Cyber breaches denote confirmed incidents involving unauthorized system access or exposure of sensitive data.*



AUTOKINTON

03

APPENDIX

Climate Risk Statement

SASB

GRI

CLIMATE RISK STATEMENT

Autokiniton recognizes climate change as a material business and operational risk, with potential implications for supply chain stability, production continuity, regulatory exposure, and customer relationships.

At the same time, the transition to a lower-carbon economy presents opportunities to improve efficiency and meet growing customer expectations for sustainable practices.

In June 2025, Autokiniton held a cross-functional climate risk work-shop to identify and evaluate the potential financial impacts of climate-related risks and opportunities. The session was structured to align with the Task Force on Climate-related Financial Disclosures (TCFD) framework and focused on assessing the likelihood and magnitude of both transition and physical risks, as well as relevant opportunities. Participants included senior managers from sustainability, operations, compliance, finance, and supply chain functions. Using real-time polling and structured discussions, the group assessed the short-, medium-, and long-term implications of climate-related issues on Autokiniton’s business model, operational footprint, and supply chain. Outputs from the session inform ongoing planning and risk prioritization across Autokiniton.

Transition Risks

RISK CATEGORY	TOPIC	DESCRIPTION
Policy & Legal	Environmental compliance across jurisdictions	Autokiniton operates in the United States, Mexico, Brazil, and India, where environmental regulations vary in scope and enforcement. Keeping up with changing legal requirements in each country can increase administrative workload, delay projects, and raise operational costs if compliance issues arise.
Policy & Legal	Trade tariffs impacting supply chains	In April 2025, the U.S. government introduced a 25% tariff on imported automobiles and auto parts. This has raised the cost of components that Autokiniton sources from outside the U.S., especially those used in electric vehicles. Higher input costs could reduce profit margins and make it harder to compete on price in the domestic market.
Market	OEM decarbonization pressures	Major automotive OEMs are adopting ambitious climate goals and increasingly expect suppliers to align with their sustainability standards. Autokiniton may face reduced business opportunities if it cannot demonstrate progress on emissions reduction or meet customer expectations for verified ESG practices.
Reputational	Impact on human health	If Autokiniton is seen as contributing to poor air or water quality, it could face reputational harm among customers, investors, and local communities. Growing public concern about pollution and its links to health problems like respiratory illness, cancer, and waterborne disease may lead to increased scrutiny and a loss of trust.
Technology	Automation and workforce impacts	The adoption of more automation in manufacturing processes could contribute to workforce disruption. Shifts in labor demand may lead to displacement of lower-skilled roles and create gaps in technical talent needed to operate and maintain advanced equipment. Poorly managed transitions could affect productivity and employee engagement.
Technology	Cybersecurity threats	The increased reliance on interconnected digital infrastructure raises the risk of cyberattacks that could disrupt supply chain visibility, energy management platforms, as well as the critical systems used to monitor, manage and report on climate-related performance. Robust cybersecurity is crucial to ensure the integrity of climate-related data, compliance reporting, and operational resilience.



Physical Risks

RISK CATEGORY	TOPIC	DESCRIPTION
Acute	Extreme weather events	Floods, storms, and prolonged heatwaves pose a growing threat to Autokiniton's production facilities in North America. These events can lead to temporary shutdowns, property damage, equipment failure, and unsafe working conditions. More frequent and intense weather disruptions may reduce manufacturing output, increase maintenance and repair costs, and require new investments in facility hardening or backup systems.
Acute	Supply chain vulnerability to extreme weather	Autokiniton relies on a global network of suppliers and transport routes that are increasingly exposed to extreme weather. Flooding, hurricanes, and other severe events have already caused peer companies to experience delays due to port closures and interruptions at critical suppliers. Similar events could lead to longer lead times, unplanned inventory shortages, and higher logistics costs, particularly for time-sensitive components in the automotive sector.

Opportunities

OPPORTUNITY CATEGORY	TOPIC	DESCRIPTION
Resource efficiency	Reduce water usage and consumption	Autokiniton is exploring ways to reduce water consumption across its operations. By reviewing manufacturing and facility processes, the company aims to lower water intake and minimize discharge volumes. These efforts support long-term resource efficiency and help reduce utility costs and environmental impact, particularly in regions facing water stress.
Resource efficiency	Other resource efficiency opportunity	Autokiniton has implemented an Energy Treasure Hunt process to identify non-value-added consumption of energy. Examples of inefficiencies include machine sleep, LED lighting, compressed air, HVAC systems, reduction in fan use, and manufacturing process improvement. Energy and cost saving estimates are calculated for each opportunity and presented to plant leadership. The Corporate sustainability team supports project completion by providing resources, knowledge, and project tracking.

Governance

Climate-related topics are managed through existing operational and compliance functions. Relevant issues are addressed within established processes for regulatory compliance, supplier management, operational planning, and risk oversight.

The climate workshop was facilitated by the sustainability team and an independent expert consultant and included direct participation from decision-makers in areas with responsibility for emissions, procurement, and site-level operations. The session helped clarify internal roles and highlighted the need for clearer accountability structures as expectations from customers and regulators continue to evolve. Insights from the workshop will be shared across departments and shall contribute to annual planning efforts.

Climate-related supplier expectations—such as energy reporting, ISO 14001 certification, and Scope 3 transparency—are embedded in sourcing discussions. Internal governance structures continue to adapt to better support coordination on ESG-related activities, with ongoing updates to risk registers, training content, and reporting protocols.



Strategy

The workshop identified a set of transition and physical risks, as well as operational opportunities, that may impact Autokiniton. The most immediate pressures are driven by changing customer expectations, particularly around emissions reporting, facility-level certifications, and product-level disclosures. While these pressures have not yet resulted in material disruptions, their strategic importance is increasing.

Autokiniton may face greater cost exposure related to energy procurement, insurance changes, and physical disruptions to operations or suppliers. Facilities in flood-prone or water-stressed areas were noted, as were workforce challenges tied to severe weather events. Opportunities discussed included scaling resource efficiency projects and aligning internal cost-saving efforts with emerging decarbonization goals. While no formal scenario analysis has been conducted to date, initial steps have been taken to consider how different regulatory and market pathways might affect operations.

Risk Management

Climate-related risks are incorporated into Autokiniton’s broader enterprise risk management and planning processes. These include operational reviews, supplier assessments,

and compliance audits. Identified risks are evaluated based on their likelihood and financial impact, and mitigation measures are considered as part of ongoing capital and operational planning.

The workshop supported a more structured evaluation of risks and opportunities, with cross-functional input and real-time polling to gauge perceived materiality. Physical risks such as flooding, water scarcity, and grid disruptions were mapped to specific sites. Transition risks related to regulatory compliance, customer expectations, and workforce changes were linked to existing operational initiatives. Output from the workshop is being used to update internal risk registers, inform training needs, and prioritize projects for further analysis. Future risk management efforts may include the integration of formal climate scenarios and the development of site-level contingency plans and business continuity plans.

Metrics & Targets

Autokiniton currently tracks a range of operational and environmental metrics, including energy consumption, emissions, and waste reduction. Emissions reductions are tracked at the plant level, with early-stage evaluations of renewable energy options and carbon intensity targets under consideration.

We have not formally adopted science-based targets but are reviewing customer-aligned expectations (e.g., carbon neutrality timelines) and evaluating what is feasible within our operational footprint. Future metric development will focus on aligning performance tracking with customer disclosure requirements and internal cost-saving efforts.

Looking Ahead

Next steps include improving internal data consistency and expanding climate-related scenario planning. We are evaluating the scalability of resource efficiency projects, assessing where decarbonization targets may be required by customers, and analyzing risk exposure at facilities with known vulnerabilities (e.g., flood-prone or water-stressed locations). Physical and transition risks will continue to be monitored through operational reviews and supplier dialogues.

Business units are being asked to identify where additional mitigation or adaptation measures may be needed, and ESG-related metrics are being reviewed for integration into performance tracking systems. This disclosure will be updated as material conditions change and as part of Autokiniton’s broader ESG reporting cycle. Future assessments may include formal scenario analysis and a deeper evaluation of climate-related financial risks.

TOPIC	METRIC	2024	2025	UNITS	CODE
Energy Management	(1) Total energy consumed	1,715,797*	1,757,680	Gigajoules (GJ)	TR-AP-130a.1
	(2) Percentage grid electricity	49.5**	49.5	Percentage (%)	TR-AP-130a.1
	(3) Percentage renewable	1	1.6	Percentage (%)	TR-AP-130a.1
Waste Management	(1) Total amount of waste from manufacturing	3,439***	3,929	Metric tons (t)	TR-AP-150a.1
	(2) Percentage hazardous	1.1	1	Percentage (%)	TR-AP-150a.1
	(3) Percentage recycled	6.9***	6.4	Percentage (%)	TR-AP-150a.1
Product Safety	Number of vehicles recalled	0	0	Number	TR-AP-250a.1
Design for Fuel Efficiency	Revenue from products designed to increase fuel efficiency or reduce emissions	5.25	6.29	Presentation Currency	TR-AP-410a.1
Materials Sourcing	Description of the management of risks associated with the use of critical materials	Our company's due diligence processes for mineral sourcing are aligned with the OECD Due Diligence Guidance for Responsible Supply Chains of Minerals from Conflict-Affected and High-Risk Areas		N/A	TR-AP-440a.1
Materials Efficiency	Percentage of products sold that are recyclable	100	100	Percentage (%)	TR-AP-440b.1
	Percentage of input materials from recycled or remanufactured content	Steel: 43 Aluminum: 90	Steel: 43 Aluminum: 90	Percentage (%)	TR-AP-440b.2
Competitive Behavior	Total amount of monetary losses as a result of legal proceedings associated with anti-competitive behavior regulations	\$0	\$0	Presentation Currency	TR-AP-520a.1

*2024 total energy consumed has been restated from 1,74 GJ to 1,715,797 GJ to correct an error in the conversion from MMBtu to gigajoules. The restatement affects the reported unit conversion only; there is no change to underlying energy consumption.

**The 2024 percentage grid electricity has been restated from 99% to 49.5% to align with the SASB definition; the prior figure was calculated as a share of total electricity consumption instead of total energy consumption.

*** The 2024 total amount of waste and its recycling share have been restated from 3,707 t to 3,439 t and 23% to 6.9% to correct a prior categorization error.

Activity

ACTIVITY METRIC	2024	2025	UNITS	CODE
Number of parts produced	400,574,165	492,862,205	Number	TR-AP-000.A
Weight of parts produced	438,269	378,230	Metric tons (t)	TR-AP-000.B
Area of manufacturing plants	771,095*	771,095	Square meters (m²)	TR-AP-000.C

**The 2024 area of manufacturing plants has been restated from 922,222 m2 to 771,095 m2. This restatement affects the reported unit conversion only; there has not been any change in the plant area.*



Statement of use	Autokiniton has reported with reference to the GRI standards for the period 1/1/2025-12/31/2025
GRI 1 Standard	GRI 1: Foundation 2021
Applicable GRI Sector Standard(s)	None applicable

GRI 2: General Disclosures 2021

DISCLOSURE	LOCATION/REFERENCE
2-1 Organizational details	P. 6-7
2-2 Entities included in the organization's sustainability reporting	P. 2
2-3 Reporting period, frequency and contact point	P. 2
2-4 Restatements of information	P. 2
2-5 External assurance	Not applicable
2-6 Activities, value chain and other business relationships	P. 6-7
2-7 Employees	P. 16-22
2-8 Workers who are not employees	Not disclosed
2-9 Governance structure and composition	P. 12-13
2-10 Nomination and selection of the highest governance body	P. 12-13
2-11 Chair of the highest governance body	P. 12-13
2-12 Role of the highest governance body in overseeing the management of impacts	P. 12-13
2-13 Delegation of responsibility for managing impacts	P. 12-13
2-14 Role of the highest governance body in sustainability reporting	P. 12-13

2-15 Conflicts of interest	Covered in the Company Code of Conduct and Business Ethics
2-16 Communication of critical concerns	Covered in the Company Code of Conduct and Business Ethics
2-17 Collective knowledge of the highest governance body	Not disclosed
2-18 Evaluation of the performance of the highest governance body	Not disclosed
2-19 Remuneration policies	Not disclosed
2-20 Process to determine remuneration	Not disclosed
2-21 Annual total compensation ratio	Not disclosed
2-22 Statement on sustainable development strategy	P. 8
2-23 Policy commitments	P. 14
2-24 Embedding policy commitments	Covered throughout this report
2-25 Processes to remediate negative impacts	Covered throughout this report
2-26 Mechanisms for seeking advice and raising concerns	P. 36 and covered in the Company Code of Conduct and Business Ethics
2-27 Compliance with laws and regulations	P. 36
2-28 Membership associations	P. 25
2-29 Approach to stakeholder engagement	P. 11
2-30 Collective bargaining agreements	Not disclosed

GRI 3: Material Topics 2021

DISCLOSURE	LOCATION/REFERENCE
3-1 Process to determine material topics	P. 10
3-2 List of material topics	P. 10
3-3 Management of material topics	P. 16-39