



AUTOKINTON

2024

SUSTAINABILITY REPORT



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Overview

- ▶ About this Report
- ▶ 2024 Highlights
- ▶ Leadership Statements
- ▶ About Autokiniton
- ▶ Our Sustainability Strategy

ABOUT THIS REPORT

This report is Autokiniton's inaugural sustainability report. It has been prepared in reference to the GRI Standards and aligns with the SASB Auto Parts Standard. It covers the sustainability performance of Autokiniton for the reporting period of January 1, 2024, through December 31, 2024. The publication of this report is October 2025.

The Autokiniton group of companies is privately held and owned by KPS Capital Partners. This report includes information relating to direct and indirect subsidiaries of of Autokiniton US Holdings Inc. As Autokiniton does not produce public financial statements, there are no discrepancies between the entities included in its financial reporting and those included in its sustainability reporting. There have been no restatements of information.

For questions about this report or its content, please contact sustainability@autokiniton.com.





2024 HIGHLIGHTS

9.3% WASTE DIVERTED (%)

50,029 SCOPE 1 EMISSIONS (MT CO₂-e)

0.5/2.51 Lost Time Incident Rate (LTIR) / Total Recordable Incident Rate (TRIR)

95,399 SCOPE 2 EMISSIONS (MT CO₂-e)

23.19% REDUCTION IN CARBON INTENSITY FROM 2019

29% OVERALL GREEN ENERGY USAGE
Includes nuclear, biomass, hydro, wind, solar and geothermal sources

4.19% CARBON REDUCTION FROM 2023

C/C CDP* CLIMATE CHANGE / WATER RATING

All statistics as of December 31, 2024

*CDP is a non-profit organization providing ratings of company environmental performance and disclosure.



LEADERSHIP STATEMENTS

At Autokiniton, we believe that sustainability and social responsibility are not only integral to our business strategy but essential to creating long-term value for our associates, customers, and communities. It is with this belief that I proudly present our 2024 Sustainability Report. Our commitment to Environmental, Social, and Governance (ESG) principles guides every aspect of our work. Environmentally, we are advancing sustainable manufacturing practices, reducing waste, managing emissions, and ensuring the safe use of materials. Socially, we continue to foster a diverse workforce, prioritize the health and safety of every associate, and engage meaningfully with the communities where we live and work. From a governance perspective, we hold ourselves to the highest standards of compliance, integrity, and ethical responsibility.

Together, these efforts reflect Autokiniton's dedication to being a responsible corporate citizen and a catalyst for positive change. Looking ahead, we are investing in technology, equipment optimization, and process efficiency to drive both sustainability and business performance. By reducing energy use, improving productivity, and enhancing operational workflows, we are strengthening our competitive edge while lowering costs and minimizing environmental impact.

These investments not only ensure we can meet the growing demands of our Original Equipment Manufacturer (OEM) customers but also position us for long-term growth in an evolving industry. Our journey is one of continuous improvement, adapting to industry changes, embracing innovation, and challenging ourselves to do better every year. I am proud of the progress we have made, and I am even more excited about the path ahead.

Together, with the dedication of our associates and the support of our partners, we will build a stronger, more resilient, and sustainable future for Autokiniton and all those we serve.

Matt Pollick

Matt Pollick

PRESIDENT



LEADERSHIP STATEMENTS

Autokinton has made significant strides on our sustainability journey in recent years. With great pride, I present our inaugural Sustainability Report, which highlights the progress made possible through the dedication of our entire team and the strong support of Executive Leadership. In 2022, we partnered with Deloitte and Blue CSR to help define our long-term sustainability strategy and conduct a comprehensive Materiality Assessment. Building on this foundation, we established specific, measurable goals for 2023 and beyond that guide our efforts to reduce our environmental impact and strengthen our business.

Through collaboration with our OEM customers, utility providers, and manufacturing facilities, we have achieved year-over-year reductions in greenhouse gas (GHG) emissions while also generating meaningful cost savings. Our company-wide education campaign ensures that our approximately 7,500 associates understand Autokinton's sustainability mission and recognize the vital role each of them plays in achieving our near and long-term objectives.

I would also like to acknowledge the invaluable contributions of our Sustainability Governance Team. With representation from all key business functions, this team has been instrumental in embedding sustainability principles across our operations, ensuring that progress is integrated into our culture and decision-making at every level.

Mike Nieman

Mike Nieman

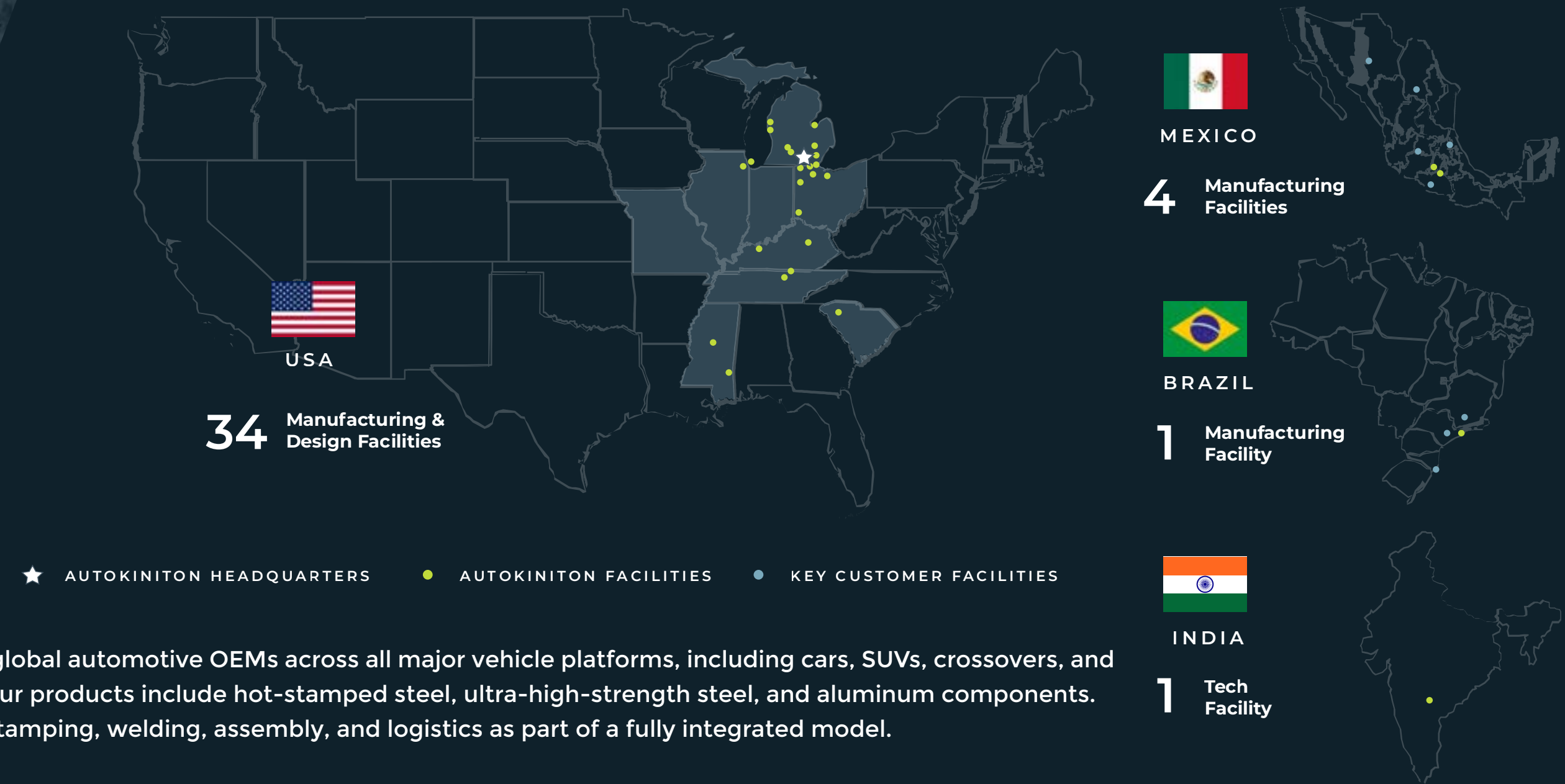
**GLOBAL DIRECTOR
SUSTAINABILITY, RISK MANAGEMENT & ENVIRONMENTAL COMPLIANCE**



ABOUT AUTOKINTON

Autokinton is a North American supplier of propulsion-agnostic, safety-critical structural automotive components and assemblies. Our headquarters is in New Boston, Michigan. We operate 34 manufacturing, design, and logistics facilities in the United States. We also have manufacturing sites in Mexico and Brazil, and a technical center in India. Our workforce includes approximately 7,500 employees, and we generate more than \$2.1 billion in annual sales.

Autokinton has a legacy of operational excellence, high-quality execution, and customer service. We offer end-to-end engineering, manufacturing, and in-house logistics through our 100% vertical integration capabilities.



MISSION

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

OBJECTIVES

- ▶ Deliver strong, lightweight components that support vehicle safety and performance
- ▶ Improve operational sustainability and reduce environmental impacts
- ▶ Remain flexible and competitive across both Electric Vehicle (EV) and Internal Combustion Engine (ICE) platforms
- ▶ Build a culture of safety, accountability, and inclusion

VISION

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

OEM CUSTOMERS





ABOUT AUTOKINITON

Vertically Integrated Operations

Our engineering team designs and integrates manufacturing equipment for our manufacturing facilities.

Our manufacturing team stamps, welds, and assembles high-quality automotive parts and assemblies. Our logistics operations support timely and cost-efficient delivery from stamping operations to our assembly facilities.

Autokiniton's focus on in-house engineering, equipment integration, manufacturing, and logistics allows for differentiated product quality and customer service, reduced capex on new and replacement business, and increased profitability.

ENGINEERING & TOOLING

- In-house design of tooling, production parts, assembly equipment and processes

EQUIPMENT INTEGRATION & MAINTENANCE

- In-house press and ancillary equipment repair and maintenance

LOGISTICS

- Captive transportation and logistics services for product delivery to OEM customers

MANUFACTURING & ASSEMBLY

- Highly-automated operations including extensive stamping and welding operations, systems, and modular assembly operations as well as coating capabilities





ABOUT AUTOKINON

Governance and Leadership

Our executive leadership team defines our sustainability vision, integrates it into strategic decision-making, and regularly evaluates the effectiveness of our sustainability program. This governance approach ensures that sustainability considerations are embedded across business operations and aligned with long-term value creation.





ABOUT AUTOKINITON

Governance and Leadership

The ESG Committee, chaired by the Corporate ESG and Sustainability Manager, is comprised of representatives from departments across the organization. Meeting quarterly, the Committee oversees program implementation, monitors progress toward objectives, and advises leadership on emerging ESG risks and opportunities.

ESG performance is reported to the Board on a quarterly basis. Internal Controls and Compliance, reporting through the CFO organization, support this oversight by ensuring the Board is informed of any material climate-related or sustainability risks.



FUNCTIONS

- ▶ HR
- ▶ Compliance
- ▶ Purchasing
- ▶ Safety
- ▶ Sales
- ▶ Operations
- ▶ IT
- ▶ Legal
- ▶ Finance & Tax
- ▶ Continuous Improvement
- ▶ Operations
- ▶ Logistics

ORGANIZATIONAL ASPECTS

- ▶ Environmental Compliance & Stewardship
- ▶ Customer Requirements
- ▶ Supply Chain Sustainability & Code of Conduct
- ▶ Legal
- ▶ Human Rights
- ▶ Social Responsibility
- ▶ Conflict Minerals
- ▶ Health and Safety
- ▶ Ethical Business Practices
- ▶ Data Security, Privacy & Confidentiality



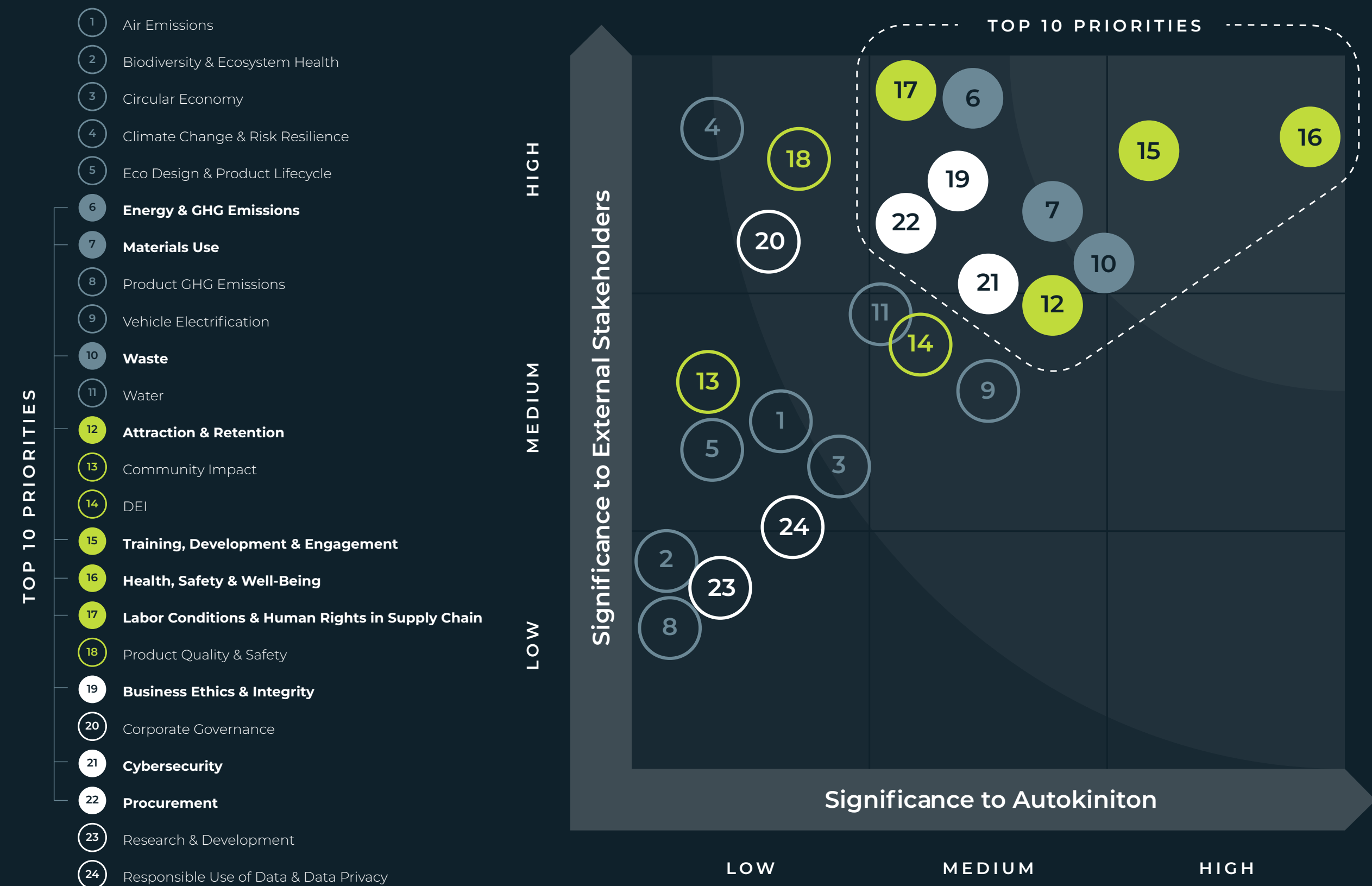
OUR SUSTAINABILITY STRATEGY

At Autokiniton, sustainability is integrated into every part of our operation. We focus on responsible manufacturing, environmental protection, ethical governance, and the well-being of our associates. Our goal is to build long-term resilience by reducing environmental impacts, supporting inclusive workplaces, and creating value across our supply chain. We review our manufacturing processes regularly to reduce energy use, conserve natural resources, and eliminate waste. We manage our carbon footprint through emission tracking, energy efficiency, and operational improvements. These practices are supported by policies, management systems, and active involvement from our associates.

Our business strategy and sustainability strategy are closely linked. As customer expectations rise and global regulations evolve, we see sustainability as a core part of maintaining competitiveness and driving continuous improvement. We are working to ensure that all departments understand how ESG topics affect business performance and decision-making.

MATERIAL TOPICS

To identify the most important topics for our business and stakeholders, we conducted a materiality assessment that included interviews with internal and external stakeholders, reviews of customer requirements, and analysis of ESG priorities across the automotive industry. This assessment helped us determine the following topics as material for our business:





A STRATEGY FOR LONG-TERM RESILIENCE

To develop our strategy, we benchmarked our customer and peer disclosures, targets, risks and opportunities. We have set near and long term goals to reduce emissions, lower energy use, improve safety, and engage our communities. These goals are designed to strengthen resilience, improve operational efficiency, and drive long-term business performance. For example, we are investing in LED lighting upgrades, compressed air system upgrades, and process improvements that reduce energy, waste and lower emissions. These projects not only support our environmental goals but also deliver cost savings across our manufacturing network. Beyond our own operations, we promote responsible practices across the supply chain.

Our Supplier Sustainability Guidelines and Code of Conduct outlines expectations on labor rights, health and safety, environmental performance, and business ethics, and we expect our suppliers to adopt similar standards with their own partners. We align with internationally recognized frameworks such as International Standards Organisation (ISO) 14001, International Material Data System (IMDS), Responsible Minerals Initiative (RMI), and we support the principles of the Responsible Business Alliance (RBA), including fair treatment, ethical conduct, and a safe, inclusive workplace.

SUSTAINABILITY & ESG IMPLEMENTATION ROADMAP



Environment

- ▶ Environmental Impact
- ▶ GHG Emissions
- ▶ Energy
- ▶ Biodiversity
- ▶ Waste
- ▶ Materials Use
- ▶ Water



ENVIRONMENT

Environmental Impact

At Autokiniton, environmental responsibility is a core part of how we operate. We are committed to reducing our impact on the planet by improving the efficiency of our operations, managing emissions, and conserving natural resources. Our approach is rooted in continuous improvement and supported by clear policies, associate engagement, and responsible sourcing practices. We recognize that protecting the environment is essential to long-term success and to meeting the expectations of our customers and communities.

In 2024, Autokiniton joined 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.



A RESPONSIBLE ENVIRONMENTAL POLICY

Autokiniton is committed to protecting the environment by:



CONTINUOUS IMPROVEMENT

Striving to continuously improve our internal processes to minimize waste and pollution.



CODE COMPLIANCE

Complying with legal and other requirements with the effort and cooperation of all associates.



A SUSTAINABLE PATH FORWARD

Minimizing energy and natural resource consumption, including preservation of water quality.



RESPONSIBLE EMISSIONS

Preserving air quality and monitoring our greenhouse gas emissions.



SAFE PROCEDURES

Practicing responsible chemical management and sourcing of materials.



ENVIRONMENT

GHG Emissions

Reducing greenhouse gas emissions is a key focus of Autokiniton’s environmental strategy. We track and report Scope 1 and Scope 2 emissions across all operations and have begun evaluating key Scope 3 categories as part of our growing focus on full value chain impacts. Scope 1 emissions come primarily from fuel combustion at our facilities, while Scope 2 reflects emissions from purchased electricity. Our approach combines internal efficiency efforts with long-term planning to meet both regulatory and customer expectations. Our efforts have resulted in a 4.19% reduction of our total emissions in 2024.

We have established clear emissions reduction targets based on a 2019 baseline, with near-term goals. We aim to reduce our carbon intensity by 3% annually and 20% by 2030. These goals help prepare us for the future while positioning us to remain a reliable and sustainable partner with our customers. Our emissions tracking efforts additionally support compliance with upcoming regulatory frameworks such as the EU’s Carbon Border Adjustment Mechanism (CBAM), which will affect trade in carbon-intensive goods. We are continuing to align our disclosures with leading platforms such as CDP to improve transparency and readiness for customer reporting requirements.

EMISSIONS DATA	2019	2023	2024
Scope 1 (tCO ₂ -e)	62,978	52,965	50,028
Scope 2 (tCO ₂ -e)	121,451	98,824	95,399
Total (tCO ₂ -e)	184,429	151,790	145,428
CO ₂ -e Intensity (Kg/\$1M in Sales)	0.073	0.058	0.056

TARGETS

20252030

TARGET	4% annual reduction in carbon intensity from prior year	20% reduction (Scope 1 & 2)
ACTUAL 2024 PERFORMANCE	3.68% reduction (MMBTU/\$1M Sales)	

LOOKING FORWARD

As we expand our climate efforts, we are working to better understand and report on Scope 3 emissions. While most of the steel we use is directly sourced by our customers, we know that indirect emissions from upstream materials, logistics, and purchased services are increasingly relevant. Building a more complete view of our emissions footprint is essential as OEMs move toward net-zero goals and expect detailed life cycle emissions data from their suppliers.



ENVIRONMENT

Energy

Autokiniton is focused on improving energy efficiency and transitioning toward cleaner sources of energy across our operations. Energy use is one of the most significant contributors to our environmental footprint, and we approach it as both a sustainability priority and an operational opportunity. Welding, stamping, and facility climate control require substantial energy input, making efficiency improvements essential to reducing emissions and controlling costs. We conduct internal energy audits to identify non-value-added consumption and use structured programs like our energy Treasure Hunt to uncover and act on savings opportunities.

We track energy data by facility and source, allowing us to monitor trends, compare performance, and support reporting to customers and stakeholders. This transparency helps us respond to growing expectations for supplier-level energy disclosures and strengthens our ability to comply with customer platforms such as Manufacture 2030. Our long-term goals include increasing the percentage of energy from renewable sources, and in 2024, we began assembling floor pans from 100% renewable energy at our Greenville site through the purchase of Renewable Energy Certificates (RECs). This step represents our first major move toward site-level renewable integration and lays the groundwork for broader adoption across our organization.

ENERGY DATA	2019	2023	2024
Energy Usage (MMBTU)	1,897,549	1,713,731	1,651,659
Energy Used Per \$1M Sales (MMBTU per \$1M Sales)	747.83	654.41	634.10
Natural Gas Consumption (MMBTU)	597,722	588,324	565,474
Electricity Consumption (MwH)	255,454	242,747	234,933

15.21% reduction in energy intensity (MMBTU/\$1M Sales) 2019 - 2024.



ENVIRONMENT

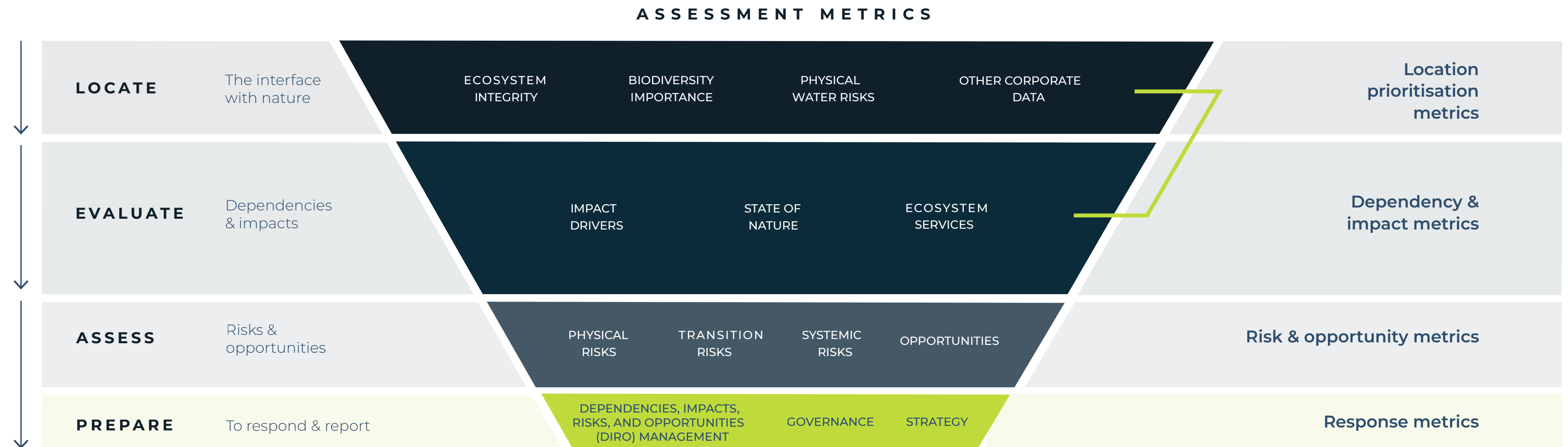
Biodiversity

Autokiniton is committed to protecting the environment by minimizing our impact on natural resources. As part of our commitment to environmental responsibility, we regularly review our processes to preserve air and water quality and manage materials in a way that reduces potential harm to the environment. Our approach includes compliance with applicable environmental regulations and the promotion of ISO 14001 certification among suppliers. These efforts help ensure that site development and operational practices consider broader environmental impacts.

The company has identified biodiversity as a priority issue for our stakeholders and an integral part of our sustainability program roadmap. To ensure a structured and transparent approach, we plan to align with the recommendations of the Taskforce on Nature-related Financial Disclosures (TNFD). Using the Locate, Evaluate, Assess, and Prepare (LEAP) framework, we will: 1)

locate the points where our business interfaces with nature, 2) evaluate our dependencies and impacts, 3) assess the associated risks and opportunities, and 4) prepare to respond and report on our progress. This process will guide us in managing biodiversity considerations responsibly and integrating nature into our decision-making and disclosure practices.

METRIC	2022	2023	2024
Total number of regulatory environmental notices of violation	0	0	4
Total penalties incurred due to environmental non-compliance (\$)	0	0	0





ENVIRONMENT

Waste

Autokiniton is committed to reducing waste and managing materials in a way that protects both people and the environment. Our approach to waste includes responsible handling of scrap, packaging, and hazardous materials, along with efforts to increase recycling and reduce landfill use. We regularly evaluate our chemical use and maintain Safety Data Sheets to ensure that associates have access to information on material safety and proper disposal. New chemicals are reviewed for potential impacts on human health and the environment as part of our broader chemical management process. Additionally, we are focused on increasing the reuse and recyclability of materials where possible. Our sustainability guidelines encourage suppliers to minimize packaging waste, eliminate single-use plastics, and communicate opportunities to improve recycled content.

Our efforts have included a partnership with Waste Management to service all of our US manufacturing locations, enabling our team to identify waste minimization and cost savings opportunities.

To address potential environmental impacts, in 2024 our Brazilian operation established a licensed sanitary effluent treatment plant to ensure waste water is thoroughly treated before release. This process is continuously monitored with semi-annual laboratory testing verifying compliance with environmental regulations. This system safeguards water quality in the receiving area and adheres to ISO 14001 and state agency requirements.

TOTAL TONS DIVERTED		TOTAL TONS NOT DIVERTED		% DIVERSION
Current Year		Current Year		Current Year
882		2,928		23.2 %
ENVIRONMENTAL SAVINGS				
Trees Saved	GHG Emissions Saved	Landfill Airspace	Water Saved	Electricity Saved
3,240	852 <small>MtCO₂-e</small>	572 <small>yd₃</small>	1.12M <small>Gal</small>	281.70k <small>Kw-H</small>



ENVIRONMENT

Materials Use

Autokiniton is committed to using materials responsibly, and supporting circular economy principles across our operations. We prioritize the reuse of materials where feasible, and have a strong track record of scrap recycling, and lightweighting initiatives. We are committed to improving our operations. Each manufacturing location is tasked with specific targets achieved through plant teams that seek out scrap, raw-material, and waste reduction opportunities. In some cases, we have reduced product weight by up to 25%, which helps improve vehicle fuel efficiency for the consumer, while exceeding strict safety standards.

Packaging is another area of focus, with growing efforts to minimize waste, eliminate single-use plastics, and increase the use of recyclable and reusable materials. These initiatives reduce the environmental footprint of our supply chain while also improving cost efficiency, and material flow.

We evaluate the use of restricted or hazardous substances, and work with suppliers to reduce their presence wherever possible. As part of our responsible sourcing approach, we have a Conflict Minerals Policy aligned with Section 1502 of the Dodd-Frank Wall Street Reform and Consumer Protection Act. We require suppliers to report the origin of tin, tantalum, tungsten, and gold used in their products and to confirm that materials are sourced from certified “conflict-free” smelters. Extended Minerals, including cobalt, mica, copper, natural graphite, lithium and nickel, must also be included in this reporting.

For further information,
please see our [Conflict Minerals Policy Statement](#)



ENVIRONMENT

Water

Autokiniton is committed to responsible water management across all of our facilities, with particular attention to operations located in water-stressed regions. Water is a critical resource for many of our manufacturing processes, and we aim to reduce our overall use through efficiency upgrades, treatment systems, and reuse where possible. We support access to clean and safe water in the communities where we operate. We support the use of water recycling systems and treatment infrastructure to reduce our environmental footprint and maintain compliance with applicable regulations.

METRIC	2023	2024
Total Water Discharged (m ³)	214,539	224,085
Process Water Discharged (m ³ /\$1M Sales)	81.92	86.03

An example of our commitment to efficient use of water resources, our e-coating lines have been designed to re-use rinse water resulting in approximately 39,800 gallons per day, or about 9.6 million gallons saved annually, across our lines at Plymouth Michigan and Bellevue, Ohio facilities.

In our facility in Brazil, our team implemented a process to reuse condensation water from air conditioning units to clean the factory floor, with collection points tracked monthly. This initiative successfully reduced potable water use, reusing over 24,500 liters in 2024. This number has been steadily increasing since the process was implemented in 2021.



Social Responsibility

- ▶ Social Impact
- ▶ Safety Culture & Continuous Improvement
- ▶ Health & Wellness
- ▶ Training, Development, & Engagement
- ▶ Diverse & Inclusive Workforce
- ▶ Labor Conditions & Human Rights in Supply Chain
- ▶ Community Engagement



SOCIAL IMPACT

Autokiniton is committed to creating a safe, inclusive, and supportive environment for our associates and the communities where we operate. Our social strategy is grounded in respect for human rights, fair labor practices and strong community relationships. We believe that empowering people through meaningful work, open communication, and equitable treatment is essential to long-term business success. We provide competitive compensation, promote associate well-being, and maintain high standards for workplace health and safety. Our efforts further extend beyond our facilities through donations, volunteer programs, and community involvement that reinforce our values. Social responsibility is embedded in how we operate every day, and we are focused on continuously improving the experience of those who work with and for Autokiniton. We measure the impact of our efforts through an annual Engagement Survey and target specific improvement actions managed through our Engagement Teams.



SOCIAL RESPONSIBILITY

Safety Culture & Continuous Improvement

At Autokiniton, safety is a core part of how we operate. Preserve Health, Safety and Environment is woven into our culture because we believe safety is not only the right thing to do, it is good business. We are committed to providing a safe work environment for every associate and are focused on achieving zero-incident performance across all facilities. This belief is grounded in the idea that all workplace injuries, illnesses, and incidents are preventable. Our Health and Safety Management System (HSMS) outlines the six foundational elements we rely on to manage risk and drive continuous improvement: leadership commitment, training and communication, associate engagement, risk assessment, risk management, and audit and verification.

THE 4 A'S OF SAFETY



AUTOKINITON

- ▶ Awareness
- ▶ Attitudes
- ▶ Actions
- ▶ Accountability



Our strategy includes routine training, regular audits, and thorough root cause analysis following any incident. Every associate is empowered and expected to take ownership of safety, both their own and that of their colleagues. Associates are also encouraged to report near-misses and participate in site-level safety conversations, helping us identify risks before they lead to incidents. Managers are responsible for delivering clear instructions, reinforcing expectations, and ensuring that safety procedures are followed every day. We emphasize leadership visibility and open communication to strengthen our safety culture.

Each facility is supported by health and safety committees and leadership teams that meet regularly to identify risks, manage stewardship of programs and metrics, and implement corrective actions. We embrace the “4 A’s of Safety” Attitude, Awareness, Actions, and Accountability. This proactive approach is essential to our continuous improvement mindset and has contributed to measurable reductions in incident rates.



In 2024, our TRIR was 2.51, outperforming our goal of 2.88.

Can I fall?
Where is stored energy?
Can something fall on me?
What can I strike against?
How much force before it breaks?
What do I have to hold?
What do I have to lift?
What can strike me?

Are the hazards on YOUR radar?

R.A.D.A.R.

- ▶ Recognize the Risks
- ▶ Assess the Situation
- ▶ Develop a Safe Solution
- ▶ Act Safely
- ▶ Report

M E T R I C	2 0 2 2	2 0 2 3	2 0 2 4
Lost Time Incident Rate (LTIR)	0.67	0.62	0.5
Total Recordable Incident Rate (TRIR)	3.16	3.21	2.51
Days Away, Restricted, or Transferred (DART)	1.82	1.76	1.26
Total number of regulatory safety non-compliance issues	2	3	0

M E T R I C	2 0 2 2	2 0 2 3	2 0 2 4
Number of Work-Related Fatalities	0	0	0
Annualized Employee Turnover Rate	47%	46%	40%

We have implemented our Global Safety Roadmap (GSR) across all operations to guide hazard identification and corrective actions using our 6 pillars: Commitment and Leadership, Education Training and Communication, Associate Involvement and Engagement, Risk Assessment, Risk Management, Auditing and Verification. Safety audits and incident reviews help us track patterns and identify areas for improvement across different types of facilities. Sites regularly share best practices to ensure consistency and support knowledge transfer across the organization. Key safety data is reviewed by operational leadership in consideration of equipment upgrades, layout changes, and procedural improvements. We continue to build a culture of accountability where each associate plays a role in creating a safe and stable workplace. Third-party feedback and benchmarking help us refine our programs and assess our performance relative to industry expectations. This structure has helped maintain safety as a shared responsibility and a foundation of our operational excellence.

Our continuous focus on our safety program has resulted in our lowest Autokiniton total group LTIR and TRIR since we were founded in 2018.



SOCIAL RESPONSIBILITY

Health & Wellness

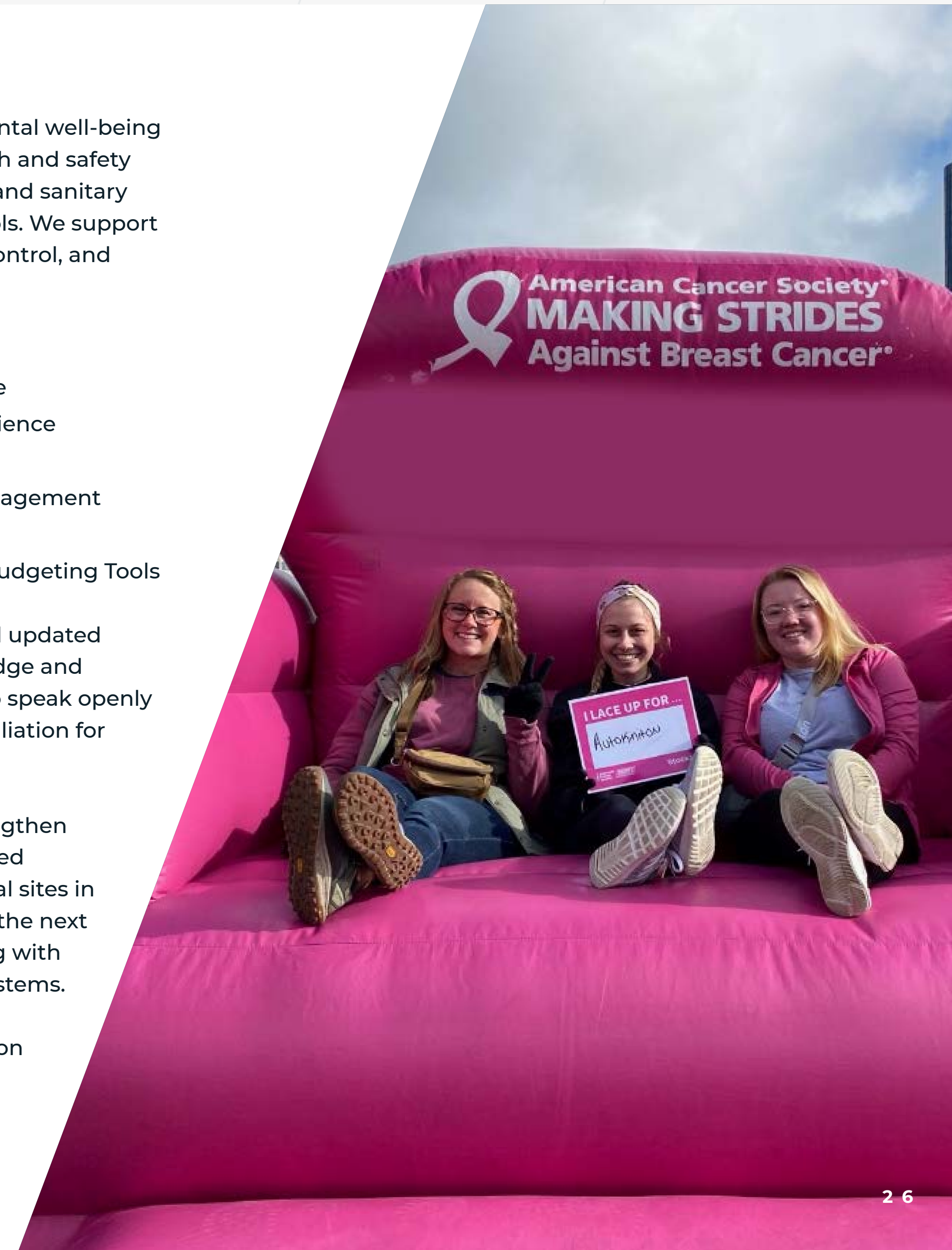
Autokiniton is committed to protecting both the physical and mental well-being of our associates. Our facilities meet or exceed occupational health and safety standards, and we provide personal protective equipment, clean and sanitary working environments, and clearly communicated health protocols. We support wellness through measures such as regular rest breaks, climate control, and ergonomic assessments where applicable.

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

Safety-related signage, procedures, and training are reviewed and updated regularly to ensure that associates are equipped with the knowledge and resources they need to stay healthy. Associates are encouraged to speak openly about safety concerns, and we maintain policies that prohibit retaliation for raising issues or making suggestions.

GSR management system certifications are another way we strengthen health and safety oversight. In 2024, four of our facilities maintained certification, and we are working to expand this to three additional sites in 2025, and continue to expand across all manufacturing sites over the next three years. These certifications are a commitment to our aligning with international safety standards and continuously improving our systems. They also serve as an external validation of the work our teams do every day to create a safe environment. We will continue to build on these efforts by expanding safety training, reinforcing leadership accountability, and engaging associates at all levels.





SOCIAL RESPONSIBILITY

Training, Development, & Engagement

At Autokiniton, we believe our people are our most valuable asset. Investing in training, development, and engagement is essential to our customers and maintaining operational excellence. We provide associates with the resources they need to grow, succeed, and take on new challenges, whether on the shop floor, in engineering roles, or in leadership positions. Our development strategy focuses on building technical skills, strengthening leadership capabilities, and supporting long-term career progression across all levels of the organization.



Training programs are tailored to the specific needs of each role, with an emphasis on safety, equipment use, quality, and continuous improvement. Frontline associates receive hands on instruction and refresher training, while supervisors and managers participate in leadership programs that promote effective communication, accountability, and coaching. For new or transferred associates, we maintain a written safety orientation plan with assessments at 30, 60, and 90 days to help confirm that key training information is retained.

Safety training is delivered on the job by qualified instructors using a standardized process, and each associate's progress is tracked carefully. New managers complete onboarding that outlines expectations and responsibilities, and more experienced leaders are supported through additional workshops, cross functional assignments, and one on one coaching. These efforts help ensure consistency, support retention, and strengthen our internal leadership pipeline. As we continue to grow, our training systems will be scaled to remain responsive to evolving talent needs.

In 2024, we began developing a Department of Labor registered Apprenticeship program to build a pipeline of skilled trades talent, with standards established for Tool & Die and Machine Repair and union engagement underway. Key objectives of the program include structured technical instruction, on-the-job learning, and consistent onboarding supported by an Apprenticeship Playbook. The company has dedicated the necessary resources to support the development of two apprentices per function in 2025, including reporting systems to track progress and outcomes.



Every facility maintains a written training matrix by job function, reviewed at least once a year or whenever responsibilities change. Each plant also keeps an annual safety training plan that is reviewed quarterly to make sure we stay on track. Training records are kept up to date, and requirements are outlined by internal safety standards. Subject Matter Experts help deliver coaching on important topics like forklift operation, overhead crane use, electrical safety, and ergonomics. Managers and supervisors can access plant-specific safety programs, assessments, and training materials through a centralized SharePoint system. Contractors must meet the same high standards as Autokiniton. They are responsible for maintaining a safe, healthy workplace, complying with both Autokiniton’s and their own safety requirements, and ensuring their employees are properly trained and competent to work safely.

Internal promotion plays an important role in our culture. We are committed to helping associates advance their careers by identifying opportunities for growth and ensuring equitable access to development programs. Associates are increasingly offered structured development plans that include clear goals, skills assessments, and regular feedback. These plans help guide career trajectories while reinforcing transparency and long-term engagement.

Associate engagement is equally important to our talent strategy. We conduct engagement surveys each year to better understand associate experiences, gather feedback, and identify areas for improvement across all locations. Survey results are used to develop local action plans, improve communication, and strengthen trust between associates and leadership teams. Our objective is to foster a culture of listening and accountability that cultivates a work environment where people feel heard, supported, and empowered to contribute. Engagement also supports operational resilience by reinforcing alignment between employee motivation and business outcomes.

M E T R I C	2 0 2 2	2 0 2 3	2 0 2 4
Response rate to engagement survey	61%	63%	70%
Net Promoter Score (NPS*)	61%	58%	57%

In addition to development and feedback, we are introducing associates to our sustainability goals through communication and training initiatives. These include topics such as waste reduction, energy conservation, and volunteer opportunities. By embedding sustainability into our day to day culture, we are helping associates see how their work connects to broader environmental and social priorities. These efforts support stronger alignment, better performance, and a more informed, engaged workforce.

*The NPS is a standard metric for gauging employee engagement and loyalty, and can be used to identify areas for improvement.engagement survey



SOCIAL RESPONSIBILITY

Diverse & Inclusive Workforce



Autokinton is committed to building a strong and inclusive workplace where all associates feel respected, valued, and empowered to succeed. We believe that different perspectives, backgrounds, and experiences help us innovate, solve problems, and better serve our customers. Our goal is to foster a culture that promotes opportunity and belonging at every level of the organization.

We ensure equal opportunity for all associates and ensure that opportunities for growth and advancement are open to all.





SOCIAL RESPONSIBILITY

Labor Conditions & Human Rights in the Supply Chain

Autokiniton holds its suppliers to high standards when it comes to labor conditions, human rights, and ethical sourcing. We believe that our responsibility extends beyond our own operations to the people and communities involved in our broader supply chain. This commitment is reflected in our risk-based supplier selection process, where expectations around working conditions, human rights, and compliance are clearly defined and embedded into our onboarding and procurement procedures. New suppliers are evaluated during onboarding and are required to accept and follow our Supplier Sustainability Guidelines and Code of Conduct (Supplier Code) as a condition of doing business.

Our Supplier Code outlines minimum requirements related to freely chosen employment, non-discrimination, working hours, wages, and the prohibition of child labor. Our Supplier Code includes clear expectations around the freedom of association and the right to collective bargaining, where legally permitted. These standards are aligned with international frameworks, including the International Labour Organization's core conventions and the Responsible Business Alliance Code of Conduct. Expectations for responsible sourcing are communicated through these standards and reinforced in supplier agreements and screening processes. We evaluate suppliers through self-assessments, risk scoring, and audits where applicable. Risk factors such as geography, product type, and past compliance issues guide the depth and frequency of our reviews.

For more information, please see our [Supplier Sustainability Guidelines & Code of Conduct](#).

We maintain a strong stance against modern slavery and human trafficking. Our Modern Slavery requirements are outlined in our Supplier Code. We expect our suppliers to monitor their own labor practices as well as those of their subcontractors, and we provide clear guidance on identifying and reporting risks. Any supplier found to be in violation of these standards may face corrective action, up to and including termination of the business relationship. These expectations are communicated during onboarding and reinforced throughout the supplier relationship.

We are continually working to strengthen our systems for supplier due diligence, monitoring, and engagement. As global expectations continue to evolve, we remain focused on building partnerships with suppliers that share our values and are committed to ethical business conduct.



SOCIAL RESPONSIBILITY

Community Engagement

Autokiniton is committed to being a responsible corporate citizen and an active partner in the communities where we live and work. We believe that our long term success is closely tied to the health and well-being of these communities, and we aim to make a positive impact through targeted investments, employee volunteerism, and strategic partnerships. Our approach is grounded in listening to local needs and aligning our contributions with areas where we can deliver meaningful value. Our community efforts focus on education, safety, and sustainability, that reflect our values and complement our business operations.

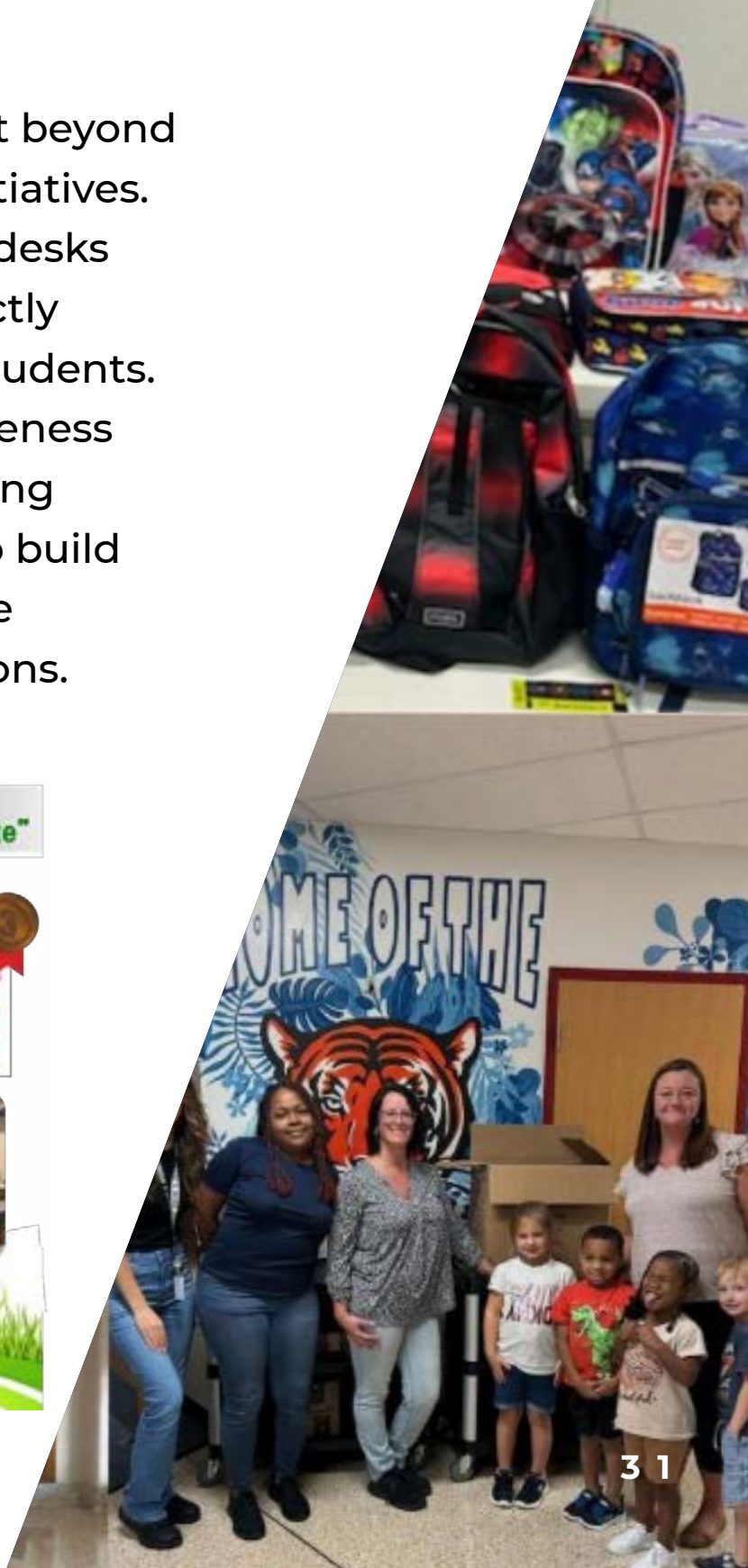
Each year, we support a range of local initiatives through charitable donations, sponsorships, and in kind contributions. Projects include STEM education programs, community cleanups, first responder support, and nonprofit partnerships that promote youth development and environmental stewardship. Associates 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.

Additionally, we are exploring new opportunities to collaborate with local organizations and schools, especially in regions where our footprint is growing. As we continue to expand, we remain focused on building lasting relationships and supporting long term community resilience. Our commitment to community engagement is an extension of our broader sustainability strategy. By investing in people and places beyond our own operations, we strengthen our role as a trusted employer and partner. Whether through hands on service or direct contributions, we take pride in supporting the communities that support us.

In 2024, Autokiniton México extended its impact beyond the workplace through targeted community initiatives. A notable highlight was the donation of school desks to Leandro Valle Official Secondary School, directly enhancing the learning environment for local students. The company also fostered environmental awareness among families by organizing a children's drawing contest on environmental protection, helping to build stronger connections with the community while promoting sustainability values across generations.

ENVIRONMENTAL INITIATIVES

Drawing contest on environmental protection, in which workers' children participated



Governance & Ethics

- ▶ Responsible Business Conduct
- ▶ Business Ethics & Integrity
- ▶ Procurement
- ▶ Cybersecurity



RESPONSIBLE BUSINESS CONDUCT

Strong governance is the foundation of how we operate and deliver long term value. At Autokiniton, we view governance as a system of leadership, accountability, and ethical conduct that shapes how we make decisions and manage risk. It supports transparency, consistency, and alignment between our business strategy and sustainability goals. Our governance structure helps ensure that environmental, social, and operational priorities are fully integrated across all levels of the organization. This approach enables us to respond to stakeholder expectations while driving performance and continuous improvement. As regulations and disclosure requirements evolve, we are committed to continually improving our internal systems and reinforcing a culture of integrity.

Autokiniton is privately owned and led by a Chief Executive Officer who oversees the business in coordination with an experienced executive team. Leadership roles span key functions including operations, sales, finance, engineering, human resources, and legal. This cross-functional structure helps guide long-term planning, compliance, and performance management. Responsibilities for execution are cascaded across regions and facility leaders, supported by shared tools, policies, and oversight systems. Governance expectations are reinforced through structured reporting and internal coordination across departments. As we grow, we are working to formalize roles and processes that support better visibility, accountability, and alignment with leading governance practices.



GOVERNANCE & ETHICS

Business Ethics & Integrity

Autokiniton is committed to operating with integrity, fairness, and respect in every aspect of our business. Our foundation is built on a strong Code of Conduct and Business Ethics (the “Code”) that outlines expectations for ethical behavior and decision-making across all levels of the organization. Associates are expected to follow these standards in their daily responsibilities, whether managing suppliers, handling data, or working on the plant floor. The Code covers topics such as anti-corruption, fair competition, confidentiality, and responsible use of company resources.

Training is central to promoting a culture of integrity. Currently, our associates participate in annual ethics acknowledgements to reinforce our commitment to integrity. As part of our ongoing ESG efforts, we are actively working toward implementing formal ethics training within our Learning Management System (LMS), which will provide more robust and continuous education on ethical standards and decision-making.

To support accountability, we provide clear and accessible reporting mechanisms for raising concerns. Associates can report suspected violations confidentially through an ethics hotline, which is operated by a third party and available in multiple languages. Anonymity is protected, and we have a strict policy against retaliation. Reports are reviewed promptly and followed up by appropriate internal or external resources. These processes are designed to be transparent, fair, and aligned with best practices for corporate ethics management. Reporting data is monitored for trends and resolution effectiveness to help us identify areas for additional training or controls.

Oversight of ethics, compliance, and sustainability begins at the highest levels of the organization. ESG topics are integrated into leadership responsibilities and receive direct attention from executive leadership. An ESG committee meets regularly to review goals, metrics, risks, and progress. This committee includes cross-functional leaders and reports into the broader executive structure to ensure alignment with business strategy. As our sustainability efforts continue to evolve, we are exploring ways to strengthen governance and increase visibility into ESG decision-making and outcomes.



ESG COMMITTEE STRUCTURE & OBJECTIVES



The executive leadership provides oversight and strategic guidance, including review of ethics and ESG matters. The team composition reflects a mix of perspectives, experiences, and tenures, with a commitment to independence and diversity. As part of our governance approach, the executive team receives updates on ethics and compliance topics, including training completion, risk assessments, and reporting trends. The frequency and depth of these updates are being refined as we build a more structured ESG reporting cadence.

Our ethics and compliance framework is designed to support accountability, build trust, and reduce risk across the value chain. As regulatory expectations and stakeholder demands increase, we remain focused on strengthening our systems, reinforcing our values, and upholding the highest standards of conduct.



GOVERNANCE & ETHICS

Procurement

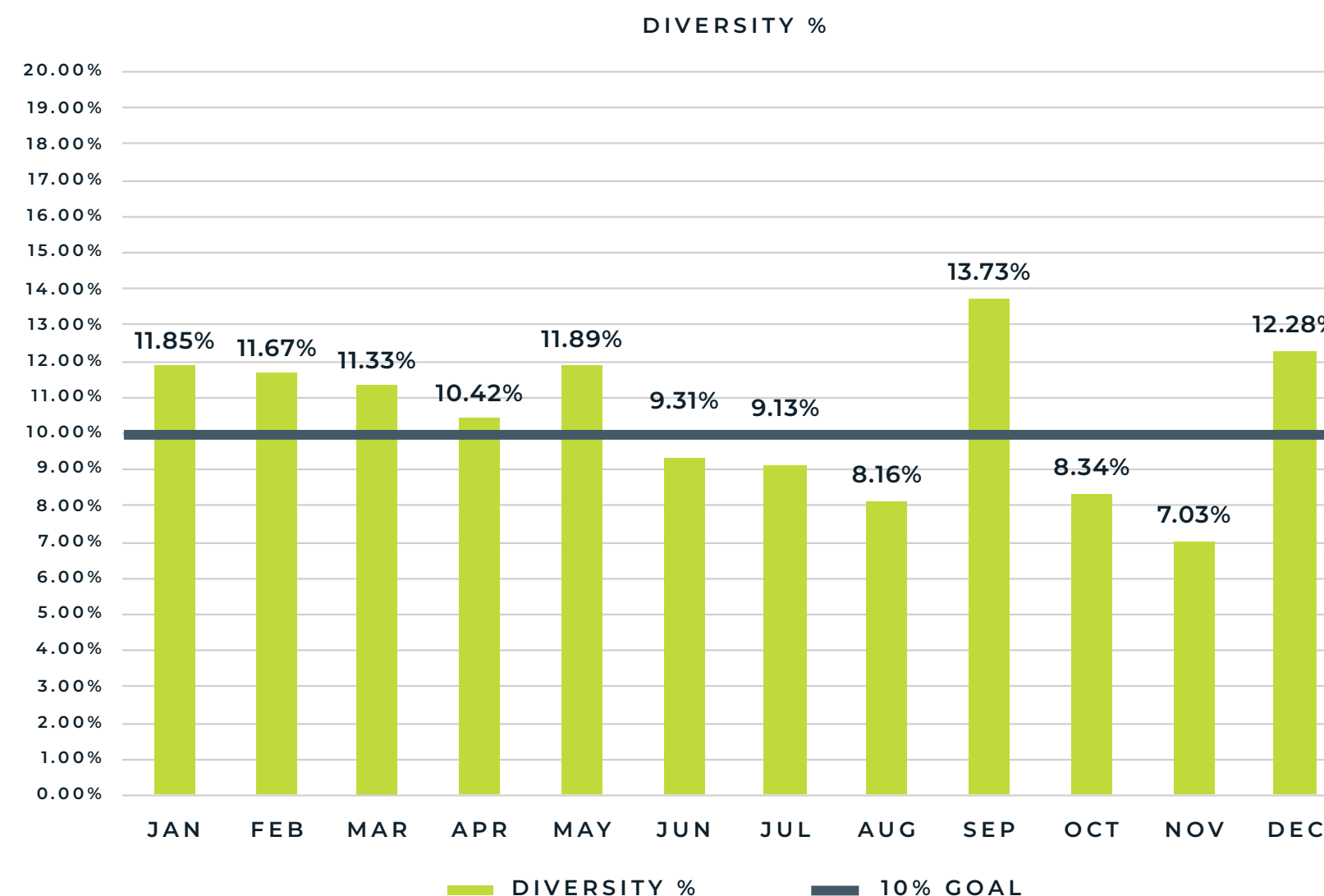
At Autokiniton, responsible sourcing is a central part of how we select, evaluate, and engage with suppliers. We view our procurement function as an extension of our commitment to sustainability and integrity, ensuring that suppliers meet our expectations for ethical conduct, environmental stewardship, and labor rights. These expectations are clearly defined in our Supplier Code, which outlines minimum standards for working conditions, human rights, anti-corruption, and environmental practices. Suppliers are required to acknowledge these expectations before beginning work with us, and compliance is monitored through a combination of assessments, audits, and ongoing engagement.

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*. We utilize the Extended Minerals Reporting Template (EMRT) to gather information from suppliers, evaluate risk within our mineral supply chains, and ensure compliance with responsible sourcing requirements.

To better understand supplier performance, we assess environmental, social, and governance factors alongside cost, quality, and delivery metrics. High-risk suppliers may be subject to deeper evaluations, including third-party audits or self-assessment questionnaires. Audit findings are categorized and tracked over time to support improvement plans and help address recurring issues. Where necessary, corrective actions are identified, implemented, and followed up to ensure resolution. Our goal is to partner with suppliers who share our values and are committed to continuous improvement.

We are continuing to build more robust tracking systems to measure supplier ESG performance across our global sourcing network. Currently, 95% of our suppliers are covered by our Code. A supplier performance dashboard is in development to help visualize and act on trends related to compliance, risks, and engagement. These efforts will support stronger accountability, help mitigate risks, and contribute to more resilient supply chains. As we advance this work, we remain focused on making responsible procurement an integral part of our long term business strategy.

2024 DIVERSITY SPEND





GOVERNANCE & ETHICS

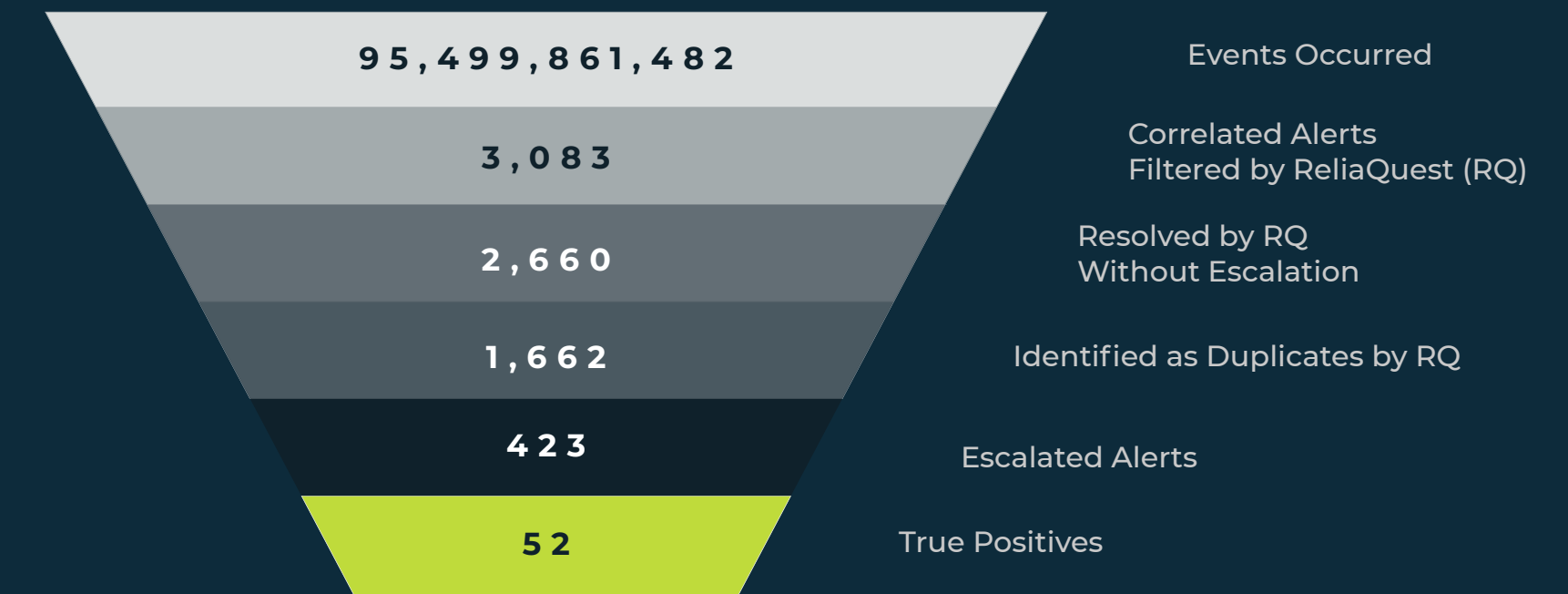
Cybersecurity

Cybersecurity is a critical part of Autokiniton’s risk management strategy and day-to-day operations. As a manufacturing business with a growing digital footprint, we recognize that protecting data and maintaining the integrity of our systems is essential to business continuity and stakeholder trust. We have a structured cybersecurity program in place to address both internal and external risks, which includes incident monitoring, vulnerability assessments, and employee training. These efforts support our ability to respond to threats quickly and reduce the likelihood of disruption.

Our IT and cybersecurity functions are guided by formal governance structures and supported by security-specific policies, standards, and procedures. Autokiniton’s Information Security Management System (ISMS) is aligned with leading practices and designed to protect the confidentiality, integrity, and availability of our data and systems. Associates receive training on data protection and cyber security awareness to strengthen awareness across the organization. Systems are monitored continuously, and incidents are tracked and escalated based on severity using defined response protocols. This helps ensure rapid investigation and containment of any suspicious activity. Additionally, AI and automated response tools are used to immediately react to suspicious activity and then escalate for review by cybersecurity specialists.

Cyber events are collected from multiple sources (Firewalls, SIEM, etc.) and directed to Security Operation Center (SOC) which processes all Events.

In January 2024, our cyber forensics team identified Threat Actor (TA) activity that may have exposed Personal Identifiable Information (PII). A detailed data review was conducted to identify PII that may have been compromised. We acted swiftly to notify those potentially impacted and established a call center to answer questions and mitigate any issues.



SECURITY EVENT ESCALATION FUNNEL

We continue to evaluate and improve our cybersecurity posture as part of our broader digital strategy. Regular audits and penetration testing are conducted to validate the effectiveness of our controls and identify opportunities for improvement. Cybersecurity is included in our broader risk management framework and is reviewed by leadership as part of operational oversight. As digital systems become more embedded in our operations, we remain focused on strengthening our technical defenses and reinforcing a culture of cyber awareness across all levels of the business.

METRIC	2022	2023	2024
Number of cyber breaches	0	0	1
Number of cyber breaches where PII was potentially exposed	0	0	1

Appendix

- ▶ Climate Risk Statement
- ▶ SASB
- ▶ GRI



APPENDIX

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 workshop 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.

Risks

TRANSITION RISKS

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.
	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.
	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.



APPENDIX

Climate Risk Statement

PHYSICAL RISKS

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.
	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

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.
	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.



APPENDIX

Climate Risk Statement

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. Outputs from the workshop are 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.



APPENDIX

Climate Risk Statement

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 metrics 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.



APPENDIX

SASB

Auto Parts Sustainability Accounting Standard (Version 2023-12)

SUSTAINABILITY DISCLOSURE TOPICS & METRICS

TOPIC	METRIC	2024	UNIT OF MEASURE	CODE
Energy Management	(1) Total energy consumed	1.74	Gigajoules (GJ)	TR-AP-130a.1
	(2) Percentage grid electricity	99	Percentage (%)	
	(3) Percentage renewable	1	Percentage (%)	
Waste Management	(1) Total amount of waste from manufacturing	3,707	Metric tonnes (t)	TR-AP-150a.1
	(2) Percentage hazardous	1.10	Percentage (%)	
	(3) Percentage recycled	23	Percentage (%)	
Product Safety	Number of vehicles recalled	0	Number	TR-AP-250a.1
Design for Fuel Efficiency	Revenue from products designed to increase fuel efficiency or reduce emissions	5.25	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	Percentage (%)	TR-AP-440b.1
	Percentage of input materials from recycled or remanufactured content	Steel: 43 Aluminium: 90	Percentage (%)	TR-AP-440b.2
Competitive Behaviour	Total amount of monetary losses as a result of legal proceedings associated with anti-competitive behaviour regulations	\$0	Presentation Currency	TR-AP-520a.1



APPENDIX

SASB

Auto Parts Sustainability Accounting Standard (Version 2023-12)

ACTIVITY METRICS

ACTIVITY METRIC	2024	UNIT OF MEASURE	CODE
Number of parts produced	400,574,165	Number	TR-AP-000.A
Weight of parts produced	438,269	Metric tonnes (t)	TR-AP-000.B
Area of manufacturing plants	922,222	Square metres (m²)	TR-AP-000.C



APPENDIX

GRI

Statement of use	Autokiniton has reported with reference to the GRI standards for the period 1/1/2024-12/31/2024
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. 8-9
2-2 Entities included in the organization's sustainability reporting	P. 4
2-3 Reporting period, frequency and contact point	P. 4
2-4 Restatements of information	No restatements have been made
2-5 External assurance	Not applicable
2-6 Activities, value chain and other business relationships	P. 9
2-7 Employees	P. 25-29
2-8 Workers who are not employees	P. 30
2-9 Governance structure and composition	P. 11
2-10 Nomination and selection of the highest governance body	P. 11
2-11 Chair of the highest governance body	P. 11
2-12 Role of the highest governance body in overseeing the management of impacts	P. 11
2-13 Delegation of responsibility for managing impacts	P. 11-12
2-14 Role of the highest governance body in sustainability reporting	P. 11
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. 13
2-23 Policy commitments	P. 15, 20, 34
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. 34 and covered in the Company Code of Conduct and Business Ethics
2-27 Compliance with laws and regulations	P. 34
2-28 Membership associations	P. 15
2-29 Approach to stakeholder engagement	P. 12
2-30 Collective bargaining agreements	Not disclosed

GRI 3: MATERIAL TOPICS 2021

DISCLOSURE	LOCATION/REFERENCE
3-1 Process to determine material topics	P. 12
3-2 List of material topics	P. 12
3-3 Management of material topics	P. 12