



2022 Sustainability Report

March 2023

SUSTAINABILITY HIGHLIGHTS 2022



Carbon Reductions

Carbon Intensity (carbon emissions relative to sales) has reduced by 19% since 2019 baseline



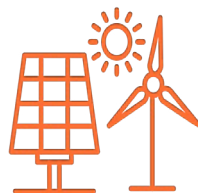
Energy Reductions

Energy Intensity (energy consumption relative to sales) has reduced by 16% since 2019 baseline



Prudent, Profitable Growth

Martinrea's 2022 sales increased by 25.7%, adjusted net income increased by 330%, and number of employees increased by 10%



Renewable Energy

Approximately 42% of electricity consumed comes from renewable sources



CDP Score

Increased score to 'B' for management of climate issues (up from 'C' in 2021)



Health and Safety

Accident Frequency Rate has improved by 86% since 2014 and is less than half the industry standard



Long-Term Targets

In 2022, we set a target to reduce our carbon emissions by 35% by 2035



Automotive News PACE Award

Martinrea awarded for innovation for Graphene-Enhanced Brake Lines



Diversity

Diversity Committee formed additional subcommittees to focus on mental health (MindsMatter), Women at Martinrea (W@M), Young Professionals (YoPro)

These highlights are discussed later in the report.

MESSAGE FROM
MARTINREA'S
PRESIDENT AND
CHIEF EXECUTIVE
OFFICER

Despite the continued challenges associated with the COVID-19 pandemic, semi-conductor chip shortages, and global supply chain issues, we have continued to make great progress towards our sustainability goals and commitment to “Leave It Better.”

I am proud of our team at Martinrea, ensuring we continue to push our sustainability initiatives globally. Our efforts have led to significant reductions in energy and carbon intensity levels due to a focus on energy optimization programs and exploration of renewable energy options.

In the spirit of continuous improvement, we have set a long-term goal – to reduce our carbon emissions by 35% by 2035 (35% by ‘35). This is a target that we will strive to meet, and aim to surpass through authentic sustainability initiatives, such as continued energy reductions and renewable energy usage, while not relying solely on purchasing carbon offsets.

We are taking on sustainability the way we work on culture, through mindful action and doing the right thing. Just as when Martinrea began, with a sense of purpose, we view sustainability the same way – we are going for it and are very excited for the future and growing as a sustainable automotive supplier.

In order for the world to meet its ambitious goals to tackle climate change, it will also take innovation. Martinrea accepts this challenge by investing in innovation. As an example, our Company won the 2022 *Automotive News* PACE Award for our Brake Lines with GrapheneGuard®. This award showcases we are constantly driving to improve. As we set our sights on the future, we remain committed to making further strides in sustainability with the ultimate goal to “Leave It Better.”

Pat D’Eramo
President and CEO



MESSAGE FROM
MARTINREA'S
EXECUTIVE
CHAIRMAN AND
CO-FOUNDER

As we celebrated our 20th anniversary in 2021, we cannot help but reflect on our journey as an automotive supplier in a challenging and uncertain world. When we began, it was with guts and a sense of adventure, which has served us well in navigating successfully over the last 20+ years. We have produced billions of parts, we have faced and overcome countless challenges, we have shed a few tears, but we have also brought many smiles to many faces. All of our experiences to date have been priceless – as it has provided a great base for the future.

A main takeaway from all of our experiences is this: to unleash innovative sustainable growth, you have to focus on culture - it's all about culture. Every company needs a vision to live by every day and here's our vision: making lives better by being the best supplier we can be in the products we make and the services we provide. Our golden rule of culture is to treat people the way you want to be treated. It's more than just dignity and respect, it's treating people right. With more than 20 years of growth, we feel our greatest achievement is the culture we have worked on and improved.

We introduced our 10 Guiding Principles in 2013, and we refined and developed them with input from our employees. We now live them better than ever before. I am honoured to serve Martinrea every day and I am looking forward to the future.

Rob Wildeboer
Executive Chairman and Co-Founder





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MARTINREA'S COMMITMENT TO SUSTAINABILITY

Martinrea International Inc. ("Martinrea", the "Company" or "we") has been built on strong values and the Company operates its business in a socially responsible and ethical manner, by respecting the environment, respecting the law, supporting universal human rights and contributing to communities around the world.





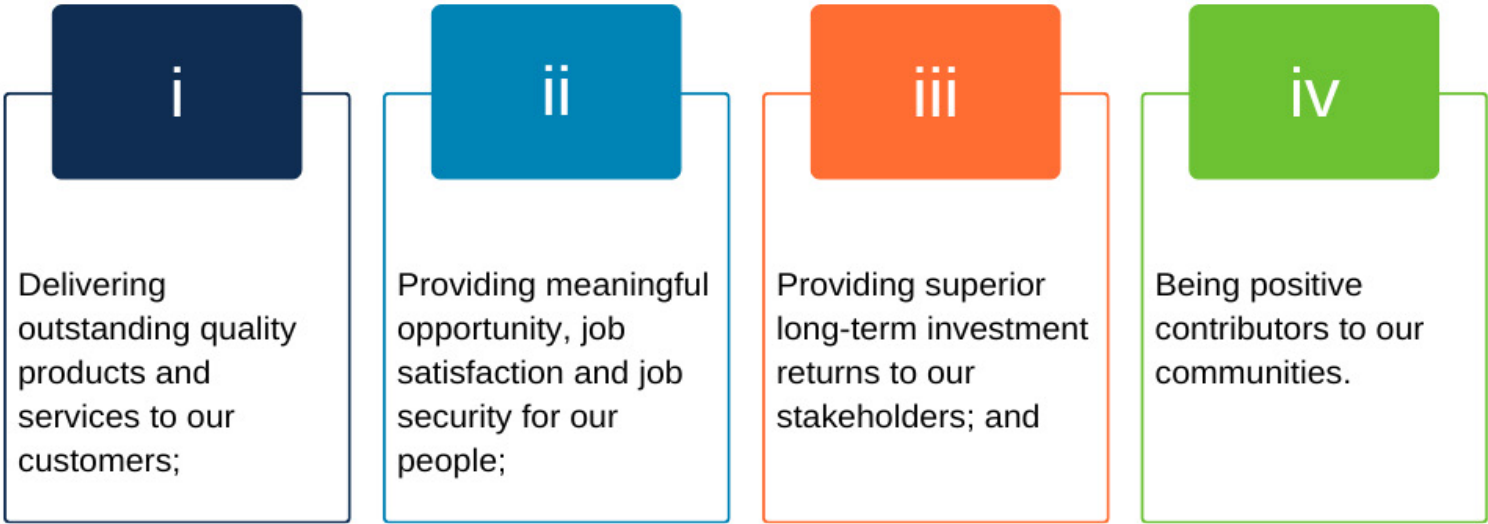
MARTINREA’S VISION FOR THE FUTURE

*Making lives better by
being the best supplier
we can be in the products
we make and the services
we provide.*



Making People’s Lives **Better**

The Company’s mission is to Make People’s Lives Better by:



MARTINREA'S 10 GUIDING PRINCIPLES

In pursuing our vision and mission, we developed, on a collaborative basis, a set of 10 Guiding Principles to be communicated, reinforced, and adopted throughout the Company.

- 1



The Golden Rule - Treat everyone with dignity and respect
- 2



We make great, high quality products
- 3



Every location must be a centre of excellence
- 4



Discipline and ownership are key
- 5



We strive for greatness
- 6



We are a diverse and inclusive team
- 7



Challenges make us better
- 8



Think different
- 9



Work hard, play hard
- 10



Leave it better



Martinrea is a diversified and global automotive supplier engaged in the design, development and manufacturing of highly engineered, value-added Lightweight Structures and Propulsion Systems, primarily focused on the automotive sector. Martinrea employs approximately 18,000 skilled team members in 58 locations. The corporate head office is located in Vaughan, Ontario, Canada, with the main sales and research and development (R&D) technical center in Auburn Hills, Michigan, USA and sales and engineering offices in Japan and Germany. Martinrea manufactures a variety of Lightweight Structures, including body-in-white (BIW) and chassis components, subframes, knuckles, control arms and links, engine cradles, battery trays, and exterior trim products, to name just a few. Our Propulsion Systems offerings include engine blocks, transmission and electric motor housings, as well as fluid and thermal products such as brake lines, fuel lines, fuel fillers, and thermal management systems. The Company also has a Flexible Manufacturing Group (FMG) that produces various automotive assemblies and components for industrial customers. Martinrea has increasingly focused on providing complex and highly engineered structures having a high degree of value-add to our automotive customers.

Martinrea is a lightweighting company, and lightweighting is ingrained in everything we do. We believe our products can help our customers meet regulatory requirements and public expectations, including with respect to fuel efficiency and greenhouse gas (GHG) emissions targets through the use of materials such as aluminum and high-strength steels, and various design elements that reduce vehicle weight. We also produce a variety of components specific to electric vehicles, including battery trays, electric motor housings, and thermal management systems. Martinrea continues to expand its business into other green technologies; for example, the purchase of Effenco in 2022, a Montreal-based company that designs and manufactures technologies for the electrification and connectivity of heavy-duty vocational trucks.

MARTINREA'S SUSTAINABILITY JOURNEY

2011

- Entered the aluminum business and formalized its lightweight strategy

2016

- Diversity Committee formed

2019/2020

- Martinrea hired a 3rd party consultant to assist with developing our sustainability strategy

2021

- 10 Guiding Principles were revised to include "Leave it Better"
- Hired a Sustainability Manager
- CDP score increased to C
- Developed targets to reduce GHG emissions

2013

- 10 Guiding Principles established

2018/2019

- Making People's Lives Better Vision
- Martinrea invested in battery technology to support EVs

2020

- CDP score D-
- Formed Sustainability Steering Committee

2022

- CDP score increased to B
- Developed long-term carbon reduction targets: 35% reduction by 2035



**CLIMATE CHANGE STRATEGY AND
MANAGEMENT**

BOARD OVERSIGHT

Martinrea’s Board of Directors (the “Board”) is responsible for the overall stewardship of the Company, which consists of supervising the management of the business and affairs of the Company in accordance with the legal requirements set out in the Business Corporations Act (Ontario), as well as other applicable law. The Board operates under a written Board Mandate, in addition to applicable law, our articles of incorporation and by-laws. The Board Mandate is available in the Company’s most recent management information circular, which has been filed on SEDAR, and is available in the [investor relations](#) section of Martinrea’s [website](#).

The Board oversees the Company’s strategy and risk management processes. The Company’s corporate governance practices are designed to ensure the business and affairs of the Company are effectively managed to promote and enhance shareholder value. A healthy governance culture requires directors be informed of internal corporate and external developments affecting the business and affairs of the Company. To do so, the Board has oversight of the Company’s corporate culture, overall approach to corporate governance, capital allocation, major corporate policies, shareholder engagement, enterprise risk management, sustainability and strategy.

The Board’s oversight of the Company’s approach to sustainability and climate change issues includes assessing Martinrea’s overall approach to reducing its carbon footprint, environmental compliance, and occupational health and safety, as well as Martinrea’s actions to identify, monitor and mitigate any material risk exposures relating to such areas. Martinrea defines “sustainability” in a broad and inclusive manner to include areas that go beyond climate-related issues and extends to matters such as occupational health and safety, diversity and inclusion, human resource and human rights practices, and corporate social responsibility. In addition to risk mitigation, the Board views sustainability as a source of competitive opportunity.

The Board receives regular updates on, and has discussions with management about, key environmental, social and governance topics according to a standard Board calendar. The Board periodically reviews Martinrea’s policies,

practices and public disclosures relating to sustainability topics. Climate-related and other sustainability issues are typically considered by the Board at least annually through the Board’s strategic planning process. Martinrea’s President and Chief Executive Officer, with advice from the Sustainability Steering Committee, identifies material trends impacting the automotive industry, including automotive and mobility trends arising from climate-related issues.



Robert Wildeboer



Fred Olson



Terry Lyons



Sandra Pupatello



Pat D'Eramo



David Schoch



Molly Shoichet



Ed Waitzer



Maureen Midgley

The President and CEO addresses sustainability related risks and opportunities with the Board, while Executive Vice Presidents address risks and opportunities applicable to their respective business units or functions. Guidance and feedback from the Board are incorporated into business plans for the Company or relevant business unit or function. During 2022, the Board received updates and provided input on Martinrea’s evolving sustainability strategy.

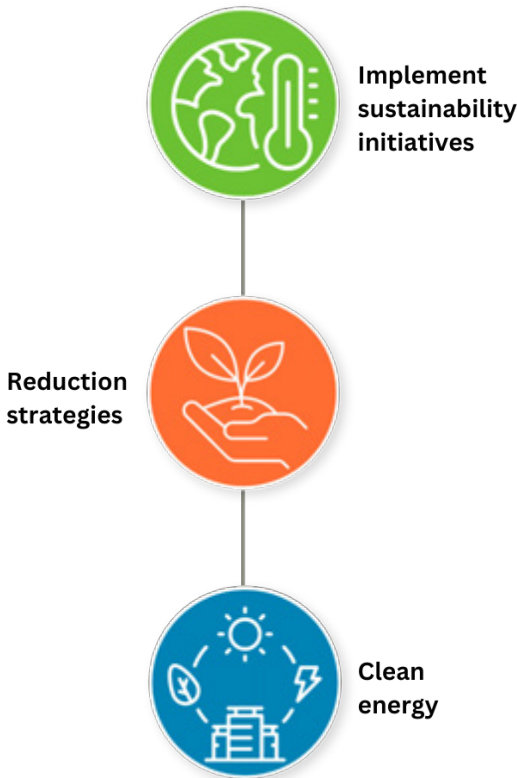
The Board consists of nine directors, seven of whom are determined to be independent by the Board in its annual independence assessment. The Board has three committees: the Audit Committee, the Human Resources and Compensation Committee (the “Compensation Committee”), and the Corporate Governance and Nomination Committee (“CGNC”). In each case, committee leaders consist of independent directors. Board Committees are responsible for the oversight of sustainability-related risks and opportunities pertaining to their area of focus.

Martinrea’s Audit Committee supports the Board through its oversight of financial and audit-related matters, including financial risks and disclosures. To the extent that climate-related or other sustainability risks are or could be financially material, the Audit Committee would be involved through its consideration of the financial statements or other disclosure of the nature and scale of the risk. The Compensation Committee supports the Board through its oversight of human resources matters and talent management and employee compensation principles. The CGNC supports the Board through its oversight of corporate governance matters, which would extend to matters such as health and safety, diversity and inclusion, human rights and corporate responsibility.

For a full description of the Company’s Board members, please see the most recent management information circular and press releases located at [www.sedar.com](#).

The Company believes diversity, equity and inclusion (DEI) are important attributes of a well-functioning Board and an efficient team of executive officers and has developed policies and processes to increase diversity over time for its directors, executives and employees, as discussed later in this report. Board diversity is further expanded upon in the Gender Diversity section of this report.

MANAGEMENT



The President and CEO is responsible for climate-related policy, including the setting of carbon reduction targets and other sustainability goals. The President and CEO guides and directs Executive Management and Executive Vice Presidents with respect to product portfolio and strategic planning, business planning, capital expenditures, innovation/research and development (R&D), manufacturing productivity and efficiency, as well as other critical areas, including the setting of the carbon reduction targets and other sustainability goals and targets. The criticality of climate sustainability to the future of the automotive industry generally means that climate-related issues are interwoven through the foregoing areas of the President and CEO’s responsibilities. To assist our President and CEO, Martinrea has formed a Sustainability Steering Committee, as described under Governance below. The Committee reports directly to Martinrea’s President and CEO on sustainability matters and helps coordinate and align sustainability priorities across the Company.

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



Business Unit Executive Vice Presidents (BULs) are responsible for the development of product strategies to address megatrends, industry trends, and business opportunities and risks, including those which arise due to climate-related challenges. We also have a bottom-up sustainability structure with representatives at each of our four Business Units (Aluminum, Flexible Manufacturing Group, Fluids, and Metallics) as well as Corporate. Most of our manufacturing facilities have an energy management champion who works with our Business Unit Sustainability Leads (BUSLs) to identify and implement high priority energy management projects. The BUSLs share energy efficiency/management case studies and best practices. The BUSLs meet weekly with the Director of Sustainability to discuss operational improvements, environmental initiatives, energy and water usage (and reduction strategies) diversity, community involvement and human rights. In connection with our evolving sustainability strategy and our commitment to achieving the carbon reduction targets set in 2022, our energy reduction progress and initiatives are reported to our Director of Sustainability, who has the responsibility to increase the visibility of these initiatives across our Business Units. A number of initiatives intended to help us achieve our carbon reduction targets are well underway, including energy optimization initiatives at most of our facilities and a phased-in transition to renewable electricity globally. For us, carbon offsets are a last resort to offset carbon emissions that cannot be displaced by other methods, not a primary means of achieving our targets.



SUSTAINABILITY REPORTING

This Sustainability Report aims to provide our stakeholders with a better understanding of how we approach sustainability within Martinrea. Sustainability is about more than our environmental responsibilities. It also encompasses social and governance responsibilities. The United Nations Sustainable Development Goals (SDGs) are a call for action to promote prosperity while protecting the planet. The SDGs address the global challenges we face, including those related to poverty, inequality (which includes diversity, equity and inclusion and human rights), climate change, environmental degradation, and peace and justice, while supporting strategies for economic growth. Although our business activities touch many of the SDGs, we are focusing our efforts on those that align with our business to make the most impactful contribution. We have identified eight SDGs most directly relating to our business at this time, shown on the right.

The report has been structured to align with the Task Force on Climate-Related Financial Disclosures (TCFD) framework. Martinrea also reports annually to the CDP (formerly known as the Carbon Disclosure Project) reporting framework and provides sustainability reporting to our customers and investors, upon request.

In 2022, Martinrea scored a B within the CDP climate change reporting. The CDP reports that a score of B indicates we are a company that has addressed the environmental impacts of our business and is ensuring good environmental management. While we recognize there is room for improvement, this is higher than the North American regional average of C, higher than the metal products manufacturing sector average of C, and higher than our 2021 score of C.



MATERIALITY AND STAKEHOLDER ENGAGEMENT

Our corporate responsibility efforts are most impactful when we focus on the issues mattering most to our business and stakeholders. We refine our approach and strategy by reviewing and considering topics material to Martinrea, and by regularly engaging with various internal and external stakeholder groups, including our employees, customers, investors, communities, and third-party consultants where necessary. Through this materiality assessment, we identify clear priorities for Martinrea and our external stakeholders. This report addresses these priorities, as well as other important sustainability issues.

We consider our employees to be significant stakeholders in our business, as they are the drivers of change across our operations. To promote our strategy with key staff members, Martinrea hosted a Global Leadership Conference (GLC) in 2022. Sustainability was a key topic at the GLC, where the importance of Environmental, Social & Governance (ESG) within our corporate strategy was emphasized.



CLIMATE-RELATED RISKS AND OPPORTUNITIES

Martinrea defines risk as any potential event, internal or external, that may affect our vision, mission and corporate strategy. The impact is analyzed from diverse points of view; both from a purely economic perspective and from reputational, legal, and operational impact perspectives. We consider a substantive financial impact to be one having the potential to impact revenue by more than 5%. Climate-related risks and opportunities are identified through strategic planning, financial reporting and disclosure, enterprise risk management, and operations management processes. Martinrea’s President and CEO identifies climate-related issues as a key Business Plan item and our 10 Guiding Principles include “Leave It Better” as a key principle for the Company. Addressing climate change is part of our corporate strategy, incorporated in our vision and mission of making lives better, and serves as a competitive advantage in an industry where customers have increasingly high expectations regarding the sustainability and environmental track records of their suppliers. The integration of sustainability initiatives into our business and risk management processes is a focus for the Company across the organization. In order to fully understand the trends, risks and opportunities, as determined by Martinrea, please reference our Annual Information Form (AIF) for the 2022 fiscal year, which can be found in the investor relations section of our website at www.martinrea.com and at www.sedar.com.



RISKS

Martinrea is subject to a variety of environmental (including related to climate change) regulations by the federal, provincial and municipal authorities in North America, South America, Europe, and Asia that govern (among other things) activities or operations that may have an adverse environmental effect, including the release of GHG emissions into the environment (either directly or indirectly), or other government regulatory policy action aimed at increasing electrification and decreasing the reliance on the internal combustion engine. Regulations change frequently and tend to become more stringent over time, which may necessitate substantial capital expenditures, higher operating costs, uncertainty or changes of production processes.

To mitigate these and related reputational risks related to climate change regulations, among other things, we engage with our customers to understand their product priorities and regulatory compliance requirements. We invest in R&D, partner with cutting edge companies, and conduct our own strategic planning in house. In addition, Martinrea regularly engages with trade associations and industry groups on a variety of product and environmental related issues.










Additional strategies to mitigate risk include implementing Lean Manufacturing practices to minimize waste through initiatives such as our Zero Landfill program described below, instituting energy efficiency and water reduction projects within all plants where applicable, and adhering to Environmental Management Systems such as ISO 14001 compliance, at a minimum, where required. The Company’s long-term carbon reduction strategy included setting a target, 35 percent carbon reduction by 2035, which was set in 2022.

Martinrea also recognizes the risk presented by severe weather or natural disasters. Risks related to extreme weather events cannot be predicted and the frequency and severity of any such event can vary. The Company has a disaster response and recovery plan in place at each facility to protect the health and safety of the employees and to ensure disruptions to the Company’s operations are minimized in the event of an environmental issue or other disruptive event. The Company also has policies and procedures in place to mitigate such risks, including obtaining alternate supply, where practical. Our customers are becoming increasingly focused on supply chain sustainability in manufacturing (such as GHG emissions and net zero carbon strategies), which could impact future sourcing decisions for companies not meeting customer policies. We strive to meet our internal goals, as well as those of our customers, but where we fail to do so, it could have an impact on the Company. Martinrea performs applicable supplier assessments to address potential risk, as referenced in the Supplier Responsibility section of this report.

TRENDS AND OPPORTUNITIES



The automotive industry has been impacted by various trends related to climate-change relevant to Martinrea’s business:

-  more stringent fuel economy and emissions standards
-  the move to lighter-weight vehicles
-  electrification
-  alternative energy sources
-  increased efficiency of, or the move to phase out, internal combustion engines
-  autonomous vehicles or shared riding
-  supply chain sustainability

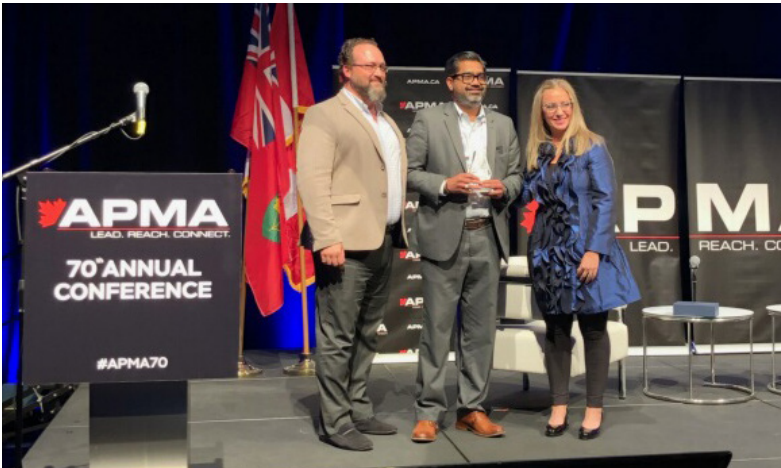
These trends create opportunities within the automotive industry, including developing lightweight materials to increase the fuel efficiency of vehicles, thereby reducing carbon dioxide (CO₂) emissions, and investment in other technologies related to our business, such as technologies related to electrification.

Martinrea is a manufacturer of Lightweight Structures and Propulsion Systems, which are in demand from customers to meet their regulatory requirements and consumer demand for goods having less of an impact on the environment. Regardless of how the vehicle is propelled, we are able to produce Lightweight Structures and Propulsion Systems solutions, helping our customers to meet or exceed regulatory requirements and environmental standards. With the rising demand for EVs, Martinrea sees the opportunity to provide innovative, sustainable solutions to support the industry. The Company believes its product offerings are critical to all vehicles, autonomous, semi-autonomous or not.

INNOVATION



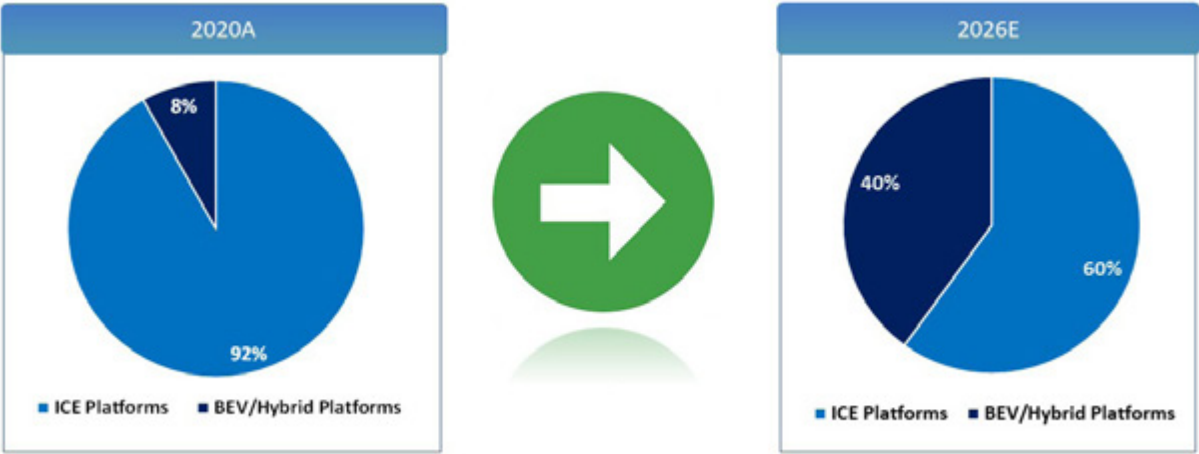
Innovation has always been a key part of the Martinrea culture. Throughout our history, we have introduced a variety of innovative products to our customers including graphene-enhanced brake lines and capless fuel fillers. We have also introduced multiple process innovations including the joining of steel and aluminum in automotive assemblies, flexible weld lines in our metallics business, and others. Our innovation efforts are guided in part by our sustainability goals, and lightweighting is core to our strategy as it can result in better fuel economy and lower CO₂ emissions. We have accelerated the pace of innovation in recent years and are dedicating more resources to it than ever before.



Martinrea’s Chief Technology Officer, Ganesh Iyer, was recognized as a “Champion of Canadian Technology” and was awarded the Donald S. Wood Leadership Award by Automotive Parts Manufacturer Association (APMA) and the City of Brampton Economic Development Office in 2022.

MARKET STRATEGY

As mentioned above, we believe our products help our automotive customers meet or exceed regulatory requirements on fuel efficiency and GHG emission reduction through lightweighting. Our book of business has evolved and we expect will continue to evolve in tandem with the global shift to EVs. In 2022, approximately 8% of our book of business was specific to “electrified platforms” and even higher today – i.e., battery electric vehicles (BEVs) or plug-in hybrid electric vehicles (PHEVs). We expect this will grow to approximately 40% by 2026, which is consistent with industry expectations in the regions in which we operate based on projections from IHS Markit.



Approximately 80% of the products we manufacture are agnostic to propulsion type. Vehicles require bodies and structures, as well as brake lines and certain other fluids management systems regardless of how they are propelled. For the remaining 20% of our business that is tied specifically to the internal combustion engine (ICE) (i.e., products such as engine blocks, transmission housings, and fuel lines), these products may ultimately be replaced by EV-specific products such as battery trays, electric motor housings, and thermal management systems if, as, or when the world transitions to EVs. What’s important is that we have the products, capabilities, and skill set to help our customers navigate this transition at whatever pace it unfolds.

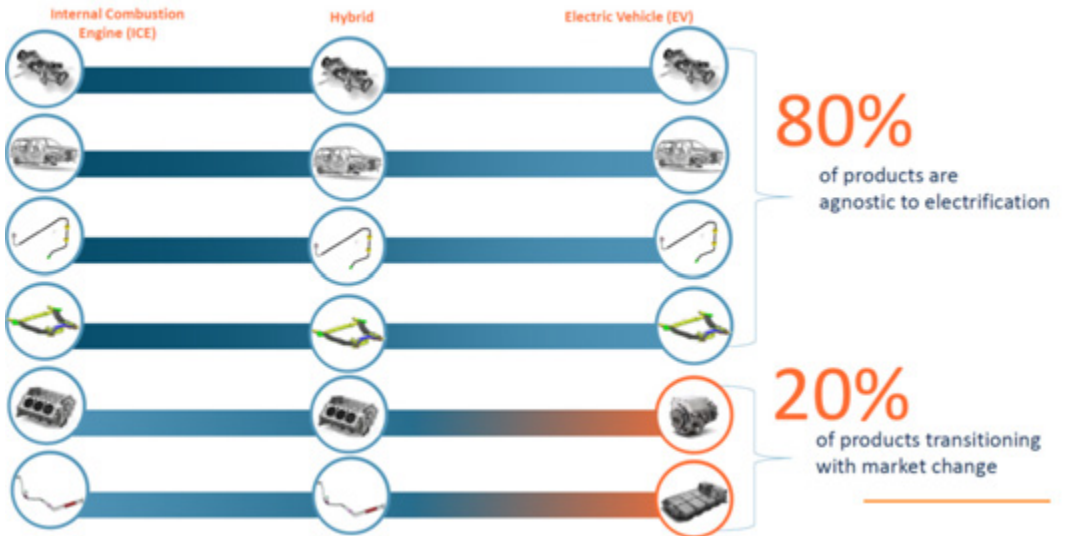
To date, we have won a significant amount of new business on a variety of BEV platforms, including a variety of programs with Daimler, General Motors, Ford, Audi, Tesla, Lucid, Geely, and a battery tray program with Samsung that has already launched. This demonstrates that our EV product portfolio is resonating with our customers and gives us confidence that, whatever the future holds, Martinrea expects to continue to be a leader among Tier One automotive parts suppliers.

	Daimler EVA2	Body and chassis structures	SOP: 2022
	Ford Mach E	Aluminum front and rear subframes	SOP: 2020
	Geely PMA 1	Aluminum rear subframes	SOP: 2021
	GM EV Hummer	Body and chassis structures	SOP: 2022
	Audi PPE	Body and chassis structures	SOP: 2023
	Tesla Model Y	Brake lines	SOP: 2022
	Samsung	Aluminum battery tray	SOP: 2020



“I am proud to use a material like aluminum that is not only lightweight, but can be infinitely recycled. We are helping to create a better world, with sustainable mobility using reusable materials. Together we are reducing our carbon footprint, leaving a better planet for our children.”

Juan P. Santos, Vice President, Operations, Aluminum Business Unit



LIGHTWEIGHT STRUCTURES/PROPULSION SYSTEMS



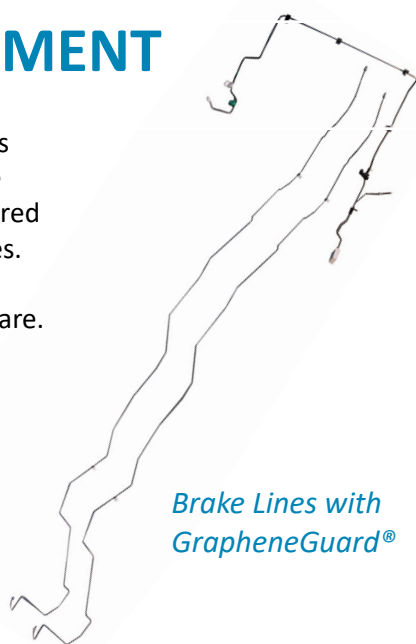
Martinrea is proud to be a leading supplier of Lightweight Structures and Propulsion Systems to provide our customers the opportunity to help to reduce overall vehicle weight and the resultant CO₂ emissions through improved fuel efficiency (or in the case of EVs, driving range per charge). Lightweighting is primarily being driven in the near-term by more stringent fuel economy and emissions standards, with longer-term demand being driven by the relative growth in EVs. Lightweighting is a key strategy to address tightening fuel economy and emissions standards, as a reduction in vehicle weight can lead to an improvement in fuel economy. Furthermore, the average BEV is heavier than the average ICE vehicle due to a combination of battery weight and additional electronics. As such, BEVs have a heightened need for lightweighting as decreasing vehicle weight increases driving range per charge. BEV driving range can also be adversely

affected by temperature extremes, furthering the push towards lightweighting. Martinrea is recognized for developing outstanding propulsion systems and this is a continuing R&D focus. Our engine, transmission, thermal and fluid management products are built to drive power and performance while contributing to the reduction of vehicle weight. Lightweighting can be accomplished through the use of aluminum as well as high-strength steels and other materials. Generally, a 10% reduction in vehicle weight can result in a 6%-8% improvement in fuel economy. Martinrea continues its R&D focus towards providing lightweight solutions to allow our customers to reduce vehicle weight.

MARTINREA INNOVATION DEVELOPMENT

Martinrea Innovation Development (MiND) is core to our innovation focus and is dedicated to incubating, developing and, where appropriate, funding innovative technologies that are strategic to Martinrea's portfolio. MiND has already delivered tremendous value to us and has augmented our product offering and capabilities. MiND is involved with Martinrea's strategic investments noted below and in a variety of other initiatives including additive manufacturing, robotics, and software.

Martinrea holds an approximate 21% ownership stake in NanoXplore Inc. (TSX: GRA), currently the world's largest producer of graphene, a revolutionary carbon material with exceptional attributes. Our partnership with NanoXplore enabled us to introduce graphene-enhanced brake lines (i.e., Brake Lines with GrapheneGuard®) to the market – an industry first. When incorporated into



nylon, graphene significantly increases durability and chemical resistance among other properties. NanoXplore's unique GrapheneBlack® product easily disperses in nylon and provides a much better sustainable solution enabling unparalleled abrasion resistance. The product has recently been named a 2022 *Automotive News* PACE Award winner, as detailed below.



Martinrea was named a 2022 Automotive News PACE Award winner at the awards ceremony on September 19, 2022. The prestigious award recognizes automotive suppliers for superior innovation, technological advancement, and business performance.

Martinrea was recognized for its Brake Lines with GrapheneGuard®, which marks the first use of graphene in an automotive brake line application. Martinrea recognized the potential of graphene and developed the revolutionary GrapheneGuard® coating technology which incorporates graphene into nylon. The development of GrapheneGuard® is a convergence of material science innovation and process engineering that brings to the automotive market a brake line coating that has unmatched properties. The new sophisticated material can provide up to 25% weight savings while simultaneously demonstrating superior strength, greater abrasion protection, and improved chemical resistance, all while utilizing current manufacturing equipment and processes.

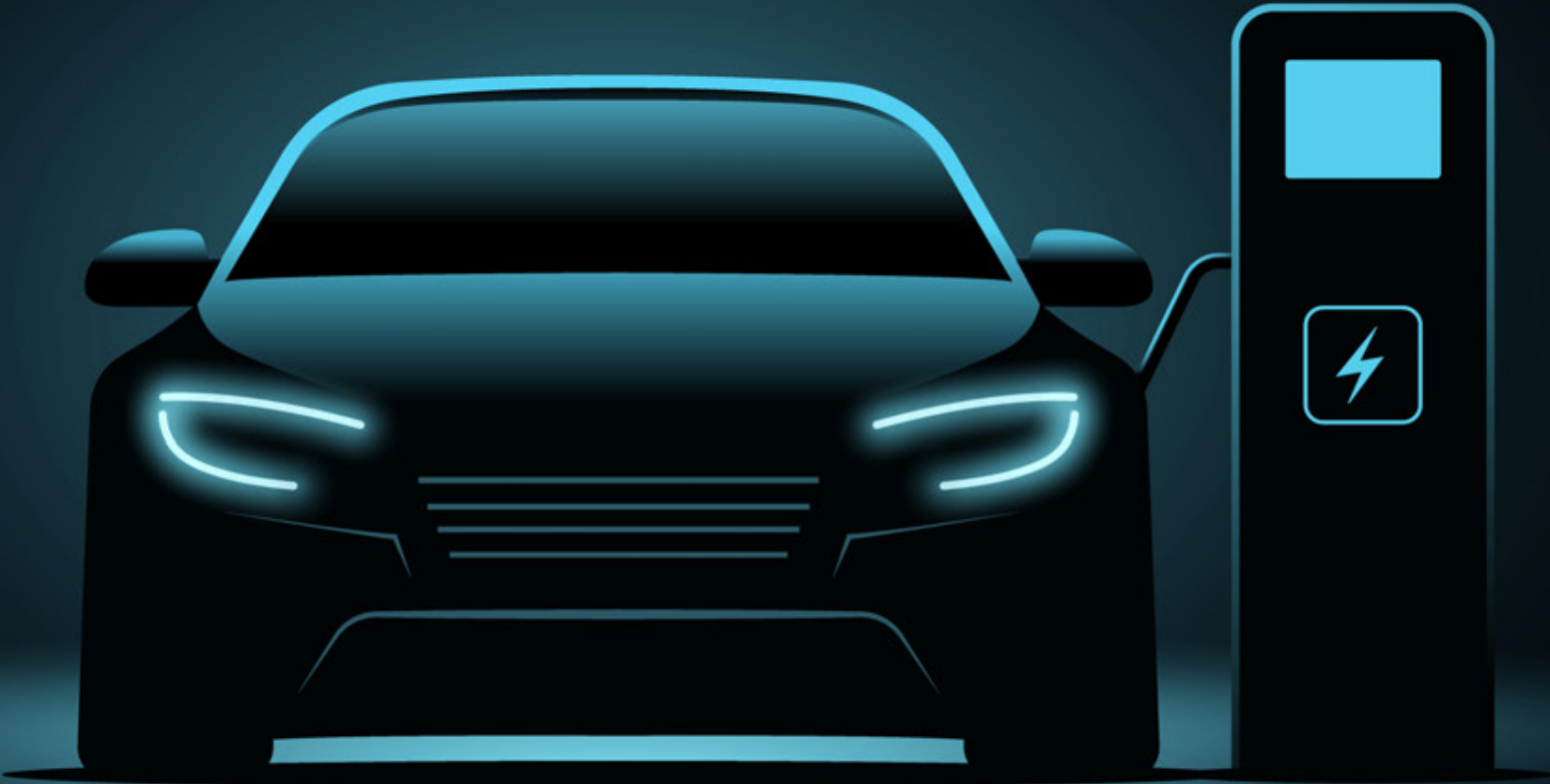


"Being recognized as a PACE Award winner among the top innovations in the automotive industry is a testament to both our commitment to developing innovative solutions and to graphene's ability to address key challenges in the automotive industry. With the proven potential to reduce weight while delivering enhanced performance, we are also exploring opportunities to improve other automotive components through graphene-enhanced products."

Pat D'Eramo, President and CEO

BATTERY TECHNOLOGY

As the automotive industry moves down the path of electrification, substantial investment in battery manufacturing capacity and charging infrastructure will be required over the next decade. Battery performance (mileage per charge) and cost per kWh will need to improve substantially for EVs to become a viable alternative to the ICE vehicle. To capitalize on the opportunities electrification brings, Martinrea has invested in partnerships (such as with NanoXplore, Inc.) and strategies to develop EV batteries enhanced with advanced materials, such as graphene. Graphene can be used as an additive in anodes and cathodes to materially improve cycle life and charging time. This innovation supports the journey towards a sustainable, low-carbon future encouraged by the global movement towards zero-emission EVs. Martinrea continues R&D in graphene for its benefits in lightweighting.

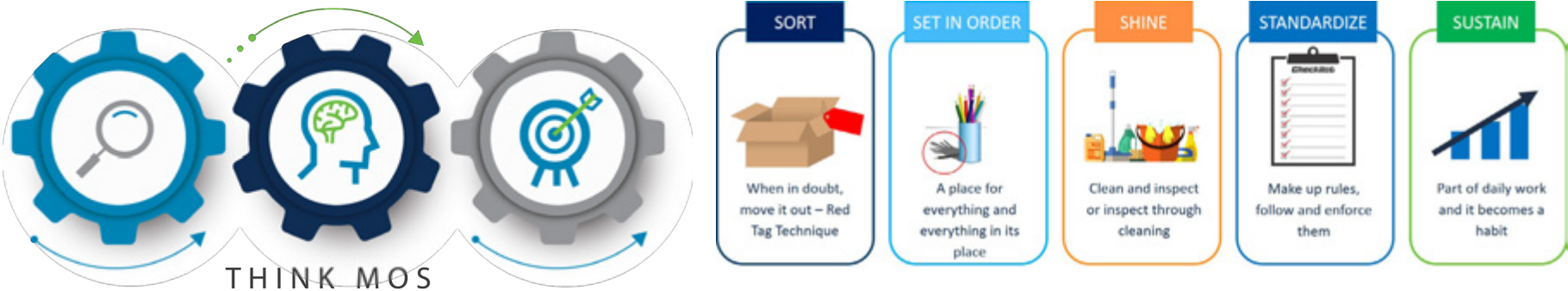




ENVIRONMENT

Martinrea’s goal for environmental sustainability is to ensure the responsible use of natural resources and the prevention and reduction of negative environmental impacts like emissions, energy and water consumption, or waste generation. We monitor operations to ensure compliance with environmental requirements and standards and take action to prevent and correct problems, if needed.

Martinrea embraces a Martinrea Operating System (MOS) embodied lean culture. The elimination of waste takes out unnecessary cost, thereby making us more competitive. Lean Manufacturing simplifies processes so that we can have safer, cleaner, more efficient, and more sustainable workplaces. The use of Lean Manufacturing Principles results in a reduction of materials, equipment, energy use, and waste in our operations, which can lead to reduced CO₂ emissions. Lean Manufacturing utilizes a Cost Reduction Management System (CRMS) to support the sharing of ideas to drive continuous improvements across the Company, such as the implementation of energy efficiency and water optimization projects. This sharing of ideas reduces inefficiencies and helps to lower operating costs.



"I am extremely proud of each plant for their thoughtfulness and willingness to participate in initiatives to celebrate Earth Day through community cleanup efforts to tree planting. May we continue to make our communities a better place by setting an example and doing our part to keep our spaces clean and safe."

Matija Mlinaric, Global Director, Human Resources, Metallics Business Unit

ENERGY AND CARBON EMISSIONS

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



ENERGY

As a global Company, we aim to minimize energy waste (and resultant emissions) from our manufacturing operations and have activities in place to increase energy efficiency. To promote energy efficiency within our plants, we have developed energy reduction targets for each of our Business Units which are aligned with climate-focused principles. In order to achieve these reduction targets, the following energy reduction initiatives have been implemented in many of our plants:

- Phased approach to conversion of fluorescent lamps to light-emitting diode (LED) lighting across our facilities
- Addressed air leaks through management of air compressors, and used smaller air compressors, where applicable
- Utilized variable speed air compressors vs. fixed speed, where applicable
- Implemented gas savers in cylinders of welding areas
- Identified and repaired heat leaks in curing ovens
- Installed occupancy sensors to automatically turn off lights when not in use
- Added sensors/timers to monitor usage of equipment and automatically turn off when not in use
- Automated climate controls
- Installed air curtains on shipping doors to avoid heat loss
- Recycled air compressor heat back into plant via duct system
- Converted A/C welding systems to spot D/C welding

While we are focused on optimizing energy use, which can lead to carbon emissions reductions and cost savings, we continue to forecast growth in sales and the number of facilities over time and therefore anticipate that our aggregate energy consumption may increase. Accordingly, we are focused on becoming more energy efficient (measured by energy consumption relative to sales). In 2022, Martinrea internally set a target to reduce electricity intensity (electricity consumption relative to sales) by 3% across our business units, relative to the 2019 baseline. We not only met that target, but surpassed it significantly with a 16% reduction in electricity intensity across our Company overall. Energy consumption in 2022 is summarized in Appendix A – Summary of Sustainability Metrics.



“I’m proud of our plants’ efforts in prioritizing sustainability, including reducing energy and water costs, improving waste recycling through composting, and hosting impressive employee and community events. I’m excited to continue working with all our Flexible Manufacturing Group locations to achieve even greater sustainability goals.”

Heidi Lee, Quality and Environmental Specialist, Flexible Manufacturing Group

RENEWABLE ENERGY

Approximately 42% of our electricity usage globally is obtained through utility grids using varying percentages of renewable sources (solar, wind, hydroelectric). Many of our manufacturing plants are located in countries with relatively high levels of renewable energy production within their utility mixes, such as Canada, Brazil, Spain and Germany, which can serve as an advantage for our overall carbon footprint. We are also exploring the procurement of additional renewable energy supply through our utility partners for our manufacturing plants globally, as well as rooftop solar installations at some of our plants.



CARBON EMISSIONS

Through our active energy management system, we are able to calculate our carbon emissions using the Greenhouse Gas Protocol (GHG Protocol), an international standard. Our manufacturing processes rely heavily on natural gas and electricity usage as our primary energy sources, and thus they make up the majority of our Scope 1 and Scope 2 emissions, respectively. We also recognize Scope 3 emissions generally make up the vast majority of a Company’s overall carbon emissions and are developing strategies to accurately collect this information in the future.

In 2022, Martinrea had internally set carbon reduction targets (Scope 1 & 2) of 3% from the 2019 baseline across our Company, as a whole. Carbon emissions data in 2022 is summarized in Appendix A – Summary of Sustainability Metrics.

In achieving these carbon reduction targets, we attribute the reductions to energy efficiency initiatives across our operations, as well as the purchase of renewable energy through our utilities at our manufacturing plants in Germany and Spain. We continue to set ambitious targets towards long-term carbon neutrality, recognizing that results may change from year to year as our efficiencies improve.



“For us, sustainability is more than a requirement, we truly believe the environmental impact we are creating can make a difference. We are committed to being a friendly neighbor and an excellent example for future generations.”

Marisol Valenzuela, Human Resources Generalist, Flexible Manufacturing Group



WASTE



Martinrea’s commitment to sustainability is shown through our responsible use and disposal of materials. Consistent with Lean Manufacturing, we consider all waste of any kind to be a sign of inefficiency. Our manufacturing operations generate various waste streams, primarily rubber and nylon scrap, sand, plastic, cardboard, wood pallets, and aluminum and steel scrap. All waste is viewed as a resource that can be reduced, reused, repurposed, composted or recycled. In order to promote a circular economy, Martinrea aspires to reduce our waste stream further through our Zero Landfill program which encourages the use of fewer new raw materials and aims to send no waste materials to landfills or to the environment. This program includes education at our plants to encourage our staff to rethink how they view waste, waste segregation, and our Zero Landfill policy.



“The most important waste management objective is to prevent the generation of waste and minimize it when it is produced. I am proud to be part of a company that contributes to the circular economy by putting the proper management of its waste as a priority.”

Tamara Polo, Environmental Chief and Sustainability Lead, Aluminum Business Unit

2022 served as our baseline year for waste categorization across all of our manufacturing facilities. It was determined that Martinrea produced a total of approximately 299,876 metric tons of waste from all manufacturing facilities, and approximately 3% (8,680 metric tons) of that material ultimately went to landfills. Martinrea’s Zero Landfill program will assist with reducing that figure through more efficient recycling options, and through recyclable material purchasing strategies. Martinrea also recognizes that the percentage of our waste going to landfills is overshadowed by the amount of metal and sand we recycle as a Company. In the spirit of continuous improvement, we have set targets for 2023 to not only continue to increase the number of plants considered Zero Landfill, but also to reduce overall landfill-bound material weight by 10%.

Generated waste data from 2022 is summarized in Appendix A – Summary of Sustainability Metrics.



Engaging in sustainability efforts was a fulfilling experience. Our team collaborated to discover ways to prevent materials from ending up in landfills and to lower our energy usage. Through this process, we established new connections that will benefit us in the long run. Contributing to the greater good and leaving behind a cleaner environment for future generations is the ultimate goal. We are appreciative of the chances we have had to create a positive impact.

Freeman Boyd, Operations Program Manager, Caledon Tubing

WATER



As water is a limited natural resource, the implementation of best practices related to it are included within our environmental program management at our plants. Proper water improvement is, and will continue to be, a key part of the Company’s sustainability journey. In 2022, Martinrea completed multiple water use reduction/water optimization initiatives at various facilities, including:

- Disciplined water utilization programs
- Determined and addressed water leaks
- Internal treatment of wastewater through evaporator technology to reuse wastewater in our processes`

Our goal is to reduce our total water usage from all of our manufacturing plants through continuous improvements in water reductions, as well as utilizing internal wastewater treatment for water reuse within our facilities. 2022 served as our baseline of complete, accurate water usage data across the Company, reporting an overall annual usage of 4,987 Megalitres (ML). Water usage data from 2022 is summarized in Appendix A – Summary of Sustainability Metrics.

ENVIRONMENTAL MANAGEMENT

Martinrea has a global environmental compliance program, which requires its manufacturing facilities to receive, where required, ISO 14001 or functionally equivalent environmental certification. ISO 14001 specifies requirements of an environmental management system and is a systematic approach to handling environmental issues within an organization. Third party and internal audits or inspections are conducted regularly across our plants. The Company is also subject to environmental regulation by governmental authorities in the jurisdictions where it operates. Our operations produce various wastes, which must be handled, stored, transported and disposed of in accordance with applicable environmental laws and regulations. We have a strong track record in complying with environmental laws and regulations.

We are proud to report that 92.5% of Martinrea’s manufacturing facilities are ISO 14001 certified (and all required manufacturing facilities are ISO 14001 certified).



“At Martinrea, we prioritize collaboration in analyzing data to identify opportunities for reducing our consumption of natural resources and minimizing our impact on landfills. Our strong focus on engaging with local communities in environmental and social initiatives is a key aspect of our efforts. As a global company, we recognize the importance of these actions in contributing to the collective goal of “Leaving It Better” for generations to come.”

Mariana Luna, Global Director, Quality, Fluids Business Unit



“It is of the highest importance that companies like ours use good sustainable practices and continue to improve our sustainability efforts month to month and year to year to protect what is one of our most valuable resources, the earth itself. We need to sustain our environment to protect our ability to not only have a good quality of life but to protect our future generations.”

Steve Reed, Environmental, Health and Safety Regional Manager

LEAVE IT BETTER

In 2022, we developed our first annual internal Leave It Better award, recognizing a Martinrea manufacturing plant for outstanding sustainability efforts. The criteria to be considered for the award included energy intensity reductions, waste reductions, community efforts, cybersecurity, innovation, and diversity, amongst other criteria ensuring that our manufacturing plants are not just producing high quality parts, but also acting to ‘Leave It Better’ in the communities they operate. The following finalists were chosen for their stand-out sustainability efforts in 2022: Fluids Business Unit Caledon, St. Mary’s, Ontario; Metallics Business Unit San Luis Potosi Structures, San Luis Potosi, Mexico; FMG Hermosillo Modules, Hermosillo, Mexico; and Aluminum Martinrea Spain, Madrid, Spain.

During Martinrea’s Global Leadership Conference, Pat D’Eramo, President and CEO, and Kerri Pope, General Counsel and Corporate Secretary, presented the overall Leave It Better award to Martinrea Spain, Aluminum Business Unit manufacturing plant, located in Madrid, Spain. The award was accepted by Jose Manuel Perez Lafuente, General Manager for Spain. Martinrea Spain was ultimately chosen as the overall winner due to their well-rounded entry which included LED lighting installations, optimization of air compressor use, the implementation of an energy task force committee, the purchase of 100% renewable energy from their local utility supplier, and Zero Landfill accomplishments, as well as collaboration with their community through internships and a scholarship program to increase gender diversity within the automotive industry. Martinrea Spain also has plans to install rooftop solar panels across their plants in the Spring of 2023. We are incredibly proud of all of our plants for their competitive spirit in aiming to become the most sustainable plant. This award will be presented annually, further inspiring the drive towards sustainability on a global scale for Martinrea.





SOCIAL

The Company's approach to health and safety and diversity is at the core of Martinrea's culture of making people's lives better. We treat people with dignity and respect. We promote sustainability by respecting the environment and respecting laws, supporting universal human rights, and contributing to communities around the world. Martinrea's sustainability efforts include providing a healthy and safe workplace for all team members while supporting a diverse and inclusive environment. The Company has adopted many policies related to sustainability to ensure commitment across its global operations, addressing a variety of human rights issues including the Corporate Sustainability Policy, which covers the following (but not limited to):

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

Our policies are located on our website under [investors relations](#).

COMMUNITY INVOLVEMENT

Martinrea is committed to our vision of “Making lives better,” not just in our facilities, but also in the communities in which we operate.

In January 2022, Brazil experienced numerous natural disasters with mudslides and floods due to heavy rainfall, which affected many people and claimed several lives. In Monte Mor, where the Martinrea Aluminum Brazil plant is located, the floods damaged parts of the town, including bridges, other important infrastructure, and left more than 150 people homeless. The Martinrea team launched an internal campaign to collect food packages for the people who lost their homes, as well as donated clothes, mattresses, cleaning products, and many other supplies to help the community and those in need.



In order to broaden our efforts further, Martinrea partnered with, and invested in, a Canadian-based company, Givesome, to connect with charity projects globally. Enriching lives in our communities has been one of the greatest returns on investment. “We are excited about the upcoming global roll out with our Founding and Platinum Partner, Martinrea. It’s a pleasure to work with a company that shares our values of investing in local communities while making the giving experience more meaningful for the employees,” said Jay Whitelaw, Founder and Executive Director, Givesome. “As Martinrea leads the way with their world-wide, all-employee giving experience, we believe many more will follow their footsteps.”



Givesome provides a web-based technology to encourage employees to give back to their communities and makes it easier for them to track their donations and volunteer time. We have always supported different charities in local communities, but, working with Givesome’s user-friendly capabilities, we can now donate to projects globally and see the impact they have on individuals living there. From working with nonprofits on sustainability efforts and assembling an intramural sports team, raising funds for children in need, to developing young talent through nationwide Manufacturing Days and international cohort programs, Martinrea also values cultural traditions in all countries we’re

proud to represent. Our Corporate Office in Vaughan, Ontario formed a Charity Committee to focus on promoting Givesome initiatives within Martinrea, as well as organizing fundraising and charity events for employees to participate. Martinrea most recently partnered with Givesome to support the Alzheimer’s Society of York Region – funds collected support the purchase of supplies for their day programs; and One Girl Can – donations collected to support a university scholarship for a girl in Kenya, providing opportunities through access to further education.



WORKPLACE HEALTH AND SAFETY

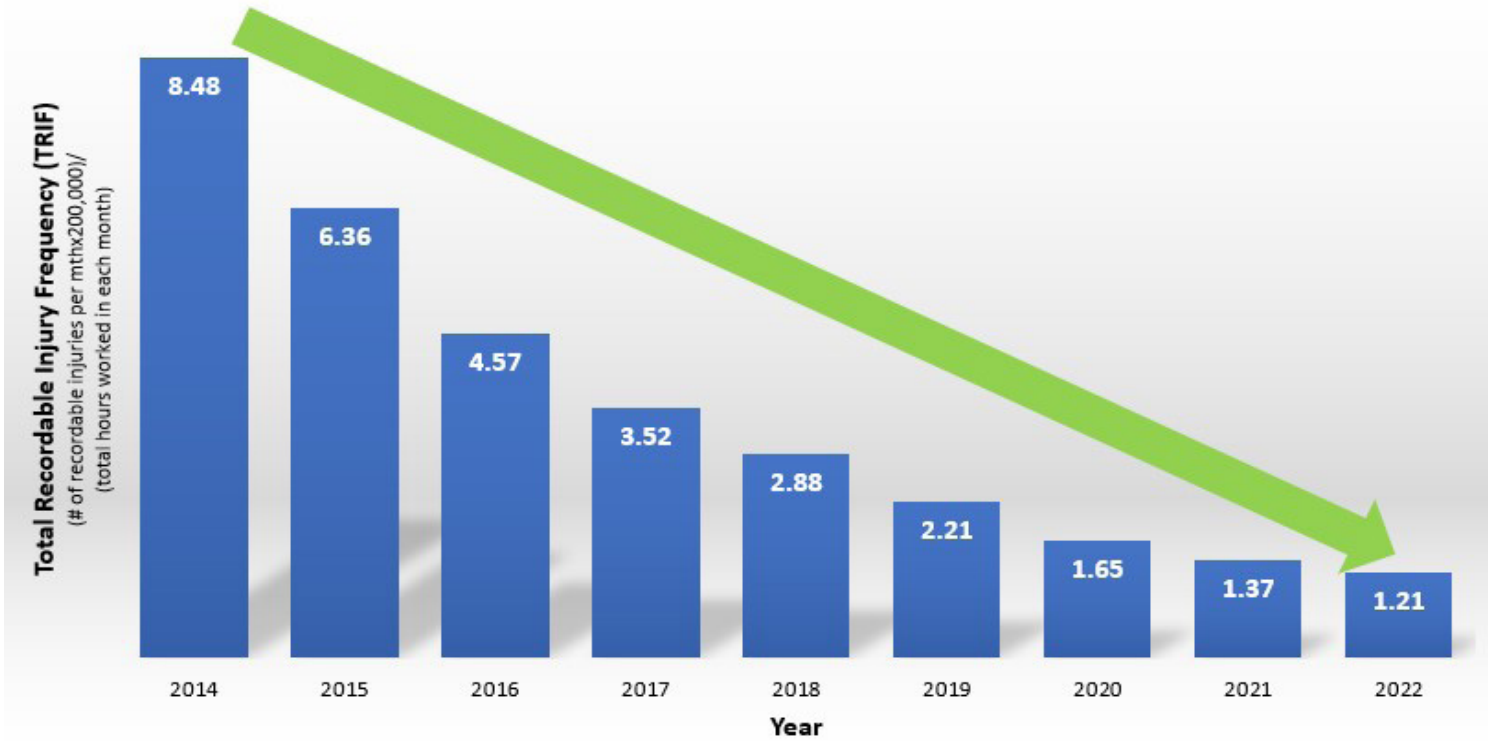


Martinrea has a strong commitment to workplace health and safety and the prevention of occupational injury and illness; it is core to our principle of making employees’ lives better by keeping them safe. Martinrea’s objective is to continuously improve its health and safety performance and to continue to outperform industry standards based on key safety performance indicators. A safe and healthy workplace is created through the combined effort and participation of leadership and employees. Leadership is responsible for establishing and maintaining health and safety policies, programs, safe-work practices and resources, and employees are responsible for maintaining safe and healthy work conditions by following the safety standards and training provided. Prevention is the goal. The Company reviews the health and safety overview reports regularly to work towards the goal to be in the top decile of industry safety performance. Martinrea has consistently improved year over year in our Total Recordable Injury Frequency (TRIF), performing better than the US industry standard since 2017.

We were able to accomplish this through the Company’s strong culture and belief in “Making Lives Better,” which includes:

- Protection for employee health and safety is a core principle in the Company’s Employee Bill of Rights.
- Commitment to providing people with a healthy and safe work environment, free from harassment and violence.
- Adoption of health and safety best practices throughout the organization, with a focus on identifying and eliminating risks pertaining to health and safety, industrial-hygiene, ergonomics, and emergency preparedness.
- Incorporation of regulatory changes, learnings from near misses and accidents, and changes to industry standards into our global safety management system.
- Emergency preparedness and response plan at each facility to help ensure timely response and communication in the event of an emergency, and incident investigation procedures to ensure incidents are investigated and corrective action is implemented to prevent recurrence.
- Joint Health and Safety Committee at each plant and office helps to ensure compliance with local and global standards through routine and unscheduled audits designed to address documentation requirements, assess physical conditions at the plant, and ensure compliance to legal requirements.
- Audits and inspections conducted to develop action plans to address deficiencies and/or best practices.
- The Health and Safety Management System incorporates international and regional standards, including: OHSAS 18001, Canadian Standards Association (CSA), and American National Standards Institute (ANSI), as well as country-specific safety regulations.
- The Company’s Health and Safety Committees hold regular conferences with representatives of our manufacturing facilities to reinforce our commitment to providing a safe and healthy work environment and share best practices with respect to occupational health and safety.

Martinrea's Company-Wide Safety Performance



Martinrea has consistently improved accident rates, year over year. Our company-wide TRIF rates have reduced by 86% since 2014, and improved by 45% since 2019. Even within the last year, our TRIF rates have improved by 12%. In fact, according to OSHA, the US manufacturing industry has an average TRIF rate of 3.1 – more than double our rate. We are incredibly proud of this progress and will continue to keep health and safety as a top focus for our Company. [reference: U.S. Bureau of Labor Statistics, TABLE 1. Incidence rates of nonfatal occupational injuries and illnesses by industry and case types, 2020 (bls.gov)]



“I am proud of our ongoing efforts to improve safety, as well as in systematic procedures. The improvements show how safety is at the core of our Lean culture.”

Frank Eibel, Global Director, Human Resources, Aluminum Business Unit

With the campaign “Safe Hands,” the Queretaro, Mexico location created and reinforced awareness on hand safety and emphasized that more than 80% of injuries within manufacturing generally are in the hands, arms or fingers. Teams decorated large paper hands as a commitment to work and take care of their hands.



COVID-19 PANDEMIC EFFORTS



At Martinrea, employee safety is paramount and central to the Company's vision, mission and culture. As an example, during the COVID-19 Pandemic, our team members went above and beyond to help fight the spread of the virus. We developed robust safety protocols for plants and offices to help prevent the spread of COVID-19 and keep our employees safe. We were heavily involved in the industry wide response to the pandemic, working with the Original Equipment Suppliers Association (OESA) and the Canadian Automotive Partnership Council (CAPC) (chairing the COVID-19 Task Force) to develop industry-wide protocols, which have been recognized by all industry players, including governments, as appropriate.



"It was a demonstration of how quickly manufacturing in North America could be mobilized to meet the needs in a crisis. This accomplishment was made possible by the amazing people at Martinrea, demonstrating a commitment to producing high-quality products with outstanding efficiency, fueled by a culture of continuous improvement and innovation."

Larry Paine, Executive Vice President, Metallics Business Unit

In response to the pandemic, several Martinrea facilities responded to the challenge by producing medical masks and ventilator stands. At peak production, Martinrea was able to produce 50,000 ventilator stands and millions of masks, which were donated and/or provided to all Martinrea employees and their families when masks were in short supply.

DIVERSITY, EQUITY, AND INCLUSION

Martinrea believes in creating a diverse, equitable and inclusive workplace, based on its Golden Rule culture, treating people the way we want to be treated, with dignity and respect. We believe a great work environment allows everyone to reach their full potential. Our objective is to encourage Diversity, Equity and Inclusion (DEI) within the Company, including in its Board and senior management, and to not discriminate on the basis of gender or any other basis. We believe DEI is important to a well-functioning team to ensure the Company has the necessary range of perspectives, experience and expertise required to achieve its objectives, including effective stewardship and management. Fair treatment, dignity, and respect are core principles in the Company's Employee Bill of Rights and 10 Guiding Principles. These principles, which are discussed and reinforced through employee meetings, conferences, training and in daily life, also encourage diversity. In an increasingly complex global marketplace, the ability to draw on a wide range of viewpoints, backgrounds, skills, and experience is critical to our success.

Our conduct with each other is characterized by respect and tolerance, free of discrimination or harassment due to gender, identity, race, ethnicity, national or social origin, age, religion, political or sexual orientation, physical or mental disability or other characterizations protected under law. Tolerance and equal opportunity are pre-requisites to a pleasant work environment. We have a diversity policy which we continuously promote as we strive to create an inclusive work environment. Martinrea prides itself on its diverse global workforce encouraged by its Global DEI Steering Committee. Since establishing the Committee, team members have joined various sub-committees to support several strategies with measurable, achievable goals aimed to recruit diverse team members, increase DEI awareness and engagement, implement DEI training, and maintain compliance.



"In today's workplace, DEI can hold the key to fostering new ways of thinking, reaching out to a wider range of customers and growing our business. The Steering Committee is tasked with driving a culture embracing DEI at all levels. Time and again, research has shown companies prioritizing and encouraging diversity see success at higher rates. We see this continuously in our Company as we work together across Business Units and continents to help each other improve."

Pat D'Eramo, President and CEO



GENDER DIVERSITY

In 2015, the Company adopted a Diversity policy and has implemented proactive steps to increase the number of women in leadership positions through training, succession planning and other activities. In an increasingly complex and competitive global marketplace, the ability to draw on a wide range of viewpoints, backgrounds, skills, and experience is critical to the Company's success. Our global growth plans include cultural nimbleness and the development of a brand and environment appealing to a wide breadth of talent.

In 2022, women made up approximately 23% of positions within Martinrea's global workforce, and 31% within Martinrea's Canadian workforce. Within critical positions (management and above) at Martinrea, women made up approximately 19% within the Canadian workforce, and 18% globally. We are committed to increasing the representation of women in critical roles in the Company, including in senior management.

The Company aims to increase the number of women and other diverse candidates in operational roles through proactive strategies we have implemented to ensure exposure and opportunities for these candidates. We recognize diversity is an essential consideration in the selection process for executive officers and have implemented diversity strategies in our recruitment and succession planning practices.

Martinrea has a Global Diversity Steering Committee, made up of subcommittees such as Awareness and Engagement, Opportunities in Manufacturing, Mentorship Programs, and Women's Resource Group, amongst others. The Committee meets monthly on initiatives and engages in planning activities.

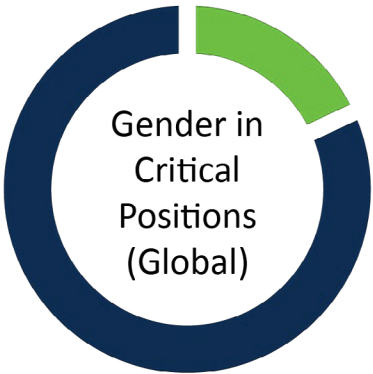
Martinrea is proud to have supported 2022's Women Rock Science event. This celebration of women in STEAM (Science, Technology, Engineering, Arts, and Mathematics) ignites curiosity in children and helps bring more programming to Pre-K-12 students in underserved communities throughout Michigan.



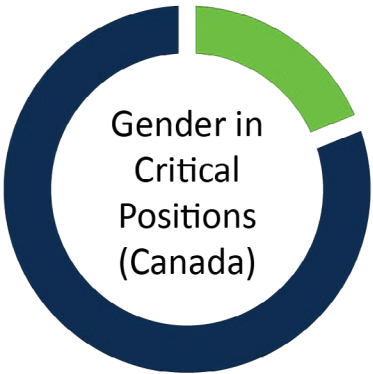
Female (23%) Male (77%)



Female (31%) Male (69%)



Female (18%) Male (82%)



Female (19%) Male (81%)

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

Martinrea's Aluminum Spain facility works with local technical schools to encourage women in STEM. The Spain facility initiated a scholarship program for women interested in careers in automotive, production, and industry. Since 2018, 23 women have received scholarships and have interned at our Spain facility.



BOARD DIVERSITY

The Board of Directors currently has three female directors out of nine directors, meaning 33% of the Board (and approximately 43% of the independent directors), are women.



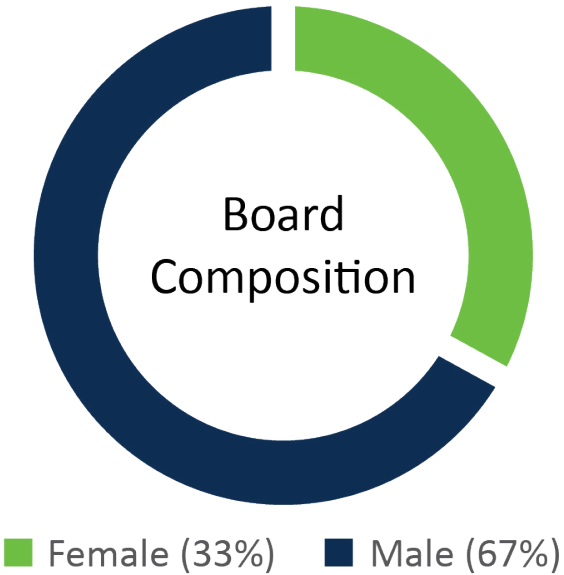
Sandra Pupatello has been a director since 2014. In her previous career, she was a former Ontario cabinet minister and held various leadership roles over 16 years, including serving as a Member of the Premier’s Executive of Cabinet, as Minister of Community and Social Services with responsibility for Women’s Issues, and as Minister of Economic Development & Trade. She is currently the Chair of the Company’s CGNC.



Dr. Molly Shoichet has been a director since 2019 and currently is a member of the Compensation Committee. Dr. Shoichet has received numerous awards and honours recognizing her leadership in her field in science, technology, and innovation. In addition to her many accomplishments, she has established the Dorothy Shoichet Women Faculty in Excellence Award at the University of Toronto and is leading a series of initiatives at the University of Toronto focused on healthy and inclusive labs. Dr. Shoichet served as Ontario’s first Chief Scientist in 2018 where she worked to enhance the culture of science, and is the only person ever to be inducted into all three of Canada’s National Academies of Science, Engineering and Health Sciences.



Maureen Midgley joined the Board on January 1, 2023. Ms. Midgley was previously a Global Vice President at Amazon, leading Engineering Design, Advanced Technology, Real Estate, IT, Lean Deployment, Amazon Robotics, Fulfilment Technology and North American Operations. Prior to Amazon, Ms. Midgley was Senior Vice President of Global Manufacturing Engineering and Lean Enterprise at Henkel Corporation. For over 30 years, she worked for General Motors, in multiple levels of operations management and manufacturing engineering. Ms. Midgley has served on numerous non-profit boards, is an Athena award recipient, and has been recognized over multiple years as one of the top 100 women in the automotive industry.



The Company does not support specific diversity targets based on fixed percentages in its Board selection process or for the promotion or hiring of individuals within the Company. The selection of Board members is ultimately a function of the skills, experience, character, and other qualities director candidates bring to the table. However, the Company aspires to increase Board diversity over time, as directors retire or a determination is made to expand the number of directors on the Board. In 2018, the Company set a goal of having a minimum of 20% female Directors on the Board. This goal was met in 2019. In 2022, the Company committed to adding another independent female director at or before its next shareholder meeting in 2023. This goal was met with the appointment of Ms. Midgley.



“We need strong creative people in our industry, including women as they bring great ideas that make us well-rounded. It’s the differences in thoughts and ideas that make us a stronger Company.”

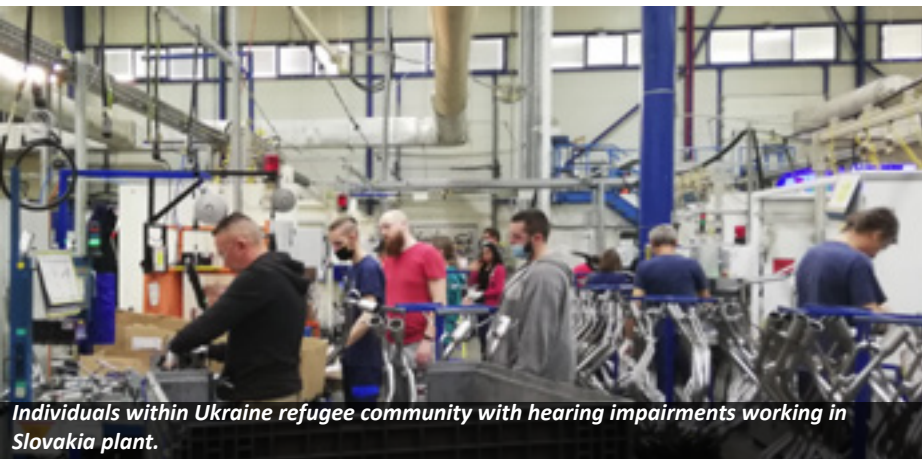
Megan Hunter, Executive Vice President, Procurement and Supply Chain Operations

Megan was recognized as one of 100 Leading Women in the North American Auto Industry by Automotive News, awarding women who are leaders in the automotive field who are making major decisions and have significant influence at their companies.

ACCESSIBILITY

Martinrea is committed to preventing and removing accessibility barriers from our workplaces where possible, and meeting accessibility requirements in the facilities in which we operate. We believe in integration and equal opportunity, and aim to create an inclusive culture. In 2021, we partnered with a Mexican government agency for social welfare to determine how the plant could be more inclusive and diverse. The facility was assessed to determine if it could accommodate staff with different disabilities. The areas assessed included height of stations for wheelchair access and operation; accessibility for wheelchairs around the facility and restrooms; and to consider opportunities to include personnel with disabilities (autism/down syndrome, stroke recovery, hearing impairment, etc.).

In 2022, Martinrea Slovakia hired 18 Ukrainian refugees with hearing disorders and with collaboration from the Slovak Association of Gestures, offered specific training for the new team members. Our employees in the plant worked with Ukraine refugees, exploring solutions to create an inclusive plant floor that can accommodate the needs of individuals with impaired hearing or hearing loss.



Individuals within Ukraine refugee community with hearing impairments working in Slovakia plant.

EMPLOYMENT

Martinrea's 10 Guiding Principles are the foundation for our approach to dealing with all aspects of our business, including our people. The Company is committed to the fair treatment of employees, a safe, healthy and diverse workplace, competitiveness of wages and open communication. We believe providing employees with a safe and pleasant working environment, based on dignity and respect, is an important factor in maintaining labour productivity and goodwill in order to produce quality products. The future success of Martinrea depends in part on its ability to attract and retain qualified people. In addition to our 10 Guiding Principles, Martinrea adopted an Employee Bill of Rights in 2001, still relevant today, as follows:

- Job Security – Every employee is an important member of the Martinrea team. Together, we build our future and protect our job security by exceeding customer expectations while remaining competitive within our industry
- Health and Safety – Our employees work in a safe, healthy environment and an ergonomically friendly workplace
- Fair Treatment – Our employees shall be treated with dignity and respect. Accordingly, we provide equal opportunities in a workplace free from discrimination and harassment
- Compensation – Our wages and benefit programs are reviewed annually to ensure that employees receive fair compensation for the industry in which we work and the communities in which we live
- Coaching – Regular feedback will be provided so our employees know where they stand at all times and can build on their strengths
- Training – Employees shall be provided the opportunity to develop to their full potential through ongoing training and continuous learning
- Communication – We believe in open, honest two-way communication supported by visible, responsible action in a timely manner. If any employee feels his or her rights under the Martinrea Employee Bill of Rights are not being met or if they have any questions, concerns, or suggestions, they are encouraged to approach any member of the management team up to and including the President and CEO



"To better understand the needs of our employees, Martinrea is proud that we conduct an Employee Opinion Survey. Martinrea empowers our employees to complete the employee survey. This survey is conducted annually, and the results are used as a foundation for discussion, decision making, and follow up action planning."

Armando Pagliari, Executive Vice President, Human Resources.

In order to support our most important resource – our employees, we developed an Employee Resource Group (ERG) Steering Committee to manage the implementation of ERGs in the Company, as well as create plans to continuously develop these groups as resources for our employees. The ERGs serve different individuals based on their needs, including W@M (Women's Resource Group), YoPro (Young Professionals), and Minds Matter (mental health support).



Women's Resource Group

- Developmental experiences, guest speakers
- Forum for sharing insights and offering support to one another in career growth and professional development



YoPro
YOUNG PROFESSIONALS

- Forum that provides connections, engagement, and development for young professionals
- Aimed at attracting and retaining young talent
- Designed to strengthen their sense of inclusion



- Build awareness of mental health challenges
- Help remove the stigma of mental health issues
- Provide a safe environment for employees to support each other and share resources

HUMAN RIGHTS

Martinrea respects the dignity of every human being and complies with internationally recognized human rights. Martinrea believes in compensating employees to enable them to meet their basic needs and in providing them the opportunity to improve their skills and capabilities in order to raise their social and economic opportunities. The Company rejects all forms of physical, sexual, psychological or verbal abuse of its employees. Martinrea’s Sustainability Policy and its Human Rights Policy sets forth our values regarding human rights, such as child labour, forced labour, human trafficking, modern slavery, diversity and inclusion, freedom of association, collective bargaining, safe work environment, working hours, and wages and benefits. Our policy aligns with the UN Universal Declaration of Human Rights and additional guidance contained within the International Bill of Rights. Our Sustainability Policy applies globally, including all of our worldwide subsidiaries, affiliates, partnerships, ventures and other business associations Martinrea controls. All our employees are subject to these Policies. Our suppliers, contractors and other business partners with whom we do business are also expected to adhere to our standards, including human rights and labour practices.



GOVERNANCE

Martinrea believes a successful sustainability strategy and culture starts with strong leadership by the Board and Executive Management.



BOARD OVERSIGHT

The importance of making demonstrable progress with environmental (including climate), social and governance sustainability goals requires CEO-level engagement and direction to ensure organizational alignment. The Board of Directors oversees the Company's sustainability strategy and provides review and guidance with regard to major plans of action, risk management policies, setting performance objectives, and overseeing major capital expenditures. The Board of Directors has implemented various policies designed to promote good corporate governance, and sustainability practices, including many of the policies discussed in this report.

MANAGEMENT

Martinrea has designated executive champions for environmental (including climate), social and governance related sustainability matters. Day-to-day management of Martinrea's sustainability program is handled by cross-functional teams from across the Company. Strategic direction is managed by the President and CEO and a Sustainability Steering Committee consisting of the President and CEO, Vice President of Lean Manufacturing, General Counsel and Corporate Secretary, Executive Vice President of Supply Chain Operations, and Director of Sustainability. Representatives from other functional areas such as Investor Relations, Finance, Human Resources, Global Communications and Sales are also involved, as needed. Activities and goals are included in annual business plans that are reported at CEO staff meetings to ensure progress. Management is further discussed in more detail, earlier in the report.

EXECUTIVE COMPENSATION

To attract and retain key management employees, the Company compensates these individuals by various means. Senior executives are paid a base salary plus bonuses based on pre-tax profits and may receive options to purchase the Company's common shares or other equity-based compensation, such as units under the Company's performance and restricted share unit program. The Company has in place share ownership guidelines for executives and has geared certain bonus payments to the purchase of the Company's common shares by the executives. Senior executives are provided executive ownership to make decisions in the best interest of the Company, and to act like owners. The Company's employee compensation principles are determined by the Compensation Committee and administered by each facility's Human Resources Department with the assistance of the Company's Executive Vice President of Human Resources, if necessary. Compensation outcomes are driven in part by the success achieved by our Business Units in reducing costs and innovating products to meet the climate-related priorities of our customers, resulting in increased profits. We refer you to the Company's most recent management information circular available on www.sedar.com for more information on the Company's approach to executive compensation.



BUSINESS ETHICS



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

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

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

MARTINREA WHISTLEBLOWER HOTLINE

We have policies in place for employees to safely communicate suspected violations of the Code, and the Employee Bill of Rights. We maintain a confidential and anonymous whistle-blowing line, which is administered by a third party, which is available for employees and other stakeholders such as customers and suppliers to make submissions by phone.



INFORMATION TECHNOLOGY / CYBERSECURITY

Standardization, a cyber-secure culture, on-time delivery of solutions, and ensuring sustainable and high performing Information Technology (IT) systems are the objectives of Martinrea’s IT department. We have an energy tracking database platform that can be used globally across all plants to track and monitor energy usage. This sets Martinrea up for future success in reducing energy usage, which contributes to reducing our overall carbon footprint.

Martinrea is committed to ensuring that it has appropriate measures in place to reduce the likelihood of cybersecurity attacks and any loss from possible attacks. The Company relies on third party experts, where it determines it is necessary, to assist in preventing, detecting and responding to cybersecurity threats. Our goal is to establish secure, easy to use, flexible, and rapidly provisioned best in class IT services. The Board of Directors receives regular cybersecurity updates from the Company.

ASSOCIATIONS

Martinrea participates in multiple associations as a leader in our industry. Examples include:



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



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



Automotive Parts Manufacturer's Association (APMA) – Martinrea's Chief Financial Officer serves as Chairman of the association, leading the continuous focus on the interests of the membership in particular and on the industry in general. The APMA is Canada's national association representing producers of parts, equipment, tools, supplies, advanced technology, and services for the global automotive industry. The Province of Ontario enacted into law its Cap and Trade Program aimed at limiting GHG pollution. It also rewards innovative companies, provides opportunities for investment in Ontario and creates jobs while moving to a low-carbon economy.



Canadian Automotive Partnership Council (CAPC) – Martinrea's Executive Chairman serves as the Co-Chair of the council, leading decision making and public policy recommendations. CAPC helps Canada be the location of choice for automotive manufacturing within North America, driven by an environment that is globally competitive, promotes research and innovation, and develops the people, skills, and technology necessary to succeed today and in the future.



Original Equipment Supplier's Association (OESA) – Martinrea's President and CEO serves as a board member of the association, steering decisions. The mission of the OESA is to champion the business interests of automotive original equipment suppliers. The Association addresses issues of common concern and advocates on behalf of the supplier community. OESA fosters collaboration throughout the supply chain, represents the supplier voice in Washington, D.C., and helps members make critical business decisions. Motor vehicle suppliers are leading the way in sustainability and the development of new vehicle technologies. OESA feels that suppliers are a driving force in the automotive industry, transforming mobility through innovation and technology while leading improvements in environmental sustainability and vehicle safety, while being a strong contributor to the global economy.



Industria Nacional de Autopartes, A.C. (INA) – Martinrea's Executive Vice President of Propulsion Systems serves as a board member of the association. INA is an essential part of the supply chain for automotive assembly plants in North America. The mission of INA is to support the growth and sustainable development of its members through the promotion of the global market and the manufacturing of the automotive and auto parts sector in Mexico.



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



Auto/Steel Partnership – Martinrea's Chief Technology Officer serves on the Board of Directors. The Auto/Steel Partnership is a consortium of steel mills, Stellantis, General Motors Company, Toyota and tier one Affiliates. Formed in 1987, the Partnership leverages the resources of the automotive and steel industries to pursue research, validation and education that have helped automakers enhance vehicle safety and fuel economy while improving design and manufacturing. Through the Auto/Steel Partnership, automakers, steel companies and tier suppliers have worked to drive improvements from concept through realization in vehicles on the road today. The Auto/Steel Partnership's mission is to deliver, to the automotive industry, future steel innovations and solutions that meet society's needs for sustainable vehicles.



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




Mission from MaRS – Martinrea's Executive Vice President of Martinrea Innovation Development (MiND) serves as a coalition advisor. Mission from MaRS's mandate is to identify Canada's most promising climate-technology ventures with the potential to rapidly reduce greenhouse gas (GHG) emissions. The initiative aims to eliminate barriers to adoption that prevent such ventures from realizing their global potential. The first mission, the Climate Impact Challenge, sought to identify and scale the adoption of 10 Canadian climate tech solutions with the highest potential to reduce GHG emissions, while economically meeting industry needs.



SUPPLY CHAIN RESPONSIBILITY AND MANAGEMENT


Suppliers to Martinrea are considered valuable business partners. Through a rigorous supplier selection process and use of internal procedures, Martinrea strives to ensure the Company's culture and values cascade to the supply base, including the following policies:

Product Safety and Quality Assurance




Respect for Basic Human Rights and Working Conditions and the promotion of Health and Safety in the workplace

Social Responsibility




Respect for Basic Human Rights and Working Conditions and the promotion of Health and Safety in the workplace

Environmental Sustainability



-- Energy reduction programs, water purification programs, use of renewable resources
-- Suppliers are encouraged to become ISO 14001 certified
-- Recyclability and End of Vehicle programs: IMDS/ELV

Code of Conduct and Ethics



-- Anti-Trust and Competition
-- Anti-Corruption and Anti-Bribery
-- Compliance with Laws and Regulations

Promotion of Diversity & Inclusion within their operation and their supply base



Promotion of Diversity & Inclusion within their operation and their supply base

These policies and procedures offer the first step to ensuring quality suppliers and resolving any issues of non-compliance.

SUPPLIER CODE OF CONDUCT

Martinrea's suppliers are valuable business partners and key contributors to our overall success. We rely on our suppliers to drive innovation and to provide a secure and sustainable supply chain to fuel a competitive advantage for Martinrea and our customers. Our vision for the future is: Making lives better by being the best supplier we can be in the products we make and the services we provide. Our suppliers are a key part of this vision. At Martinrea, we set high ethical standards for ourselves and our suppliers.

We have a Supplier Code of Conduct and Ethics (the "Supplier Code"), which outlines the principles we set at Martinrea, as well as our expectations we have for every company that supplies goods or services to Martinrea, relating to, but not limited to:

- Ethical business conduct, such as compliance with antitrust/competition, anti-corruption/bribery and export controls laws
- Conflict minerals reporting, human rights such as forced and child labour, and DEI expectations
- Privacy and cybersecurity
- Reporting Concerns and Retaliation (contacted Martinrea directly or through whistleblower)
- Environmental responsibility and compliance



Martinrea's suppliers must always act with integrity by obeying the letter and spirit of laws, regulations, conventions, standards (together, "laws") and Martinrea policies that apply to them, regardless of where they do business. Our suppliers should, in turn, also require that their suppliers abide by the principles of the Supplier Code. The Supplier Code sets out the principles we apply internally at Martinrea, as well as the expectations we have for every company that supplies goods or services to any Martinrea entity. We expect the standards set out in the Supplier Code to be met by our suppliers, even in jurisdictions where meeting such standards may not be considered part of the usual business culture. Martinrea strives to ensure that the Company's culture and values cascade to the supply base by following certain corporate policies as described in the Supplier Code. Suppliers are expected to conduct their business in minimum compliance with the Supplier Code. Martinrea reserves the right to audit a supplier's compliance with the Supplier Code.

Martinrea conducts production supplier due diligence where it determines necessary, for example, reviewing production suppliers in order to assess their overall quality, performance and financial health. Suppliers are also requested to complete a self-assessment questionnaire which contains questions related to quality, health and safety, code of conduct and ethics, cybersecurity, certifications such as IATF 16949 and ISO 14001, financial health, etc. and requires suppliers to provide key supporting documents. As noted above, Martinrea has the right to audit a supplier's compliance with the Supplier Code. Martinrea or a third party designated by Martinrea may conduct onsite audits of suppliers. Onsite audits may include a review of relevant supplier records, policies and work practices as well as an inspection of the facilities for compliance with the Supplier Code.

Suppliers Martinrea determined to be "high risk potential" were audited by Martinrea in 2022. Martinrea expects to continue to select additional high risk potential suppliers for additional auditing, to reduce risk within the supply chain.

Failure to meet our standards detailed within the Code may result in the termination by Martinrea of the supply relationship. This not only reduces our liability as a Company, it also sets the precedent of our expectations and how seriously we take our position on ethical standards.

The Supplier Code is provided on our [website](#) under the [Suppliers webpage](#).

GLOBAL WORKING CONDITIONS IN OUR SUPPLY CHAIN

We expect that our supply chain will adhere to our Supplier Code, which prohibit the use of child, underage, slave or forced labour. Our Supplier Code is an integral part of our supplier package that emphasizes the importance of maintaining global working conditions and standards that result in dignified and respectful treatment of all employees within all our global operating locations, as well as those of our supply chain. A failure by any of our suppliers to comply with its terms can result in the termination by Martinrea of the supply relationship. In 2022, Martinrea terminated a relationship with a supplier relating to a human rights issue.

CONFLICT MINERALS

Martinrea is committed to ethical and socially responsible business practices and recognizes its responsibility in promoting the protection of human rights. Martinrea is dedicated to conflict mineral reporting to help ensure that conflict minerals such as gold, tantalum, tungsten and tin, as well as cobalt and mica, which can be sourced from mines under the control of armed groups in the Democratic Republic of Congo and certain neighbouring countries, are not used in automotive parts and assemblies. We use our International Materials Data System (IMDS) and the Responsible Minerals Initiative (RMI) to perform due diligence queries of our supply chain.

SUPPLY CHAIN TRANSPORT

To reduce our upstream and downstream Scope 3 carbon emissions, Martinrea employs SmartWay Certified Carriers, where possible, for inbound controllable freight shipments. EPA's SmartWay program helps companies advance supply chain sustainability by measuring, benchmarking, and improving freight transportation efficiency and fuel economy. From 2021-2022, through the employment of this logistics program, we were able to reduce total shipping distances on planned routes by over 240,000 miles. Carrier fuel efficiency has increased from 6.5 MPG to 8 MPG. We have also been able to reduce empty truck miles by over 100,000 miles.








SUPPLY CHAIN DIVERSITY

To Martinrea, our mission of Making People's Lives Better includes supporting diverse-owned businesses in the communities in which we operate. As such, Martinrea's Supplier Diversity program has expanded to include purchases in excess of \$230 million from over 150 diverse companies. In addition, we are corporate members of several industry-recognized supplier diversity organizations, and sponsor a variety of supplier diversity events, conferences, and procurement fairs. We are proud to have received awards for our supplier diversity efforts from many of our customers over the years.

In 2022, we were proud to be one of four companies recognized by Nissan North America as suppliers who exceeded Nissan objectives by successfully expanding opportunities for diverse businesses using certified suppliers.



Appendix A - SUMMARY OF SUSTAINABILITY METRICS

Topic	UNSDG	Metric	Unit of Measure	2022 Data ⁽¹⁾	2019 Baseline Data ⁽²⁾	Change from 2019 Baseline ⁽²⁾
Energy Management		Aggregate amount of energy consumed	Gigajoules (GJ)/MegaWatt hours (MWh)	3,560,926 GJ / 989,146 MWh	3,512,592 GJ / 975,720 MWh	↑ 1%
		% of energy consumed from electrical grid	Percentage (%)	56%	~60%	↓ 4%
		% of electricity consumed that is renewable energy	Percentage (%)	~42%	35%	↑ 7%
		Energy Intensity	MWh/Sales (CAD\$)	0.0002077	0.0002476	↓ 16%
Carbon Emissions		Scope 1 Emissions	metric tons of CO2 (mtCO2)	82,306	76,025	↑ 8%
		Scope 2 Emissions	metric tons of CO2 (mtCO2)	202,855	216,750	↓ 6%
		Total Carbon Emissions (Scope 1 & 2)	metric tons of CO2 (mtCO2)	285,161	292,775	↓ 3%
		Carbon Intensity	mtCO2/Sales (CAD\$)	0.0000599	0.0000743	↓ 19%
Waste Management		Aggregate amount of waste generated from manufacturing operations	Metric Tons (t)	299,876	-	-
		Landfill bound waste generated from manufacturing operations	Metric Tons (t)	8,680	-	-
		% of waste generated that was recycled	Percentage (%)	97%	-	-
		% of manufacturing plants with >90% landfill diversion	Percentage (%)	70%	-	-
Water Management		Annual water withdrawals	Megalitres (ML)	4,987	-	-
Environmental Management		ISO 14001 Certification ⁽³⁾	Percentage (%) of facilities	92.50%	91.20%	↑ 1%
Health and Safety		Accident Frequency Rate Total Recordable Injury Frequency (TRIF)	# of recordable injuries per month x 200,000/total hours worked in each month	1.21	2.21	↓ 45%
		Accident Severity Rate Lost Time Injury Frequency (LTIF)	# of lost time injuries per month x 200,000/total hours worked in each month	0.56	0.94	↓ 40%
Gender Diversity		% of employees who are women	Percentage (%) in Canada	31%	-	-
		% of employees who are women	Percentage (%) globally	23%	-	-
		% of Women in Critical Positions (manager and above)	Percentage (%) in Canada	19%	-	-
		% of Women in Critical Positions (manager and above)	Percentage (%) globally	18%	-	-
		% of Women on the Board of Martinrea	Percentage (%)	33%	14%	↑ 19%

(1) 2022 data with respect to Water Withdrawals, Emissions, Energy Management, and Waste Management is preliminary, and may be subject to change.

(2) Items indicated by a dash were not tracked fully in 2019.

(3) Note- all required manufacturing facilities are ISO 14001 certified - facilities not certified include offices and tooling locations

FORWARD-LOOKING INFORMATION

Special Note Regarding Forward-Looking Statements. This report contains or may contain forward-looking statements within the meaning of applicable Canadian securities laws, including statements related to the Company's intentions, beliefs or expectations as to its current or future sustainability strategy and initiatives, benefit of those strategies to the Company and/or its customers, and/or the environment. The words "continue", "expect", "anticipate", "estimate", "may", "will", "should", "views", "intend", "believe", "plan", "outlook" and similar expressions are intended to identify forward-looking statements. Forward-looking statements are based on estimates and assumptions made by the Company in light of its experience and its perception of historical trends, current conditions and expected future developments, as well as other factors that the Company believes are appropriate in the circumstances, such as expected sales and industry production estimates, current foreign exchange rates (FX), timing of product launches and operational improvements during the period and current Board approved budgets. Many factors could cause the Company's actual results, performance or achievements to differ materially from those expressed or implied by the forward-looking statements, including, without limitation, the industry trends and risk factors (including those relating to COVID-19) outlined in the Company's Annual Information Form, Management Discussion and Analysis, and other public filings which can be found at www.sedar.com. These factors should be considered carefully, and readers should not place undue reliance on the Company's forward-looking statements. The Company has no intention and undertakes no obligation to update or revise any forward-looking statements, whether as a result of new information, future events or otherwise, except as required by law. The common shares of Martinrea trade on The Toronto Stock Exchange under the symbol "MRE."

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