

MANUFACTURING REIMAGINED

2025 MARTINREA SUSTAINABILITY REPORT



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A Message from Our Leadership

At Martinrea, sustainability is not a standalone program, it is how we run the business. Many companies talk about sustainability. We believe the real question is not what you say you do, but what you do differently, and how consistently you do it.

Our culture comes first. It always has. Everything we do, from innovation, safety, diversity, community engagement and environmental stewardship, flows from a culture grounded in accountability, respect and continuous improvement. That culture enables us to think long term, invest with discipline and act with integrity, even when the path forward is not the easiest one.

Innovation sits at the center of our sustainability strategy. This report outlines our 2025 sustainability initiatives, including how we apply advanced technologies such as artificial intelligence and machine learning to support environmental performance, operational efficiency and quality. Our commitment to Leave It Better is a mandate to reimagine manufacturing and find better ways forward. Through innovation, we are demonstrating that advanced manufacturing can reduce environmental impact, lower costs and improve outcomes for our customers at the same time.

As we work toward our 35% Scope 1 and 2 emissions reduction target by 2035, we expect artificial intelligence and machine learning to play an increasingly important role. But technology alone is not enough. Sustainable progress depends on people, on the ingenuity, discipline and problem-solving mindset of our more than 16,000 team members worldwide. Our Leave It Better Awards recognize locations that pair technological innovation with grassroots sustainability initiatives, because lasting change requires both advanced tools and engaged teams.

We recognize that long-term sustainability requires engagement beyond our own operations. Thoughtful involvement in public policy discussions allows us to contribute practical, manufacturing-informed perspectives on issues that affect our industry, our workforce and our communities.

Ultimately, our sustainability efforts support our Vision: Making People's Lives Better. Better for our employees, our customers, the communities where we operate and the planet we all share.

This report reflects where we are today, and where we are committed to going next.



A blue ink signature of Pat D'ErAMO.

PAT D'ERAMO
Chief Executive Officer



A blue ink signature of Rob Wildeboer.

ROB WILDEBOER
Executive Chairman

About Martinrea

Martinrea International Inc. (“Martinrea”, the “Company” or “we”) operates as a diversified and global automotive supplier engaged in designing, developing and manufacturing highly engineered, value-added Lightweight Structures and Propulsion Systems, primarily focused on the automotive sector. Martinrea employs more than 16,000 skilled team members in 57 locations (including sales and engineering centres) in Canada, the United States, Mexico, Brazil, Germany, Spain, South Africa, Slovakia, China and Japan.

The corporate head office is located in Vaughan, Ontario, Canada, with the main sales and research and development (R&D) technical centre in Auburn Hills, Michigan, and sales and engineering offices in Japan and Germany. Martinrea manufactures a variety of Lightweight Structures, including body-in-white (BIW) and chassis components, subframes, knuckles, control arms and links, engine cradles, battery trays and exterior trim products, to name just a few. Lightweighting is ingrained in everything we do. We believe our products can help our customers meet regulatory requirements and public expectations, including helping to attain fuel efficiency and Greenhouse Gas (GHG) emissions targets, through the use of materials like aluminum and high-strength steels and the use of design elements that reduce vehicle weight.

We also produce a variety of components specific to Electric Vehicles (EVs), including battery trays, electric motor housings and thermal management systems. Our Propulsion Systems offerings include engine blocks, transmission and electric motor housings, and fluid and thermal products such as brake lines, fuel lines and fuel fillers management.

The Company also has a Flexible Manufacturing Group (FMG) that produces automotive assemblies and components for industrial customers. Martinrea has increasingly focused on providing complex and highly engineered structures with distinct and innovative advantages to our customers. Martinrea also leverages Artificial Intelligence (AI) and machine learning to advance our manufacturing operations and business.

2025 Sustainability Highlights

Absolute carbon emissions has reduced by

25%

since 2019 baseline.

Reduced waste to landfills by

61%

since 2022 baseline.



Accident Frequency Rate has improved by

68%

since 2019 and 28% better than 2024.

In 2022, we set a long-term target to reduce our absolute carbon emissions by

35%

by 2035.

Energy Intensity (energy consumption relative to sales) has reduced by

27%

since 2019 baseline.

88%

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



Martinrea scored a

B-

for the CDP Water Reporting

Martinrea scored a

B

for the CDP Climate Change Reporting

We have received

20+

Awards during the 2025 year.

Awards and Recognition



- APEX Awards for Publication Excellence
- Automotive News Canada: 2025 All Stars
- Automotive News Canadians to Watch
- Automotive News Rising Star
- AWAF Change Champion Award
- CADIA Champion for Diverse Talent
- Caterpillar Supplier Excellence Recognition Award
- General Motors 2025 Supplier of the Year in the Creativity Team of Structures
- General Motors Supplier Quality Excellence Award
- INA Awards: Executive of the Year
- INA Awards: Tier One Supplier of the Year
- MEMA Workplace Excellence Award
- MichAuto Volunteer of the Year
- Newsweek Canada's Most Responsible Companies
- Reuters Automotive D.R.I.V.E Awards: DEI
- AMUG Technical Competition
- Volvo Quality Excellence Award
- Women of Excellence in Metal Forming and Fabrications
- ZF Supplier Performance Award

Martinrea's Commitment to Sustainability

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



Martinrea's 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. The Company's mission is to ***Make People's Lives Better*** by:

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

10 Guiding Principles

- 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

Strategy

Strategy for Sustainability

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Board Oversight

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

The Board is responsible for the overall stewardship of the Company, which consists of supervising the management of the business and affairs of the Company in accordance with

corporate legal requirements, as well as other applicable laws and its Mandate. The Mandate can be found in the Company’s most recent management information circular on www.sedarplus.ca and is available in the investor relations section of Martinrea’s website at www.martinrea.com.

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

The Board receives regular updates on, and has discussions with management about, key environmental, social and governance topics. The Board periodically reviews Martinrea’s policies, practices and public disclosures relating to sustainability topics, including climate-related

issues. With advice from the Sustainability Steering Committee, Martinrea’s Chief Executive Officer (CEO) addresses sustainability-related risks and opportunities in consultation with the Board.

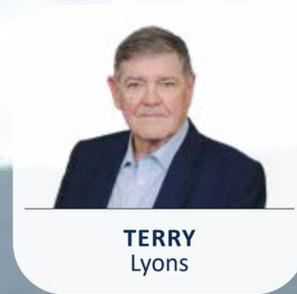
Martinrea’s sustainability objectives and climate-related strategy is communicated throughout the organization to ensure alignment across business units and various functions.

Board Committees are responsible for overseeing the sustainability-related risks and opportunities pertaining to their area of focus. The Audit Committee supports the Board by overseeing financial and audit-related matters, including financial risks and disclosures. To the extent climate or other sustainability risks are or could be financially material, the Audit Committee is engaged through its consideration of the financial statements and related risks disclosures.

The Corporate Governance and Nominated Committee supports the Board through its oversight of corporate governance matters, such as health and safety, diversity, equity and inclusion, human rights, corporate responsibility and evolving sustainability-related governance practices.

For a complete description of the Company’s Board, please see the most recent management information circular and press releases at www.sedarplus.ca.

[Investor Relations](#) 



Management

The CEO oversees all policies, including sustainability related policies which include carbon reduction targets and other environmental sustainability goals. The CEO guides and directs executive management concerning product portfolio and strategic planning, business planning, capital expenditures, innovation, R&D, manufacturing productivity and efficiency, as well as other critical areas.

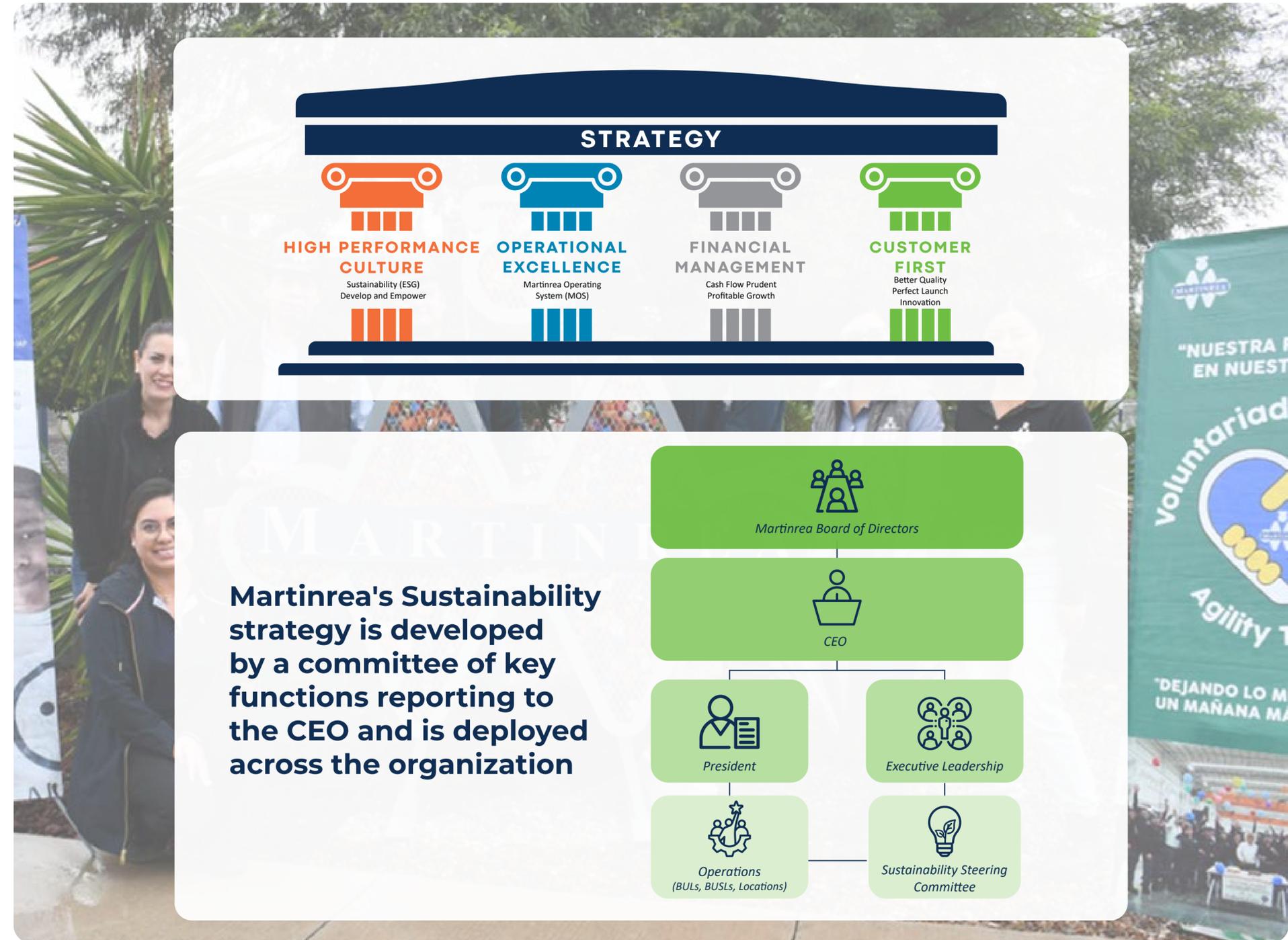
Environmental sustainability is important to the future of the automotive industry so sustainability issues are interwoven through the preceding areas of the CEO's responsibilities and the overall company strategy.

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

To support the sustainability strategy across the Company, we have a President, reporting to the CEO, overseeing operations. Martinrea has Business Unit Leader (BUL) Executive Vice Presidents (EVPs) at each of our four operational Business Units (Aluminum, Fluids, FMG and Metallics) responsible for implementing the strategic objectives in the Company's annual business plan. BULs assign Business Unit Sustainability Leads (BUSLs) to guide sustainability efforts across the manufacturing locations. The BUSLs meet frequently with the Director of Sustainability to discuss operational

improvements, sustainability initiatives, energy and water usage (and reduction strategies), diversity, community involvement, human rights and other sustainability matters. The Director of Sustainability guides the BUSLs with strategic priorities for each location and encourages sharing case studies and best practices.

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



Materiality and Stakeholder Engagement

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

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



COMMUNITIES

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



CUSTOMERS

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



SUPPLIERS

Martinrea considers suppliers to be important partners in our sustainability efforts. Martinrea conducts regular sustainability surveys with our main production suppliers. Martinrea uses the collected information to help determine our Scope 3 carbon emissions and further develop and refine our sustainability strategy.



EMPLOYEES

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



INVESTORS / LENDERS

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

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

Sustainability Reporting

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

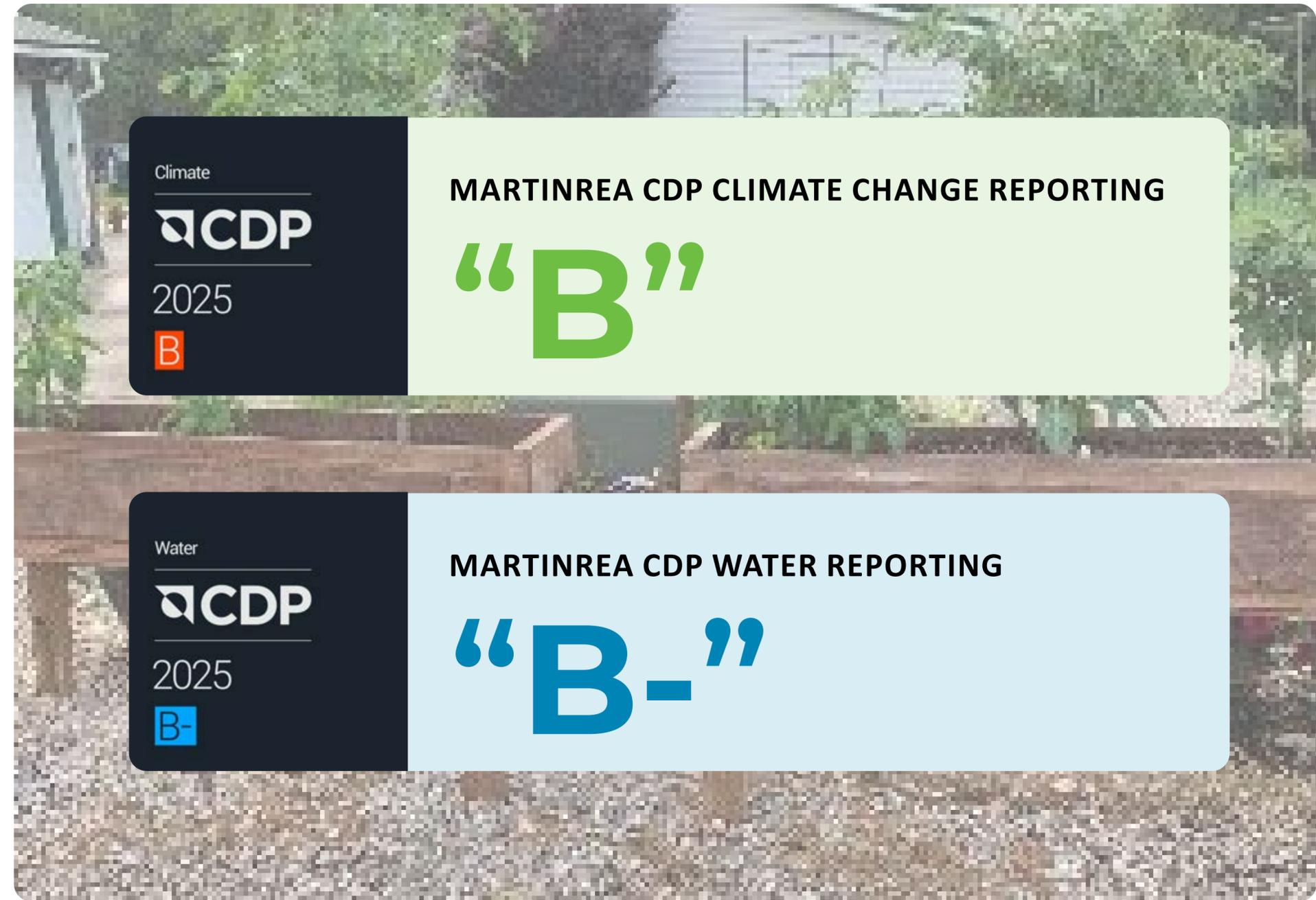
This report aligns with the Task Force on Climate-Related Financial Disclosures (TCFD) framework, where possible, which forms the foundation of the International Sustainability Standards Board (ISSB) IFRS S2 Climate-related Disclosures standard. We believe our TCFD alignment positions us for future regulatory requirements. We are also monitoring developments related to the European Sustainability Reporting Standards (ESRS) and the EU's Corporate Sustainability Reporting Directive (CSRD), which will likely include reporting requirements for relevant Martinrea entities.

Martinrea utilizes the United Nations Sustainable Development Goals (UNSDGs) to help guide our overall sustainability strategy. The UNSDGs address global challenges, including those related to poverty, inequality (which includes diversity, equity and inclusion and human rights), climate change,

environmental degradation and peace and justice, while supporting strategies for economic growth. Although our business activities touch many of the UNSDGs, we are focusing on those aligning with our business to try to make the most impactful contribution. We have identified eight UNSDGs most directly relating to our business at this time. Our sustainability metrics and their connection to the UNSDGs are summarized in the Appendix. Martinrea measures and discloses climate related data annually, using the GHG Protocol Corporate Accounting and Reporting Standard ("GHG Protocol") as a tool to calculate emissions. In 2025, Martinrea scored a B for CDP (formerly known as the Carbon Disclosure Project) climate change reporting, and B- for CDP water reporting.

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

[View More Information on CDP](#)



Climate-Related Risks and Opportunities

Climate-related risks and opportunities are identified through strategic planning, financial reporting and disclosure, enterprise risk management and operations management processes. Martinrea has identified sustainability as a key Business Plan item and our 10 Guiding Principles include “Leave It Better” as a key principle for the Company. Addressing climate-related risks and opportunities is part of our corporate sustainability strategy. We believe it serves as a competitive advantage in an industry where customers have increasingly high expectations regarding their suppliers’ sustainability and environmental track records. We have included in this report a brief overview of some climate-related risks and opportunities relevant to Martinrea. More information on what we believe to be climate-related trends, risks and opportunities relevant to Martinrea is included in Martinrea’s Annual Information Form (AIF) for the 2025 fiscal year, which can be found at www.sedarplus.ca or in the investor relations section of www.martinrea.com.

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

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

Some of these trends create opportunities within the automotive industry. For example, developing lightweight materials can help to increase the fuel efficiency of vehicles, thereby helping to reduce carbon emissions. Investment in other technologies related to our business, like electrification, also creates opportunities. In the market for EVs, hybrid and ICE vehicles, we believe lightweighting is an important focus as a way to increase drive range per charge or miles per gallon. Martinrea is a manufacturer of Lightweight Structures and Propulsion Systems, which are in demand from customers to help meet their regulatory requirements and consumer demand for goods having less of an impact on the environment. Regardless of how the vehicle is propelled, we can produce Lightweight Structures and Propulsion Systems solutions, which we believe can help our customers meet regulatory requirements and environmental

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

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

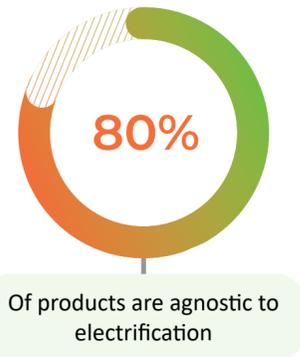
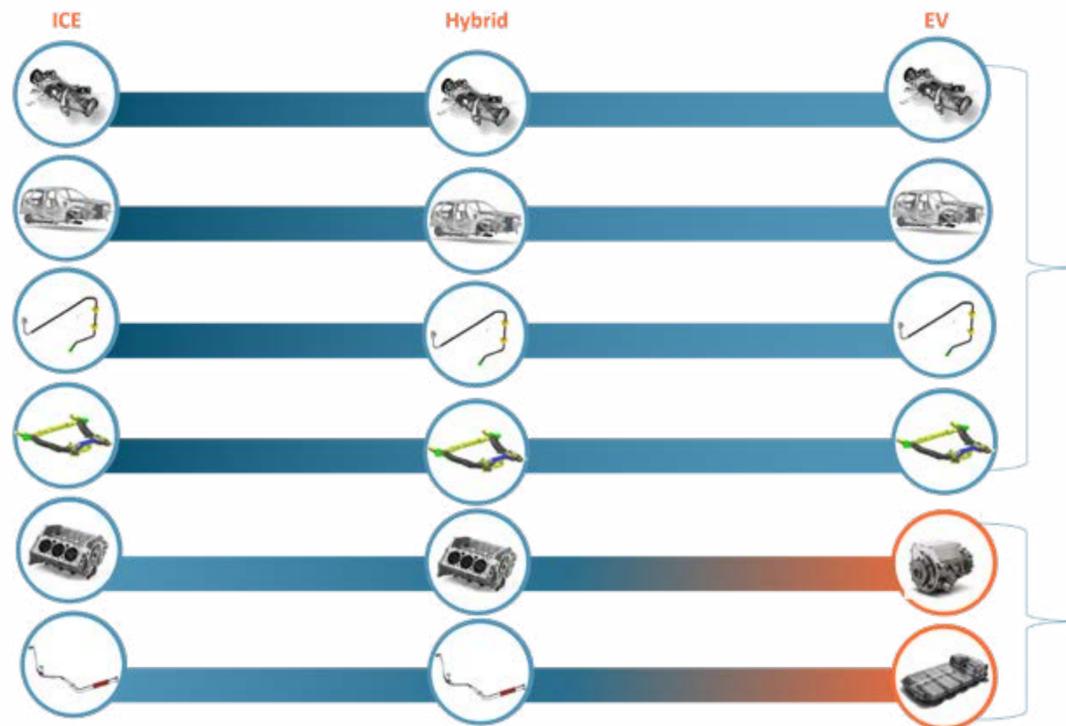
Our customers are increasingly focused on supply chain sustainability in manufacturing (including emission reductions, use of renewable energy and sustainable materials and net zero carbon strategies), which could impact future sourcing decisions. To mitigate potential risks, we engage with our primary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



Market Strategy

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

We continue to win substantial new business over a variety of propulsion types, which demonstrates that our product portfolio resonates with our customers and gives us confidence that, whatever the future holds, Martinrea will continue to be a leader among Tier One automotive parts suppliers. Martinrea has been actively developing thermal management products to capitalize on the market for EV and hybrid vehicles. With our expertise in extruding plastic fuel tubes and hoses and producing fuel assemblies, thermal management tube assemblies are a natural extension of our product capabilities. We are excited to continue developing solutions and growing in this space to support market demand.



SOP : 2023/2024



Audi PPE

Body and chassis structures, e-motor housing



GM BEV 3

Body and chassis structures, battery thermal management



GM EV Pickup

Body and chassis structures

SOP : 2021



Mercedes Benz EVA2

Body and chassis structures



Geely PMA 1

Aluminum rear subframes



Lucid Air

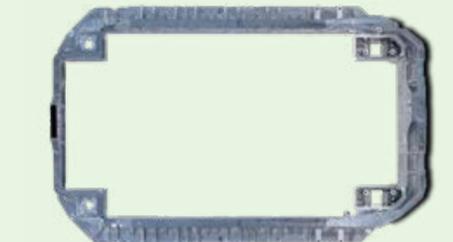
Body and chassis structures

SOP : 2020



Ford Mach-E

Aluminum front and rear subframes



Samsung

Aluminum battery tray

Innovation

Sustainability-Based Innovation at Martinrea

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

Lightweighting

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Martinrea Innovation Development

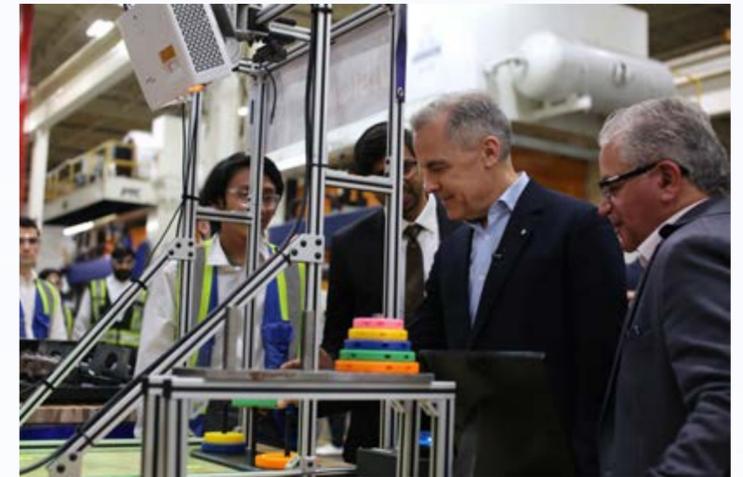
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Lightweighting

Martinrea continues to be a global leader in the design, development and production of Lightweight Structures and Propulsion Systems addressing the automotive industry’s current and future solutions through innovation. Martinrea incorporates lightweight materials such as high-strength steel, aluminum or a combination of both, during design which can reduce a vehicle’s overall weight and emissions through improved fuel efficiency or driving range per EV charge.

Martinrea is a world leader with extensive experience in joining multiple materials and has demonstrated these capabilities through various programs. Martinrea also develops outstanding Propulsion Systems, which is a continuing R&D focus. Lightweighting provides the opportunity to collaborate with a variety of customers to develop lighter, high-performing parts while also expanding into green technologies like graphene batteries and truck electrification.



CANADIAN PRIME MINISTER VISITS ALFIELD

In 2025, our Alfield location was honoured by a visit by the Canadian Prime Minister, Mark Carney, to discuss the automotive industry and the opportunities for North American suppliers with a footprint in Canada. The discussion focused on the importance of the highly-integrated automotive industry to North America, and the need for innovation and sustainability. The tour highlighted many of Martinrea’s innovations, showcasing examples of leading-edge robotics, deep learning and AI applications.

Martinrea Innovation Development

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

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

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

Some of our innovation-related investments and contributions include:

- Martinrea holds a minority equity position in AlumaPower, a private company developing aluminum air battery technology for various end markets, including automotive. Aluminum's "stored electricity" can be drawn from the material and we believe has the potential to displace hydrocarbon fuels while complementing/substituting lithium-ion and similar existing battery technologies in different applications.
- Martinrea holds a partial ownership stake in NanoXplore Inc., currently the world's largest graphene producer. Graphene is a revolutionary carbon material with exceptional attributes. Our investment in NanoXplore enabled us to introduce graphene enhanced brake lines (i.e., Brake Lines with GrapheneGuard®) to the market an industry first. This material can provide up to 25% weight savings, leading to potential for GHG emissions reductions, while simultaneously demonstrating superior strength, greater abrasion protection and improved chemical resistance, all while utilizing current manufacturing equipment and processes.
- Martinrea International Inc. is a key partner in Project Arrow, an initiative by Canada's Automotive Parts Manufacturers' Association (APMA) to design and build the first all-Canadian, zero-emission EV concept car. As a leading global automotive supplier, Martinrea has played a critical role in engineering and manufacturing components for the prototype including the contribution of

advanced, lightweight brake lines featuring GrapheneGuard® technology.

- Martinrea acquired the assets of Montreal-based Effenco Development Inc. in 2022. Effenco is an award-winning Green-Tech ultracapacitor technology business that designs, manufactures and markets technologies for the electrification and connectivity of heavy-duty vocational trucks. Effenco's proprietary hybrid electric solution augments the vehicle's powertrain and electrifies the onboard equipment utilizing a proprietary high power energy storage technology. We believe this technology has the potential to reduce the vehicle engine usage hours, fuel consumption, air and noise pollution.
- Martinrea invested in Equispheres, a private company developing technologies for producing and using advanced materials in additive manufacturing. Equispheres has developed a breakthrough technology to make aluminum metal powder for additive manufacturing that creates new design opportunities for lightweighting and decarbonization.

effenco®

skeleton+

 AlumaPower

 equispheres

 nanoXplore

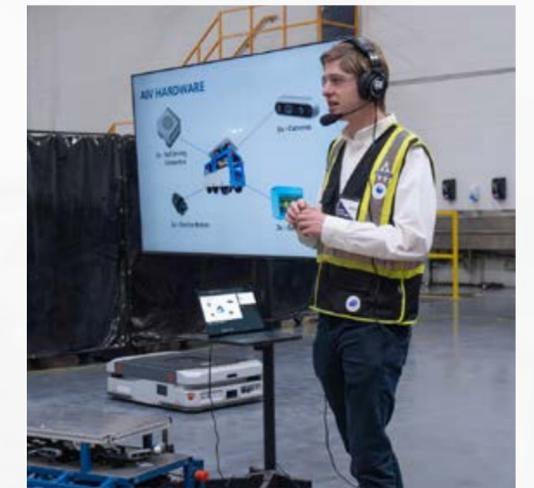
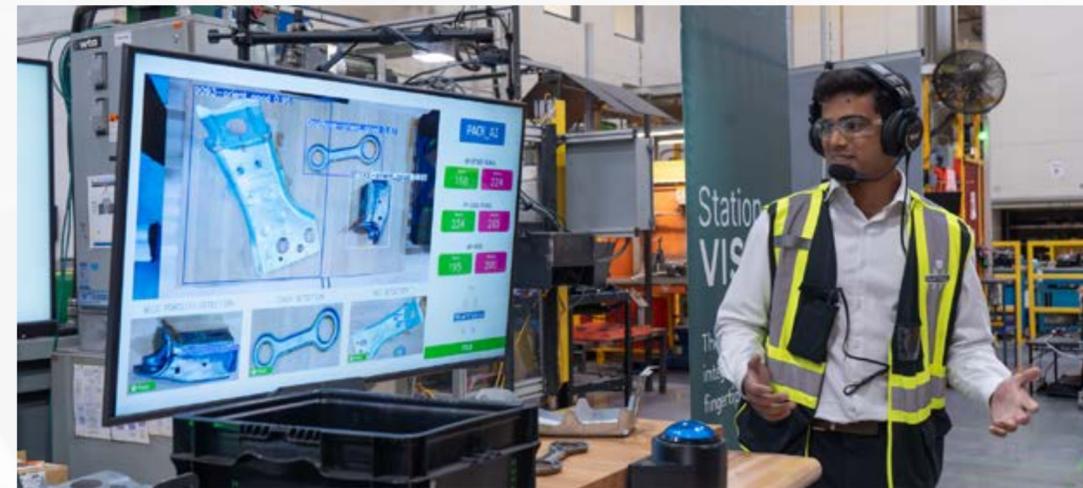
 MiNDCAN™



SPOTLIGHT

AUTOMATIC TIME OPTIMIZATION MODULE

Martinrea’s Advanced Manufacturing Team (AMT) piloted and institutionalized machine learning solutions in select locations to advance equipment performance, improve quality and optimize equipment maintenance. In our welding operations, we rolled out an innovative solution called the Automatic Time Optimization Module (ATOM). This software predicts and stops expulsions before they happen, reducing defects and waste on welding lines. This application has already saved Martinrea significant energy and scrap reductions, providing overall efficiency.



SAKSHI KIRTANI
MANUFACTURING PROCESS ENGINEER, MARTINREA ALFIELD

ATOM is shaping the future of spot welding at Martinrea by improving efficiency and reducing resource use. Initial deployments achieved significant cost avoidances through cycle-time reductions on main production lines, helping us make better use of energy, equipment, and existing capacity. These improvements help manufacturers produce more with existing assets, lower energy use per part, and reduce the need for additional equipment—supporting a more sustainable and scalable approach to automotive manufacturing.

Environment

Leave it Better

Martinrea's goal for environmental sustainability is to promote the responsible use of natural resources and to reduce negative environmental impacts, such as emissions, energy and water consumption, or waste generation, from its operations and beyond.

Energy Emissions	20
Carbon Emissions	23
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Environmental Management	25



Energy Emissions

In 2022, Martinrea committed to a long-term target of a 35% reduction in Scope 1 and 2 emissions by 2035 from a 2019 baseline. To help achieve this target, our overall sustainability strategy is expected to focus on continued energy optimization initiatives at our locations, while working on a phased-in increase of renewable electricity sources globally. We work to be a truly sustainable company by first increasing energy efficiency, followed by using renewable energy, where applicable and using carbon offsets only

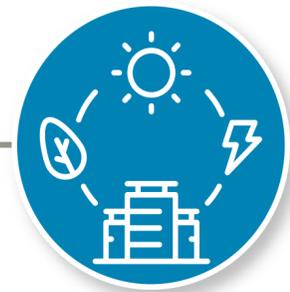
where necessary. The Martinrea Operating System (MOS) embodies Lean culture. Lean manufacturing principles can reduce materials, equipment, energy use and waste in our operations, which can lead to reduced Scope 1 and 2 emissions. Martinrea supports the sharing of ideas to drive continuous improvements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



Implement sustainability initiatives



Reduction strategies



Clean energy

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

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

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

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

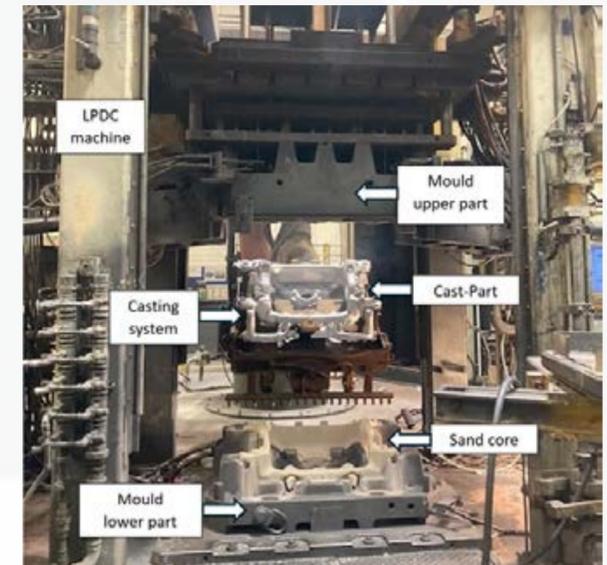
While we are focused on optimizing energy use, which can lead to carbon emissions reductions and cost savings, our aggregate energy consumption may fluctuate based on changes in sales and number of locations over time. As a result, we are focused on becoming more energy efficient (measured by energy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

Martinrea has internally set a target to reduce energy intensity (energy consumption relative to sales) by 3% across our business units year-over-year. Energy consumption and intensity in 2025 is summarized in the [Appendix – Summary of Sustainability Metrics](#).

SPOTLIGHT

Optimizing Heat Treatment of Aluminum Castings

Martinrea is a leading lightweight manufacturer of aluminum castings for the automotive industry. Aluminum is known for being lightweight, corrosion resistant and having excellent electrical and thermal conductivity. These characteristics can make it an ideal material for various industrial applications, especially in the automotive sector looking for lightweighting options. While aluminum can be a sustainable option for the lightweighting capabilities of the material, the conventional heat treatment to enhance the strength and ductility of aluminum alloys can be energy intensive and can contribute to carbon emissions. To address these challenges, Martinrea developed a series of R&D activities to shorten the heat treatment cycle, thus reducing energy consumption and resultant carbon emissions, while maintaining quality of the parts produced. This new process has the potential to reduce cycle time and energy consumption per part by approximately 20%.



ACHIM EGNER-WALTER
GLOBAL DIRECTOR, ALUMINUM ENGINEERING

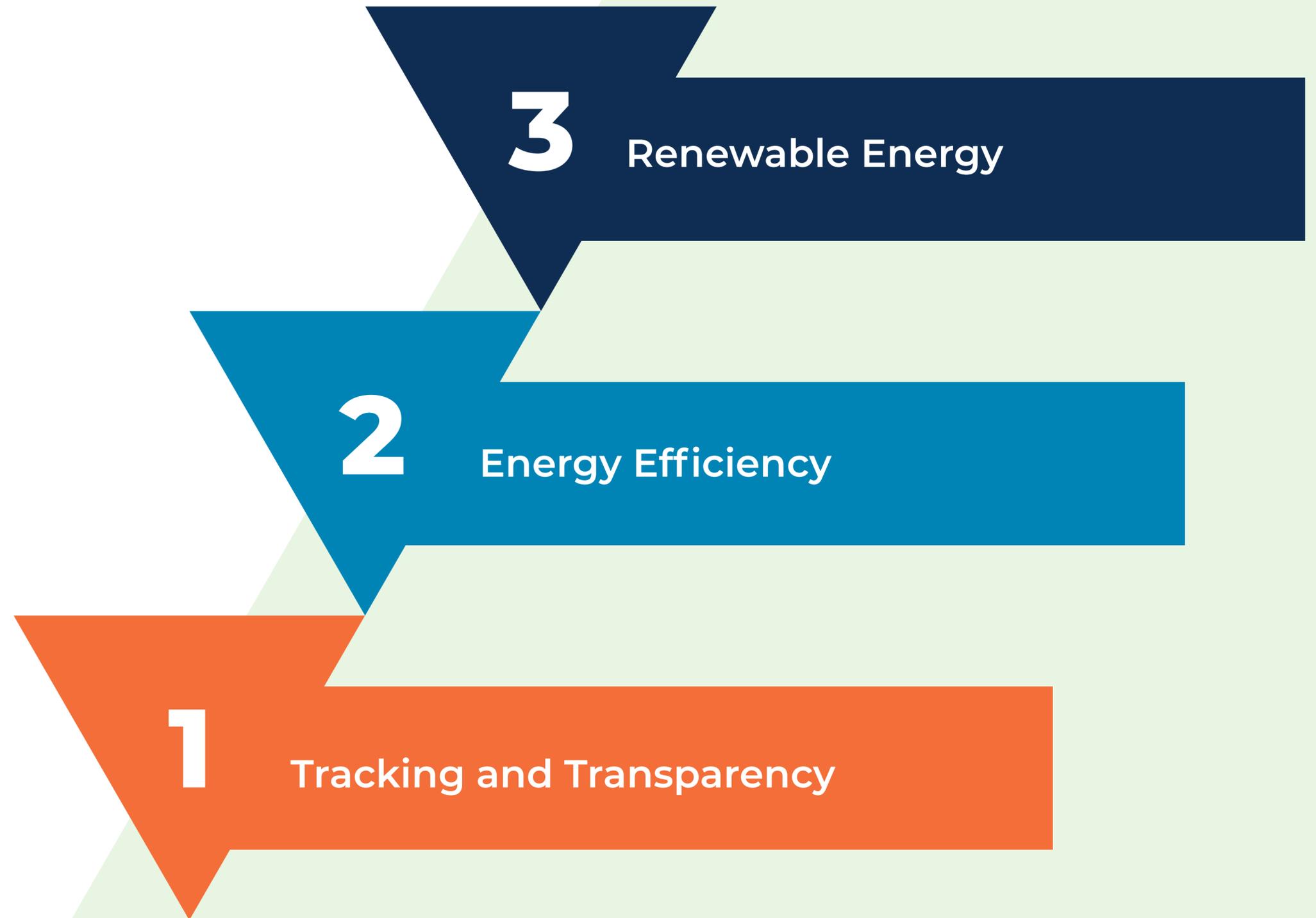
By initiating a series of R&D activities to shorten the heat treatment cycle, this enabled Martinrea to not only be more efficient with the processing, it is also contributing towards our commitment to Leave it Better by lowering potential carbon emissions up to 377 tons per year. Given its proven effectiveness, the modified heat treatment process will now serve as a standard method for current production parts and future projects across the Aluminum Business Unit at Martinrea.

Energy Emissions

Renewable energy

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

In the last couple of years, we have been installing solar panels across our locations in Spain and in China to power a portion of the location's electricity demands. This is in addition to procuring renewable electricity from their local utilities. We continue to look for additional renewable energy opportunities at additional manufacturing locations, where feasible. These efforts are supporting Martinrea's strategy to help reduce our overall carbon footprint.



Carbon Emissions

Operational Emissions

Our manufacturing processes rely heavily on natural gas and electricity usage as our primary energy sources, making up the majority of our Scope 1 and Scope 2 emissions, respectively. Martinrea adheres to the GHG Protocol Corporate Accounting and Reporting Standard (“GHG Protocol”) for its Scope 1 and 2 reporting. We use commonly accepted emission factors such as those available from the GHG Protocol, International Energy Association (IEA), United States EPA, including its eGrid database, as well as other local or regional references.

Martinrea internally set 3% year-over-year carbon intensity and absolute carbon reduction targets (Scope 1 and 2) from our 2019 baseline year for our Company as a whole. Carbon emissions data in 2025 is summarized in the [Appendix – Summary of Sustainability Metrics](#). The short-term strategy to achieve these targets involve energy efficiency initiatives across our operations, the purchase of

renewable energy through our utilities, where feasible and implementation of on-site solar.

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

To understand our carbon footprint impact in greater detail, Martinrea formed a Life Cycle Analysis (LCA) team to help calculate carbon emissions associated with the manufacturing of select parts at each step of the production process within some of our manufacturing locations, exploring areas of improvement for product carbon reductions.

Supply Chain Emissions

Scope 3 emissions generally comprise the vast majority of a company’s overall carbon emissions. We are developing strategies to collect this information. To help understand our Scope 3 impact (including direct and through the value chain), we utilized the GHG Protocol’s Scope 3 Screening Evaluator in 2023 which confirmed that a large percentage of our Company’s total carbon footprint may come from our Scope 3 emissions, specifically Category 1: Purchased goods/services (largest), Category 4: Upstream transportation and Category 9: Downstream transportation.

To deepen our understanding of our suppliers’ emissions, Martinrea launched a sustainability survey in 2024 and again in 2025 with our main production suppliers to help us determine their impact. We plan to utilize this information to help further assess supplier carbon emissions, and provide training to suppliers in implementing new strategies for emissions reduction.

We are also adopting various measures with respect to logistics to help reduce our transportation-related Scope 3 carbon emissions. These measures include working with our carriers to commit to using cleaner fuels, optimizing our dedicated transportation routes, using local suppliers and reusable and/or recyclable packaging, where feasible. We are also measuring our trailer utilization in key areas to ensure we maximize our trailers and avoid unnecessary trucks. From 2022 to 2025, we reduced total miles on planned routes by approximately 400,000 miles. This reduction was accomplished through increased trailer utilization to reduce shipping frequency and empty miles. These efforts resulted in cost savings and a reduction of over 500,000 kg of carbon emissions. We enhanced our logistics sustainability efforts through more advanced planning and improved communication with our manufacturing locations.

Sustainability is a key focus in packaging, with guidelines promoting the use of recyclable materials and reducing waste. Suppliers are expected to continuously identify and correct wasteful packaging practices, ensuring that all materials used are recyclable and contribute to a circular economy.

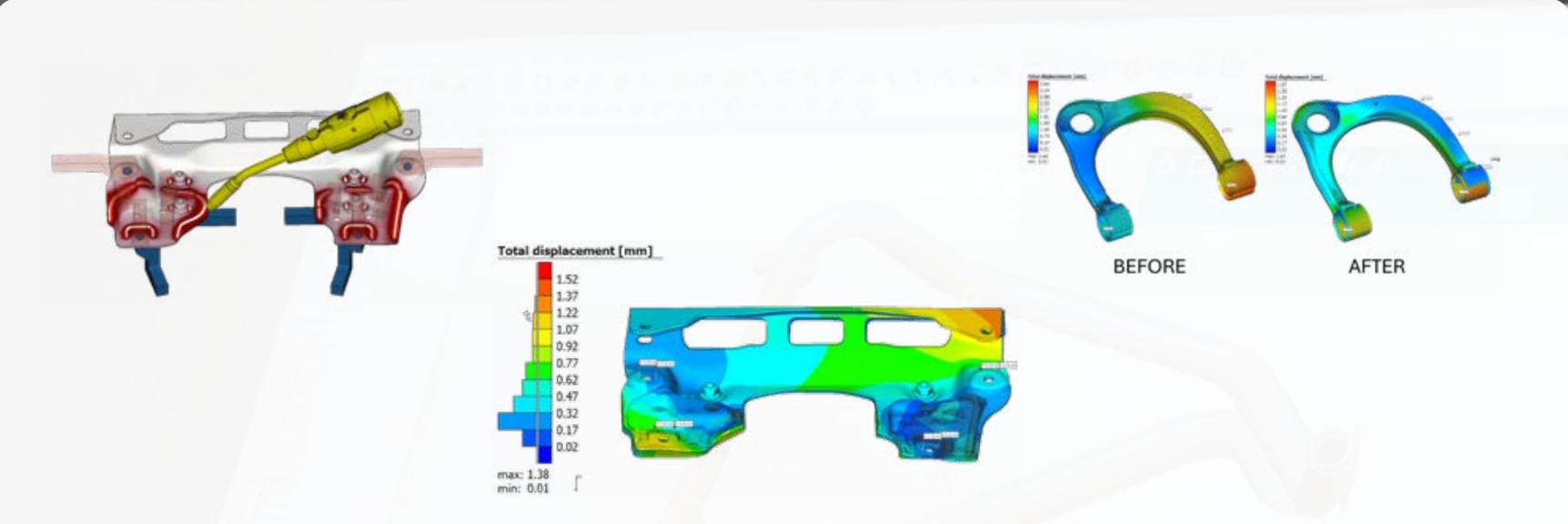


Waste

Landfill waste can pose serious environmental challenges contributing to soil and water contamination, carbon emissions and air pollution. Consistent with Lean manufacturing, we also consider all waste a sign of inefficiency. Martinrea is committed to the responsible use and disposal of materials. While our manufacturing operations generate various waste streams, primarily rubber, nylon, aluminum and steel scrap, as well as sand, plastic, cardboard and wood pallets, all waste is viewed as a resource that can be reduced, reused, repurposed, composted or recycled. To promote a circular economy, Martinrea aspires to further reduce our waste stream through our internal Zero Landfill Program. This encourages the use of fewer new raw materials and aims to send no waste materials to landfills or the environment.

To celebrate Earth Day, we annually recognize our manufacturing locations' efforts in achieving Zero Landfill goals by awarding internal Bronze and Silver certificates. Bronze level certificates are awarded for diverting over 90% of all waste from landfills through increased recycling and composting initiatives. Silver level certificates are awarded for diverting over 95% of waste from landfills, requiring essential additional recycling efforts. In 2025, we awarded seven Bronze-Level internal certificates and 30 Silver-Level internal certificates to our manufacturing locations, representing 88% of our manufacturing locations.

Since implementing our Zero Landfill program in 2022, we have reduced our landfill waste weights by 61%. Generated waste data from 2025 is summarized in the [Appendix – Summary of Sustainability Metrics](#).



MOVE TO VIRTUAL - WELD DISTORTION SIMULATIONS

Martinrea has successfully reduced energy consumption and waste over time by increasing efficiency in our operations. To continue further reductions, it is also going to take innovation. Martinrea's product and manufacturing engineers have collaborated to simulate assembly for seam welding applications, referred to as virtual manufacturing. This virtual manufacturing allows engineers to refine or compensate designs and processes before ever constructing physical equipment or tooling. This innovation not only shortens program timelines and increases product quality, it also helps reduce the amount of scrap and energy consumption that would have taken place in traditional testing.



JON BURNS
ENGINEERING MANAGER, CORE ENGINEERING

Martinrea's adoption of virtual manufacturing technologies is a pivotal step in the growth of its engineering capabilities. By addressing key challenges, such as distortion, thereby reducing time, cost and scrap, virtual manufacturing represents a competitive advantage for Martinrea by increasing efficiency.

Water

Martinrea is committed to reducing its water footprint and minimizing environmental impact in the communities where we operate. Overall water reduction is a Company goal for all locations globally, with a special focus on high-risk locations such as Mexico and China, where water scarcity presents major challenges.

Our goal is to reduce our total water usage from our manufacturing locations by implementing best practices through continuous improvements in water reductions and utilizing internal wastewater treatment for water reuse within our locations.

Currently, Martinrea incorporates multiple water use reduction/water optimization initiatives at many of our locations, including:

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

While we view water conservation as an important initiative for all of our global locations, to ensure we target areas where we can make the most significant impact with water reductions and optimization, in 2025 we assessed overall water risk and water stress areas utilizing the World Resources Institute (WRI) Aqueduct Global Maps Tool annually. In 2025, we identified 15 locations in high to extremely-high areas of overall water risk.

Water usage data from 2025 is summarized in the [Appendix – Summary of Sustainability Metrics](#).

Environmental Management

Martinrea developed a global environmental compliance program, for its manufacturing locations to receive, ISO 14001 or functionally equivalent environmental certification. ISO 14001 specifies the requirements of an environmental management system and is a systematic approach to handling environmental issues within an organization. Third-party and internal audits or inspections are conducted regularly across our plants.



SPOTLIGHT

Leave it Better Awards

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

The criteria considered for the Leave It Better award encompasses a wide range of sustainability initiatives, including carbon emission reductions, energy efficiency, initiatives towards Zero Landfill, community efforts, sustainability innovation, diversity, amongst other key sustainability efforts.

These criteria help to ensure that our manufacturing locations are helping to 'Leave It Better' in the communities they operate. The following finalists were chosen for their stand-out sustainability efforts in 2025:

- Fluids Business Unit's North Vernon location in the USA
- Metallics Business Unit's Silao location in Mexico
- FMG Business Unit's Ramos location in Mexico
- Aluminum Business Unit's Meschede location in Germany

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

The 2025 Leave It Better award winner was presented to Martinrea's Ramos location, which was chosen due to the following sustainability accomplishments:

- Implementation of energy-efficient processes leading to over 30% reduction in carbon emissions since 2019.
- Successful waste reduction initiatives resulting in a 62% decrease of landfill waste from 2022.
- Focus on water reduction initiatives, resulting in a 39% decrease of water consumption since 2022.
- Strong gender diversity and community outreach efforts, supporting the local communities and environment.
- Impressive staff engagement, embedding sustainability through staff educational workshops and energy reduction discovery tours.

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



RICARDO PAREDES ORTEGA
GENERAL MANAGER, RAMOS ARIZPE

I'm deeply honored to represent FMG Ramos for this prestigious award. This recognition is a testament to the efforts of our exceptional team, who embody our commitment to creating a workplace where everyone thrives. Our dedication to caring for our people, community, and environment is unwavering. At FMG Ramos, we stand together, support each other and take care of one another, and I'm proud to be part of this journey.



LEAVE IT BETTER AWARD WINNERS

Past Recipients

2022 - Martinrea Spain

2023 - Hermosillo Structures

2024 - Martinrea Alfield

2025 - Martinrea Ramos



Social

Making People's Lives Better

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

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Corporate Responsibility

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

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

Our corporate governance policies are located on our [website](#).

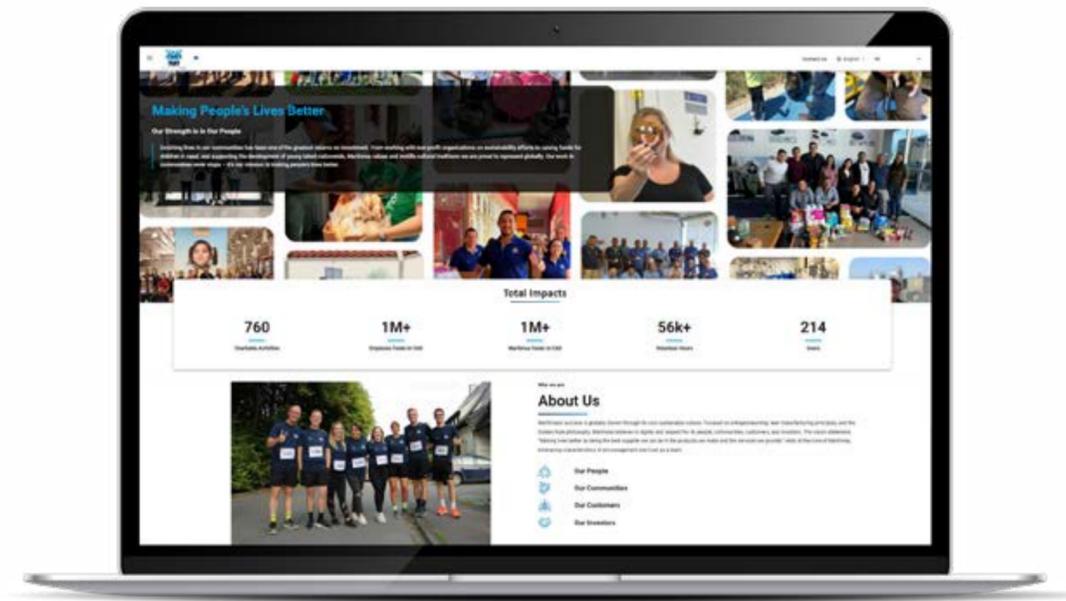


Making People’s Lives **Better**

Community Involvement

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

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



\$433K+
Martinrea funds in CAD*

\$385K+
Employee Funds in CAD*

34K+
Volunteer Hours*

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

Making People's Lives Better



CALEDON YARD CLEAN UP

Employees at our Caledon Tubing location celebrated Earth Day by taking pride in cleaning up the environment. The team collected many bags of waste, leaving a positive mark on our environment. Martinrea will continue to give back to our planet, because every day is Earth Day.



GIVING BACK THROUGH VOLUNTEER WORK

Each month, our Hermosillo Assembly plant volunteers at BAMX Hermosillo, an association that rescues and distributes food pantry items to people experiencing hardship. The plant routinely sends four team members from different departments that are eager to support their community. The team helps the food pantry by sorting through household items and putting together meal kits.



ICON GIVES BACK TO THE LOCAL COMMUNITY

Our ICON location hosted a Blood Drive for The Red Cross an activity the facility has completed several times before. By having The Red Cross visit on-site, employees were able to take a few minutes to give back. The team was able to give 21 units to this worthy cause with 24 registered donors and six first-time donors.

Making People's Lives Better

CREATING SPECIAL MOMENTS FOR OUR COMMUNITY

Trainees at the Bergneustadt plant and Construction Depot came together to manufacture and install a heart shaped lock holder at their local park. By doing this for their local community, it helped build craftsmanship and allowed residents to attach personal locks to capture memories, friendship and special moments.



MARTINREA RAN TO HELP FUND COMMUNITY PROJECTS

Martinrea Slovakia took part in the seventh anniversary of Fair Cross charity run. This event helps raise money for the Pezinok City Foundation as well as REVIA, a foundation aimed at improving the quality of life. Our team members' children had the chance to follow in their parents' footsteps by taking part in the kids' run. Slovakia always looks forward to being a sponsor for this non-profit organization.



SENAI TEACHERS VISIT MARTINREA BRAZIL

SENAI is a professional education institution that plays a vital role in training industry professionals. Martinrea Brazil welcomed representatives from this organization for a plant visit, focused on gathering technical insights to support industrial learning courses in mechanical manufacturing and industrial maintenance. Martinrea is proud to contribute to the development of skilled professionals preparing for the industry's evolving demands.



Workplace Health and Safety

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

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

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

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

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

Martinrea has consistently improved accident rates, year over year. Our company wide Total Recordable Injury Frequency (TRIF) rates have improved by 92% since 2014 and 68% since 2019. Even within the last year, our TRIF rates have improved by 28%. Approximately 41% of our manufacturing plants are ISO 45001 certified for Management Systems of Occupational Health and Safety. Health and safety data from 2025 is summarized in the [Appendix – Summary of Sustainability Metrics](#).



ARMANDO PAGLIARI
EXECUTIVE VICE PRESIDENT, HUMAN RESOURCES

At Martinrea, workplace health and safety is not just a priority, it is a fundamental responsibility and a core expression of our commitment to Making Lives Better. Protecting our people from injury and illness begins with leadership and is strengthened through the active participation of every employee across our global organization.

TRIF - COMPANY WIDE



Diversity, Equity and Inclusion

Martinrea for All

The Company believes in sound policies and practices aimed at increasing diversity, equity and inclusion for its directors, executives and employees. In a complex global marketplace, the ability to draw on a wide range of viewpoints, backgrounds, skills and experiences through the talent of our team members is critical to our success, and helping to improve productivity and innovation.

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

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

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



Diversity, Equity and Inclusion

Gender Diversity

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

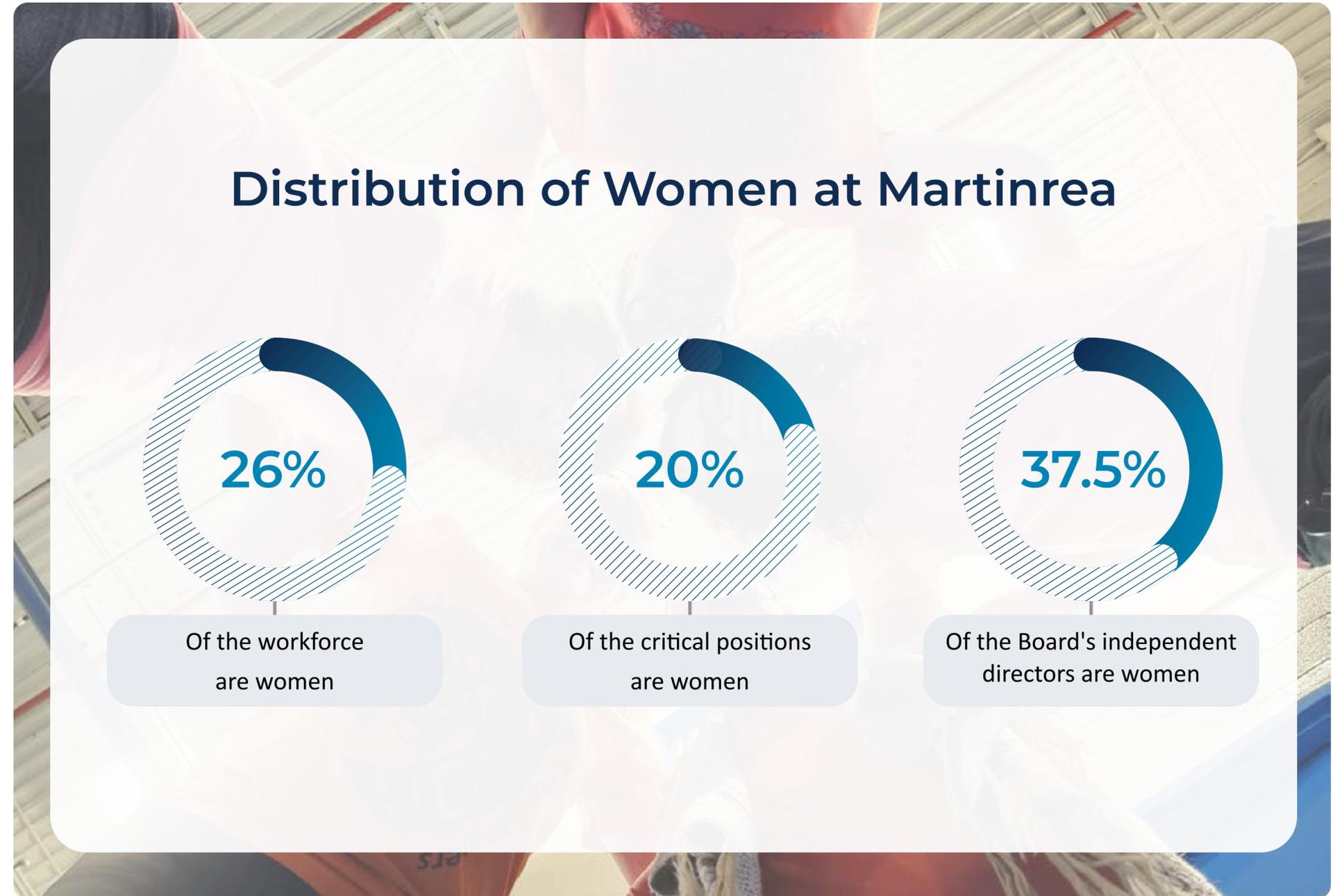
The Company aims to support diverse candidates, in operational roles through strategies we have implemented to ensure exposure and opportunities. In 2025, women made up approximately 26% of positions within Martinrea's global workforce and approximately 32% within Martinrea's Canadian workforce. In critical positions (management and above) at Martinrea, women made up approximately 20% globally and 21% within the Canadian workforce.

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

Board Diversity

The Board of Directors currently has three female directors out of eight independent directors, meaning approximately 37.5% of the independent directors are women. The Company considers diversity as directors retire or a determination is made to expand the number of directors on the Board. Gender Diversity data from 2025 is summarized in the

[Appendix – Summary of Sustainability Metrics.](#)



Diversity, Equity and Inclusion

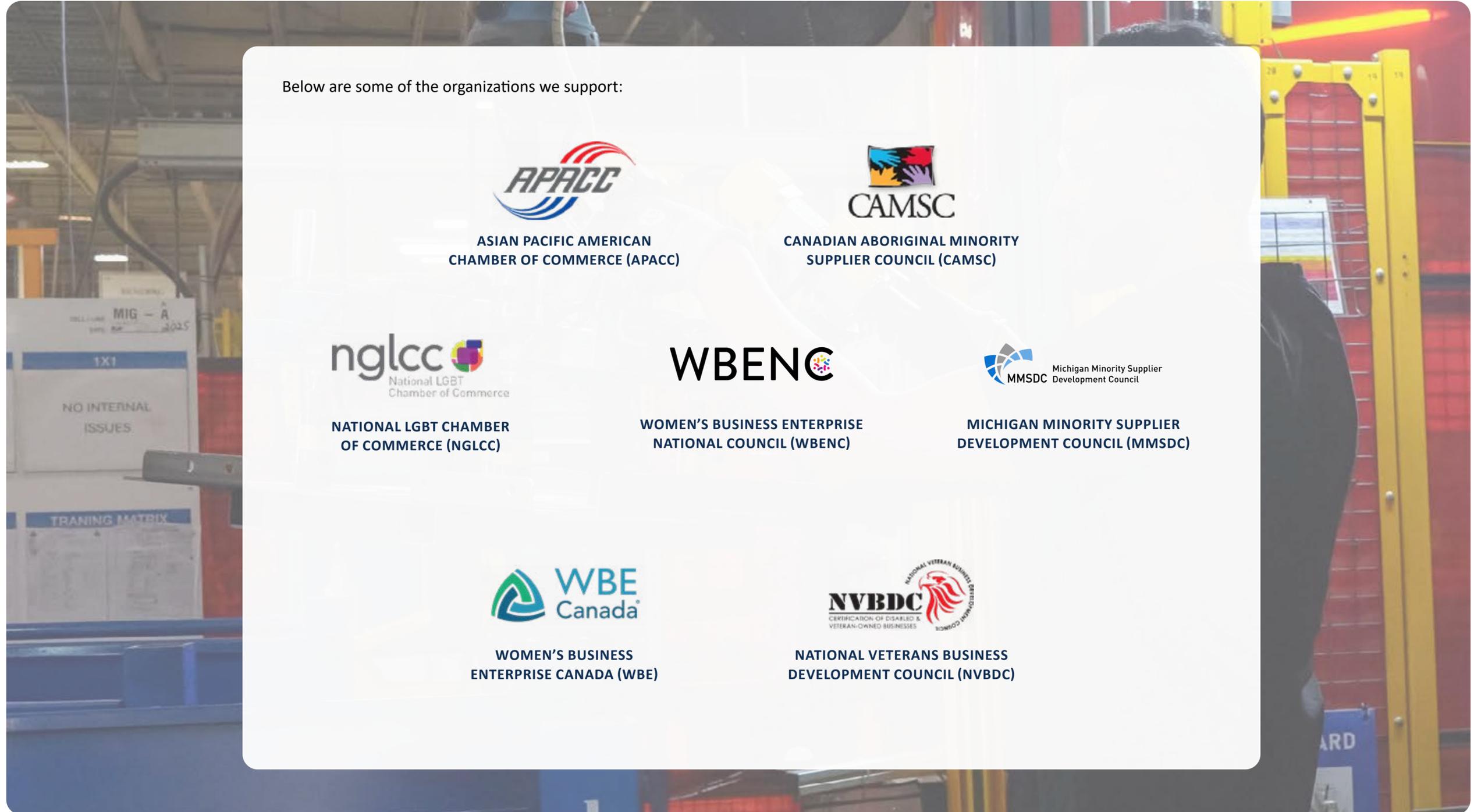
Supply Chain Diversity

To Martinrea, our vision of Making People’s Lives Better includes supporting diverse-owned businesses in the communities in which we operate.

Martinrea’s Supplier Diversity program supports nearly 100 diverse companies. The company sponsors various organizations, both financially and through attending multiple tradeshows, events, conferences and procurement fairs.

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

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



Below are some of the organizations we support:



ASIAN PACIFIC AMERICAN CHAMBER OF COMMERCE (APACC)



CANADIAN ABORIGINAL MINORITY SUPPLIER COUNCIL (CAMSC)



NATIONAL LGBT CHAMBER OF COMMERCE (NGLCC)



WOMEN’S BUSINESS ENTERPRISE NATIONAL COUNCIL (WBENC)



MICHIGAN MINORITY SUPPLIER DEVELOPMENT COUNCIL (MMSDC)



WOMEN’S BUSINESS ENTERPRISE CANADA (WBE)



NATIONAL VETERANS BUSINESS DEVELOPMENT COUNCIL (NVBDC)

Diversity, Equity and Inclusion

Accessibility

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



INTERNATIONAL DAY OF PEOPLE WITH DISABILITIES

In 2025, as an initiative from one of the DEI A&E Subcommittee Members (Priscilia Acuña, Direct Buyer, Hermosillo, Mexico), and with the support of the HR Mexico Team and the Global Communications Team, a video testimonial was coordinated highlighting voluntary employee testimonials sharing their personal and professional experiences living with a disability.

Aligned with our Guiding Principle #6: “We are a diverse and inclusive team,” the goal was to raise awareness and increase visibility in the workplace of this important date.

Four Mexican employees (Priscilia Acuña, Direct Buyer, SCO Martinrea Hermosillo (hearing impairment) / Alexa Lozano, Cell Operator, Martinrea Silao (physical impairment) / Abril Reyes, HR Generalist, Ramos FMG (visual impairment) / Ariel Pérez, Engineering Lead, Martinrea Estampados (physical impairment)); voluntarily shared experiences from their own authentic perspectives. These testimonials were subtitled and translated to English to be shared with HR Globally and through our intranet to commemorate the day.

This is an example of “Our Strength is in Our People” and Martinrea’s commitment to embracing and encouraging our employees many differences, ensuring that “One Martinrea” includes the unique perspectives of all of our valued employees worldwide.



PRISCILIA ACUNA DAVILA
DIRECT BUYER, HERMOSILLO ASSEMBLY

Disability is a human condition that many of us are exposed to since it can be acquired at birth, from diseases or due to advanced age. My disability has taught me in various ways that it is not a limitation. It has taught me that I can try as many times as it takes and I will be able to overcome obstacles in my life thanks to perseverance, discipline and the desire to make the most of every day.

SPOTLIGHT

Martinrea Builds a Sustainable Workforce through Community Partnership

Bishop Circle Assembly (BCA) strengthened both operational performance and community impact through a disciplined workforce partnership with Drive Staffing Solutions. What began as a staffing initiative has evolved into a scalable workforce model that balances production demands with long-term employee stability.

Working alongside Drive, Jackson Interfaith Shelter, Gems of Jackson and other local partners, leadership teams meet weekly to align production forecasts, workforce needs and support resources. This consistent cadence drives proactive problem-solving, faster decision-making and sustained alignment between operational demand and workforce supply.

A cornerstone of the model is the weekly onsite job fair at Jackson Interfaith Shelter, which has become a dependable employment pipeline for the broader community, including individuals in workforce reentry programs. With Drive and Martinrea present onsite, screening and hiring decisions are streamlined, reducing barriers and accelerating access to stable careers.

“This partnership reflects what’s possible when operational excellence and community responsibility work hand in hand,” said Pat D’Eramo, Chief Executive Officer. “By investing in people, strengthening local partnerships and removing barriers to employment, we’re not only building a more resilient workforce, we’re creating long-term value for our employees, our communities and our business.”

In 2025, BCA welcomed 340 team members, with 94 transitioning directly into long-term Martinrea roles. Retention and attendance were further strengthened through coordinated transportation and housing support, addressing two of the most common barriers to workforce stability. The addition of accessible childcare through Gems of Jackson further reinforced reliability for working parents while improving overall workforce resilience.

This partnership reflects a practical truth: when operational excellence and community responsibility are aligned, the result is a stronger workforce, a stronger community and a stronger business built to scale and replicate.



Employment

As part of our commitment to a strong corporate culture, the Company has 10 Guiding Principles which provide the foundation for our approach to dealing with all aspects of our business, including our people. Martinrea is committed to the fair treatment of employees, a safe, healthy and diverse workplace, competitiveness of wages and open communication. We believe providing employees with a safe and pleasant working environment, based on dignity and respect, is an important factor in maintaining labour productivity and goodwill to produce quality products that exceed customer expectations. The future success of Martinrea depends in part on its ability to attract and retain qualified people.

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

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

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

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

Human Rights

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

Our suppliers, contractors and other business partners with whom we do business are also expected to adhere to our standards, including human rights and labour practices. Suppliers should also require their own suppliers and sub-suppliers to establish similar policies to facilitate a consistent commitment.



Employment

Employee Resource Groups



MINDSMATTER

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



WOMEN AT MARTINREA

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



YOUNG PROFESSIONALS

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

Responsible Sourcing

Supply Chain

Martinrea seeks to fully comply with all applicable labour and other laws in all jurisdictions in which we operate. We expect our supply chain to adhere to our Supplier Code of Conduct and Ethics (“Supplier Code”), which articulates our fair enterprise culture and serves as a general endorsement of the human rights and international labour standards reflected in the United Nations Universal Declaration of Human Rights, International Labour Organization (‘ILO’) Fundamental Conventions, and ILO Declaration on Fundamental Principles and Rights at Work. Our Supplier Code reflects an express and unequivocal prohibition on the use of forced or child labour.

Our Supplier Code is an integral part of our supplier package, which emphasizes the importance of maintaining global working conditions and standards for the dignified and respectful treatment of all employees within all our global operating locations, as well as those of our supply chain. Suppliers are expected to respect internationally recognized human rights. A failure by any of our suppliers to comply with the Supplier Code may result in the termination by Martinrea of the supplier relationship. In accordance with the Supplier Code, suppliers are to establish similar policies with their own suppliers to facilitate a consistent commitment.

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

There is increased global legislation mandating due diligence of supply chains. To help comply with laws across different jurisdictions in which we operate, we conduct risk assessments as we determine necessary as a part of our broader enterprise risk management systems. The assessments help to identify, avoid and address related financial risks and opportunities to key business areas, human rights issues, environmental issues and economic impacts. We continue to monitor compliance with emerging supply chain regulations that apply to our operations and our supply chain. No production suppliers or temporary staffing/labour agencies were terminated in 2025 as a result of a violation of working conditions or human rights.

Conflict Minerals

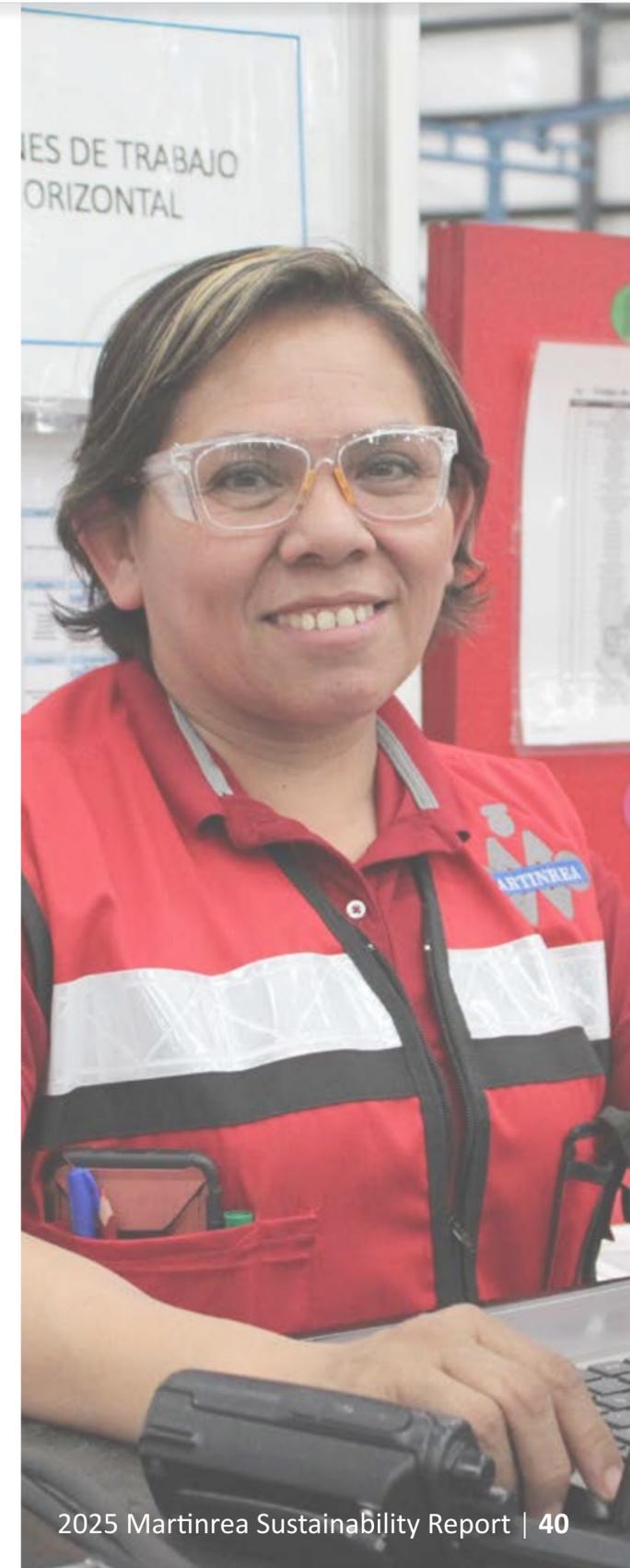
Martinrea’s Conflict Minerals Policy provides a general overview of our commitment to ethical and socially responsible business practices, including promoting the protection of human rights. We report annually regarding our due diligence activities relating to conflict minerals (tin, tantalum, tungsten and gold, also known as 3TG) that originated in the Democratic Republic of Congo or an adjoining country. Consistent with the approach taken by our customers, suppliers and other industries, we are engaged in an annual process of determining whether any products which we make or buy contain such conflict minerals. We request all relevant suppliers to report to us using a standardized Conflict Minerals Reporting Template, including identifying smelters and refiners of 3TG in our supply chain. Our suppliers are requested to cascade the same requirement throughout

their supply chain. We have designed our conflict minerals activities in accordance with the OECD Due Diligence Guidance for Responsible Supply Chains of Minerals from Conflict-Affected and High-Risk Areas. Our activities with respect to extended minerals currently include collecting information regarding cobalt and mica. Our extended minerals diligence program will be extended in 2026 to include collecting information regarding copper, natural graphite, lithium and nickel. We continue to engage with our suppliers to increase awareness, and accuracy, of conflict minerals reporting requirements.

Per- and Polyfluoroalkyl Substances

Per- and polyfluoroalkyl substances (PFAS) are a group of approximately 10,000 synthetic chemicals with unique properties (low friction, heat resistance, chemical/fuel stability, low permeation and durability). Such chemicals do not break down easily, and stay in the environment for long periods of time. As a result, they can pose significant risks to human health and ecosystems. PFAS regulations vary significantly across different countries, reflecting diverse approaches to managing the risks associated with these persistent chemicals. Some jurisdictions, such as Canada, have imposed stringent reporting requirements for PFAS with a view to establishing baseline data to support future regulatory actions. Other jurisdictions such as the US and Europe have, or have proposed, regulations banning or phasing-out PFAS in certain products. In addition to compliance with existing reporting obligations, Martinrea currently monitors current and emerging PFAS regulations, and is working to assess and address the potential impact of

PFAS regulations on its product portfolio and to commence substitution activities in cooperation with our supply chain, where alternatives are available.



Public Policy Involvement

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



AUTOMOTIVE PARTS MANUFACTURER'S ASSOCIATION (APMA)

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



AUTOMOTIVE INDUSTRY ACTION GROUP (AIAG)

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



MICHAUTO

Martinrea's CEO serves on the board of directors and the Global Director, Communications and Marketing, serves as a co-chair for the talent and awareness committee. MichAuto is dedicated to advancing Michigan's automotive and mobility industry. MichAuto collaborates with industry leaders, policymakers and stakeholders to support workforce development, drive innovation and advocate for policies that strengthen the region's automotive ecosystem.



WOMEN IN MANUFACTURING (WIM)

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

Public Policy Involvement



CANADIAN AUTOMOTIVE PARTNERSHIP COUNCIL (CAPC)

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



MOTOR AND EQUIPMENT MANUFACTURERS ASSOCIATION (MEMA)

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



AUTOMOTIVE WOMEN'S ASSOCIATION FOUNDATION (AWAF)

Martinrea's Global Director, Communications and Marketing, serves as a co-chair for the sponsorship committee. AWAF organization focused on supporting the advancement of women in the automotive industry through education and professional development. AWAF offers scholarship programs, networking events and leadership opportunities to help women succeed in the automotive sector.



ACCELERATE ALLIANCE

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

Public Policy Involvement



AUTO/STEEL PARTNERSHIP

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



CEO COALITION FOR CHANGE

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



PRECISION METALFORMING ASSOCIATION (PMA)

Martinrea International is an active participant in the Precision Metalforming Association (PMA). The organization's mission is to advance the metalforming industry, including promoting best practices, workforce development, advocacy and access to industry resources, while connecting with peers and contributing to the broader metalforming community that underpins automotive innovation and manufacturing excellence.



MISSION FROM MARS

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

Public Policy Involvement



SUPPLIERS PARTNERSHIP FOR THE ENVIRONMENT

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



CANADIAN CENTRE FOR DIVERSITY AND INCLUSION (CCDI)

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



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

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



CADIA

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

SPOTLIGHT

Connecting People with Policy



Rob Wildeboer, Executive Chairman, recently attended meetings in Mexico City with President Sheinbaum of Mexico and Prime Minister Carney of Canada. The two countries signed an agreement to promote trade between their regions. In commemoration of the event, Mr. Wildeboer presented a bottle of Martinrea's custom made tequila (MariAngel Anejo) to each of the leaders. This was a wonderful representation of the partnership between the two countries as it combines Mexican tequila with Canadian maple syrup.

"Making peoples' lives better entails active and effective involvement with our national, state and local governments," Rob Wildeboer said. "Our senior leadership and local plant leaders are committed to helping create a better society, for our people. Over the years, we believe our engagement has made a positive and practical contribution for government leaders and our industry."



As CEO of Martinrea International, Pat D'Eramo brings a strong manufacturing voice to his role as Vice Chair of the U.S.-Mexico Economic Council (USMXECO) at the U.S. Chamber of Commerce. In this leadership position, he helps guide dialogue and strategy around cross-border trade, investment, and supply chain integration between the United States and Mexico. His experience leading a global Tier-1 automotive supplier operating across North America provides real-world operational insight into the policies that directly impact competitiveness, workforce development, and regional economic growth.

At a time when North American trade relationships and industrial strategy are central to economic stability, Pat's involvement ensures that advanced manufacturing perspectives are represented in policy discussions. He plays a key role in strengthening collaboration between business leaders and policymakers, reinforcing the importance of an integrated U.S.-Mexico supply chain to job creation, innovation, and long-term resilience across the region.

Governance

Our Commitment to Compliance

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Business Ethics

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

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

We maintain cross-functional working groups to coordinate implementation of activities to meet obligations under laws and regulations addressing human rights and social risks, including the German Act, Canadian Forced Labour Act, the U.S. Uyghur Forced Labor Prevention Act, the E.U. Corporate Sustainability Due Diligence Directive (CSDDD); and E.U. Regulation on Prohibiting Products Made with Forced Labour on the Union Market.

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.

Supply Chain Responsibility

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

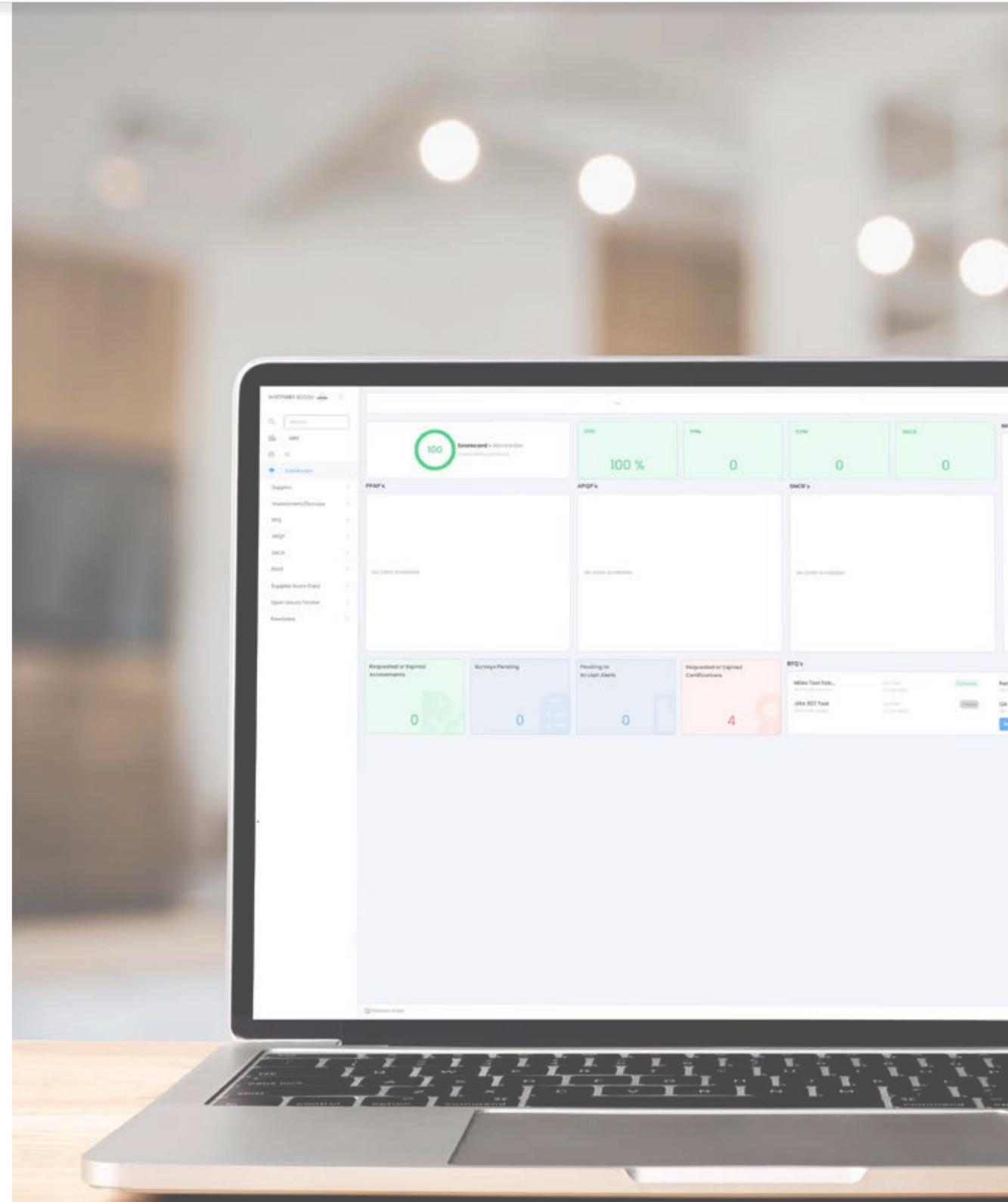
- Responsible sourcing of materials
- Respect for human rights such as zero tolerance for forced and child labour or human trafficking
- Employee health and safety
- Promotion of diversity and inclusion
- Privacy and cybersecurity
- Prohibitions against counterfeit parts
- Environmental protection
-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

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



DEANA NORTON
MANAGER - CUSTOMS COMPLIANCE, SCO

Strong customs expertise helps translate our values into action. By embedding trade compliance into sourcing decisions and rigorously validating documentation, we work with our suppliers to reinforce transparency, accountability and ethical, lawful business practices across our global supply chain.





Information Technology And Cybersecurity

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

To reduce the risk of cybersecurity attacks and associated losses, Martinrea employs a threat-intelligence-based cybersecurity solutions that proactively defends against a wide range of attacks. This approach incorporates AI-enhanced security tools that continuously learn and adapt to evolving risks. In addition, when appropriate, we engage third-party specialists to support the prevention, detection and response to cybersecurity challenges.

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

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

Martinrea Whistleblower

Martinrea’s Code of Conduct is a cornerstone of our commitment to honesty and integrity in all business dealings. It provides clear guidelines to understand and comply with ethical standards. We have policies for employees to safely communicate suspected violations of the Code of Conduct and the Employee Bill of Rights. We maintain a confidential and anonymous whistle-blowing line, administered by a third-party and available for employees and any other stakeholders (including all members of value chain such as customers, subcontractors and suppliers) to make submissions.

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

Legal Disclaimer

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

The information in this report, including financial information, has been prepared to the best of Martinrea's knowledge based on the information available to Martinrea on the relevant dates and has not be reviewed or verified by any third party. Martinrea has not independently verified information provided to it by third-parties. Key metrics in this report are collected and calculated according to Martinrea's policies and procedures, which may change from time to time. We caution readers that our processes to collect and validate the energy, emissions and water data provided throughout report are not as mature as those related to financial data, but we are committed to enhancing both the data collection/validation processes and thus the quality of the data, in the coming years. The information in this sustainability report is not exhaustive of all of the Company's sustainability risks and opportunities. Please refer to the Company's Annual Information Form and the Company's Management Discussion and Analysis for the fiscal year ended 2025 and other public filings for more information on sustainability risks and opportunities applicable to Martinrea, which can be found at www.sedarplus.ca.

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

1-Based on Martinrea's Management Discussion and Analysis for the 2025 fiscal year end, a copy of which can be obtained on www.sedarplus.ca.

Appendix

Sustainability Metrics



Appendix

Topic	UNSDG	Metric	2025 Data ⁽ⁱ⁾	2024 Data	Baseline Data	Change from Previous Year	Change from Baseline	Baseline Year
Energy Management		Natural Gas (MWh)	348,992	369,376	368,438	↓ 5.5%	↓ 5.3%	2019
		Electricity (MWh)	488,577	541,214	547,650	↓ 9.7%	↓ 11%	2019
		Aggregate amount of energy consumed (MWh)	837,569	910,590	916,088	↓ 8.0%	↓ 8.6%	2019
		% energy supplied by electricity grid	58%	59%	60%	↑ 1.7%	↑ 3.3%	2019
		Amount of on-site renewable energy (MWh)	4,329	3128	0	↑ 38%	↑ -	2019
		Energy Intensity (MWh/\$1000 CAD sales)	0.174	0.182	0.237	↓ 4.4%	↓ 27%	2019
Carbon Emissions		Absolute Scope 1 Emissions (mtCO ₂)	65,473	69,278	69,144	↓ 5.5%	↓ 5.3%	2019
		Absolute Scope 2 Emissions (mtCO ₂)	149,471	169,289	217,077	↓ 12%	↓ 31%	2019
		Total Scope 1 & 2 Carbon Emissions (mtCO ₂)	214,943	238,567	286,221	↓ 9.9%	↓ 25%	2019
		Carbon Intensity (mtCO ₂ /\$1000 CAD Sales)	0.045	0.048	0.074	↓ 6.3%	↓ 40%	2019
Waste Management		Total manufacturing waste generated (tonnes)	291,530	339,993	308,015	↓ 14%	↓ 5.4%	2022
		Total hazardous waste (tonnes)	4,276	4,295	5,517	↓ 0.4%	↓ 22%	2023
		% hazardous waste	1.47%	1.26%	1.79%	↑ 0.2%	↓ 0.3%	2023
		Total non-hazardous waste to landfill (tonnes)	3,356	4,069	8,650	↓ 18%	↓ 61%	2022
		% waste recycled, composted, repurposed	97.4%	97.5%	95.4%	↓ 0.2%	↑ 2.0%	2022
		Total waste to energy (tonnes)	1,706	1,747	1,147	↓ 2.3%	↑ 0.5%	2022
		% of manufacturing plants with >90% landfill diversion rate	88%	83%	70%	↑ 5%	↑ 18%	2022
Water Management		Annual water withdrawals (1,000 cubic meters)	2118	2,297	2,320	↓ 7.8%	↓ 8.7%	2022
		% of water usage in high water stress areas	9.7%	9.5%	9.5%	↑ 0.2%	↑ 0.2%	2022
Health and Safety		Total Recordable Injury Frequency (TRIF)	0.73	0.99	2.21	↓ 28%	↓ 68%	2019
		Lost Time Injury Frequency (LTIF)	0.42	0.55	1.03	↓ 28%	↓ 60%	2019
Gender Diversity		% women employees in Canada	32%	33%	31%	↓ 1.0%	↑ 2.0%	2022
		% women employees globally	26%	27%	23%	↓ 1.0%	↑ 3.0%	2022
		% women employees in Canada in leadership (manager and above)	21%	20%	19%	↑ 1.0%	↑ 2.0%	2022
		% women employees globally in leadership (manager and above)	20%	20%	18%	- 0.0%	↑ 2.0%	2022
		% women on the Board of Martinrea	37.5%	43%	33%	↓ 5.5%	↑ 4.5%	2019

(i) 2025 data with respect to Water Withdrawals, Emissions, Energy Management, and Waste Management is preliminary.

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

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



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