Multimatic

Sustainability Report 2025

Introduction

Multimatic is a privately held, global enterprise supplying components, systems and engineering services to the automotive industry.

Multimatic's core competencies include the engineering and manufacturing of complex mechanisms, body hardware, suspension systems and body structures, as well as the design and development of lightweight composite automotive systems. In addition, Multimatic delivers niche vehicle design, development and production for road and race applications.

Headquartered near Toronto, Canada, Multimatic has manufacturing divisions and engineering facilities in North America, Europe, Asia, and alliance relationships with partners around the world.

Multimatic is comprised of four operating groups:

- Multimatic Mechanisms
- Multimatic Structures and Suspension
- Multimatic Technologies
- Multimatic Niche Vehicles

"Solving our customers' problems through our know-how, embedded in the products and services we sell."

Global Presence

Canada
Multimatic's corporate headquarters is located near Toronto, along with high volume production plants, niche vehicle build facilities, engineering technical centre and dedicated tool and prototype shops.

The United Kingdom
Multimatic has manufacturing, engineering and motorsport facilities in the UK, located around Coventry (in the West Midlands) and Thetford (in Norfolk).

Continental Europe
Multimatic has sales and engineering facilities in Germany (Cologne), France (Signes) and the Czech Republic (Prague).

United States
Multimatic's sales office, customer service and engineering support is located near Detroit, with manufacturing plants in Michigan, Indiana and Tennessee, as well as motorsport facilities in North Carolina.

Mexico
Multimatic's manufacturing operations are located in San José Iturbide (Guanajuato).

China
Multimatic has a manufacturing plant in Kunshan (near Shanghai), along with a dedicated sales and customer support team.

Our Approach

Mission and Vision

Multimatic, through its employees, is committed to being an industry leader in the protection and conservation of our natural environment through continual improvement, prevention of pollution and the elimination of waste in our processes, as defined in our Environmental Policy.

We strongly support environmental responsibility and the elimination of waste as an operating philosophy. We believe this is essential for global competitiveness and is the “right choice” for our future.

It is our goal to minimize the environmental impact of our activities and products on the public, employees, customers and property, and we will comply with all applicable environmental regulations as well as any other applicable requirements to which we subscribe.

Objectives

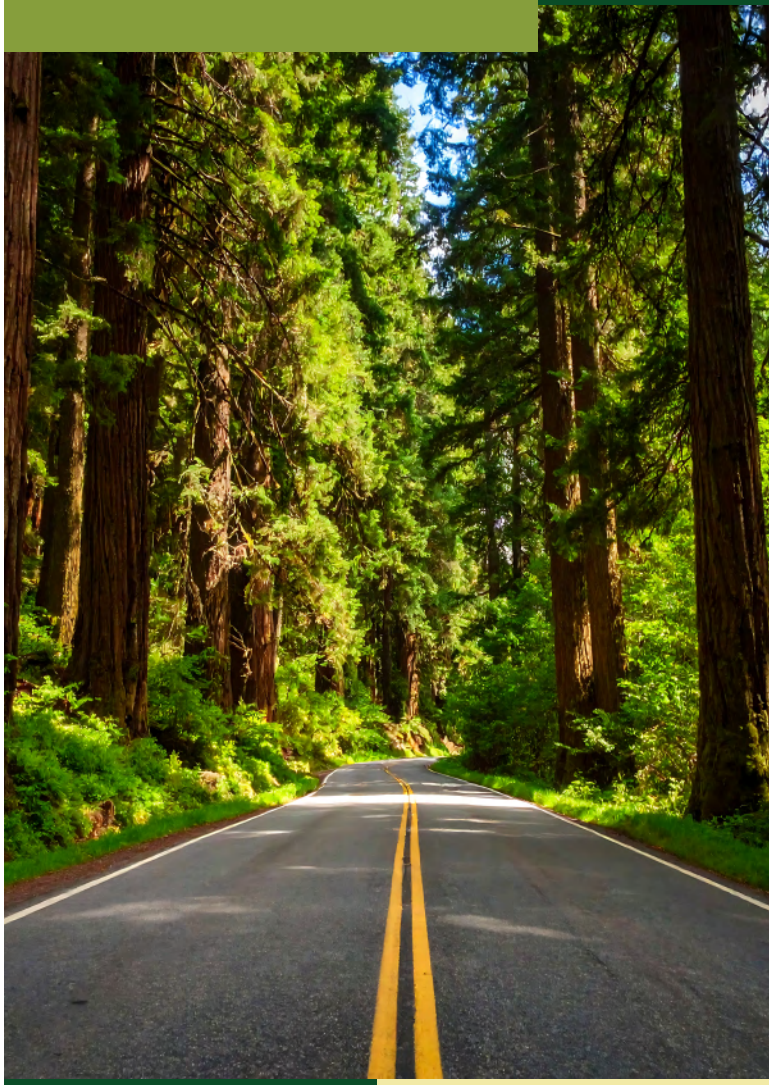
We at Multimatic are committed to developing and implementing environmentally responsible manufacturing. We mandate our global facilities to certify to the internationally recognized ISO14001 environmental standard, engage in energy conservation and to reduce consumption of natural resources.

Our Course of Action

At Multimatic, we recognize that many of our OEM customers are setting ambitious carbon reduction goals and expect their suppliers to align with these targets. We appreciate the importance of these goals, but some of these targets are more ambitious than our sustainability goals.

As our customers pursue their evolving sustainability objectives, including requests for future programs based on 100% renewable energy use, we understand the critical role we play in helping them achieve these targets.

As we work to meet our customers’ expectations for decarbonization, Life Cycle Assessments (LCA), and water usage targets, we acknowledge the challenges related to feasibility, timing, and cost. Despite these obstacles, we remain dedicated to and committed to continuous improvement in all aspects of our business.



Environmental Management

We are committed to reducing our year-over-year CO_2 emissions through a lean, efficiency-driven approach. Our environmental strategy focuses on creating synergies across operations to minimize impact and drive continuous improvement.

To further reduce our carbon footprint, we will expand initiatives based on data-driven analysis and targeted action.

Key Activities Include:

- Standardized collection and reporting Greenhouse Gas (GHG) emissions, measured in CO_2e metric tonnes

- Use of divisional sustainability performance scorecard (SAQ) system
- Equipment Optimization: Upgrades and smart controls implemented to reduce power usage, especially during peak hours
- Continued development of a supply chain sustainability management system with integrated reporting
- Enhancements in product and process design to improve environmental performance
- Adoption of Kaizen methodology and the G.E.A.R. program to empower employees in driving continuous improvement and waste reduction
- Launch of *Project Green*, featuring:
  - Divisional sustainability metrics database
  - Divisional Product Life Cycle Assessment (CO2e) tool
- Circular Economy practices with focus on Product Carbon Footprint Analysis
- R&D focus on sustainable materials, technologies, and manufacturing processes.

We believe in the ongoing advancement of energy efficiency, emissions reduction, water stewardship, and waste management. Our commitment to sustainability is embedded in every aspect of our operations.

Shifting into...

G.E.A.R.

Group Efforts Achieving Results

Continuous improvement drives our company's future. The GEAR program empowers employees to make positive changes to their job and work environment.

No improvement is too small, if it reduces waste, improves quality or makes a job easier, this program says just do it and get rewarded for it! Many small improvements implemented quickly and consistently is better than one big change.

The GEAR program takes our current sustainability practices to the next level by identifying GEARs that contribute to achieving our targets with measurement and tracking.

Our Environmental Strategy

We at Multimatic, remain steadfast in our commitment to reducing waste and improving energy efficiency in alignment with our corporate mission and vision. Our teams work collaboratively to identify practical opportunities for energy savings across our manufacturing operations, driven by a culture of continuous improvement.

Performance Overview

Below is a year-over-year comparison of our key corporate sustainability metrics, highlighting progress in emissions reduction, energy management, and water stewardship.

Multimatic Environmental Performance 2024

Topic	Metrics	Unit or Measure	2023 Data	2024 Data	Change from 2023
GHG Emissions	Scope 1 and 2 Emissions	Metric tons (t) CO_2e	35,880	33,314	-7%
	Scope 1 and 2 Emission Intensity	Metric tons (t) CO_2e / External Sales (CAD$ M)	18.06	14.69	-19%
	Emission Intensity Target	Percentage (%)	2% YoY Reduction		NA
Energy Management	Aggregate amount of energy consumed (fuel and electricity)	Megawatt hours (MWh)	145,889	142,283	-2%
	% of electricity supplied from renewable energy	Percentage (%)	66%	66%	0%
	Energy Intensity	Megawatt hours (MWh) / External Sales (CAD$ M)	73.42	62.74	-15%
Water Management	Total water withdrawals from municipal systems	Megalitre (ML)	90.00	85.31	-5%
	Water Withdrawals Intensity	Megalitre (ML) / External Sales (CAD$ M)	0.05	0.04	-17%

Corporate Environmental Data for CY2024. The GHG Protocol is the standard for calculating Multimatic's Greenhouse Gas Emissions. Used for third party reporting and annual Corporate Social Responsibility reporting.

Sustainability Targets and Metrics

In alignment with our OEM partners and the broader Drive for Sustainability initiative, we utilize internationally recognized platforms to monitor and report our sustainability performance. These include:

- Carbon Disclosure Project (CDP)
- EcoVadis
- Supplier Assurance (SAQ)
- Manufacture 2030 (M2030)

These systems are widely adopted by automotive OEMs to establish mandatory sustainability targets for suppliers, supporting the industry's transition toward a low-carbon future.

Sustainability Targets

At Multimatic's we have exceeded our CO2 emissions reduction target of 2% in recent years.

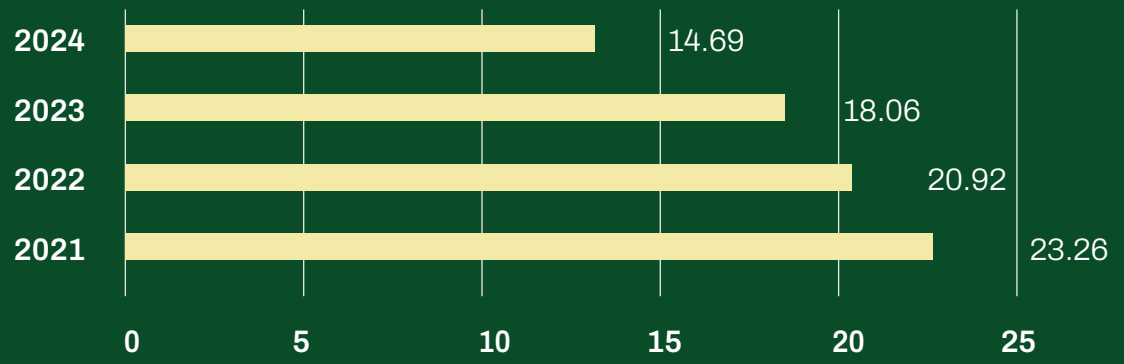
In detail...

- 2% YoY reduction in CO2e emission intensity (CO2e metric tons/$ Sales) for Scope 1 and Scope 2 Annually Achieved:
  - CY2022 at -10%
  - CY2023 at -14%
  - CY2024 at -19%
- CO2e – The "e" signifies that we will combine all greenhouse gas emissions (carbon dioxide, methane, nitrous oxide, etc.) to a CO2 equivalent for standardized reporting
- "Intensity" means our CO2e emissions will be normalized by total sales revenue (3rd party only, not inter-divisional)
- Scope 1 = Emissions Multimatic directly controls (ex. combustion of natural gas for heating, gas consumed in company vehicles)
- Scope 2 = Emissions from electricity we purchase
- Scope 3 is not included in target (ex. supply chain, employee commuting, methane release from landfill waste, etc.)

Total CO2e Emissions Itensity

Metric Tons (t) CO2e / External Sales (CAD$ M)

The chart illustrates our year-over-year reduction in CO2e emissions for Scopes 1 and 2. It highlights a consistent downward trend in our emissions reduction efforts.



Activity Progress - CO2e Emissions

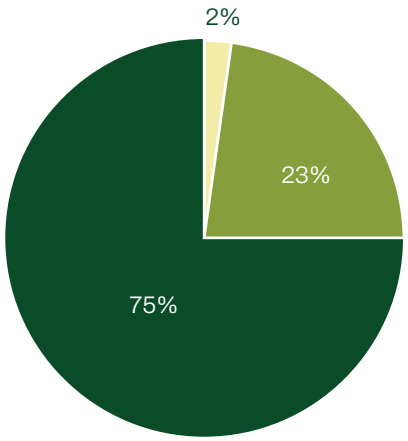
We continue to make meaningful strides in reducing CO_2e emissions across our operations, reinforcing our commitment to environmental leadership and continuous improvement.

The data presented represents our emissions performance from Multimatic's 32 primary global facilities for calendar year 2024. These results reflect not only our progress to date but also the strength of our global collaboration and operational discipline.

Looking ahead, we remain confident in our ability to drive further reductions through innovation, strategic partnerships, and a steadfast focus on sustainability excellence.

CO_2e Definition
Carbon dioxide equivalent (CO_2e) bundles all greenhouse gas emissions to be expressed as a single number which represents the total global warming potential.

At Multimatic, CO_2e includes: CO_2 (carbon dioxide), CH_4 (methane), and N_2O (nitrous oxide). The tonnes of CH_4 and N_2O are factored up to their equivalency in tonnes of CO_2.



2023

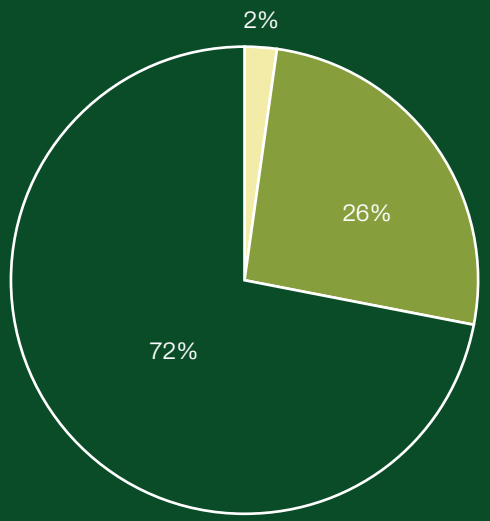
- From generation of purchased electricity - 75%
- Natural gas and propane - 23%
- Gasoline/diesel in company owned vehicles - 2%

- 26,784 tonnes
- 8,312 tonnes
- 783 tonnes

Total: 35,879 tonnes

*This data does not include Scope 3 emissions (supply chain, employee commuting, methane release from landfill waste, etc.)

Emission Source



2024

- From generation of purchased electricity - 72%
- Natural gas and propane - 26%
- Gasoline/diesel in company owned vehicles - 2%

- 24,075 tonnes
- 8,724 tonnes
- 515 tonnes

Total: 33,314 tonnes

This data does not include Scope 3 emissions (supply chain, employee commuting, methane release from landfill waste, etc.)

Activity Progress - Electricity Sourcing

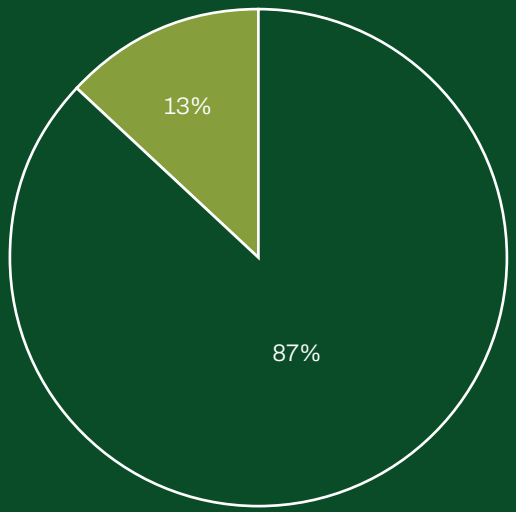
Multimatic has achieved a significant milestone in low-carbon energy sourcing, with 93% of electricity at our Ontario, Canada facilities now generated from low-carbon sources.This accomplishment reflects our ongoing leadership in minimizing CO_2 emissions and reinforces our commitment to sustainable operations.

We will continue to actively pursue low-carbon energy solutions across all regions. Our goal remains clear: to drive year-over-year reductions in emissions through innovation, collaboration, and responsible energy choices.

Multimatic continues to advance its commitment to low-carbon energy sourcing across global operations. The chart below illustrates the electricity generation mix for five key regions, highlighting the proportion of low-carbon energy compared to fossil fuel sources (Gas/Oil and Coal).

Scope 2 Regional Electricity Generation

Low carbon consists of: Nuclear, Hydroelectric, Wind, Solar, Biomass, etc.



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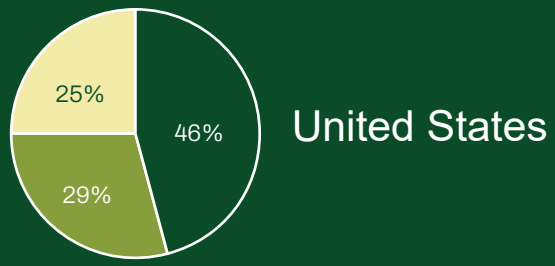

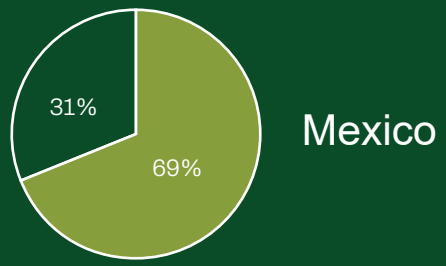

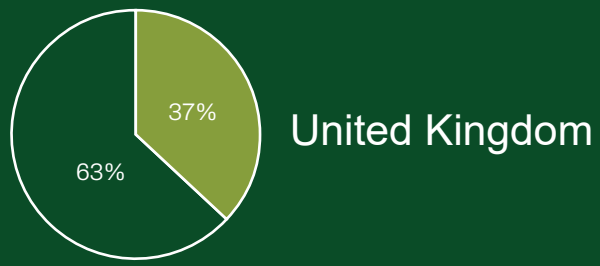

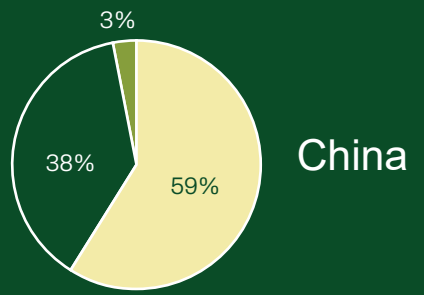

Environmental Measurement and Tracking

In alignment with our commitment to sustainability and regulatory compliance, we leverage advanced environmental measurement and tracking systems across our automotive operations. These tools enable us to monitor and reduce our environmental footprint throughout the vehicle lifecycle—from raw material sourcing to manufacturing and end-of-life.

Industry-Specific Systems & Practices

- **Plant-Level Monitoring:** We deploy real-time monitoring systems in manufacturing plants to track energy use, water consumption, VOC emissions, and waste generation. These systems help identify inefficiencies and support continuous improvement initiatives.

- **Carbon and Emissions Accounting:** We utilize platforms such as Ecoinvent and our in-house Project Green tools to calculate Scope 1, 2, and 3 emissions, including those from logistics and our supply chain. This supports our decarbonization roadmap and compliance.

- **Life Cycle Assessment (LCA):** We have begun to integrate LCA tools into product development to evaluate environmental impacts, guiding design choices that reduce weight, enhance recyclability, and minimize emissions.

- **Environmental Management Systems (EMS):** Our ISO 14001-certified facilities leverage EMS frameworks to drive sustainability, ensuring consistent monitoring, reporting, and regulatory compliance across global operations.

- **IMDS (International Materials Data System):** Through IMDS, we maintain transparency in material reporting and ensure our operations align with evolving sustainability regulations and standards.

- **Supplier Sustainability Reporting Platforms:** We utilize the following platforms to collect environmental data and ensure alignment with our sustainability standards.

    - **Carbon Disclosure Project (CDP):** Since 2015 we have submitted an annual consolidated response to the Carbon Disclosure Project (CDP), a not-for-profit charity that runs the global disclosure system for investors, companies, and governments to manage their environmental impacts. The CDP is seen as the gold standard of environmental reporting with the most comprehensive dataset.

    - **EcoVadis:** EcoVadis, a global and trusted provider of business sustainability ratings and we have been annually submitting since 2017. The EcoVadis sustainability assessment methodology is at the heart of our ratings and scorecards which evaluate companies based on the environment, labour and human rights, ethics and sustainable procurement.

    - **Supplier Assurance:** All of our divisions must complete the Sustainability Assessment Questionnaire (SAQ), designed to be a first check of supplier performance on CSR/Sustainability by all participating OEMs from Drive Sustainability. The SAQ process involves data collection, validation, analysis, and process improvement. OEMs have target numbers that suppliers must meet.

    - **Manufacture 2030 (M2030):** We have adopted M2030 to measure, manage, and reduce Scope 3 emissions across our supply chain. The platform provides detailed insights into supplier emissions, and this year we began reporting Scope 3 data from our manufacturing facilities through M2030.

Strategic Impact

Our sustainability initiatives and systems deliver measurable value by strengthening regulatory compliance, enhancing product sustainability through data-driven design, and improving transparency across the value chain. These efforts also support circular economy strategies and contribute to emissions reduction goals.

Sustainability (SAQ) Scorecard Performance for Multimatic Divisions

Divisional Scorecard Reporting

At Multimatic, we are dedicated to embedding sustainability into every aspect of our operations. To support this commitment, we utilize the Supplier Assurance Questionnaire (SAQ) as our internal framework for evaluating and enhancing sustainability performance across all divisions.

The SAQ provides a standardized, comprehensive, and OEM-aligned methodology for assessing key sustainability dimensions. It enables consistent measurement, benchmarking, and continuous improvement in areas critical to responsible business practices.

This framework applies to all Multimatic divisions and facilities worldwide. Each division is responsible for completing and maintaining its SAQ, with updates allowed at any time to reflect progress and improvements.

The SAQ framework evaluates performance across the following sustainability categories:

- Company Management
- Human Rights and Working Conditions
- Health and Safety
- Business Ethics
- Environmental Stewardship
- Responsible Supply Chain Management
- Ethical Sourcing of Raw Materials
- Climate Risk and Resilience
- Water Stewardship
- Circular Economy Practices
- Community Engagement and Social Impact
- Innovation for Sustainability

Implementation:

- SAQ scorecards are reviewed monthly to monitor progress and identify areas for improvement.
- Divisional results are benchmarked internally and shared with participating OEMs via the SAQ portal.
- Performance thresholds are defined as follows:
  - Goal: 80% or greater
  - Improving: 75% to 79%
  - In-Progress: Less than 75%

Divisional leadership is responsible for ensuring accurate reporting and timely updates. Sustainability teams support divisions with training, data validation, and improvement planning.

This policy will be reviewed annually to ensure alignment with evolving OEM requirements, regulatory standards, and Multimatic's sustainability goals.

Sustainability (SAQ 5.0) Scorecard for Multimatic Divisions

Multimatic Scoring Criteria	In-progress	Improving	Goal
	Less than 75%	75% to 79%	80% or Greater

	Mechanisms (MMG)					Structures and Suspension (SSG)							
	Anton	Multimatic Mfg.	C-Mech	EU-Matic	MATK	Dynamic Suspensions	Inmet	Inmetmatic	Indiana Butler	Indiana New Haven	Michigan	Tennessee	Ride Dynamics
2025	80%	84%	81%	84%	82%	82%	80%	80%	81%	79%	82%	82%	80%

Report Date: October, 2025

**Michigan not ISO 14001 under Inmet SAQ 4.0*

Supply Chain Strategy

Engaging Our Supply Base for Sustainable Impact

At Multimatic, we recognize that our supply base plays a critical role in achieving our sustainability goals. The Multimatic Supplier Manual defines the procedures and Quality Assurance system requirements that all suppliers of products and services are expected to follow. We require our suppliers to implement and maintain systems that ensure full compliance with these standards.

As part of our commitment to environmental stewardship, we encourage our suppliers to transition to renewable energy sources and adopt energy management practices that reduce consumption and minimize greenhouse gas (GHG) emissions.

To drive continuous improvement, we periodically review the effectiveness of our suppliers' environmental and quality systems. Where appropriate, we provide guidance and recommendations to help our suppliers reduce the overall environmental impact of our products.

This collaborative approach strengthens our shared commitment to sustainability and supports the development of a more resilient, responsible supply chain.

Sustainable Supply Chain Management

At Multimatic, we are committed to building a transparent and sustainable supply chain. Our supplier development teams play a key role in advancing this commitment by focusing on standardized sustainability reporting, supplier ratings, and ongoing performance monitoring.

To assess and engage our supply base, we utilize the Sustainability Assessment Questionnaire (SAQ) an industry-standard tool developed collaboratively by global automotive OEMs. This process enables us to evaluate suppliers on critical sustainability metrics and identify opportunities for improvement.

ESG Metrics: Social and Environmental Requirements for Suppliers

We hold our suppliers to high standards of social and environmental responsibility. As part of our ESG strategy, we require all suppliers to:

- Ensure Product and Workplace Safety: Suppliers must manufacture and deliver safe products while maintaining a safe working environment that prioritizes accident prevention and minimizes exposure to health risks.
- Comply with Environmental Regulations: Suppliers are expected to adhere to all applicable environmental laws and regulations, actively preserve natural resources, and implement practices that protect the environment.

Integration of Corporate Social Responsibility (CSR) and Supplier Code of Conduct:

Integrating CSR and Supplier Code of Conduct We strengthen our supply chain ethics by aligning our Corporate Social Responsibility (CSR) initiatives with a comprehensive Supplier Code of Conduct. This integration ensures that all partners operate under shared principles of integrity, sustainability, and accountability.

To maintain these standards, we conduct regular audits and assessments that evaluate supplier performance against both CSR objectives and conduct requirements. These evaluations help us identify areas for improvement, promote transparency, and reinforce a culture of continuous progress across our global supply network.

Product Carbon Footprint (PCF) Analysis at Multimatic

Overview

Multimatic is committed to supporting our OEM partners in achieving their sustainability goals. One way we do this is through Product Carbon Footprint (PCF) analysis, which quantifies the total greenhouse gas emissions (CO_2e) associated with a product's lifecycle—from raw material extraction to manufacturing and delivery. Our PCF methodology aligns with ISO 14040, 14044, and 14067 standards and supports both customer transparency and internal decision-making.

All PCF calculations across our key product categories are conducted using Multimatic's proprietary calculator, with results validated by an external auditor, ensuring credibility and repeatability.

The Multimatic PCF Calculator is one of the inter-connected suite of tools in Multimatic's Project Green system.

Scope of PCF Calculations

We have completed PCF assessments across several key product categories:

- DSSV Dampers
- SPP Carbon Fiber Components
- Hood Hinges, Side Door Hinges, and Door Checks
- Accra Bumpers
- Front Lower Control Arms (FLCA) including in-house e-coating.

Example: SPP CFRP Underbody Brace

Source Category	% Contribution to Total CO2e Description	Description
Raw Materials & Purchased Parts	~81.3%	Emissions from extraction and production of base materials (e.g. steel, CFRP), and emissions from our component suppliers.
In-house Manufacturing (scope 1+2)	~15.0%	Emissions from Multimatic's internal processes (e.g. stamping, assembly, ovens)
Logistics	~2.0%	Emissions from transporting materials and products
Packaging	~1.6%	Emissions from packaging materials and waste
Other	<1%	Miscellaneous sources

Mass: 2.958 kg
Total CO_2e: 53.489 kg CO_2e per kg: 18.1
Audit Status: Third-party audited LCA covering 99% of CO_2e contributors

Data Sources

To ensure accuracy and completeness: Primary Data is collected from our internal manufacturing processes and from significant supply chain contributors.

Secondary Data is sourced from globally recognized databases including Ecoinvent, a globally recognized repository of environmental data database supporting a range of sustainability assessments.

Applications for PCF

Our PCF data serves two primary purposes:

1. Customer Requests: Delivered in formats aligned with customer guidelines to meet OEM sustainability requirements.
2. Internal Decision-Making: Used to inform R&D, product and process design, and supply chain strategies.

Internal Adoption Milestone

Since the company-wide rollout of the PCF Calculator on May 7, 2025, we've seen strong internal engagement and widespread usage across teams. This adoption marks a key step in embedding sustainability into our operations. Looking ahead, we will continue to explore and expand the calculator's capabilities — alongside our products — to deepen their environmental impact and drive meaningful reductions across our value chain.

Social Approach

Multimatic has integrated health, safety and environmental policies into all of our organizational activities.
We have clearly established responsibilities for all supervisors, managers and employees for implementing company policies.

Health and Safety
Our first priority is health and safety and the prevention of illness and injury in the workplace.

It is the policy of Multimatic to take precautions to ensure a healthy and safe workplace. It is our goal to promote a safe working environment and meet all legislated health and safety requirements and strive to identify and implement best practices.

- **Joint Health and Safety Committee (JHSC)**The JHSC conducts regular plant safety inspections and holds safety meetings monthly to discuss any concerns and to recommend safety improvements.
- **Preventive Maintenance Program** Multimatic ensures that machines are regularly inspected and meet all safety requirements.
- **Environmental Committees** Multimatic is committed to approaching environmental issues in a proactive manner through its environmental committees. The committees' primary objective is to pursue and implement, where possible, programs designed to eliminate or minimize waste, noise, the use of chemicals or toxic substances and the impact on the atmosphere, soil, ground water, landfill, and the community.
- **Periodically perform internal audits** of our performance against our environmental objectives and targets, and provide timely reports to senior management.

Compliance with Environmental Laws and Regulations

Adherence to Applicable Law

Multimatic is committed to complying with all laws in the jurisdictions in which the Company operate and requires its employees, consultants, contractors, agents and other representatives, as well as suppliers, to comply with applicable laws and this Code of Conduct. Multimatic also believes in conducting business with integrity, honesty and fairness and requires its employees to respect and be sensitive to the cultures, customs and environment of the countries where the Company conducts business.

We expect our employees to perform their duties honestly, credibly, without conflict or compromise, and in a manner which seeks to ensure the Company's best interests ahead of their own interests.

We provide a safe and healthy working environment that meets or exceeds applicable standards for safety and occupational health and expects that others in Multimatic's supply chains will do the same.

We comply with all applicable environmental laws, regulations and standards, including respecting animal welfare and biodiversity, valid land and water rights, avoiding forced evictions, reducing deforestation and greenhouse gas emissions, reusing and recycling resources and the prevention of forced labour.

In addition to the historic data presented, this Report contains statements relating to forward-looking information which are based on current conditions and expectations that are subject to a number of risks, assumptions and uncertainties, many of which are outside our control. Actual results may differ significantly from those anticipated in the forward-looking statements due to various factors, including vehicle production rates, customer demand and timing of buying decisions, product mix, the competitiveness of/market for our products, production or supply disruptions, program launch delays, etc.

October 2025
ver. 2.0

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