



**ABC TECHNOLOGIES**  
MOLDING THE FUTURE

# FY25 ENVIRONMENTAL SOCIAL GOVERNANCE REPORT





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## A MESSAGE FROM THE CEO

Sustainability touches on every aspect of our business – people, products, operational excellence and customer relationships. Being a responsible and sustainable business is integral to commercial success and value creation.

### **Safety First**

We put Safety First at ABC Technologies. This is a people driven business, and our number 1 responsibility is to ensure that every teammate has a safe working environment.

### **Products**

Across our diverse, highly engineered product portfolio, the key commonality is lightweighting. In an industry where clean mobility is a driving force, every day we innovate, develop and produce high quality car parts that help customers reduce vehicle weight and increase efficiency across all powertrains.

### **Sustainable Value Creation**

Our drive for long-term cost competitiveness through operational excellence is fully aligned with our sustainability agenda – reducing waste, increase efficiency, streamlining processes are all ways in which we seek to improve the environmental and financial sustainability of our business.

### **Looking Ahead**

On April 15, 2025, ABC Technologies' completed its acquisition of TI Fluid Systems and rebranded the combined business TI Automotive. This content of this report relates only legacy ABC Technologies' operations for the year ended June 30, 2025. We intend to publish a TI Automotive Sustainability Report for the year ended December 31, 2025 – I look forward to sharing our progress and goals as a larger group with greater scope to drive positive change.

**TERRY CAMPBELL**

President & Chief Executive Officer

## COMPANY OVERVIEW

ABC Technologies Inc. together with its affiliates is one of North America's top automotive systems and components manufacturers for the leading automotive OEMs.

As a vertically integrated business, we cover every facet of the plastics processing technologies, systems and components for the automotive industry – Interior Systems, Exterior Systems, HVAC Systems, Fluids & Other. Ranked as one of the top industrial automotive Tier One suppliers in North America, our manufacturing processes include not only Blow and Injection Molding, but Thermoforming, Sheet Extrusion, Interior/Exterior Painting and Material Compounding. We provide comprehensive support services, from advanced research and development to overall project management.

Vertical integration is a key differentiator. We produce products from concept to production for a constantly growing number of unique automotive components and systems. The research and development, materials, design, testing, tooling, machines, processing technologies, and secondary assembly systems are all supplied and controlled within our own company. To our customers this means faster development, increased design flexibility, improved efficiencies in manufacturing and assembly, significant cost savings, enhanced quality and reliable performance.



ABC Technologies' Plant in London, Kentucky, USA.

ESG PROGRAM OVERVIEW

ABC Technologies' fiscal year 2025 ("FY2025") Environmental, Social and Governance (ESG) Report details our program's performance and progress toward facilitating our core mission – to be one of the world's leading automotive components and system solutions provider for our global customers by delivering best-in-class products and services that are rooted in cutting edge innovation.

On April 15, 2025, ABC Technologies completed the acquisition of TI Fluid Systems. The information presented in this report reflects only the operations of legacy ABC Technologies for the fiscal year 2025 (July 1, 2024 – June 30, 2025). Content in this report covers all ABC operations, including manufacturing, technical and customer centers, and administrative offices globally including locations in Canada, United States of America, Mexico, Spain, China, Germany, and Japan.

All dollar amounts in this report, unless specifically indicated otherwise, are in United States dollars.





## AWARDS AND RECOGNITION

ABC Technologies has been globally recognized for the value we bring to our automotive customers and won over 100 awards. The recognition we continually receive is a testament to the hard work and passion of our people. Our focus on the quality of service, diversity within our supplier base, and overall customer care is a result of our ESG initiatives that we ingrain in our culture and throughout our business.

### HEALTH AND SAFETY

### ESG

### DIVERSITY

### CUSTOMER CARE

### TECHNOLOGY

### QUALITY

Below are few examples of our awards and recognitions related to our ESG efforts, past and present:

- Canada's Safest Employer Award Nominee
- Bronze EcoVadis Sustainability Rating
- Canadian Aboriginal and Minority Supplier Council (CAMSC) Awards Finalist – Procurement Business Advocate & Social Good
- Nissan Supplier Diversity Certificate
- Women Business Enterprises (WBE) Winner: Most Diversity Program Improved Supplier
- GM Customer Care & After Sales Delivery - Certificate of Excellence
  - 11 Platinum Awards
  - 16 Gold Awards
  - 2 Silver Awards
- Automotive News PACE Pilot Finalist
- Business Excellence Award - Brampton Board of Trade – Nominee
- Henry Ford Technology Award
- Daimler Master Of Quality Award
- GM Overdrive Award
- GM Supplier of the Year
- NTN Driveshaft Inc. – Outstanding Supplier of the Year Award
- Stellantis "Outstanding Quality" Recognition
- Stellantis Supplier of the Year
- Toyota Certificate of Achievement - Quality
- Toyota RAV4 Excellent Launch Award

A photograph of a solar panel technician in a yellow vest and hard hat, kneeling on a roof and installing solar panels. The background shows a mountainous landscape under a clear sky.

# ESG DISCLOSURE PRACTICES

# SIX DRIVERS OF ESG

1. COMMUNITY ENGAGEMENT
2. MADE FOR OUR CUSTOMERS
3. PLUGGED INTO THE ENVIRONMENT
4. DRIVEN BY GOVERNANCE
5. POWERED BY PEOPLE
6. GUIDED BY ETHICS



 ABC TECHNOLOGIES

ESG DISCLOSURE AT ABC

## ESG/CSR POLICY

The contents of this report are supported by our Environmental, Social and Governance (ESG) Policy of ABC and by ABC's Code of Business Conduct and Ethics. Our policies guide operations for sustainable performance in accordance with the core values of the Company.

Global operations adhere to high ethical standards and local/International law to ensure a balance between manufacturing high-quality products and maintaining a socially responsible business.

We are dedicated to our six 'drivers' of Corporate Environmental & Social Responsibility ("CESR") that align with the Company's scope of operations and practices. The executive team is committed to integrating all CESR-related considerations into business strategies, fostering a culture of sustainability.

### 1 OUR PEOPLE

### 2 CUSTOMER CENTERED PRODUCTS/INNOVATION

### 3 BUSINESS ETHICS

### 4 CORPORATE GOVERNANCE

### 5 COMMUNITY INVOLVEMENT & DEVELOPMENT

### 6 ENVIRONMENTAL SUSTAINABILITY

## ESG DISCLOSURE AT ABC

### REPORTING SCOPE

This report covers the period FY 2025 (July 1, 2024 - June 30, 2025) and is limited to the legacy operations of ABC Technologies prior to the acquisition of TI Fluid Systems, which completed on April 15, 2025. This report does not include any of the acquired TI Fluid Systems operations. Subsequent to the acquisition, the combined group has been renamed TI Automotive. TI Automotive intends to publish a Sustainability Report for calendar year 2025 for the combined group.

### PRESENTATION OF CONTENT

ABC Technologies uses the GHG Protocol Corporate Accounting and Reporting Standard, published by World Business Council for Sustainable Development (WBCSD) and World Resources Institute (WRI), as a basis for our methodology for publicly reporting GHG.

The policy can be found on our website, on the about page, under Policies & Reports here: <https://abctechnologies.com/about>



GREENHOUSE  
GAS PROTOCOL



WORLD  
RESOURCES  
INSTITUTE

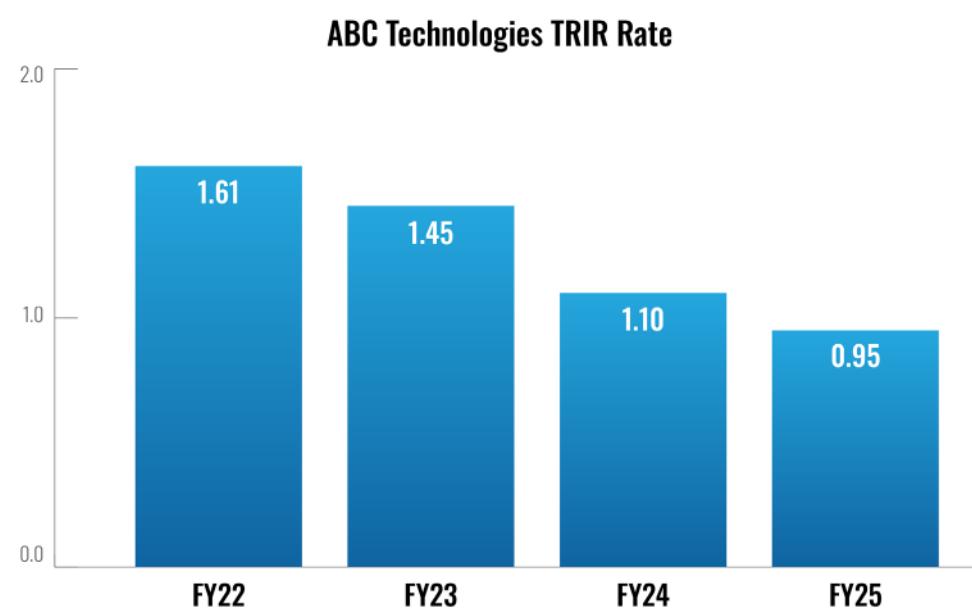


PEOPLE ARE  
THE FOUNDATION

## PRODUCTION SAFETY

### HEALTH & SAFETY MANAGEMENT PROGRAM

Our philosophy is that one incident which causes a personal injury is one too many. To drive our commitment to the health & safety of all our people, ABC Technologies has built a health & safety program that is embedded throughout our manufacturing processes and culture. The comprehensive program is systematically driven into all operations and begins with our Health & Safety Policy, which is supported by rigorous continuous improvement initiatives, relevant employee training sessions, frequent communication, and reporting. ABC Technologies' health & safety program has yielded injury statistics that are consistently lower than industry averages.



### OUR FY25 GOALS

With our commitment to the health and safety of all our people, we have set the following goals and objectives for the fiscal year 2025 of the Company to advance our overall injury and incident prevention performance.



In addition to the initiatives, we have previously undertaken, management has identified the following four objectives as key drivers to our continual improvement and sustainability:



### HEALTH & SAFETY POLICY

ABC Technologies is committed to providing and maintaining a healthy and safe workplace for all employees, contractors, and visitors. Our Health & Safety Policy sets forth our expectations for management, supervisors, and employees to continuously strive towards improving our health & safety system. Our standards of an injury free work environment, including those related to violence and harassment, are achieved through rigorous accident/injury prevention processes and trainings. Additionally, the Company does not tolerate substance abuse or intoxication on the job and employees are expected to promptly report any violations of safety rules or guidelines to supervisors.



Employee Training - ABC Ramos, Mexico

## EMPLOYEE TRAINING PROGRAMS

ABC Technologies offers targeted health and safety training courses to address job- and task-specific risks, delivered by in-house or external subject matter experts. Training frequency and audience are based on job roles, regulations, and best practices, with additional site-specific instructions provided at each plant. With the successful rollout of the E-portal, employees can now complete courses at their own pace, and we continue to explore new ways to enhance our EHS training through technology.

## COMMUNICATIONS AND REPORTING

Annually		<ul style="list-style-type: none"><li>• EHS Goals and Objectives</li><li>• Environmental, V&amp;H, ESG, Biodiversity and H&amp;S Policy Updates</li><li>• Corporate Management Review</li><li>• Internal ISO 14001 Audits</li></ul>
Quarterly		<ul style="list-style-type: none"><li>• Town Hall Meetings</li><li>• Board of Director Meetings</li></ul>
Monthly		<ul style="list-style-type: none"><li>• Incident Listing Communications</li><li>• Corrective action report status</li><li>• Safety committee meetings</li></ul>
Weekly		<ul style="list-style-type: none"><li>• Safety Talks</li><li>• Corporate EHS meetings</li></ul>
Daily		<ul style="list-style-type: none"><li>• Tailgate meetings</li><li>• T3 meetings (plant level)</li></ul>
Other		<ul style="list-style-type: none"><li>• Safety Lessons</li><li>• Lessons Learned</li><li>• EHS updates on company website</li><li>• Events of the month (i.e., Earth day, H&amp;S month, etc.)</li></ul>

The Company has instituted several periodical H&S initiatives:

## EMPLOYEE RECOGNITION

Following feedback from our Global Engagement Survey, we launched “Employee Appreciation Month” to recognize our teams more frequently and meaningfully across our sites.

Leaders and HR also received ABC Technologies “Thank You Cards” to acknowledge employees who go above and beyond. These efforts, along with ongoing community and employee engagement events, support a culture of recognition.

We also enhanced internal communication through quarterly town halls, standardized content for plant manager meetings, culture day celebrations, and employee events that connect teams and employees with company leadership.



## GLOBAL TALENT MANAGEMENT

In FY25, ABC Technologies made significant progress in talent management, focusing on aligning people strategy with business goals.

Our Six Principles of Talent Management include:

- Alignment with strategy
- Internal consistency
- Management involvement
- Cultural embeddedness
- Employer branding through differentiation
- Balancing global and local needs

A global talent assessment was completed across plants and corporate offices, identifying critical roles and planning for future business needs, including potential retirements. A standardized talent evaluation process was introduced to assess performance, potential, and readiness for leadership. This work led to a global 9-box talent map and succession plans for key roles. These efforts have increased visibility of talent risks, supported internal growth, and strengthened business continuity.



## INVESTING IN CURRENT AND FUTURE TALENT

### EMPLOYEE DEVELOPMENT

In FY25, the company focused on providing resources to support the development of our employees. In addition to required compliance, technical, and product training, we delivered 70+ new learning opportunities in categories including career, finance, inclusion, leadership, lean, Microsoft, quality, and wellness.

### EMPLOYEE BENEFITS

At ABC Technologies, we are committed to delivering globally consistent, market-relevant total rewards programs that enhance performance and recognize employee contributions. Our goal is to offer a fair and competitive package that attracts, retains, and engages talent at all levels, supporting our vision to become a "Destination Employer." Our Total Rewards include competitive base salaries, performance-based incentives for all employees, comprehensive benefits (such as health, dental, disability, and vision care), and retirement savings plans.

We also promote employee wellbeing through programs like the Employee Assistance Program (EAP), service awards, performance recognition, and a unique car discount program.

### COMMITMENT TO NONDISCRIMINATION AND ANTI-HARASSMENT

We are committed to a work environment where employees are evaluated based on ability and performance, free from harassment, abuse, or coercion. Offensive language, gestures, jokes, or discriminatory use of electronic communications are strictly prohibited, as are unwelcome sexual advances or conduct of a sexual nature.

Workplace violence or threats will not be tolerated. Employees are encouraged and expected to report any discrimination or harassment incidents to a supervisor, HR, or through the confidential Ethics hotline, available in all local languages. All reports will be reviewed and investigated as appropriate.





**PRODUCTS  
THAT SOLVE  
CUSTOMER  
CHALLENGES**



## PRODUCT OVERVIEW

ABC Technologies is responsible for making innovative products tailored to exceed customer expectations. We offer excellence in design, quality, advanced engineering, supply chain management, lean manufacturing, and flawless launch activities and are committed to implementing operational improvements, innovation of products and processes that position our customers and us for long-term growth, and to uphold our customer's ESG expectations.

With hundreds of patents, ABC Technologies is internationally recognized for product innovation. Our plastic components support automotive advancements in:

- Lightweighting
- Efficient use of space
- Sizing customization
- Vehicle fuel efficiency
- Improved performance, durability and flexibility
- Enhanced permeation and temperature resistance

## SUSTAINABILITY CONSIDERATIONS DURING PRODUCT DESIGN

The ABC Product Design Program follows a cross-functional, gated approach to develop advanced automotive solutions, built on the principles of the Advanced Product Quality Process (APQP). This six-phase method ensures effective design, development, and successful product launches.

As part of APQP, ABC evaluates sustainability-related risks and opportunities in new products, processes, equipment, and plants—addressing environmental, health, and safety impacts throughout development. Impacts evaluated include:

### Product Chemical Content

- Assess the chemical compliance status of carry-over content prior to finalized design.
- Evaluate existing content for the presence of Substances of Very High Concern (SVHCs) in support of REACH, European legislation.

### Ergonomics and Safety

- Evaluate product design for possible health & safety challenges. • Determine the best manufacturing processes to avoid injuries.

### Product Recyclability

- Determine if the use of recycled material is feasible.
- Decide if selected materials maximize end-of-life recyclability.

### Energy and Waste

- Assess manufacturing equipment, and materials for energy usage and minimize where possible.
- Evaluate opportunities for reduction of scrap and manufacturing waste streams.

## PRODUCT CASE STUDIES



At ABC, there are several internal projects being implemented to address the sustainable aspects of product design. ABC continues to push the narrative to a more sustainable future, not just for ABC, but for our customer and supplier base as well.

The next few pages will show the different project case study examples that explain the initiatives undertaken and the sustainable benefits / advantages achieved.

**1** Post Consumer Recycled (PCR) Sustainable Material

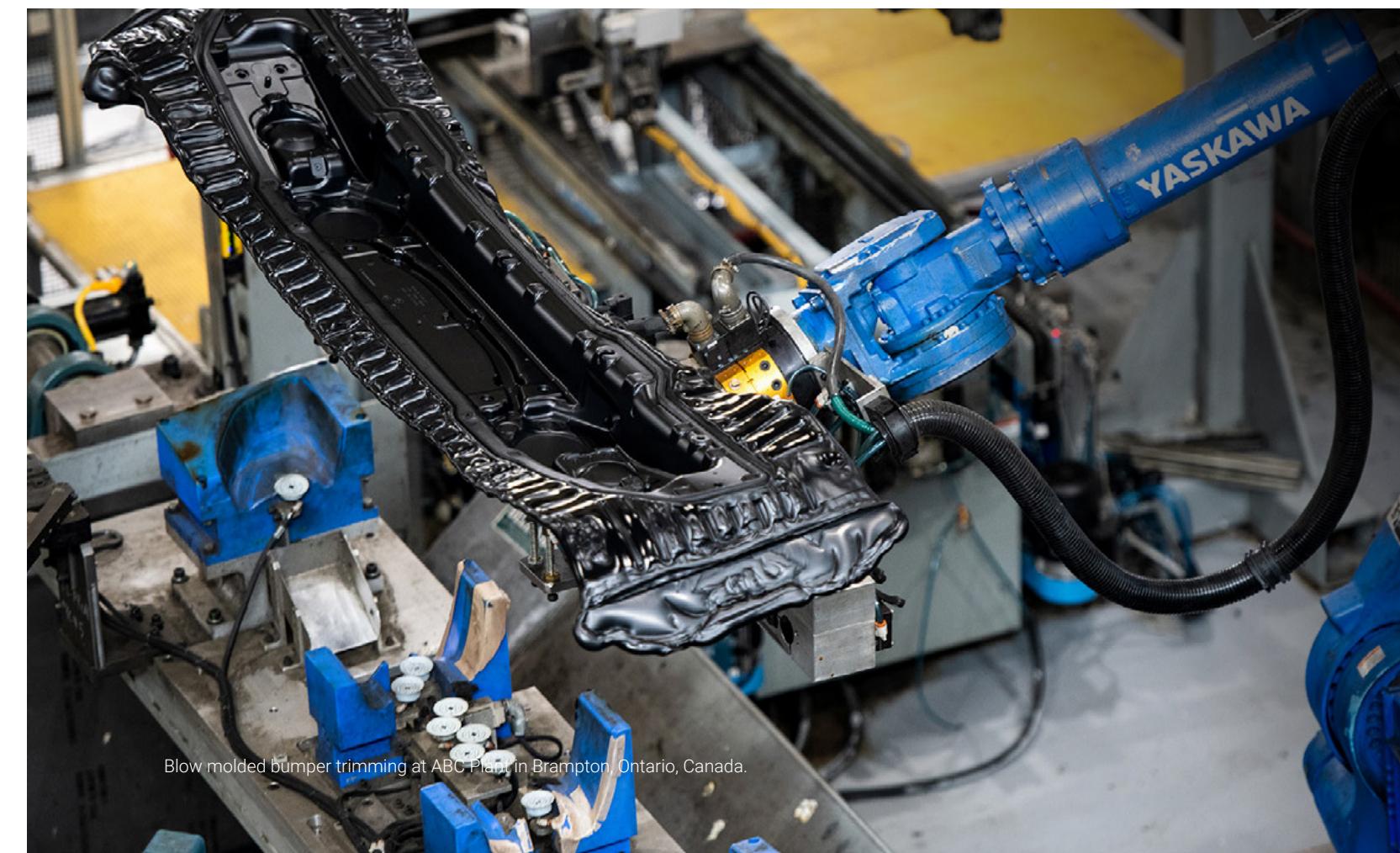
**2** Bio-based Resin and Product Recyclability

We have a strong focus on improving our sustainable materials portfolio and to minimize the carbon footprint of our products.

ABC Technologies has always embraced the addition of more sustainable manufacturing practices.

Additionally, we have now pursued development and use (where possible) of 100% post consumer recycled (PCR) materials to drastically cut our Greenhouse Gas (GHG) footprint while continuing to provide excellent products for our customers.

Our new recycled PP (100% PCR rPP) adhering to UL 2809 Environmental Claim Validation for Recycled Content standards has been trialed with production parts with no negative impacts on performance.



Blow molded bumper trimming at ABC Plant in Brampton, Ontario, Canada.



## SUPPLY CHAIN MANAGEMENT

ABC Plant in London, Kentucky, USA.

### SUPPLIER DIVERSITY

As a company that recognizes the importance of diversity, not just within our workplace, but also our supply base, ABC has developed a Supplier Diversity Development program with a set of best practices for our internal purchasing team. To connect with certified suppliers, ABC has established a network of partners that help bridge the gap between organizations such as us and minority-owned businesses.

We strive to exceed our OEM customers' expectations for supplier diversity targets by exceeding our own. Between 2012-2025 (YTD Q2) ABC has a minority supplier spend of over \$1.5B and over 150 certified supplies.

ABC connects with certified suppliers but has helped suppliers receive their certifications. Over 67 companies have become certified through WBE, and over 86 through CAMSC with ABC's assistance and now supplying to not only ABC, but other Tiers as well.

**\$899M+**  
TOTAL SPEND

**201+**  
CERTIFIED SUPPLIERS



### CONFLICT MINERALS

The Company is committed to ensuring that parts and assemblies in our products, regardless of where they are assembled or sold, are free from conflict minerals. To that end, ABC has engaged its suppliers to investigate their supply chains to provide conflict mineral and smelting data. ABC has provided guidance to suppliers to facilitate this process, including access to key resources such as iPoint Conflict Minerals Platform (iPCMP) and the OECD Due Diligence Guidance for Responsible Supply Chains of Minerals from Conflict-Affected and High-risk Areas.

# GUIDED BY ETHICS AND DRIVEN BY GOVERNANCE

The Company holds itself to the highest ethical standards. The Company's Code of Business Conduct & Ethics (the "Code") outlines ABC Technologies' commitments and business ethics procedures, throughout all the jurisdictions where it operates and/or conducts business.



## CODE OF ETHICS AND BUSINESS CONDUCT

ABC Technologies is committed to ethical business conduct through its expanding and evolving Code of Conduct with a set of Core Policies, including anti-corruption, whistleblowing, diversity, and workplace safety. Supported by comprehensive compliance training and oversight from legal, HR, and internal audit teams, these policies apply to all employees and guide behavior in areas such as conflicts of interest, confidentiality, lawful conduct, and corporate accountability.

## SUSTAINABILITY OVERSIGHT AND GOVERNANCE

We operate in a rapidly changing industry where sustainability is increasingly significant, not only for ABC Technologies, but for our customers, shareholders and other stakeholders. As part of our sustainability agenda, we are committed to putting Safety First, driving sustainability in operations and production, and supporting our people in the communities where we do business. We expect our suppliers to share our commitment to sustainable business practices and ethical conduct.

Our commitment to sustainability and operational excellence is monitored by our Board of Directors – through their oversight of strategy, corporate governance and risk management – and our senior leadership.

The ABC Technologies Board of Directors consists of individuals with decades of strategic, operational and investment experience gained in diverse industries and roles. The Board provides guidance, helps develop and implement our strategic plan, manages risk and builds long-term shareholder value. The Board and its committees meet throughout the year to provide strategic leadership and guidance to the management team.

The Board takes an integrated and co-ordinated approach to oversight, with sustainability considerations embedded in key areas including strategy, corporate governance and risk management. For example, the Board has oversight of ABC's long-term strategy, which is anchored in a deep understanding of the material trends impacting the automotive



industry, including automotive and mobility trends arising from climate-related issues. Compensation for the Executive Management team is rooted in profitability which drives management behaviors that help to progress our climate strategy, particularly operational efficiency.

To ensure that sustainability is integrated into our organization, as part of our operating model key aspects of sustainability are typically managed through a matrix structure whereby corporate functions support initiatives implemented or managed by Operations. Examples of functional areas managed in this way include: environmental management and compliance; occupational health and safety; quality and operational excellence; talent management, including diversity and inclusion; ethics and legal compliance; cybersecurity; data privacy; and, supply chain management. Our sustainability efforts are supported by a talent management strategy focused on leadership development, employee engagement and the continuous improvement of our EHS management systems.

# CYBERSECURITY

## OVERVIEW

Our cybersecurity program is built on the ISO/IEC 27001 framework, emphasizing risk-based controls, continuous threat monitoring, and a strong culture of security awareness. It is designed to protect the confidentiality, integrity, and availability (CIA) of our systems and data across all global operations. The program is further guided by industry-recognized frameworks such as NIST and COBIT.

In December 2024, we achieved ISO/IEC 27001 certification, validating the maturity and effectiveness of our Information Security Management System (ISMS) and reinforcing our commitment to protecting data, ensuring operational resilience, and meeting stakeholder expectations.

## GOVERNANCE

Our cybersecurity governance model provides strong executive oversight, cross-functional alignment, and enterprise-wide accountability. The Information Security Steering Committee, composed of senior leaders from IT, Risk, HR, Legal, and Audit, ensures our security priorities are aligned with strategic business goals and evolving risk landscapes.

The program is structured around four foundational pillars:

- A certified Information Security Management System (ISMS) aligned with ISO/IEC 27001;
- A long-range strategy and roadmap that supports resilience, compliance, and innovation;
- Clearly defined policies and control frameworks, drawing from ISO, NIST, and TISAX;
- And a formal program charter articulating our mission, scope, and governance structure.

Cybersecurity operations are executed by a dedicated leadership team, with expertise spanning Governance, Risk & Compliance, Identity & Access Management, Security Architecture, and Incident Response. These teams work collaboratively with IT Shared Services, Legal, HR, and other business partners to embed security by design and defense in depth principles throughout our global operations.

Our approach emphasizes:

- Adoption of a Zero Trust architecture, where no user, device, or system is inherently trusted—access is granted based on strict identity verification, context-aware policies, and continuous monitoring
- Robust perimeter and endpoint protection, including next-generation firewalls, intrusion prevention systems (IPS), and endpoint detection and response (EDR) capabilities
- 24/7/365 threat monitoring, leveraging SIEM and managed detection and response (MDR) services to detect and respond to suspicious activity in real time
- Regular technical assessments, including vulnerability scans, penetration testing, and compromise assessments, to validate the effectiveness of our defenses
- Threat intelligence integration, enabling proactive defense against emerging risks and targeted attack methods
- Continuous risk assessment and control improvement, aligned to our risk appetite and regulatory environment
- Ongoing employee education and awareness, to reduce human-related risk and strengthen security culture
- Incident response readiness, including tested playbooks and cross-functional escalation procedures
- Compliance with regulatory and customer requirements, ensuring data protection, availability, and transparency
- Protection of the confidentiality, integrity, and availability (CIA) of our systems, data, and operational assets

This integrated governance model ensures a proactive, risk-based, and standards-aligned cybersecurity posture that protects our business, customers, suppliers and stakeholders

## DATA

Every quarter our security solutions block:



**20,000** based on  
secure service edge policies



**6 MILLION**  
emails based on reputation  
of the sender



**700,000** emails  
based on advanced threats  
supported by AI

## UNITED NATIONS GLOBAL COMPACT

The United Nations Global Compact (“UNGC”) is a pact that encourages businesses worldwide to adopt and maintain sustainable and socially responsible policies, and to report on their implementation..

The UNGC is a principle-based pact for businesses, stating Ten Principles in the following areas:



Under the UNGC, companies are brought together with United Nation agencies, labor groups and civil society.



Ms. Sandra Ojiambo (center), Assistant Secretary-General and CEO of the United National Global Compact connected with ABC teammates Marcela Klis, EHS Specialist and Tom Hajkus, Global Communications Manager at a Canada Corporate Compass conference in Toronto in October 2024.

The activity featured an array of expert panelists and keynote speakers from the private sector, government, and civil society, who delved into the opportunities and risks of Just Transition, climate adaptation strategies, ethical supply chain practices, and the responsibility and challenges of Canadian businesses to respond to these emerging issues.

ABC is committed to implementing UN Global Compact Principles in the following four areas: Human Rights, Labor, Environment and Anti-Corruption, and remains a champion of conducting its worldwide business in an environmentally sustainable and responsible manner.

## THE 10 PRINCIPLES OF THE UN GLOBAL COMPACT

**PRINCIPLE 1:** Businesses should support and respect the protection of internationally proclaimed human rights, within the scope of their influence

**PRINCIPLE 2:** Businesses should make sure that they are not complicit in human rights abuses

**PRINCIPLE 3:** Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining

**PRINCIPLE 4:** Businesses should uphold the elimination of all forms of forced and compulsory labour

**PRINCIPLE 5:** Businesses should uphold the abolition of child labour

**PRINCIPLE 6:** Businesses should uphold the elimination of discrimination in respect of employment and occupation

**PRINCIPLE 7:** Businesses should support a precautionary approach to environmental challenges

**PRINCIPLE 8:** Businesses should undertake initiatives to promote greater environmental responsibility

**PRINCIPLE 9:** Businesses should encourage the development and diffusion of environmentally friendly technologies

**PRINCIPLE 10:** Businesses should work against corruption in all its forms, including extortion and bribery



**COMMUNITY  
ENGAGEMENT**

Fundraiser in Queretaro to cover chemotherapy treatment costs for a child with Cancer.

## UNIVERSITY/ COLLEGE RELATIONS

The attraction and retention of qualified co-op students, interns and new graduates is increasingly important to our success. We partner with post-secondary institutions to hire co-ops/interns for work placements in our corporate and plant environments.

Our goal is to make ABC a place where graduates can grow, develop, and achieve their career goals. We are enhancing our college/university relations' strategy to ensure that we develop targeted, long-term relationships with select schools/ programs who meet the needs of our business.





## COMMUNITY INITIATIVES

At the corporate level, the community service committee works directly with the CEO to select and coordinate a wide range of charitable activities. The following examples highlight some of the excellent initiatives our corporate team and plants have achieved over the past year.

**PLANT LEVEL****LOCAL LEVEL COMMUNITY SERVICE ORGANIZATIONS SUPPORTED BY ABC**

At the local level, each facility has a charity committee that is comprised of employees from various functional areas. The committees are responsible for annually selecting two organizations they wish to support and determining how they will be supported, which typically includes monetary donations and volunteer service. We provide our plants with a high degree of flexibility to pursue employee and community initiatives they deem to be most impactful. The following page highlights some of the excellent initiatives our corporate team and plants have achieved over the past year.

**SELECTED PLANT LEVEL HIGHLIGHTS:****TOYS FOR TOTS & DONATIONS TO THE LOCAL SHELTER**

ABC Kentucky participated in two events that had direct impact on their community. The first event was the 'Toys for Tots' drive which is an amazing event entering into its 76th year in the state. The ABC team came together to donate and collect toys for children that are less fortunate. The Kentucky team also took donations to a location shelter to help give back to the community in need.

The ABC Southfield, Michigan location again held a toy drive to provide toys to The Children's Center in Detroit Southfield anticipated matching their 2022 contributions of nearly \$3,000 USD of gifts and gift cards.

**UNITED WAY CAMPAIGN**

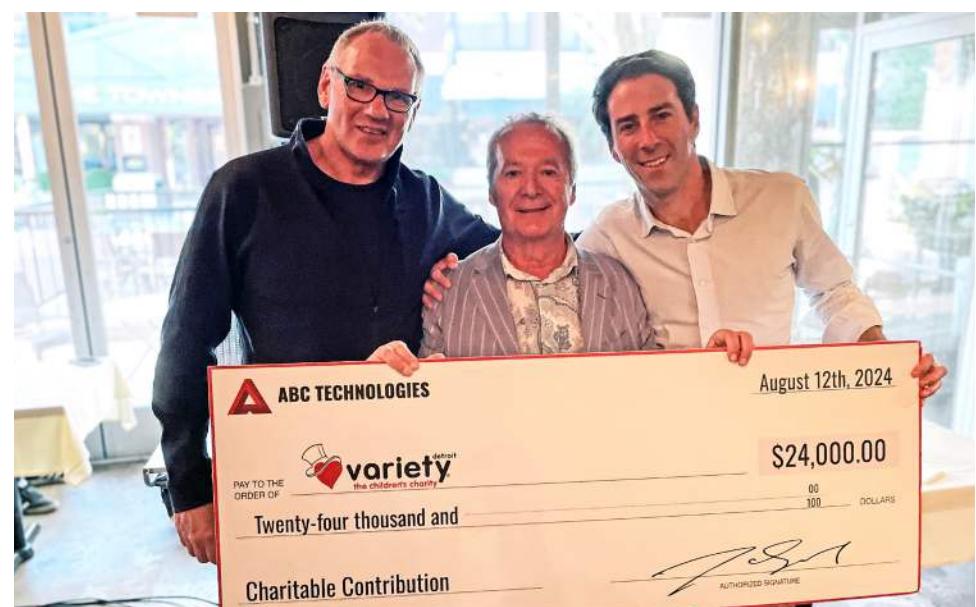
ABC Windsor team was part of the United Way Campaign the unites our team members and gave them an opportunity to donate, volunteer and be part of a larger mission that directly impacts the community where they live and work.

**ABC MEXICO RAISES FUNDS TO HELP PAY FOR A CHILDS CANCER TREATMENT (Teletón Hospital)**

ABC's Mexico facilities continue the initiative to raise funds for a child with cancer and its employees organized several activities to raise funds such as selling baked goods, holding raffles, hosting concerts, and donating food and gifts to help Victoria, a three-year-old girl who requires support with chemotherapy treatment. The treatments are done at Hospital Infantil Teletón de Oncología, one of the four oncology-pediatric hospitals in the world.

**VARIETY – DETROIT**

Since 1932, Variety - the Children's Charity Detroit has been simply helping kids - no matter the need - by providing vital support and essential services to more than 20,000 children with unique and special needs in our community.



L-R – Terry Campbell, ABC CEO; Nino Cutraro, proprietor of Bella Piatti in Birmingham and fundraiser champion on behalf of Variety Detroit; Michael Reiss, Apollo Global Management.

**PANTRY DELIVERY TO THE ELDERLY IN SAN JUAN DEL RIO**

The employees of ABC San Juan organized the delivery of pantry (basic foods) to Casa San José, a nursing home in the community. ABC was pleased to offer its support.

**WORKSHOPS FOR ABC EMPLOYEES IN MEXICO**

ABC's Ramos Plant and Querétaro Plant organized a wonderful event for their local communities, including tours of the plant operations to highlight plastics and lightweighting processes and invited family members and children to learn a little more about the company.





# MOLDING A GREENER FUTURE

ABC Technologies is committed to protecting the environment, fulfilling compliance obligations, and continually improving the Environmental Management System (EMS) to enhance its environmental performance. We are committed to environmental protection and stewardship throughout the lifecycle perspective, which has been helping us to understand and prioritize our actions towards continuous improvement.

We recognize that pollution prevention and resource conservation are critical factors of a sustainable environment, and we use EMS tools for manage our risks and opportunities. Our employees recognize the importance of preserving our natural resources, reducing waste, improving energy efficiency, and reducing our carbon emissions. ABC Technologies will continue to educate, train, and motivate its employees and suppliers, to carry out tasks in an environmentally responsible manner.



Plant 5 in Ramos, Mexico, utilizing skylights to bring in natural light during the day.

## ENVIRONMENTAL COMPLIANCE

### ENVIRONMENTAL POLICY

ABC Technologies is committed to protecting the environment, complying with all relevant obligations, and continuously improving our Environmental Management System (EMS) to enhance sustainability. Environmental responsibility is embedded in our strategy and day-to-day operations, with top management and all employees expected to support and uphold this policy.

Most of our Tier 1 manufacturing sites are ISO 14001 certified, demonstrating our adherence to internationally recognized standards for environmental management and our commitment to continual improvement.

## ENVIRONMENTAL POLICY

Our key initiatives include:

- Preventing adverse environmental impacts related to soil, air, and noise pollution.
- Improving energy and water efficiency, reducing carbon emissions, and promoting waste reduction.
- Encouraging reuse and recycling where reduction is not feasible.
- Managing operations to ensure compliance with environmental obligations.
- Establishing objectives for ongoing improvement, supported by measurable actions and performance monitoring.
- Communicating environmental practices and achievements with stakeholders.
- Providing training and resources to ensure all employees perform their roles with environmental responsibility.

These efforts underscore our broader ambition of supporting a low-carbon, resource-efficient, and environmentally conscious business model.



## ESG POLICY

At ABC Technologies, our commitment to Environmental, Social, and Governance (ESG) excellence is integral to our global success. Our ESG Policy reflects our dedication to ethical conduct, sustainable practices, and long-term value creation. This policy guides our operations in line with the company's core values, ensuring full compliance with local and international laws while promoting innovation, accountability, and stakeholder engagement.

Our ESG strategy is built around six key drivers:

### 1. Our People

We foster a culture of safety, inclusivity, respect, and development. Fair treatment, human rights, and diversity are central to our people strategy.

### 2. Customer-Centered Products & Innovation

We prioritize product excellence through advanced engineering, lean manufacturing, and ESG-aligned innovations that meet customer expectations for quality and sustainability.

### 3. Business Ethics

We uphold the highest ethical standards, guided by our Global Code of Conduct, ensuring honesty and integrity in all markets where we operate.

### 4. Corporate Governance

We maintain robust governance structures to oversee ESG performance, manage risk, and ensure transparency in all business activities.

### 5. Community Involvement & Development

We invest in global community development, with a focus on education, skills training, and supporting disadvantaged populations, particularly through STEM initiatives and local partnerships.

### 6. Environmental Sustainability

We continuously work to minimize our environmental footprint through resource conservation, pollution prevention, emissions reduction, and employee engagement in environmentally responsible practices.

Through these drivers, ESG is fully integrated into our strategy, culture, and operations—positioning ABC Technologies as a responsible and future-ready organization.



## BIODIVERSITY POLICY

As part of our long-term sustainability goals, ABC Technologies is committed to preserving biodiversity and ecosystems in the regions where we operate. While our industrial activities have historically avoided impacts on ecologically sensitive areas, we recognize our responsibility to protect natural systems and contribute to global environmental stewardship.

Our biodiversity strategy includes:

- **Carbon Emissions Reduction**  
We aim to reduce energy use, transition to lower-carbon or renewable energy sources, and invest in emission-reducing technologies. These initiatives support our ultimate goal of achieving a Net Zero global footprint.
- **Water Stewardship**  
With low wastewater generation and minimal chemical use, we prioritize water conservation through eco-friendly chemical substitution, infrastructure improvements, and rigorous spill response protocols.
- **Sustainable Sourcing & Waste Reduction**  
We support biodiversity by sourcing materials responsibly, minimizing packaging waste, and reprocessing plastic during production. These actions help prevent harm to land, water, and marine ecosystems while maintaining product quality and performance.

Our biodiversity commitments are designed to ensure that we continue to grow in harmony with nature, supporting the well-being of ecosystems and communities alike.

## SUSTAINABILITY REPORTING

At ABC Technologies, transparency and being accountable is central to our sustainability strategy. We are committed to tracking, measuring, and reporting our Environmental, Social, and Governance (ESG) performance through globally recognized platforms. Our engagement in external assessments and disclosure programs ensures that we benchmark our progress, identify opportunities for improvement, and build trust with our stakeholders, including customers, investors, and regulatory bodies.

By participating in leading sustainability frameworks such as CDP, EcoVadis, the UN Global Compact, M2030, and NQC, we demonstrate our commitment to continuous improvement and alignment with international standards. These tools not only support our internal progress but also enhance our visibility and performance in global value chains.

## CARBON EMISSIONS REPORTING

As part of our environmental reporting commitments we measure our carbon emissions for Scope 1 and 2 and Scope 3, Category 6 (business travel). This forms part of the work we complete in reporting to these internationally recognised sustainability frameworks.

- **Scope 1:** 14,480.1 tCO2e
- **Scope 2 (Location-Based):** 130,707.6 tCO2e
- **Scope 2 (Market-Based):** 134,608.2 tCO2e
- **Scope 3, Cat 6 (Business Travel):** 476.6 tCO2e

## CDP REPORTING



Our efforts in environmental management and climate action have been recognized by **CDP (Carbon Disclosure Project)**. Through continuous investment in sustainability initiatives, we have improved our scores and strengthened our environmental disclosures.

**2023 CDP Scores**

- Climate Change: D
- Water Security: C

**2024 CDP Scores**

- Climate Change: C
- Water Security: C

This improvement reflects our increased focus on climate-related risks and opportunities, energy efficiency projects, and water stewardship programs across our operations. We remain committed to further enhancing our transparency, data quality, and performance in the coming years.

## ECOVADIS



In 2024, ABC Technologies maintained its Bronze Medal rating with EcoVadis, ranking us in the top 35% of companies assessed globally. This continued recognition validates the strength of our ESG management systems and responsible business practices. Our performance in areas such as environmental impact, ethics, labor & human rights, and sustainable procurement has contributed to our stable score. We are actively working to improve key performance areas in line with EcoVadis best practices, with the goal of achieving Silver status in the near future.

## UN GLOBAL COMPACT



United Nations  
Global Compact

## M2030



ABC Technologies is a proud signatory of the United Nations Global Compact, reinforcing our commitment to advancing universal principles on human rights, labour, environment, and anti-corruption.

As part of this voluntary initiative, we submit an annual Communication on Progress (CoP) report aligned with the Ten Principles of the Compact and the UN Sustainable Development Goals (SDGs). This participation reflects our alignment with global sustainability efforts and our dedication to ethical and inclusive business conduct.

We report our ESG-related progress on the M2030 Bee platform, an online disclosure tool used by OEMs such as Ford, GM, Honda, and Toyota. Through this platform, we track and share detailed data on energy-saving initiatives and environmental projects happening at our facilities worldwide.

This engagement allows us to:

- Demonstrate measurable reductions in energy, water, materials usage, and carbon emissions.
- Collaborate with a community of automotive suppliers to share proven strategies.
- Align our supply chain efforts with the sustainability goals of major OEM customers.

Our participation supports more transparent communication, stronger customer relationships, and continuous environmental performance improvement.

## NQC/SUPPLIER ASSURANCE



Since 2015, ABC Technologies has actively reported on the NQC Supplier Assurance platform. This long-standing engagement covers multiple areas of corporate responsibility, including:

- Compliance & Ethics
- Diversity & Inclusion
- Environmental Impact
- Governance
- Health & Safety
- Social Responsibility
- Trade Compliance

By maintaining up-to-date, high-quality data on NQC, we meet the expectations of our customers and partners while reinforcing our commitment to sustainable supply chain management.



## ECO-EFFICIENCY CASE STUDIES

ABC is continuously investing in our operations to reduce carbon emissions, raw material consumption, improve energy efficiency and waste reduction. The following case studies provide insight into just some of the initiatives we have undertaken and which demonstrate the synergy between operational efficiency and reducing our environmental footprint.



C223 Baffle-Upper parts packaging redesign optimizes transport and storage at Queretaro 2, Mexico

## COMPANY WIDE CASE STUDIES

### RAMOS 5, MEXICO

### Incorporating Recycled Resin in UV-Sensitive Plastic Parts

**Challenge:** Exterior plastic components require UV protection to prevent sun damage. However, standard recycled resin lacks UV resistance.

**Solution:** We identified and implemented a UV additive that, when blended with recycled resin, maintains product durability. The new material mix includes 80% virgin resin, 19% recycled resin, and 1% UV additive, enabling the safe use of recycled content without compromising performance.

**Sustainability Impact:** This solution not only supports circular material use but also results in annual cost savings of \$396,000 USD, reinforcing our commitment to resource efficiency and environmentally responsible manufacturing.

### QUERETARO 2, MEXICO

### Packaging Redesign to Optimize Transport & Storage – C223 Baffle-Upper Parts

**Challenge:** The original packaging configuration for the C223 Baffle-Upper parts allowed only 12 pieces per container, resulting in inefficient use of space, increased storage area (32 m<sup>2</sup>), and greater transportation requirements (592 km annually, using 348 liters of LP gas).

**Solution:** A redesign of the dunnage and packing layout increased container capacity to 22 parts, significantly optimizing space and transport logistics.

#### Results:

- Transport reduced by 269 km/year
- Warehouse space reduced by 14 m<sup>2</sup>
- LP gas consumption reduced by 159 liters/year

#### Estimated GHG Impact:

By reducing fuel use and distance traveled, the project avoids approximately 754 kg of CO<sub>2</sub>e emissions annually, supporting our efforts to reduce operational emissions and improve logistics sustainability.

## COLON 3, MEXICO

**Solar Panel Installation**

**Challenge:** As part of our commitment to reducing environmental impact, ABC Technologies Mexico Plant 3 (MXPC) identified an opportunity to generate clean energy onsite by capturing solar energy through photovoltaic (PV) panels. Prior to the project, large rooftop areas suitable for solar energy generation were underutilized, and 100% of electricity consumption was sourced from the national grid—primarily generated from fossil fuels.

**Solution:** Through a targeted CAPEX investment, we installed a solar panel system that now supplies approximately 10% of the plant's total electricity needs, displacing grid electricity with clean, renewable energy.

**Key Results:**

- Solar energy generation: 900,000 kWh/year
- Annual cost savings: \$111,000 USD
- Estimated GHG emissions avoided: ~897,300 kg CO<sub>2</sub>e/year

This initiative aligns with ABC Technologies' global goals of lowering carbon emissions and increasing renewable energy usage. By generating clean electricity onsite, the project significantly reduces our dependency on fossil fuel-based grid power, leading to both financial savings and substantial emissions reductions. It also reinforces our position as a socially responsible manufacturer committed to Mexico's energy transition and global sustainability objectives.



Solar panel installation Colon 3, Mexico

## SAN JUAN 1-3, MEXICO

**Purge Recovery & Reuse in Blow Molding**

**Challenge:** In ABC San Juan Plant 1, the blow molding process generated significant amounts of plastic waste known as "purge", particularly during equipment startups and cleanings. Previously, this material was discarded, resulting in increased raw material usage, waste disposal costs, and environmental impact.

**Solution:** The plant team identified a way to recover, pelletize, and reintroduce purge material into the production process by incorporating additives. This approach allows for partial replacement of virgin resin without compromising product quality.

**Key Results:**

- 126 metric tons of purge recovered
- 126 metric tons of virgin resin avoided
- \$143,000 USD in annual material cost savings

**Estimated GHG Impact (Mexico-specific factors):**

For typical polypropylene (PP) or HDPE resin:

- Cradle-to-gate emissions for virgin plastic = ~2.5 kg CO<sub>2</sub>e/kg  
(Source: Plastics Europe, GHG Protocol, adjusted for regional context)
- 315 metric tons of CO<sub>2</sub>e/year

By reprocessing and reintegrating 126 tons of purge plastic annually, this project avoids the use of virgin resin and significantly reduces waste. The initiative delivers both financial and environmental benefits, including an estimated 315 metric tons of CO<sub>2</sub>e avoided per year, equivalent to the annual emissions of ~70 passenger vehicles.

This project supports ABC Technologies' goals in waste minimization and carbon footprint reduction, and showcases how operational efficiency can drive meaningful sustainability outcomes.



Recycled resin in exterior plastic parts, San Juan 1-3, Mexico

## ABC QUERETARO 4, MEXICO

**Extraction of Contaminant Particles by Directed Filter System**

Challenge: Improving containment of emissions.

Solution: Implementation of a directed filter system designed to efficiently capture and extract contaminant particles, significantly improving air quality and filtration performance.

**Results & Environmental Benefits**

Enhanced treatment of waste particles ensures compliance with Mexican emission standards.

Reduced airborne contaminant spread improves local air quality and minimizes environmental pollution around the facility.

Prolonged filter life reduces waste and maintenance frequency, supporting resource conservation.

Strengthened ABC's commitment to environmental responsibility and workplace safety.

This project demonstrates ABC's proactive approach to controlling emissions and protecting both the environment and surrounding communities by using the Best Achievable Control Technology (BACT).



Directed filter system at Queretaro 4, Mexico



Photovoltaic (PV) solar panels  
on ABC Soria Plant, Spain

ABC SORIA, SPAIN

### On-Site Solar Energy Generation

**Summary:** The ABC Soria Plant in Spain has implemented on-site photovoltaic (PV) solar panels to reduce its reliance on grid electricity and lower its environmental impact. In 2024, the system produced approximately 154,084 kWh, which was entirely self-consumed.

The solar capacity has now been expanded, with an additional set of panels installed, bringing the total installed capacity to 200 kW. This expansion is expected to significantly increase clean energy generation in the coming years.

#### Environmental & Operational Benefits

- Clean Energy Generated (2024): 154,084 kWh
- Emissions Factor (Spain): ~0.21 kg CO<sub>2</sub>e per kWh
- CO<sub>2</sub>e Emissions Avoided (2024):  
 $154,084 \text{ kWh} \times 0.21 \text{ kg CO}_2\text{e} = \sim 32.36 \text{ metric tons CO}_2\text{e/year}$
- Future Potential: With the expanded system, the plant is expected to double solar energy generation, further increasing emissions reductions and energy savings.

The solar panel installation at the ABC Soria Plant reflects our continued commitment to renewable energy, carbon reduction, and sustainable operations. With over 32 metric tons of CO<sub>2</sub>e avoided annually and more to come from the expanded system, this initiative directly supports our global ESG targets and climate action goals.

## A THANK YOU FROM THE ESG REPORT TEAM

Thank you for taking the time to read the ABC Technologies Environmental, Social and Governance (ESG) Report for our 2024 fiscal year.

We continue to develop our ESG goals and the impact it has both internally within our organization and how we operate and externally to the ecosystem.

We appreciate you taking the time to read the report and encourage you to provide feedback and comments so that we can work on improving our reporting.

A special thank you to our teams in Environmental, Health and Safety, Communications, Purchasing, Legal and Human Resources and all the other stakeholders who were involved in contributing to this report.





**ABC TECHNOLOGIES**  
— MOLDING THE FUTURE —