



# Sustainability Data Supplement Package for the Year 2023





# Table of Contents

Long Term Sustainability Roadmap & Goals .....	01
Ethical Governance .....	02
Renewable Energy .....	03
Environmental Performance .....	04, 05
Occupational Health & Safety .....	06

## Dear Stakeholders,

As we finished 2023 and moved into the first half of 2024, our Sustainability initiatives continued to progress at Linamar. Our ultimate goal to Carbon Neutral by the year 2050 remains unchanged. The projects, efforts and philosophies behind our Sustainability Journey continue to move forward. In our latest Corporate Sustainability Report, the 2022 edition published in October 2023, we outlined how we are Powering Futures and that our company culture is founded in our Stepping Stool program. The Linamar **Stepping Stool** provides a natural blueprint for a balanced, sustainable business model for the long-term.

This document serves as a Supplemental Data Package Update to the latest Corporate Sustainability Report (CSR) publication. It provides updated disclosures of data tables related to Linamar 2023CY GHG Emissions, Waste, Water Usage, Energy Consumption as well as the other relevant SASB Metrics that Linamar currently reports on. The disclosures are presented on the following pages in summarized data tables for a concise year over year comparison of the relevant data. An overview of our Sustainability strategies, policies and operating procedures can be referenced in the full 2022 edition of our Sustainability Report. (Version 2.0)

Additionally, we can highlight the following achievements or updates that have occurred since the latest CSR publication;

- Achieved a 3% reduction of Total (Scope 1 + 2) Emissions in 2023 vs. the 2022 Adjusted Baseline and a 20.33% reduction of Emissions per Dollar of Revenue, indicating improved operational efficiency of lower overall emissions despite a high level of revenue and company activity.
- Through our Global Continuous Improvement System, we have identified and implemented Energy Savings ideas equaling 288,000

GJ in FY23. As of June 30, our 2024 YTD implemented Energy Savings currently tallies an additional 67,680 GJ with new ideas continuing to be brought forward that are then read across the global operations.

- New renewable energy solar panel installs came online globally in 2023, particularly new projects in China, India and Mexico.
- Continued transition of the Mobility segment's book of business to a high penetration of zero or lower emissions EV (Electric Vehicle) programs.
- Established key Sustainability Council Subgroups focused on the areas of (i.) Supply Chain Sustainability and Scope 3 and (ii.) Fair Labour Practices.
- Externally published additional disclosures on our Governance page of our website highlighting our Anti-Bribery and Corruption policy as well as our Forced Labour and Child Labour Report. **Found at <https://www.linamar.com/governance/>**
- Significantly improved our Carbon Disclosure Project (CDP) Climate Change scoring in 2023 from a D- to a B.
- MSCI ESG Rating score improvements over time from a B in 2019CY to an A in 2023CY, a 3-point grade improvement that places us in the top 28% of our peer group ranking.

As we've noted in our latest publication, Sustainability is a Journey and the progress we continue to make is apparent. Together the Linamar team of 34,000+ employees is working together to advance that Sustainability Journey towards our 2050 goal.

**Together, we are  
Powering Sustainable Futures.**

# Ethical Governance

As outlined in the prior CSR, at Linamar we believe in promoting responsible and ethical conduct throughout not only the company, but through our supply chain as well. EthicsPoint is our anonymous reporting channel, open for incident-reporting, that is available to all employees, customers, and other stakeholders of Linamar. This includes, but is not limited to, concerns pertaining to accounting, internal controls, or ethical issues. Through this platform, incidents can then be quickly investigated and addressed.

This portal can be found at <https://Linamar.ethicspoint.com/> or by calling 1-888-294-5496.

During the year 2023, the policies outlined in the prior CSR remained in effect. Additionally, we have created and published our Forced and Child Labour Report along with our Anti-Bribery and Corruption Policy on our website. These can be found at <https://www.Linamar.com/governance/>

	2020	2021	2022 Adjusted	2023
SASB TR-AP-520a.1: Total amount of monetary losses incurred as a result of legal proceedings associated with anti-competitive behavior regulations.	0	0	0	0

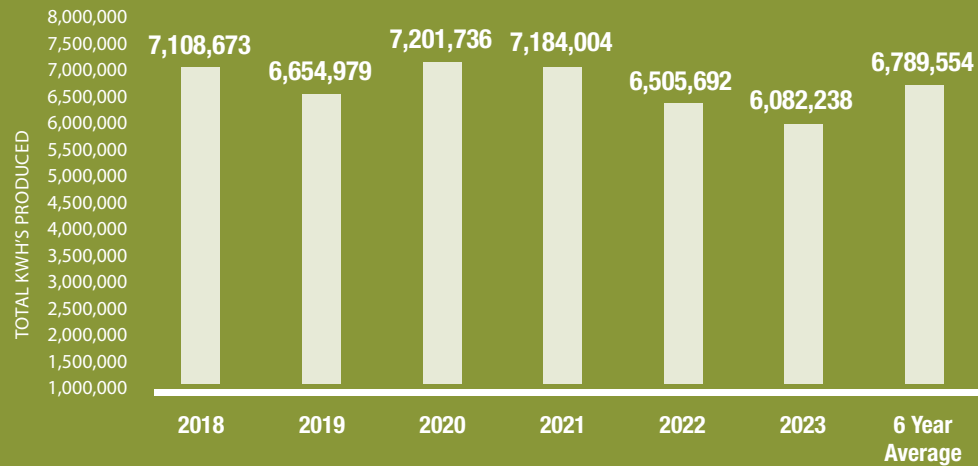
Pertaining to SASB TR-AP-520a.1, Linamar once again has recorded 0 monetary losses incurred as a result of legal proceedings associated with anti-competitive behaviour regulations. For further information, please refer to Linamar’s 2022 Sustainability Report which can be found at <https://www.linamar.com/sustainability/>



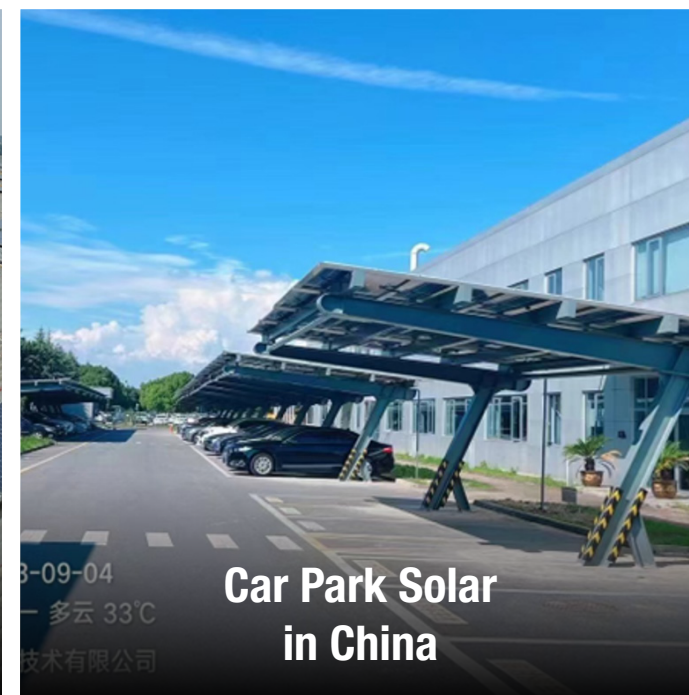
# Renewable Energy

Linamar has invested extensively in renewable solar power at its Canadian facility sites. Rooftop PV solar panels have been installed at 20 locations and these generate approximately 7,000,000 kWh of green, renewable electricity each year that is supplied to the grid. Additionally, in 2023 4 new renewable energy solar panel installs came online globally including India, Mexico and 2 sites in China.

## Total Solar Power Generated by Year



Above graph displays Total Solar Generated by Linamar Canadian Plants.



# Environmental Performance

## Global Scope 1 & 2 Emissions

	2022 Adjusted Baseline <sup>1</sup>	2023
Scope 1 Emissions (tCO2e)	169,159.73	160,057.10
Scope 2 Emissions (tCO2e)	308,033.28	302,966.37
Total Scope 1&2 Emissions (tCO2e)	477,193.01	463,053.46
Global Revenue (CAD, Millions) <sup>2</sup>	\$8,631.70	\$10,510.00
Emissions Metric: Sales Intensity (tCO2e per Million \$ of Revenue)	55.28	44.06
Employees	29,662	31,888
Emissions Metric: Employee Intensity (tCO2e/Employee)	16.09	14.52
Square Footage (sq.ft)	17,565,704	15,582,353
Emissions Metric: Square Footage Intensity	0.03	0.03

[1]. With continuing refinement to global Sustainability data collection processes and systems, some retroactive adjustments were made to the original 2022 baseline figures. With 2022CY being the first year in which Linamar conducted a full global emissions inventory, enhancements and corrections continue to put in place to improve the robustness of our reporting disclosures.

As such the “2022 Adjusted Baseline” figures presented in the above table differ slightly from those originally published in the 2022 Sustainability Report found at [www.Linamar.com/sustainability/](http://www.Linamar.com/sustainability/). The 2022 Adjusted Baseline reflects a more accurate view of our emissions output, and takes into consideration new acquisitions (see disclaimer below). The 2022 Adjusted Baseline will serve as Linamar’s comparative baseline for future years.

[2]. Revenue reported in 2022 and 2023 totaled \$7,917.9 and \$9,733.5 Million respectively. The above dollar figures are adjusted to reflect both Mobex and Dura acquisitions. Both Fiscal years experienced several months of recognized revenue & are added to the reported numbers for the purpose of this report.

\*Disclaimer: Approximately 5.6% (2022 adj.) and 3.9% (2023) of emissions reported in this publication have been estimated to reflect Linamar’s newly acquired facilities. Linamar is actively working on the integration process. Once all necessary data becomes readily available, an update will be published.

## Waste

### SASB TR-AP-150a.1

Year	Global Operations Data Coverage (%)	Non-Hazardous Waste (Tonnes)	Hazardous Waste (Tonnes)	Recyclables (Tonnes)	Waste Diversion Rate (%)
2019	27%	2,572.56	NA	86,313.86	97.11%
2020	27%	1,421.47	NA	64,079.30	97.83%
2021	33%	3,038.15	NA	75,359.48	96.12%
2022	100%	15,178.63	33,484.87	221,521.22	81.99%
2023	100%	31,875.91	33,310.33	226,313.46	77.64%

## Water

Year	Global Operations Data Coverage (%)	Water Withdrawals (ML)
2021	55%	1,091.00
2022	100%	1,289.44
2022 Adjusted	100%	1,300.37
2023	100%	1,467.67

# Environmental Performance

## Energy Management

SASB TR-AP-130a.1

SASB Metric	2022 Adjusted Baseline	2023
1) Total Energy Consumed (GJ)	6,919,923.48	7,164,006.08
2) Percentage Grid Electricity Consumed	52.87%	54.94%
3) Percentage of Renewable Energy Consumed	0.0%	0.06%

## Product Safety

SASB TR-AP-250a.1

Linamar had zero product recalls in its mobility segment in 2023, inclusive of either voluntary or direct recalls. This is consistent with results from 2019, 2020, 2021 and 2022.

## Design for Fuel Efficiency (SASB TR-AP-410a.1):

SASB Metric TR-AP-410a.1

The company has a long-standing history of developing, either independently or jointly with its customers, products that are intended to improve fuel efficiency and reduce vehicle emissions. A significant portion of the Mobility Segment products are installed into modern fuel-efficient engines, transmissions and drivelines. This includes a number of 4-cylinder engines, as opposed to 6, 8+ cylinder engines 15 or more years ago. Similarly, this includes 8,9, 10+ speed transmissions designed for optimal fuel efficiency and AWD products such as disconnects that reduce parasitic losses in vehicles.

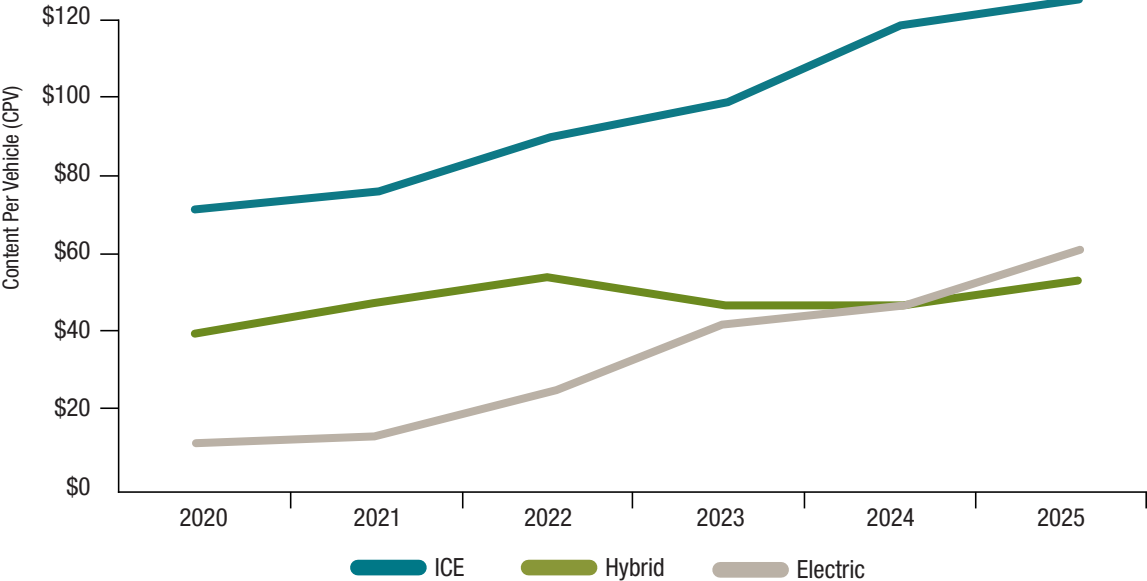
The company has focused on its product portfolio to increase the exposure to zero/low emissions vehicles technologies such as Battery Electric, Hybrid and Fuel Cells.

Revenues from such products will make-up a considerable portion of future Mobility Segment sales.

To note, 68% of the company’s 2023 Fiscal Year New Business Wins (NBWs) were made up of electrified or other propulsion-agnostic designs.

To illustrate, we point to Linamar’s expected growth in Battery Electric Vehicle Content as signified by the below graph.

## CPV by Propulsion Type





# Occupational Health & Safety

Our employees are the core of our business. Safe and healthy employees lead to an optimal work environment and superior performance. We ensure that our policies and processes for employee health and safety meet or exceed legal and regulatory requirements. Linamar's Global Operating System policies have mandated that all facilities must be registered to ISO 45001 (\*excluding corporate support locations, Agricultural Manufacturing locations and locations added through inorganic growth in 2022-2023). As of December 31, 2023, 100% of our Mobility Manufacturing Sites and 93% of our Skyjack Manufacturing Sites globally have continued to maintain conformance to ISO 45001. In addition, the Innovation Hub (iHub) our Med Tech Facility achieved a new certification in ISO 45001 in 2023.

Linamar's global total injury frequency rate (TIFR) is 4.47 vs the industry average of 4.51 which encompasses all peers in each type of manufacturing, and each region that Linamar partakes in. This is 0.82% lower than the average global industry rate. Our Human Resources and Corporate Governance Committee (HRGC) reviews the results from our comprehensive compliance auditing programs as well as significant safety on a quarterly basis. The HRGC also reviews regular reports from both internal and external experts on Linamar's progress towards reduction and efficiency targets and the monitoring and resolution of any significant issues throughout Linamar globally. In addition to the Global KPIs for environmental, health and safety, each Facility sets internal targets to drive improvement in this area.

Year	Linamar Total Global Injury Frequency Rate (TIFR)	Average Global Peers TIFR Rate
2022	3.97	4.52
2023	4.47	4.51

