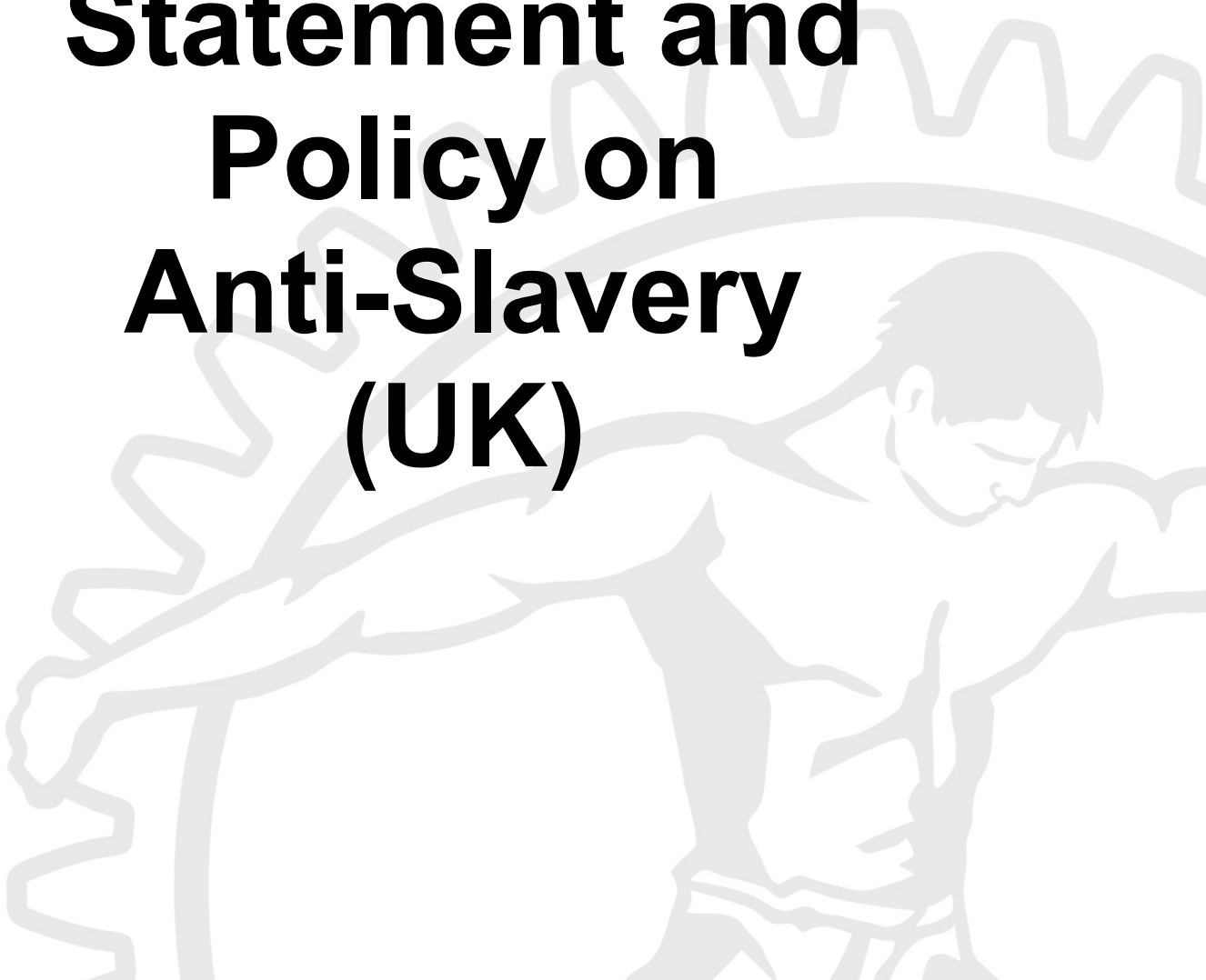
	Multimatic Anti-Slavery Statement and Policy (UK)		Rev: 03
	Document Type: POLICY / PROCESS / GUIDELINE / OTHER		
	Approved by: Multimatic Ltd. (and UK affiliates) Board of Directors		
	Author: Kim Silvestri (Vice President & General Counsel)		
	Oversight Responsibility: Vice President & General Counsel		
	Original Enactment Date: May 01, 2021		Languages: English only
	Current Version Date: May 15, 2025		Shared via: Multimatic corporate website, Multimatic CFT website, MultiNET
	Next Review Date: To be reviewed annually by Board of Directors prior to May 15		Classification: Public

Multimatic Statement and Policy on Anti-Slavery (UK)



ENGLISH VERSION

Multimatic Statement on Anti-Slavery (UK)

This statement is made pursuant to Section 54(1) of the Modern Slavery Act 2015 (the “MSA”) and sets out the steps that Multimatic Ltd. and its affiliates in the United Kingdom have taken to ensure that their business and supply chains are free from slavery and human trafficking during the prior financial year ended on December 31.

This statement covers Multimatic Ltd. and each of its automotive affiliates incorporated or organized in the United Kingdom, including Multimatic Holdings Limited, MTCE Limited, Multimatic CFT Limited and Multimatic U.K. Limited and each of their respective operating Divisions and Business Units, all of which are collectively referred to as the “Company” in this statement.

INTRODUCTION

The Company is committed to limiting the risk of modern slavery within its business and supply chains or any other of its business relationships in accordance with the requirements of Section 54(1) of the MSA.

COMPANY ORGANISATIONAL STRUCTURE AND OPERATIONS

The Company supplies engineered components, systems and services to Original Equipment Manufacturers in the automotive industry. The Company’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. The Company also develops and manufactures specialty vehicles (including concept cars, race cars and supercars).

The Company is an affiliate of Multimatic Inc. (its parent company) (“Multimatic”) which is a private company with corporate headquarters located in Markham, Ontario, Canada.

Multimatic and its automotive affiliates (the “Multimatic Group”) employ approximately 6,033 people worldwide and operate in the UK, the EU, North America, China and Japan.

Additional information regarding the Multimatic Group may be found at: www.multimatic.com.

The Company has annual turnover in excess of £36 million and is therefore required to file this statement.

NATURE OF SUPPLY CHAINS

The automotive supply chain is very complex and includes multiple layers of suppliers that directly and indirectly supply components, services and raw materials from locations around the world. The scope and complexity of this supply chain often prohibits the Company from engaging directly with each sub-supplier in its supply chain. Nevertheless, the Company engages with its direct suppliers and independent contractors and expects that they will adhere to the Company’s Policy on Anti-Slavery Pursuant to Section 54(1) of the MSA (the “Policy”).

POLICY ON ANTI-SLAVERY

The Company’s Policy reflects its commitment to implementing and enforcing effective procedures and controls to limit the risk of modern slavery practices from infiltrating its business and supply chains or any of its other business relationships.

Multimatic Statement on Anti-Slavery (UK)

The Company makes its suppliers aware of the Policy and takes appropriate measures to ensure that its suppliers adhere to the same high standards.

The Policy was developed with the support of Multimatic Inc.'s Legal and Human Resources Departments and the Company Director of Human Resources, in consultation with external counsel in the United Kingdom.

RISK ASSESSMENT

As a Tier 1 supplier (or lower tier supplier) to Original Equipment Manufacturers in the automotive industry, the Company is regularly required to validate its component parts and the processes used to manufacture the component parts. This extensive validation process is utilized by the Company's customers to confirm that parts produced and processes used by the Company satisfy applicable quality and manufacturing criteria. Through this validation process, the Company is able to assess the risk of slavery and human trafficking associated with its operations and the operations of its direct suppliers and independent contractors.

DUE DILIGENCE PROCESSES IN RELATION TO SLAVERY AND HUMAN TRAFFICKING

In order to monitor and mitigate the risks of slavery and human trafficking occurring within the Company's supply chains, the Company adheres to the strict standards imposed by the Original Equipment Manufacturers in the automotive industry. In addition to the extensive validation processes outlined above, the Original Equipment Manufacturers require (as a condition of supplying component parts and related services) that Tier 1 suppliers such as the Company represent they do not use child, slave, prisoner or any other form of forced or involuntary labour.

The Original Equipment Manufacturers may audit the Company to ensure compliance with the foregoing and/or require the Company to certify compliance with these strict standards. The Company, in turn, requires that its direct suppliers and independent contractors adhere to the same strict standards. The Company's general terms and conditions, applicable to standard contracts with its direct suppliers and independent contractors, requires compliance with laws including, without limitation, the MSA. In addition, the Company's supplier code of conduct specifically prohibits the use of forced labour or child labour.

EMPLOYEE TRAINING

The Company provides training to all key employees to ensure that they: (i) understand the risks of modern slavery and human trafficking infiltrating the Company's business or supply chains; and (ii) effectively implement the Policy and related procedures to address and mitigate this risk. The Company's employee handbook includes a statement confirming that the Company prohibits the use of forced, compulsory or child labour at any Company facilities and the facilities of its suppliers. The Company's "Open Door Policy" provides employees with a procedure by which concerns about modern slavery and human trafficking may be raised easily and responded to quickly by management.

The Company's whistleblowing policy protects employees who make good faith reports in relation to an issue of modern slavery and human trafficking.

MONITORING COMPLIANCE AND KEY PERFORMANCE INDICATORS

In order to monitor adherence to the Policy, the Company reserves the right to audit the businesses of its direct suppliers and independent contractors. The Company may also require its direct suppliers and independent contractors to provide written certificates of compliance confirming adherence to the MSA and any other law prohibiting modern slavery and human trafficking.

The Company regularly monitors and tracks the performance of its direct suppliers and independent contractors as part of its own procedures and in order to comply with the strict standards established by the Original Equipment Manufacturers in the automotive industry. If a direct supplier or independent contractor is found to be in violation of the Policy and/or the MSA, the Company will assign it a negative Key Performance Indicator. This may impact current and future business with the Company and, depending on the severity of the violation, the Company reserves its right to terminate any applicable contracts with the direct supplier or independent contractor.

Multimatic Statement on Anti-Slavery (UK)**REV: 03**

Employees of the Company who breach the Policy are also subject to disciplinary action up to and including dismissal in the case of breaches regarded as gross misconduct. Employees of the Company who suspect that a breach of the Policy has occurred are encouraged to report such instances to management through the “Open Door Process” or using the Company’s whistleblower procedures.

This statement was approved by the Board of Directors of the Company as of May 15, 2025 and was executed by Michael Spence (Director) and Kim Silvestri (Director) as of May 15, 2025.

Multimatic UK Anti-Slavery Policy

This anti-slavery policy (the “Policy”) supports the commitment of Multimatic Ltd. and its affiliates in the United Kingdom to limiting the risk of modern slavery within its business and supply chains or any other of its business relationships in accordance with the requirements of Section 54(1) of the UK Modern Slavery Act 2015 (the “MSA”).

This Policy shall be adopted by and apply to Multimatic Ltd. and each of its affiliates incorporated or organized in the United Kingdom, including Multimatic Holdings Limited, MTCE Limited, Multimatic CFT Limited and Multimatic U.K. Limited and each of their respective operating Divisions and Business Units, all of which are collectively referred to as the “Company” in this Policy.

The Policy applies to all persons working for or on the Company’s behalf in any capacity, including employees, directors, officers, agency workers, contractors, consultants and any other third party representatives.

The Company expects all persons who have, or seek to have, a business relationship with the Company to familiarise themselves with this Policy and to act at all times in a manner that is consistent with its values.

This Policy will be used to underpin and inform any statement on slavery and human trafficking that the Company is required to produce pursuant to the transparency in supply chain requirements of Section 54 of the MSA.

SCOPE OF POLICY

Modern slavery can take many forms - it is a complex and multi-faceted problem. The MSA covers four key criminal activities which are prohibited by this Policy:

1. slavery - ownership is exercised over an individual;
2. servitude - the obligation to provide service imposed by coercion;
3. forced and compulsory labour – involuntary work or service which is obtained from an individual under the threat of force or penalty; and
4. human trafficking - arranging or facilitating the travel of another person with a view to exploiting them.

Other forms of modern slavery which are prohibited under this Policy but not specifically referenced in the MSA include child labour. This involves the employment of children that is exploitative, or is likely to be hazardous to, or interfere with, a child’s education, health (including mental health), physical wellbeing or social development (regardless of whether it is legal in the jurisdiction in which it takes place).

A common element of modern slavery is the deprivation of a person’s liberty by another person in order to exploit them for commercial or personal gain and amount to a violation of the person’s fundamental human rights.

Addressing modern slavery requires everyone working for or on behalf of the Company to play a part and remain vigilant to the risk in all aspect of the Company’s business and business relationships.

IMPLEMENTATION OF POLICY

In order to implement this Policy, the Company aims to implement the following measures over the course of the current financial year:

- conduct risk assessments to determine which parts of the Company’s business and its supply chains are most at risk to modern slavery so that the Company’s efforts may be focused on those areas most “at risk”
- where appropriate, as informed by the risk assessments, the Company will engage directly with its suppliers and other applicable stakeholders in respect of this Policy in order to gain a proper understanding of the measures they have in place to ensure that modern slavery is not occurring within their own businesses and supply chains
- ensure that the Company’s contractual documentation includes prohibitions against slavery or servitude, the use of forced, compulsory or trafficked labour and the use of child labour in line with this Policy. The Company expects its suppliers and other applicable stakeholders to hold their own suppliers to the same standards and reserves the right to terminate any contractual arrangement if there is breach of this Policy

Multimatic Statement on Anti-Slavery (UK)**RESPONSIBILITY FOR POLICY**

The Boards of Directors of the Company have overall responsibility for this Policy and ensuring that the Company complies with its corresponding legal obligations hereunder.

All Group Vice Presidents and Division General Managers are responsible for ensuring that those reporting directly to them comply with the provisions of this Policy in the day- to-day performance of their roles and responsibilities.

The Senior Manager of Human Resources will work with Division General Managers to assist them with the implementation of this Policy, monitor its compliance and ensure that the appropriate processes and control systems are in place, and amended as appropriate, to promote compliance. S/he will also communicate with the Boards of Directors based on reviews/observations of adherence to the Policy, provide certifications to the Boards to support annual or other statements required under the MSA and arrange for registrations, postings and other administrative matters required by the MSA.

COMMUNICATION AND TRAINING

The Division General Managers, with support from the Senior Manager of Human Resources, will ensure that Company employees receive adequate training on this Policy and any support tools applicable to their role. Employees will also receive regular training on the issues of modern slavery to assist them in appreciating the extent of the problem and identifying areas of the Company's business that may be at risk.

BREACHES OF THIS POLICY

Any breaches of this Policy will be taken seriously and dealt with on a case-by-case basis.

A breach of this Policy by an employee, director or officer of the Company may lead to disciplinary action being taken in accordance with the Company's disciplinary procedure. Serious breaches may be regarded as gross misconduct and may lead to immediate dismissal.

Persons to whom this Policy applies will be expected to co-operate to the fullest extent possible in any investigation into suspected breaches of this Policy or any related processes or procedures.

If any part of this Policy is unclear, clarification should be sought from the Senior Manager of Human Resources.

STATUS OF THIS POLICY

This Policy will be reviewed by the Company's Boards of Directors on an annual basis.

This Policy does not confer any contractual rights to Company employees and the Company reserves the right to alter any of its terms at any time without notice. The Company will notify applicable persons in writing of any changes which may affect them.