

# ON THE RIGHT PATH

SUSTAINABILITY  
REPORT  
**BOCAR GROUP**

2023



# ON THE RIGHT PATH

Bocar Group is part of the history of an industry that has become an engine of global development. In this travel towards sustainability there is a long way to go, but we are driven by the correct reasons to move further: the commitment, the talent of our people, the value of sharing with the community and respect for the planet we inhabit.

**We are ready to drive the evolution of the industry towards a new era and we are proud to know that we are on the right path, developing a more sustainable Bocar Group.**



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# Message from General Management

GRI: 2-22

For Bocar Group, 2023 marked the 65th anniversary since the beginning of our operations in Mexico. It has been a year distinguished by initiatives that expanded our market value proposition through continuous development of competencies. The acquisition of new clients further solidified our position in products that contribute to the electrification of the automotive sector. Additionally, we have started a transition phase in the company's leadership. In alignment with our purpose of "Build strong partnerships to drive sustainable mobility", we have taken significant strides in integrating sustainability practices into our operations.

Our efforts have been focused on the development of the strategic framework CEERO, which aims to promote environmental stewardship and efficient resource utilization, foster an inclusive work environment, care of our communities, operate within an ethical business framework with clients and suppliers, and strengthen our presence in the electric vehicle segment.

As part of our commitment to proactive climate action, we obtained approval for our carbon footprint reduction targets in line with the Science Based Targets methodology (SBTi). Bocar Group is pledging to achieve a 46% reduction in CO<sub>2</sub>eq emissions for scopes 1 and 2, and a 42% reduction for scope 3 emissions by 2030. We have successfully treated 73% of wastewater from our operations through in-house infrastructure and achieved a 3.6% reduction in waste sent to landfills compared to the previous year. Furthermore, we have joined the United Nations Global Compact to contribute to the Sustainable Development Goals, formalizing the alignment of our strategy, objectives, and initiatives with the global agenda.

Our people have always been the driving force of the company. Therefore, one of the key initiatives we undertook was laying the groundwork to integrate the principles of Justice, Equity, Diversity, and Inclusion (JEDI) into talent management approach.

To further strengthen our relationships with the communities where we operate, we have formalized a volunteer program. In collaboration with the Bocar Family Foundation, over 10,700 individuals were benefited in 2023 through the dedication of more than 3,400 volunteers who generously offered their time and resources.

In collaboration with our suppliers, we have taken a significant step forward by conducting our first Environmental, Social and Governance (ESG) assessment. We have identified levels of maturity in sustainability practices in a representative sample of 76% of our expenditure. In relation to our customers, we were honored to receive our first sustainability performance recognition in the category of "Sustainability Visionary" from American Axle, a global leader in transmission technologies for the automotive industry. This award has reaffirmed our commitment to strengthening partnerships within the framework of a sustainable value chain.

These actions have been in line with our purpose and have enable us to progress on the right path to contribute to the socio-economic development of our communities, environmental stewardship, and the positive impact of the global automotive sector.

THANKS TO THE SKILL OF OUR PEOPLE AND THEIR WORK CULTURE, WE MANUFACTURE PARTS THAT ALLOW MILLIONS OF PEOPLE TO MOVE DAILY AND SAFELY IN THEIR CARS.



**MARCUS BAUR**  
President  
Bocar Group

**KARL SCHARY**  
Chief Executive Officer  
Bocar Group



ON THE RIGHT PATH

# We are Bocar Group

**GRI:**  
2-6, 2-7

**SASB:**  
TR-AP-000.A, TR-AP-000.B, TR-AP-000.C

**SGD**  
8 10



# Our reason of being

We are a global partner to the automotive industry. Since we began operations in 1958, we have specialized in the design and manufacture of aluminum and plastic parts. We are a Mexican company with German DNA and international reach, that striving for expansion within the framework of a culture of sustainability.

We are committed to environmental care, the development of the more than 8,700 people who make up the organization and the strengthening of the communities where we have presence.

We have become a benchmark in the production of auto parts thanks to our technical capabilities and our collaboration with clients to develop components that contribute to the optimum performance of their vehicles.

Our products are manufactured in five production facilities located in Mexico and one in Huntsville, Alabama, USA.

Today we have international sales representation with offices in the United States, Japan (since 2004), Germany (since 2019) and China (since 2020).

Additionally, in Germany we have the Bocar Technical Center (BTC), which focuses on the development, innovation, and certification of industrial processes.

 <p><b>PURPOSE</b></p> <p>Build strong partnerships to drive sustainable mobility.</p>	 <p><b>MISSION</b></p> <p>Be recognized as a strategic and reliable partner focused on providing competitive technical solutions. Our success is based on the application of DOL principles and trust in each of our associates.</p>	 <p><b>VALUES</b></p> <div>  Punctuality  Simple things </div> <div>  Respect  Enthusiasm </div> <div>  Quality  Sustainability </div> <div>  Continuous improvement  Innovation </div>	
 <p><b>VISION</b></p> <p>To be the preferred automotive supplier for the transformation to sustainable mobility. To consolidate our position as a leading technology partner for our clients, distinguished by reliability, strong skills, and experience in providing cost-effective solutions.</p>	 <p><b>PRINCIPLES</b></p> <p>Our behavior is guided by the DOL philosophy, which establishes three principles to facilitate efficiency in the organization: discipline, order and cleanliness.</p>		



# Our operations

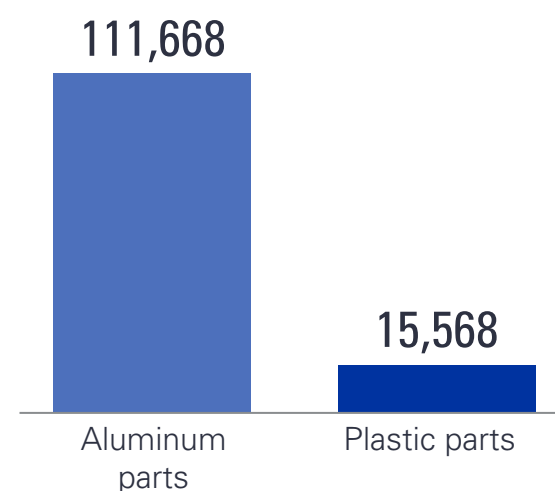
We are committed to offer added value through innovation and the use of state-of-the-art equipment, market knowledge, and the quality of our products and services. Our clients are the most important automobile brands globally, and we strive to develop our value chain within a framework of sustainable development.

2,137

PARTS PRODUCED  
IN 2023

## Weight of total parts produced

Weight (Ton)



## Business units

### High Pressure Die Casting - HPDC

In this process, molten aluminum is injected at high pressure, which allows the production of parts with complex geometries and thin walls. These walls are essential to reduce weight without compromising the strength of the parts, thereby optimizing vehicle performance and fuel efficiency. Some parts for the electric propulsion system are made using this process.

### Gravity and low pressure die casting - SPM (Semi Permanent Mold) & LPDC

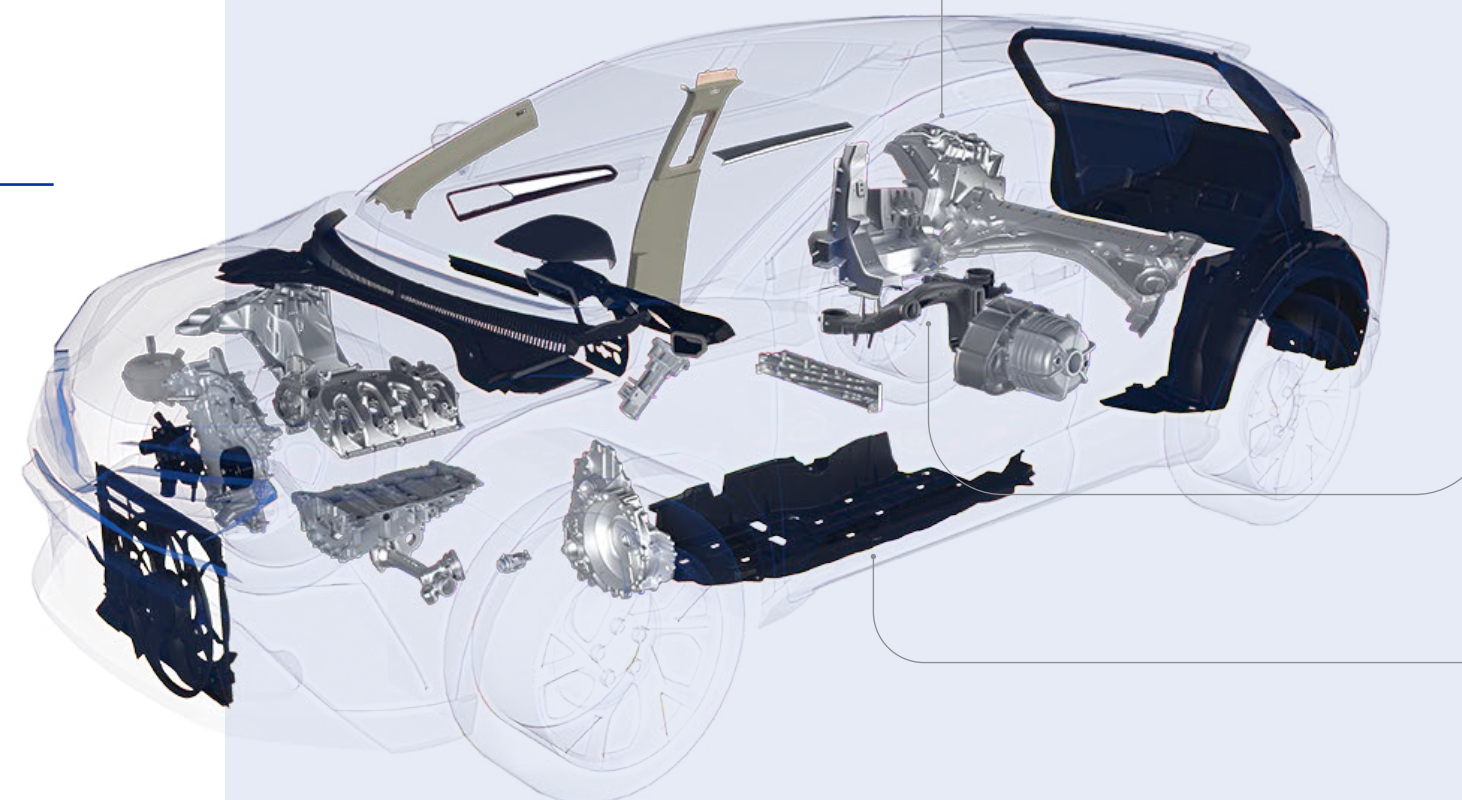
We use this process to produce high-quality and complex aluminum components, thanks to its ability to produce precise parts with intricate details and excellent structural integrity. The combination of advanced technologies, such as 3D cores and the use of inorganic sand, together with the application of low pressure, make this method versatile and efficient. Electric vehicle suspensions are produced using this process.

PRODUCTION

75%

PRODUCTION

17%



### Plastic injection

This involves melting plastic material to inject it at high pressure into a mold where it cools and solidifies. The parts we manufacture are used in automotive engine components, interiors, trunk covers, fender liners and exteriors.

PRODUCTION

8%



# Location of our operations

## UNITED STATES OF AMERICA

**Huntsville, Alabama:** High pressure die casting (HPDC) plant

**Detroit, Michigan:** Sales office and engineering services

**San Jose, California:** Sales office and engineering services

**Manchester, Tennessee:** Logistics center

## MEXICO

**Chihuahua, Chih.:** High pressure die casting (HPDC) plant

**Saltillo, Coah.:** High pressure die casting (HPDC) plant

**San Luis Potosí, SLP:** High pressure die casting plant (HPDC)

**Querétaro, Qro.:** High pressure die casting (HPDC) plant

**Lerma, Edo. Méx.:** Bocar Engineering Center, High Pressure Die Casting Plant (HPDC), Plastic Injection Plant, Aluminum Semi-Permanent Mold Plant (SPM)

**Mexico City:** Corporate Headquarters and Mechanical Workshop

## CHINA

**Shenzhen, Guangdong:** Commercial office, market intelligence and tool acquisition

## JAPAN

**Yokohama, Kanagawa:** Commercial office, technical research and advanced development

## GERMANY

**Leinfelden-Echterdingen, Baden-Württemberg:** Service office

**Schramberg-Waldmössingen, Baden-Württemberg:** Bocar Technical Center





# Markets served and clients

					<p>MORE THAN 95% OF OUR PRODUCTION IS DESTINED FOR MEXICO, THE UNITED STATES AND CANADA. THE REMAINDER IS SHIPPED TO OTHER COUNTRIES SUCH AS GERMANY, AUSTRIA, CHINA AND JAPAN.</p>





# Our people

Our team is made up of women and men with diverse skills. As of the end of 2023, we directly employed 8,779 people directly in Mexico, United States, Germany, Japan, and China.

Our hiring schemes include permanent positions, along with temporary hires for special projects. Full-time employment is the general mode, with the possibility of part-time employment to support interns and apprentices in continuing their formal education.

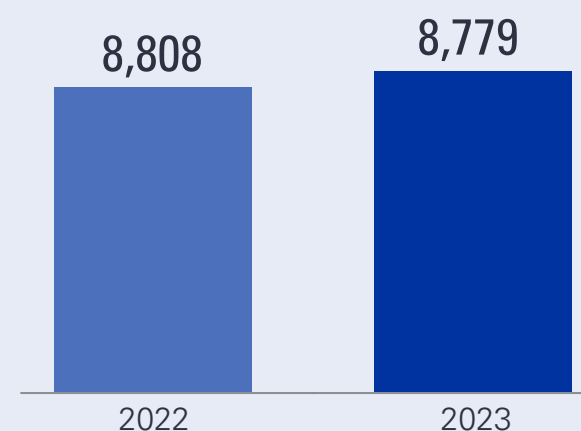


## 8,779

PEOPLE EMPLOYED  
BY THE END OF 2023

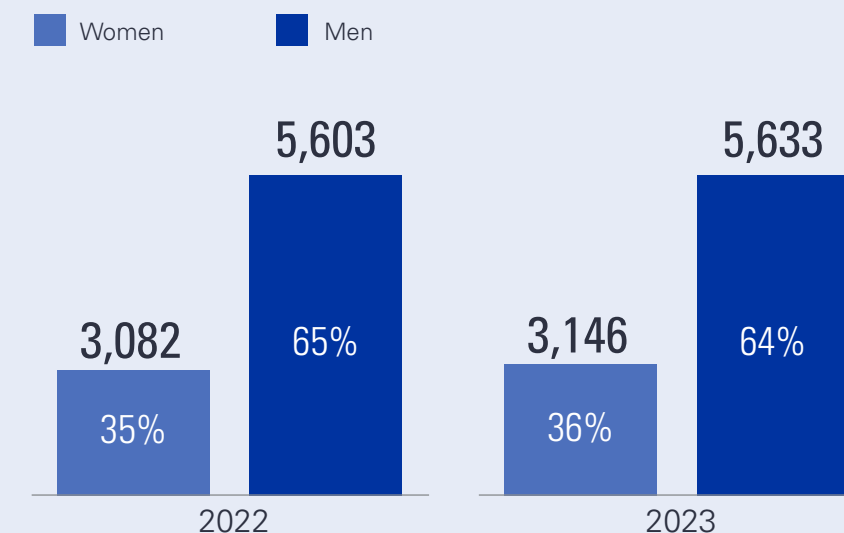
### Total people employed

Global data



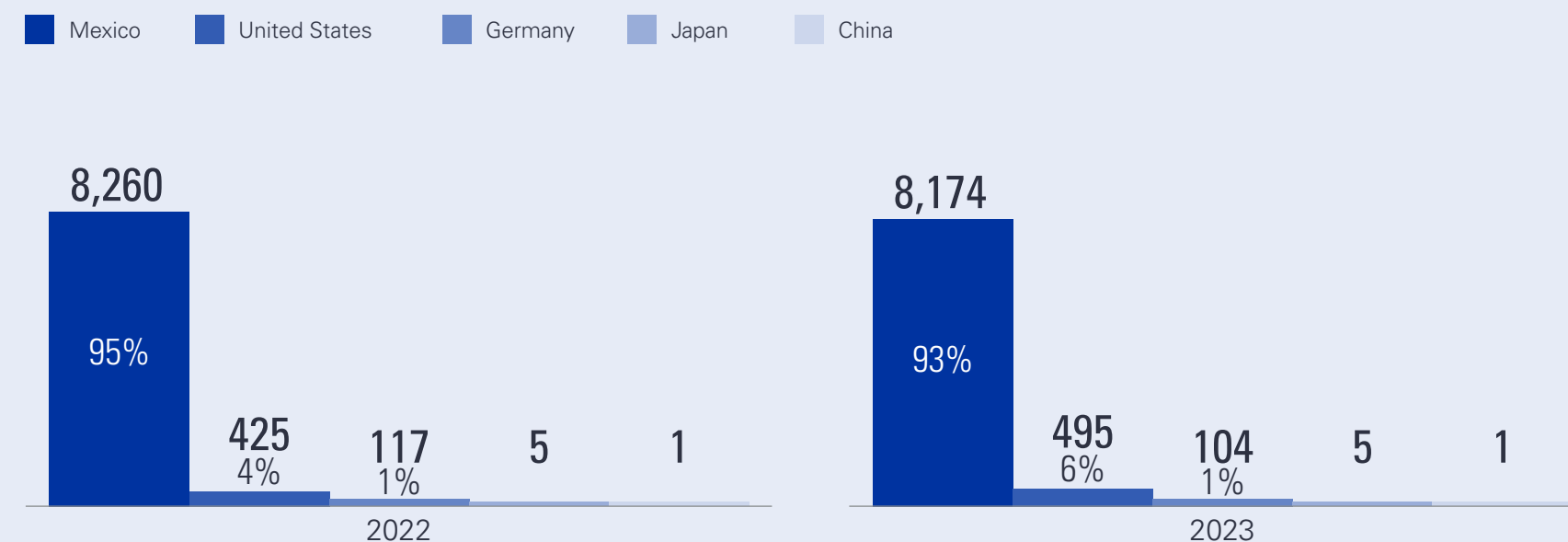
### Total people employed, by gender

Global data



### Total people employed, by country of operation

Global data



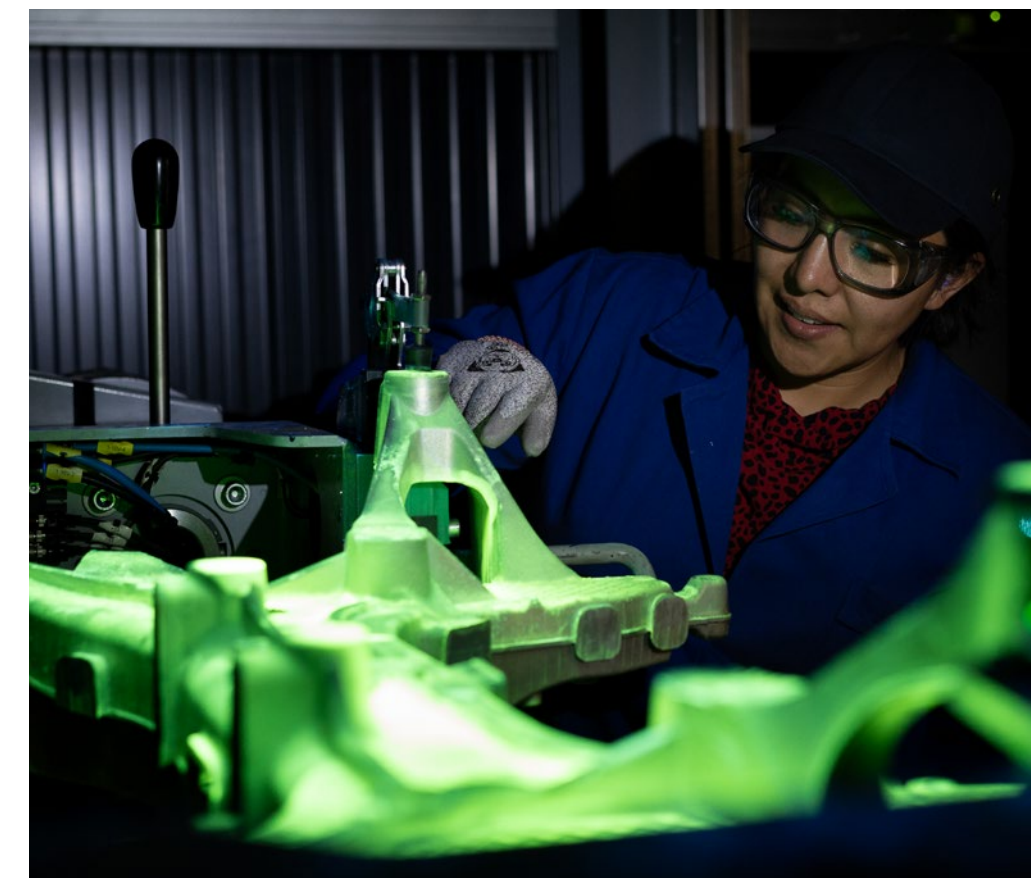


# Innovation and development

We aim to maintain our position as a key business ally for the automotive industry, strengthening our position as a supplier of specialized products that invests in research and development to generate competitive advantage based on our technical capabilities.

In 2023, we generated new capabilities by successfully starting the manufacturing of parts using high-tonnage machines at our San Luis Potosí plant, and we also incorporated a new low-pressure production process at the Lerma complex. Both technologies allow us to produce parts with highly integrated components, reducing the number of production processes and optimizing resources.

At the Huntsville plant, we integrated a manufacturing assistant into our operation that uses artificial intelligence to optimize the structural part straightening process. The machine can execute tasks, measuring their outcome, and modify actions for the next cycle based on efficiency. This allows for reduced production times and maximized resource usage to achieve better results.



THROUGH OUR BOCAR TECHNICAL CENTER (BTC) LOCATED IN GERMANY, WE STAY AT THE FOREFRONT. WE ESTABLISH A CONNECTION POINT WHERE, TOGETHER WITH OUR CLIENTS, WE COLLABORATE ON THE DEVELOPMENT OF TECHNOLOGICAL AND PRODUCT INNOVATIONS.





# Certifications and awards




We constantly reaffirm our commitment to product quality, the health and safety of those who are part of Bocar Group, and to the environment. Commitments such as decarbonizing operations become relevant when we work in partnerships and join national and international initiatives that help us maximize our efforts.

During 2023, we achieved validation of our Reduction of greenhouse gas emissions (GHG) targets under the Science Based Targets Initiative (SBTi) methodology and committed to transitioning to GHG low-emissions operations to address climate change.

# Affiliations

- National Auto Parts Industry, A.C. (INA)
- Mexican Business Council for Foreign Trade, Investment and Technology, A.C. (COMCE)
- Regional Automotive Cluster State of Mexico, A.C. (CLAUTMEXICO)
- Mexican-German Chamber of Commerce and Industry, B.C. (CAMEXA)

AUTOMOTIVE EXCELLENCE	SAFETY, HEALTH, ENVIRONMENT AND QUALITY CERTIFICATIONS	
Supplier Excellence Award in the "Sustainability Visionary" category by American Axle (AAM)	ISO 45001, ISO 14001, ISO 9001	IATF
		

COMMITMENT TO SUSTAINABILITY			
INTERNATIONAL STANDARDS		INFORMATION REPORTS	
Science Based Targets (SBTi)	UN Global Compact	Carbon Disclosure Project (CDP)	EcoVadis
			
Sustainable Development Goals	ESR Distinction (2nd consecutive year)	Manufacture 2030	NQC Supplier Assurance (SAQ 5.0)
			
Aluminium Stewardship Initiative (ASI)	Responsible Business Alliance		
			



# Highlights 2023

OUR STRATEGY AND INITIATIVES CONTRIBUTE TO THE UNITED NATIONS SUSTAINABLE DEVELOPMENT GOALS

ENVIRONMENT	OUR PEOPLE	OUR COMMUNITIES	SUSTAINABLE VALUE CHAIN
CLIMATE ACTION TARGETS VALIDATED BY SCIENCE BASED TARGETS			RECOGNIZED AS "SUSTAINABILITY VISIONARY" BY AMERICAN AXLE
94% OF THE ALUMINUM USED IS RECYCLED	8,779 EMPLOYEES	40% EMPLOYEES PARTICIPATING IN BOCAR VOLUNTEERING	11% SALES PARTICIPATION IN ELECTRIC VEHICLES
73% OF WASTEWATER TREATED WITH IN-HOUSE INFRASTRUCTURE AND 27% THROUGH AGREEMENTS	36% OF OUR TEAM ARE WOMEN	+11,000 PEOPLE BENEFITED BY FAMILY BOCAR FOUNDATION	76% OF SUPPLIERS ASSESSED UNDER ESG CRITERIA
80% OF REUSABLE PACKAGING IS RECOVERED	+33,000 MEDICAL CONSULTATIONS	2,000 PEOPLE RECEIVED AID FOR RECOVERY AFTER HURRICANE OTIS IN ACAPULCO	
97% OF SAND REUSED IN PROCESSES	47 PEOPLE GRADUATED FROM TRAINING AND DEVELOPMENT PROGRAMS	3,000 PEOPLE RECEIVED ASSISTANCE TO DEAL WITH FROSTS IN CHIHUAHUA	
100% OF PRODUCTION PLANTS WITH ISO 14001:2015	90% SATISFACTION RATE IN TRAINING PROGRAMS	1 PARK REHABILITATED IN SAN LUIS POTOSÍ	



# 01

SUSTAINABLE  
MOBILITY

ON THE RIGHT PATH



# Towards sustainable mobility

THROUGH OUR CEERO STRATEGIC FRAMEWORK  
WE FOCUS EFFORTS TO ACHIEVE KEY RESULTS  
IN SUSTAINABILITY.

**GRI**

2-13, 2-14, 2-23, 2-24, 2-25, 2-29, 3-1,  
3-2, 308-1, 414-1

94%  
OF ALUMINUM IS  
RECYCLED



# Materiality and strategic framework

In 2021, we began integrating our sustainability strategy with the development of the first materiality analysis and the definition of the CEERO strategic framework. In 2023, we conducted a doble materiality analysis to identify the internal and external impacts of our operations; this was carried out internally without the support of external consultants and considered perspectives on relevant issues for our clients, financial aspects, and alignment according to methodologies from Global Reporting Initiative (GRI) and Sustainability Accounting Standards Board (SASB).

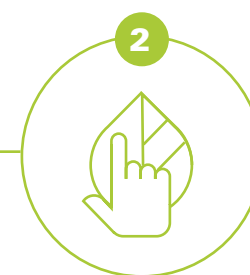
We transition from reporting 17 topics in 2022, to a consolidated 11 presented in this report with their management demonstrated through programs, initiatives, and progress in specific indicators.

As part of the adherence to the Global Compact and updating our materiality, during the last year we integrated our contribution to the following Sustainable Development Goals (SDGs): 3, Good Health and Well-being; 8, Decent Work and Economic Growth; 10, Reducing Inequalities; 11, Sustainable Cities and Communities; 16, Peace, Justice, and Strong institutions; and 17, Partnerships for the goals.

## Systematic approach to update material issues



Evaluation and weighting of issues



Definition of subtopics and approach



Alignment with the CEERO strategic framework





# Material issues, Sustainable Development Goals and Global Compact Principles

SDG	Global Compact Principles	Description
	1 2 7 8 9	<b>Climate change:</b> Taking proactive measures to limit global warming to 1.5°C by reducing carbon emissions while promoting the use of renewable and efficient energy.
	3 4 5 6 7 8 9	<b>Sustainable products:</b> Ensuring that our products, from design to material sourcing, are integral to sustainable mobility and reduce environmental impact through innovation, manufacturing processes and use.
	1 2 3 4 5 6 7 8 9 10	<b>Sustainability culture:</b> Creating a shared commitment to sustainability among personnel and stakeholders, driving positive change in our company's practices and values.
	1 2 3 4 5 6 10	<b>Talent attraction and development:</b> Attracting diverse talent and fostering their growth through training and opportunities.
	1 2 7 8 9	<b>Water:</b> Efficiently managing water resources with a long-term risk mitigation perspective, preventing pollution and supporting water conservation efforts.
	1 2 3 4 5 6 10	<b>Personnel well-being:</b> Prioritize the health, safety and well-being of our people and their families.

SDG	Global Compact Principles	Description
	1 2 3 4 5 6 7 8 9	<b>Supply chain management:</b> Promote the use of more environmentally friendly aluminum, source materials responsibly, optimize transportation and ensure ethical practices throughout the supply chain.
	7 8 9	<b>Circular economy:</b> Minimize waste by designing efficient processes with reuse of materials, recycling, and reduction of consumption.
	1 2 3 4 5 6 10	<b>Business ethics:</b> Operate under the highest ethical standards with transparency and integrity in all our business practices. Protect human and labor rights throughout the value chain, promoting the development of our communities and the environment.
	1 2 3 4 5 6 10	<b>Justice, equity, diversity, and inclusion:</b> Ensure a sense of belonging for our workforce and society, with fairness, equal opportunities, and diverse perspectives in a safe and inclusive environment.
	1 2 3 4 5 6 7 8 9 10	<b>Community development:</b> Investing in the development of our local communities through job creation, education, and volunteer activities.



## Global Compact Principles

- Support and respect the protection of Human Rights
- Not to be accomplices in the violation of Human Rights
- Support freedom of association and collective negotiation
- Support the elimination of all forms of forced or compulsory labor
- Supporting the eradication of child labor
- Support the abolition of slavery practices

- Maintaining a preventive approach that favors the environment
- Encourage initiatives that promote greater environmental responsibility
- Encourage the development and diffusion of environmentally friendly technologies

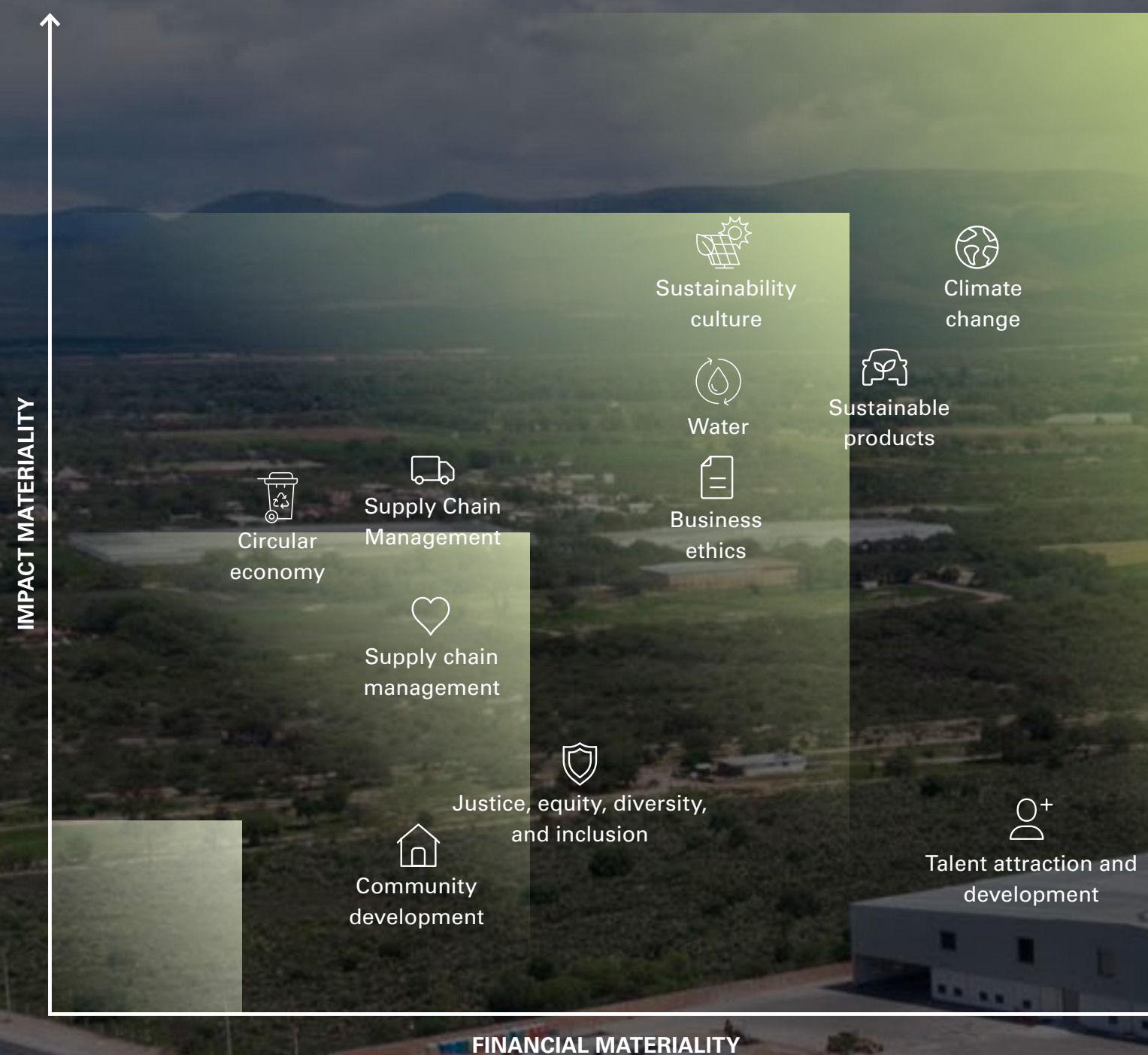
- Working against corruption in all its forms

- Human Rights
- Labor standards
- Environment
- Anti-corruption

For more information about the Global Compact, [click here](#)



# Materiality Matrix



THROUGH OUR MATERIALITY MATRIX WE MAINTAIN THE FOCUS OF OUR CEERO SUSTAINABILITY FRAMEWORK TO MITIGATE EXTERNALITIES AND ADDRESS POTENTIAL IMPACTS ON OUR OPERATIONS.



# Stakeholders

We maintain regular and on-demand contact with stakeholders through channels and resources that allow us to communicate progress in sustainability, operating results, business performance and risks, initiatives, and agreements according to each group's level of involvement, both in person and remotely.

## MEDIA



E-mail address



Global events



Bocar Intranet



Website



Annual suppliers' event



Local events



Internal communication media



Meetings on demand



Regular annual meetings

### GROUPS

#### SHAREHOLDERS, BOARD MEMBERS AND INVESTORS

##### SUB GROUPS

- Shareholders' Meeting
- Financial Institutions



### GROUPS

#### WORKFORCE

##### SUB GROUPS

- Personnel employed
- Union



### GROUPS

#### CLIENTS

##### SUB GROUPS

- OEM's
- Tier1



### GROUPS

#### SUPPLY CHAIN

##### SUB GROUPS

- Goods suppliers
- Service Providers



### GROUPS

#### COMMUNITY

##### SUB GROUPS

- Personnel Family
- Local Communities
- Education Institutions
- Civil society organizations
- Financial Institutions



### GROUPS

#### DECISION MAKERS IN GOVERNMENT

##### SUB GROUPS

- National government
- State government
- Local government
- Embassies of the United States, Japan, Germany, and China



### GROUPS

#### CHAMBERS OF COMMERCE

##### SUB GROUPS

- Business representative bodies
- Automotive sector associations





# Strategic framework

## CEERO

As we journey towards sustainability, the CEERO strategic framework helps us focus on objectives for 2030. It serves as the roadmap that concentrates strategic direction and integrates the revised materiality, providing transparency and clarity to our stakeholders about the efforts and aspirations of the Group.



C	E	E	R	O
CO <sub>2</sub> : reduction	Engagement	Ethics and governance	Resources well managed	Optimization of the product portfolio
<p>Carbon emission reduction aligned with the commitment to limit global warming to 1.5°C, aligned with the Science Based Targets Initiative (SBTi).</p> <p><b>Material topics:</b> climate change, circular economy.</p>	<p>Empowering our people to meet future challenges, fostering a diverse and inclusive work environment, and caring for our community to build a resilient business environment.</p> <p><b>Material topics:</b> culture of sustainability; personnel well-being; talent attraction and development; Justice, equity, diversity, and inclusion; community development.</p>	<p>Operating under the highest ethical and transparency standards to foster trusting relationships.</p> <p><b>Material topics:</b> business ethics, culture of sustainability and supply chain management.</p>	<p>Eliminate waste and safely use natural resources.</p> <p><b>Material topics:</b> circular economy, water, and culture of sustainability.</p>	<p>From the design of parts to material sourcing, being part of sustainable mobility.</p> <p><b>Material topics:</b> sustainable products.</p>



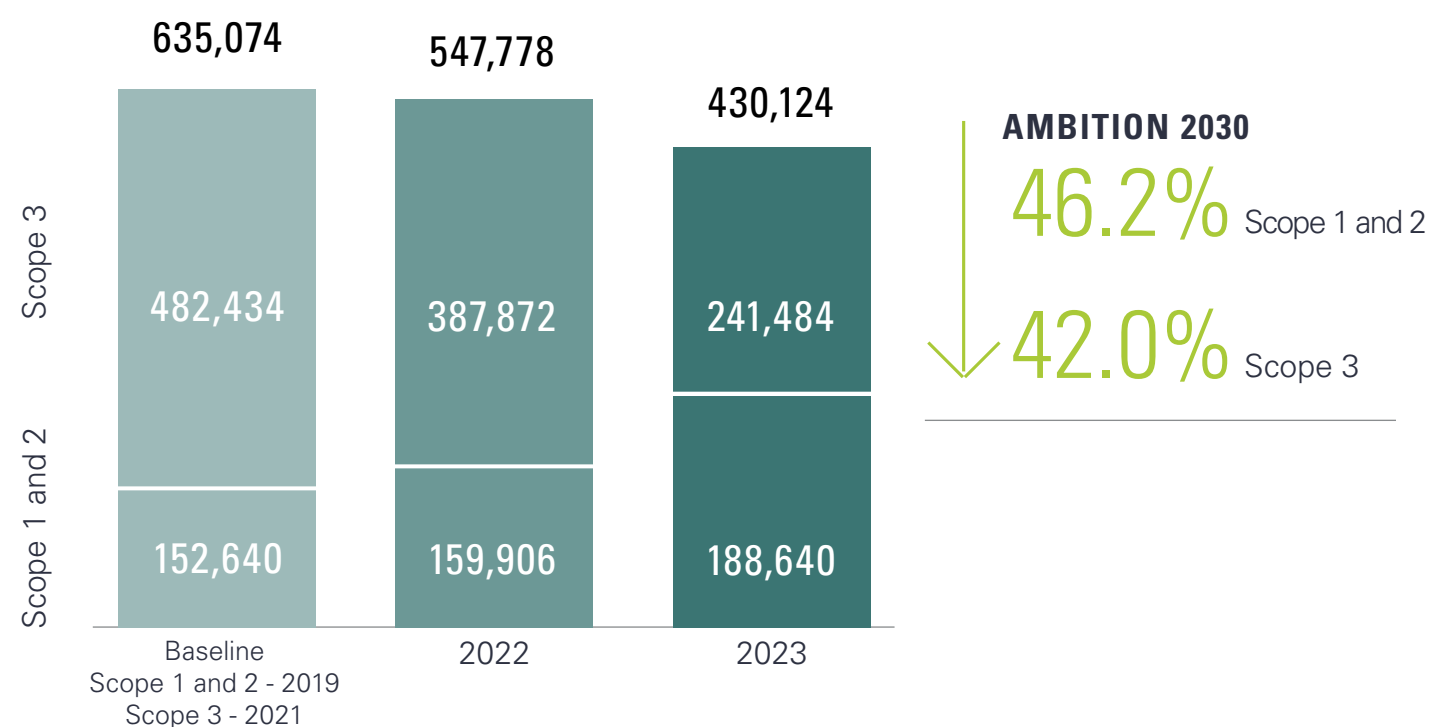


# Sustainability goals



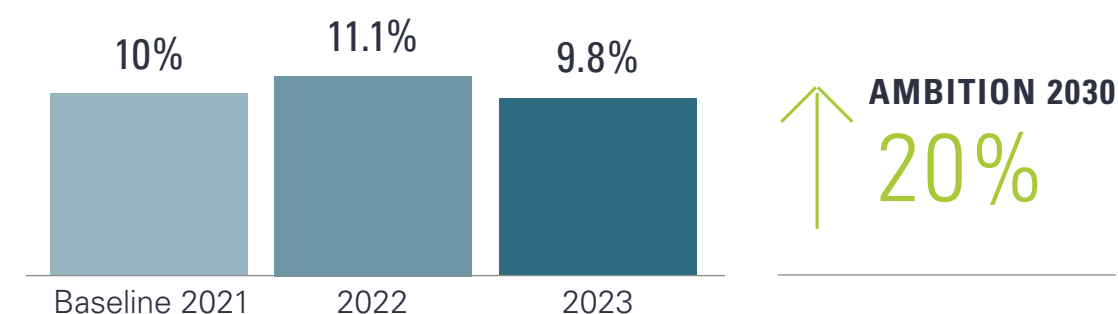
## CO<sub>2</sub>: REDUCTION

1. Emissions reduction: scopes 1 and 2\* (Ton CO<sub>2</sub>eq)  
\*SBTi 2019 base year

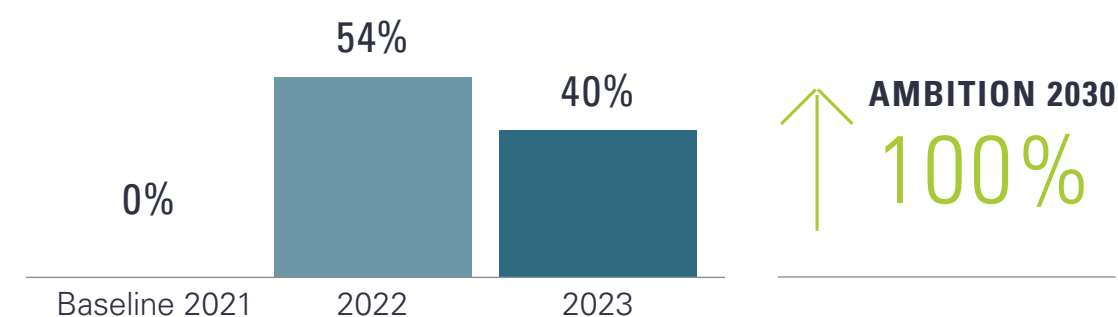


## ENGAGEMENT

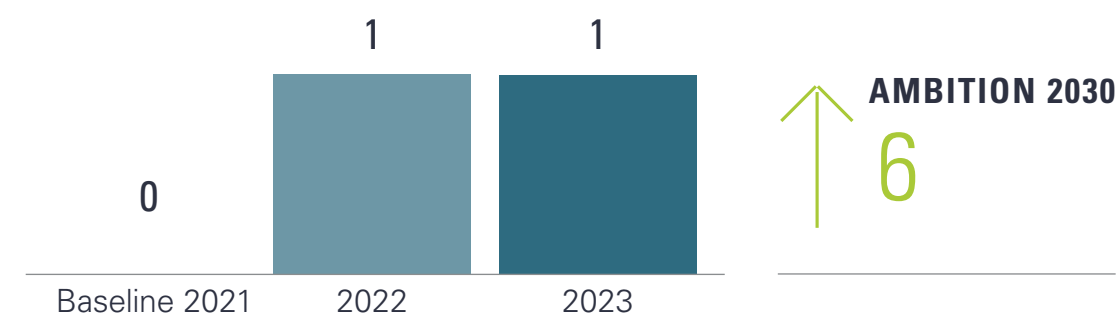
3. Women in leadership positions



4. Personnel training with at least 16 hours of skills development.



5. Implementation of development programs in our communities

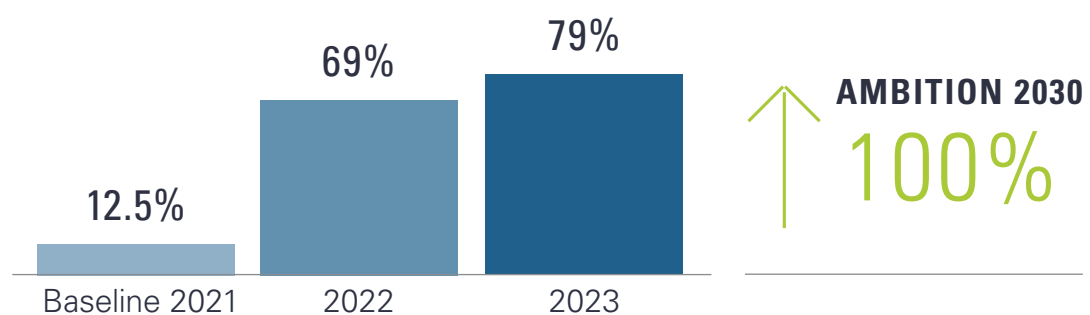




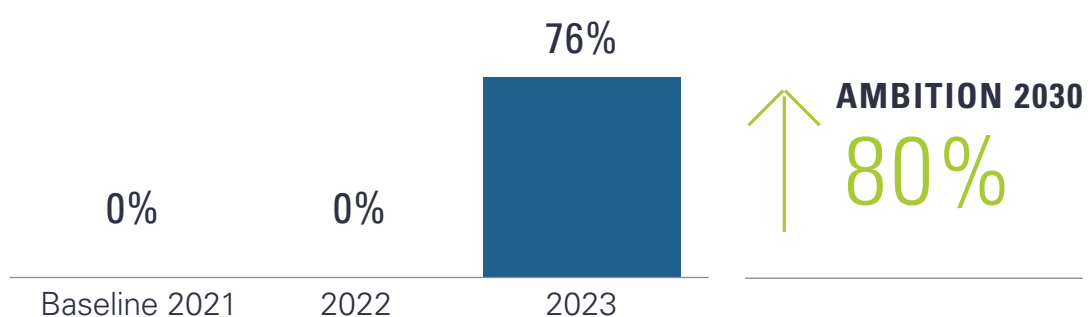


## ETHICS AND GOVERNANCE

6. Training of employees in compliance and ethics program

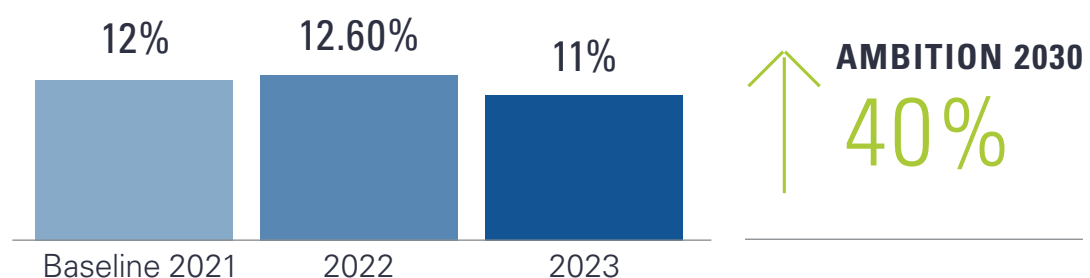


7. Supplier analysis using ESG criteria



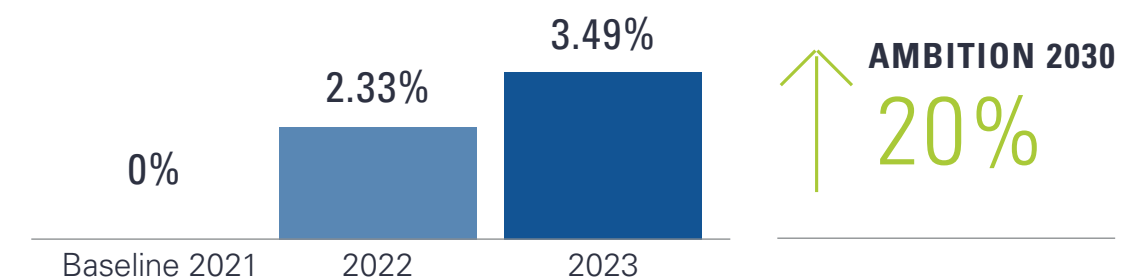
## OPTIMIZATION OF THE PRODUCT PORTFOLIO

10. Sale of sustainable mobility products

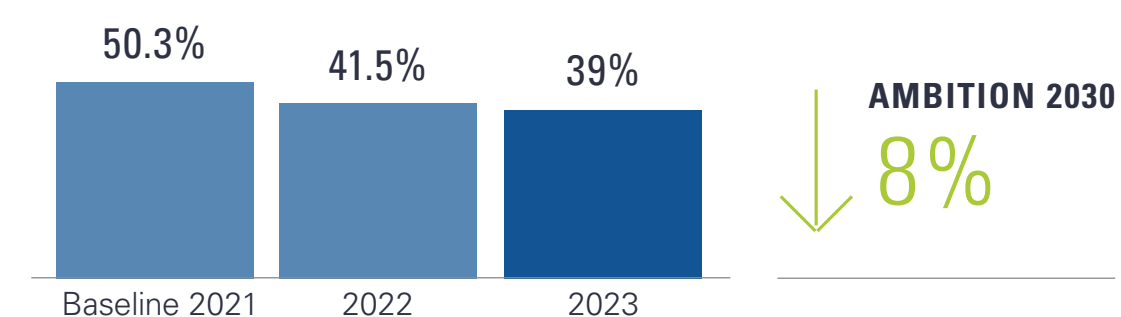


## RESOURCES WELL MANAGED

8. Improved water use efficiency\*  
\*Comparison with base year 2021



9. Waste reduction to landfill





# Sustainability performance management

During 2023 we identified opportunities, strengthened our internal structure, and began to materialize actions. Progress towards 2030 is evident through programs and initiatives with management metrics aligned to the programs and initiatives with management metrics aligned with the CEERO strategic framework.

WE AIM TO MAKE A CULTURE OF SUSTAINABILITY CENTRAL TO EVERYTHING WE DO TO GENERATE VALUE FOR OUR PEOPLE, COMMUNITIES, CUSTOMERS, SUPPLIERS, AND THE ENVIRONMENT.



**We created the Sustainability Management** within the Corporate Strategy Department, with specific positions and functions, to later incorporate roles throughout the Group.



**We strengthened the material topics** and consolidated the CEERO strategic framework as the basis for an evolution in commercial, financial, risk, and opportunity perspectives.



**We incorporated the advancement of the CEERO strategic** framework into the performance measurement of business leaders, with oversight from the Board of Directors for decision-making and remediation. In the short term, we aim to make progress in sustainability part of the performance objectives of everyone working in the company.



# Supply chain

We see our suppliers as strategic partners in achieving business objectives, always within an ethical framework and with a vision of sustainable development. We know that to achieve the sustainability of our products, it is essential to develop a supply chain aligned to good practices, as well as shared principles and values that guide us in the right path.

For this alignment, compliance with the Supplier Code of Ethics is mandatory in all countries where we operate, as well as adherence to the corresponding regulations and legislation.

Additionally, in 2023 we conducted an initial consultation with suppliers through a survey that included ESG matters, which allowed us to learn about the sustainable development status of those suppliers that have the greatest impact on raw material supply, with special emphasis on aluminum suppliers.

## Categories of suppliers evaluated under ESG criteria



Aluminum



Resin



Mechanisms



Transportation and logistics



Others



# 76%

OF SPENDING IN SUPPLIERS EVALUATED  
ACCORDING TO ESG CRITERIA



# 02 ENVIRONMENT

ON THE RIGHT PATH



We promote actions in favor of the

# environment

OUR SUSTAINABLE MANAGEMENT MAINLY  
FOCUSES ON **REDUCING THE CARBON FOOTPRINT** IN  
OPERATIONS, EFFICIENT WATER CONSUMPTION AND  
REDUCE WASTE GENERATION.

**GRI**

3-3, 301-1, 301-2, 301-3, 302-1, 302-2, 302-3, 302-4, 302-5, 303-1, 303-2, 303-3, 303-4,  
303-4, 306-1, 306-2, 306-3, 306-4, 306-5

**SASB**

TR-AP-440b.1.

**SDG**



# 73%

WASTEWATER TREATED WITH  
OWN INFRASTRUCTURE



# Sustainable environmental management






We contribute to climate change mitigation by promoting initiatives in energy efficiency, responsible water use and waste management.

Our actions are in line with Bocar Group's Environmental Management System and compliance with the regulatory frameworks of the countries where we operate. The six production facilities in Mexico and the United States have dedicated teams to standardize processes and establish controls to manage resource use sustainably and prevent environmental impacts.


100% OF OUR PRODUCTION PLANTS ARE ISO 14001:2015 CERTIFIED IN ENVIRONMENTAL MANAGEMENT SYSTEMS.

## Safety and environmental protection in facilities

### Available resources

				
Human resources	Knowledge	Infrastructure	Technologies	Processes
<ul style="list-style-type: none"><li>• Technical</li><li>• Administrative</li><li>• Auditors</li></ul>	<ul style="list-style-type: none"><li>• Tools</li><li>• Environmental</li><li>• Technologies</li><li>• Legal requirements</li></ul>	<ul style="list-style-type: none"><li>• Pollution control</li><li>• Monitoring and measuring equipment</li><li>• Storage facilities, protection</li><li>• Emergency response means</li></ul>	<ul style="list-style-type: none"><li>• Advanced technologies for water treatment</li><li>• Emission control and waste management</li></ul>	<ul style="list-style-type: none"><li>• External laboratories for emissions measurement and control</li></ul>

### Communication priorities to senior management and board of directors

			
Environmental management performance	Establishment of internal audits	Coordination of industrial safety actions	Emergency or risk preparedness and response procedures

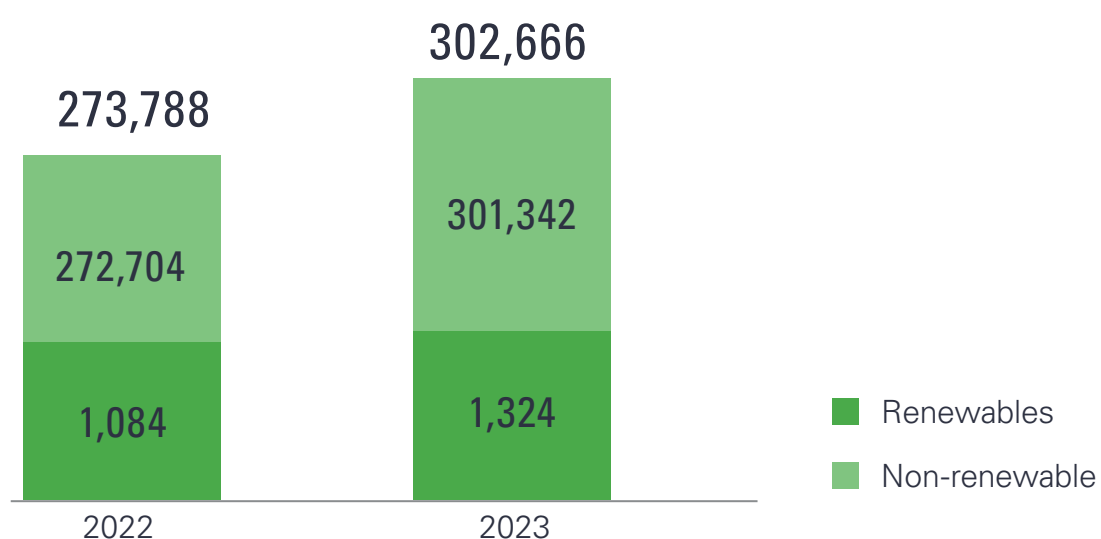


# Climate action

During 2023, we achieved alignment with Science Based Targets (SBTi) and made a commitment to reduce greenhouse gas (GHG) emissions generated by our operations in Mexico and the United States. By 2030, we aim for a 46.2% reduction in Scope 1 and 2 emissions compared to the 2019 baseline. For Scope 3, the goal is a 42% reduction compared to the 2021 baseline.

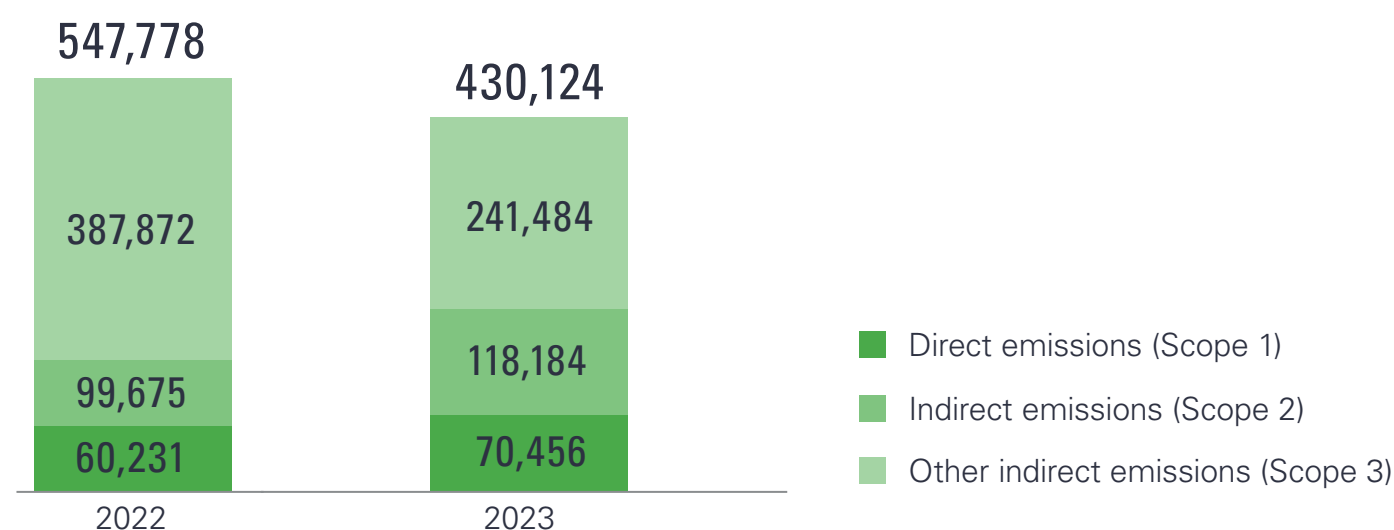


## Total energy consumption within Bocar Group (MWh)



Data from operations in Mexico and the United States. Expressed in MWh. Energy intensity: 2.46 MWh /Ton Finished Product.

## Total GHG emissions (Ton CO<sub>2</sub>eq)



Data from operations in Mexico and the United States. Expressed in tons CO<sub>2</sub>eq. Intensity of GHG emissions: 1.53 Ton CO<sub>2</sub>eq /Ton Finished Product.



# Waste management

Committed to reducing our environmental impact, at Bocar Group we manage our operational waste efficiently under the principles of recycling, reuse, and optimal confinement.

**3.6% REDUCTION IN WASTE DESTINED FOR LANDFILL COMPARED TO THE PREVIOUS YEAR.**

## We promote sustainable processes



Extraction of raw materials or inputs



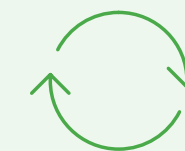
Transportation



Transformation, use, manufacture and assembly



Storage and packaging

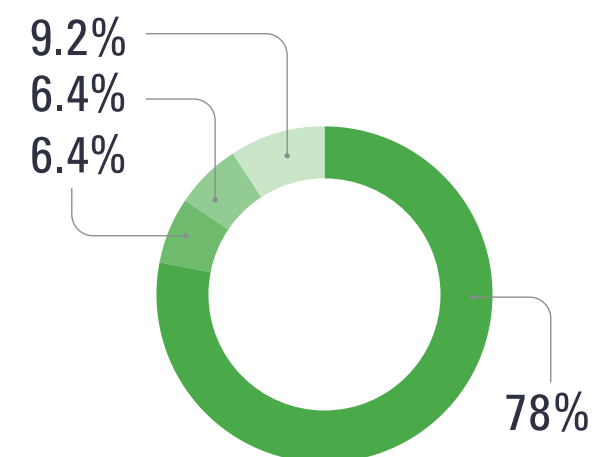


Life cycle treatment (recycling/reuse) and disposal



## Raw materials

Secondary aluminum   Resin   Sand   Primary aluminum



**94.41%** OF THE ALUMINUM USED IS RECYCLED MATERIAL

Finished products are shipped to clients in either reusable or disposable packaging (single-use cardboard and plastic). The type of packaging to be used is defined with the customer and documented in the packaging standard. We work together to increase the percentage of product sold in returnable packaging and to use recycled or recyclable materials in the case of disposable packaging.

In 2023, we recovered 80% of the material from reusable packaging.

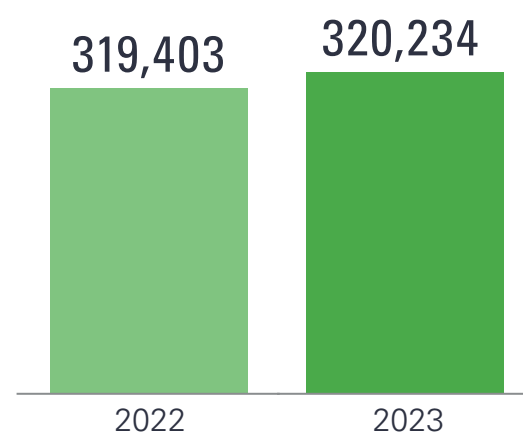
We generated a total of 21,406,410 tons of waste, 57.22% of which was given a second life through recycling and composting.



### Waste not for disposal (Kg)

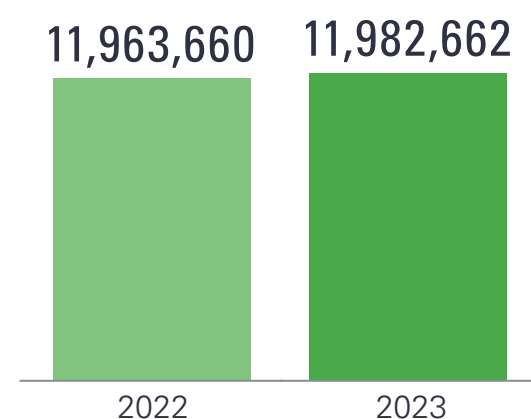
#### Hazardous waste

Recycling

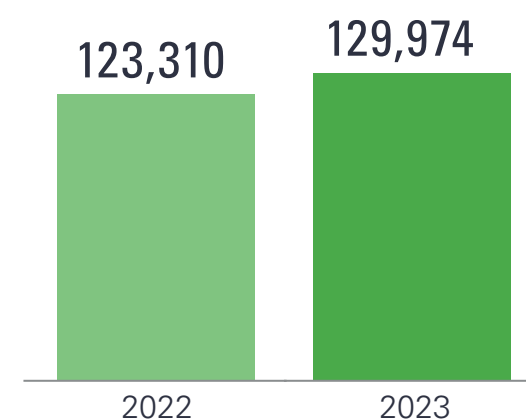


#### Non-hazardous waste

Recycling



Composting



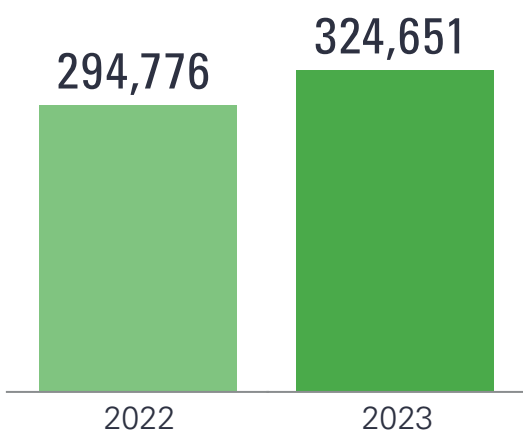
320,234  
TOTAL HAZARDOUS WASTE  
FOR DISPOSAL

12,112,636  
TOTAL NON-HAZARDOUS WASTE  
NOT FOR DISPOSAL

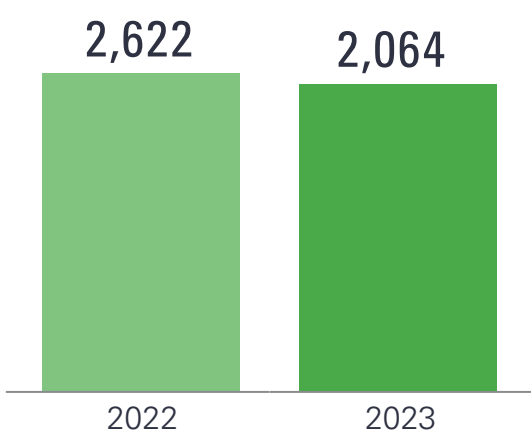
### Waste for disposal (Kg)

#### Hazardous waste

Incineration (with energy recovery)

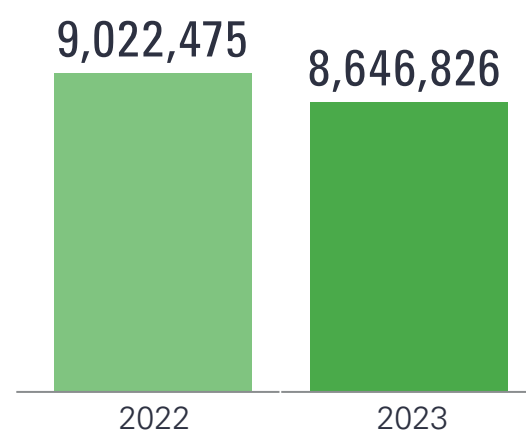


Transfer to landfill



#### Non-hazardous waste

Transfer to landfill



326,715  
TOTAL HAZARDOUS WASTE  
FOR DISPOSAL

8,646,826  
TOTAL NON-HAZARDOUS WASTE  
NOT FOR DISPOSAL



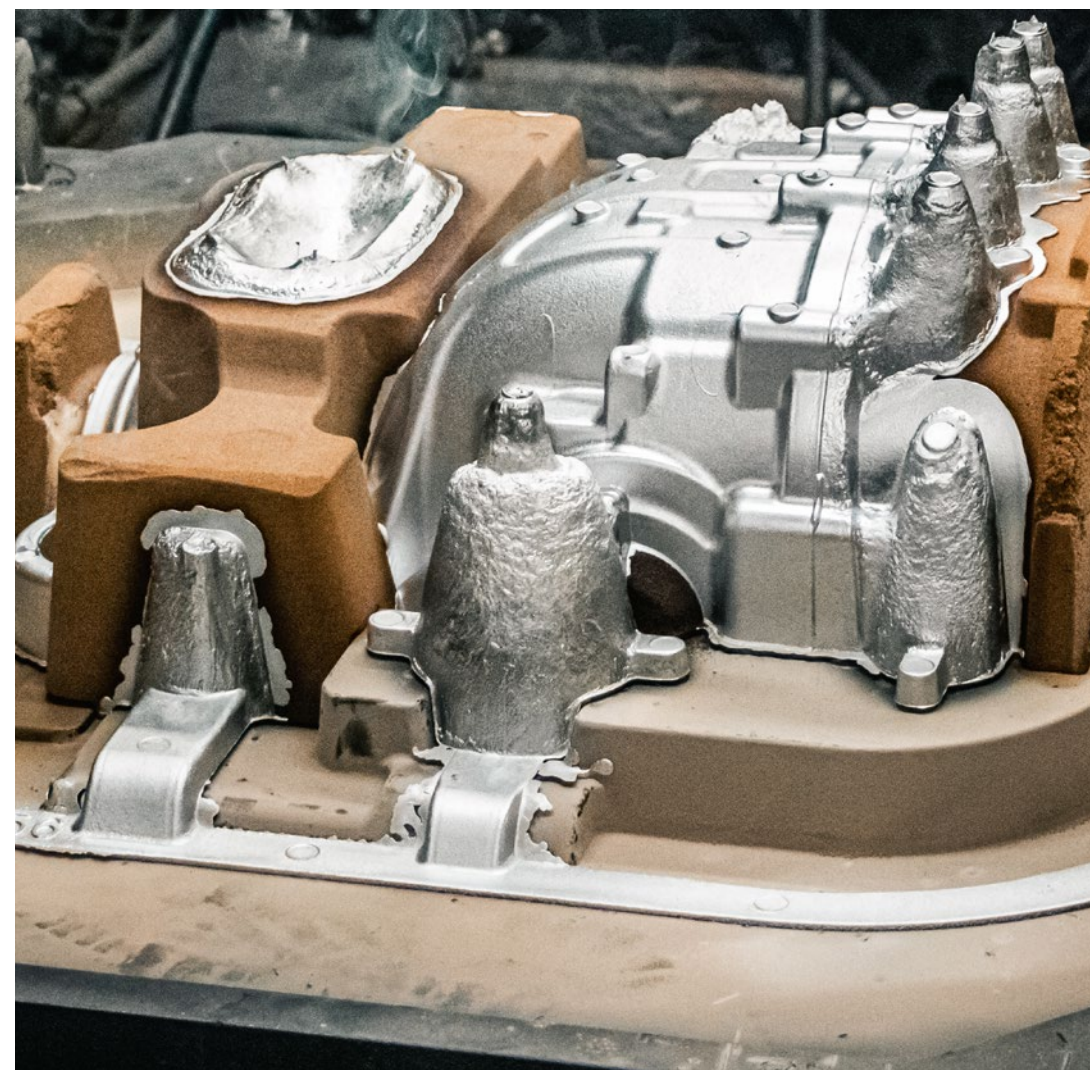
## In search of more sustainable aluminum

In the market, there is primary or virgin aluminum and secondary or recycled aluminum. Comparatively, the former has a larger environmental footprint, while the latter consumes less energy and allows for a significant reduction in carbon emissions.

We focus on generating initiatives to make the use of our raw materials increasingly sustainable, which is why 89.44% of the aluminum we use is secondary and can be reused on multiple occasions due to its characteristics and physicochemical properties.

After manufacturing a part, all chips and scrap are reused within the same process: the reusable material is mixed with virgin aluminum ingots in the melting furnaces and then continues with the processes of high pressure die casting or gravity pouring, cooling, stamping, deburring, shot blasting or heat treatment, machining, assembly and final packaging.

At Bocar Group we are working on the research and development of aluminum alloys that, while meeting the characteristics and specifications of our customers, allow us the reduction of greenhouse gas emissions (GHG).



IN 2023, WE BECAME A MEMBER OF THE ALUMINUM STEWARDSHIP INITIATIVE, AN INDUSTRY ALLIANCE TO IMPROVE THE MANAGEMENT AND ENVIRONMENTAL IMPACT OF ALUMINUM.

## Sand reuse

Our Semi-Permanent Mold business unit, located in the Lerma production complex, uses molds made from silica sand to shape the parts required by our customers. We constantly seek initiatives and technologies that help us increase the productive use of sand and reduce waste.

In 2023, we created a partnership with one of our customers in Mexico to reuse sand from their processes. This contributes to reduce the carbon footprint related to the transportation and use of virgin sand, as it is transported a few kilometers between the plant that treats its molecules to restore its properties and Bocar Group's facilities. Through this partnership, we acquire between 2,400 and 2,800 tons of sand each month.

97%

OF THE SAND IS REUSED THROUGH A RECOVERY SYSTEM



# Responsible water use

Our water use process involves extraction, use and discharge. In 2023, we continued with initiatives to reduce consumption, achieving a 3.49% reduction compared to the previous year. This result was possible thanks to projects to increase the reuse of treated water, more efficient process technologies and better operating practices.

We have treatment plants in all of our production complexes in Mexico, with which we treat 73% of our wastewater internally; the remainder is treated in municipal treatment plants with which we have collaboration agreements.

We reused 64.8 ML of treated water in 2023, utilizing it in our manufacturing processes and for irrigating green areas at our facilities.

During the year, we made progress on the infrastructure project for the reuse of treated water at the Lerma complex, in order to send treated water to the production processes through ultrafiltration and reverse osmosis.

We aligned ourselves with environmental regulations regarding the discharge of treated water from production processes into national assets, municipal drains and/or reuse.



Our target for 2030 is to achieve an additional 20% reduction relative to the volume of business growth, with 2021 as the base year.

We participated in the World Water Week 2023 held in Stockholm, Sweden, where we established collaborations with leading companies in water management issues and explored trends to enrich our actions.

AS A RESULT OF THE PROJECTS GENERATED, SINCE 2020 THERE HAS BEEN A REDUCTION OF 32,425 M<sup>3</sup> IN WATER CONSUMPTION, OF WHICH 16,633 M<sup>3</sup> WERE DURING 2023.



# Water management

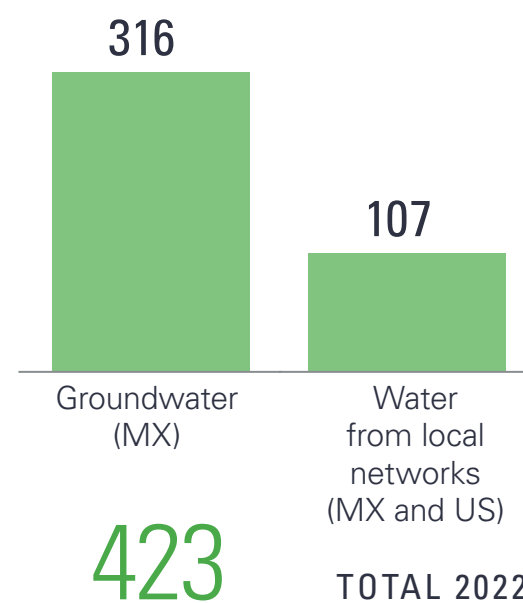
In 2023, we published our Water Policy. After multidisciplinary effort, we established the guidelines to fulfill our commitment to safeguard water resources and promote efficient management.

This policy sets the foundation to ensure the responsible use of water, meeting technical requirements in all our processes, reduce the environmental and social impact associated with its utilization, and facilitate the identification and management of water-related risks.

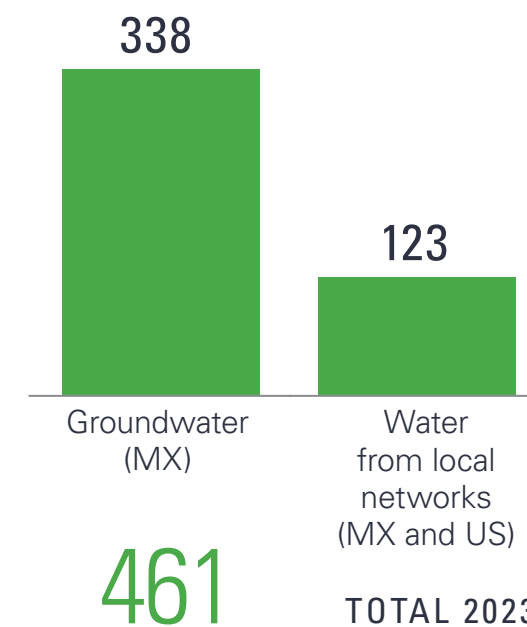
Considering the difference between extractions and discharges at each production site, the total water consumption across all areas for the year was 242.7 ML.

## Total water extraction (ML)

2022



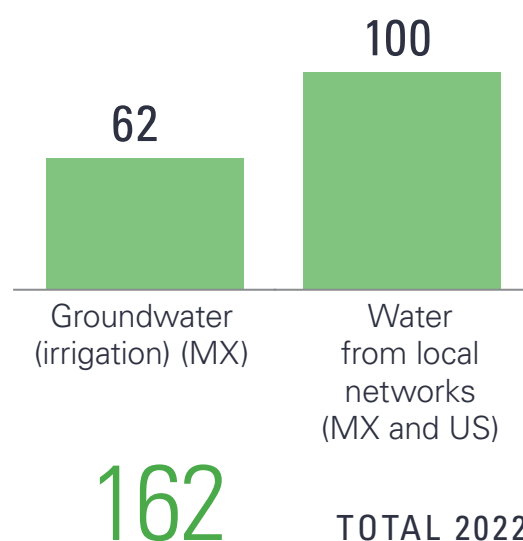
2023



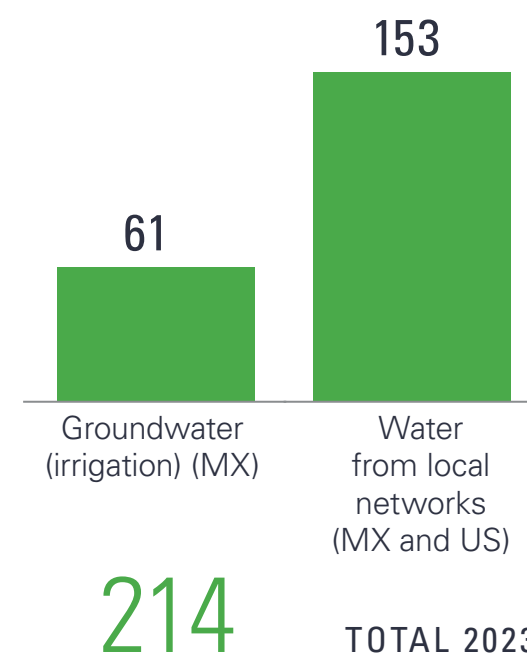
Data from operations in Mexico and the United States. Expressed in ML.

## Total water discharge (ML)

2022



2023



Data from operations in Mexico and the United States. Expressed in ML.





# 03

OUR  
PEOPLE

ON THE RIGHT PATH



We move forward in the development of

# Our People

WE BELIEVE IN **OPPORTUNITIES FOR ALL PEOPLE**,  
PROMOTING TALENT WITH INNOVATION AND UNDER  
CRITERIA OF JUSTICE, EQUITY, DIVERSITY AND INCLUSION

**GRI**  
401-1, 401-2, 401-2, 402-1, 403-1, 403-2, 403-3, 403-4, 403-5, 403-6, 403-6, 403-8,  
403-9, 403-10, 404-1, 404-2, 404-3, 405, 405-1, 405-2, 406-1, 407-1, 410-1

**SDG**

3 4 5 8 10 16

8,779

PEOPLE EMPLOYED



# Empowering talent

At Bocar Group we are committed to the well-being and comprehensive development of the people working within the organization. Through our policies, practices and programs, we strive to positively impact on their quality of life both professionally and personally.

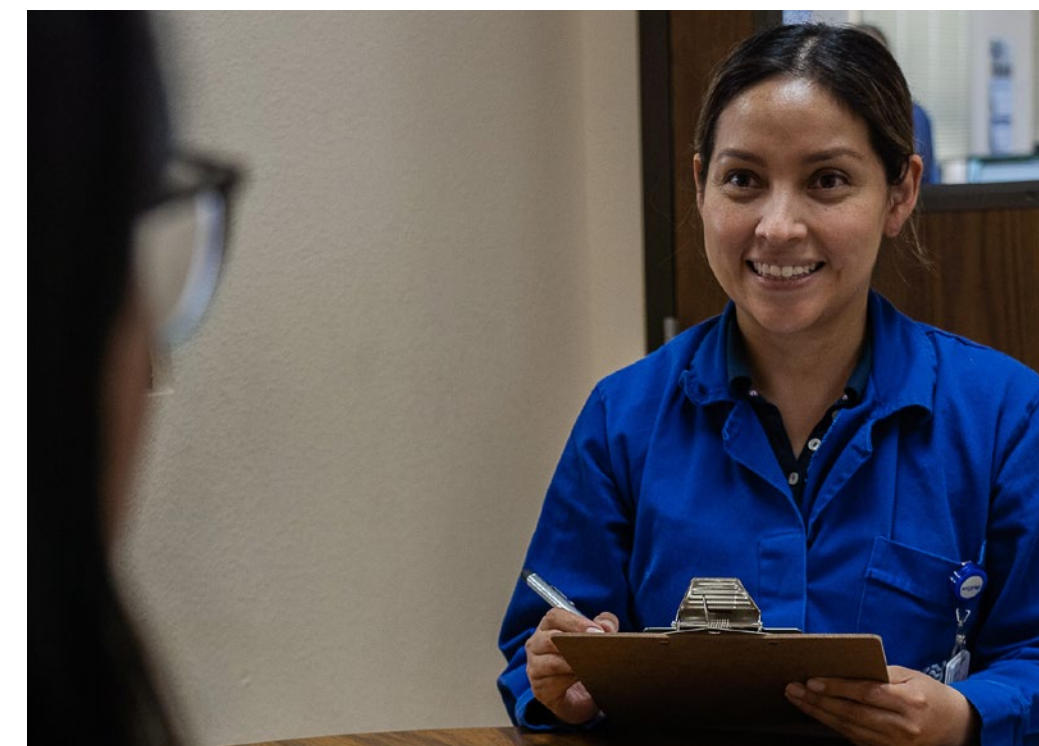
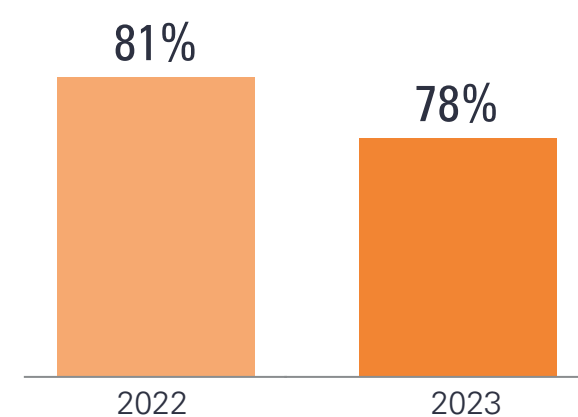
In 2023, to understand the level of well-being and opinions of those working at Bocar Group, we conducted the Organizational Climate Survey (ECO) with a participation rate of 90% of the eligible workforce, according to the minimum tenure criterion of three months.

The consolidated satisfaction index was 78% with strengths identified in 1) Social Responsibility, 2) Vision and 3) Customer Focus with 84% favorability. The areas of opportunity identified were related to recognition (65%), survey follow-up (71%) and innovation (72%).



## Organizational Climate Survey (% satisfaction)

Global data





# Employment generation

We promote job creation and maintain our focus on developing healthy, long-term collective and individual labor relations, based on offering fair working conditions and compensation.

We recognize the freedom of association and comply with labor regulatory frameworks in all countries where we operate. Our management principles are aligned with the Universal Declaration of Human Rights and the United Nations Global Compact.

At the end of 2023, there were 6,601 unionized employees in Mexico, out of a total of 8,779 in the company.

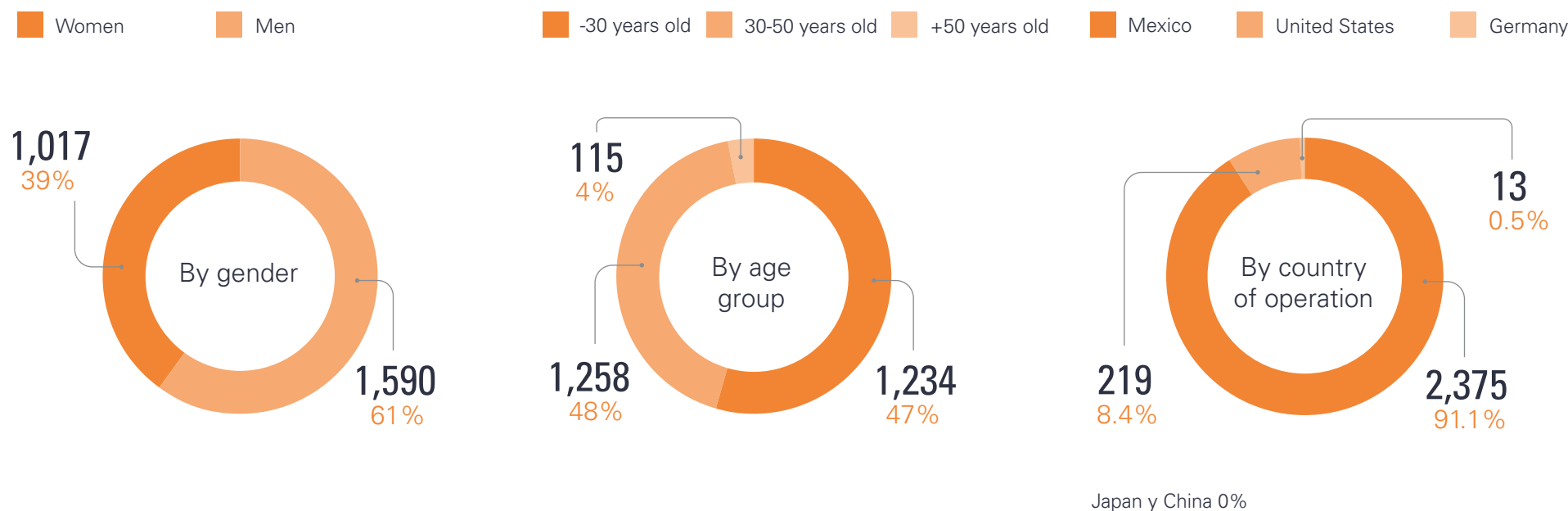
THE MEMBERS OF BOCAR GROUP SHARE KEY CHARACTERISTICS FOR THE AUTOMOTIVE SECTOR: PASSION FOR TECHNOLOGY, INNOVATION, AND QUALITY.

The hiring rate in Mexico includes all new hires during the year, regardless of their length of permanence; in the United States it includes only those new hires who were still active at the end of the year.

We measured the turnover rate in our operations in Mexico and the United States; in 2023 it was 19% across both countries.

## New hires 2023

### Global data





# Safety, health, and welfare

We operate daily under the premise of ensuring industrial safety and promoting the health and well-being of people in our workplaces. Therefore, we have adopted a “zero injuries” vision based on a rigorous risk prevention system.

## Industrial Safety

In all our business units we operate under the Occupational Health and Safety Management System of the International Standard ISO 45001:2018. We comply with the established legislation in each country where we operate, and have our own exhaustive standards to protect the safety and physical integrity of our people.

We have preventive processes for identifying industrial safety risks and, in the event of a contingency, we conduct investigations with a multidisciplinary team to evaluate and generate corrective actions to help prevent recurrences.

### Hazard and risk identification process



Integration of the Health and Safety Committee



Identification of risks and hazards in processes and functions



Evaluation of hazards and definition of risk levels



Identification of controls and hierarchical categorization: elimination, substitution, engineering, administrative and PPE (Personal Protection Equipment)



Evaluation with residual risk values



Action plan of controls to reduce risk levels

**100% OF OUR STAFF HAVE ACCESS TO HEALTH AND SAFETY SERVICES.**



## Identification of security training needs



Detection of training needs



Development of programs and activities



Course implementation



Course evaluation



Indicators review

- Induction program on health and safety matters.
- Health and safety training and simulation programs.
- Annual reinforcement program on health and safety issues for personnel
- Training in SafeStart methodology, courses in workplace safety culture
- Annual training program for emergency brigades

## Workplace health and safety initiatives



Programs

**SafeStart:** Safety awareness and competency development program that addresses human factors in order to reduce critical errors and prevent accidents.



Processes

**IPER:** Hazard Identification and Risk Evaluation Process in accordance with the international standard ISO 45001:2018.

**LOTO:** Process of identifying hazardous energies in processes and methods to ensure that machinery and equipment are properly shut down during maintenance work. This procedure requires isolating sources of hazardous energy during repair work.

**BETA Cells:** Multidisciplinary work teams with a safety function and focus on reporting and tracking unsafe conditions and behaviors.

**Industrial Vehicles:** Process of implementing safety controls to reduce or eliminate the risk of an incident associated with the operation of industrial vehicles, such as forklifts, tuggers, cranes, and elevators.



Software

**Humantech:** Ergonomic risk assessment software.

**Benchmark (Gensuite):** Software for managing safety and environmental aspects such as Safety Observation, Action Tracking System and Incidents and Measurements.

**Safety Observations:** Benchmark application for recording observations due to unsafe behaviors.

**ATS (Action Tracking System):** Benchmark application where unsafe conditions are recorded, and findings identified during Gemba Walks, internal and external audits, and inspections are tracked, among others.

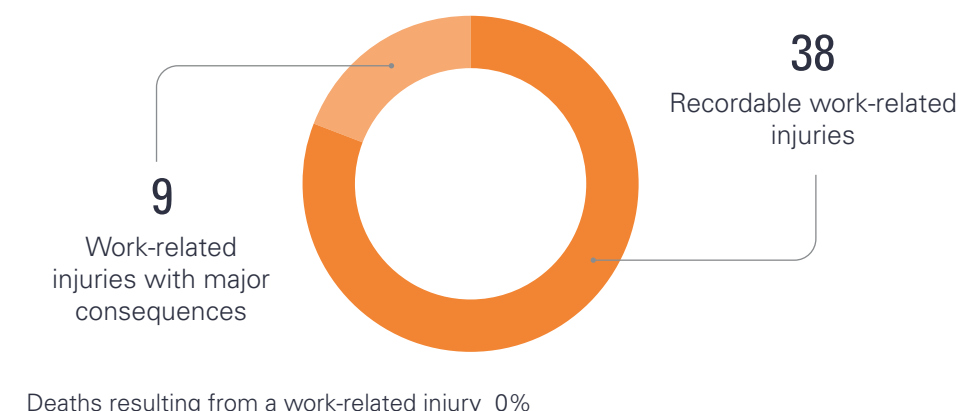
**Incidents and Measurements:** Benchmark application where incidents that occur within the facilities are recorded, investigations are documented, and corrective actions are tracked to prevent recurrence.

**Industrial Vehicles:** Process of implementing safety controls to reduce or eliminate the risk of an incident associated with the operation of industrial vehicles, such as forklifts, tuggers, cranes, and elevators.



## Work-related injuries

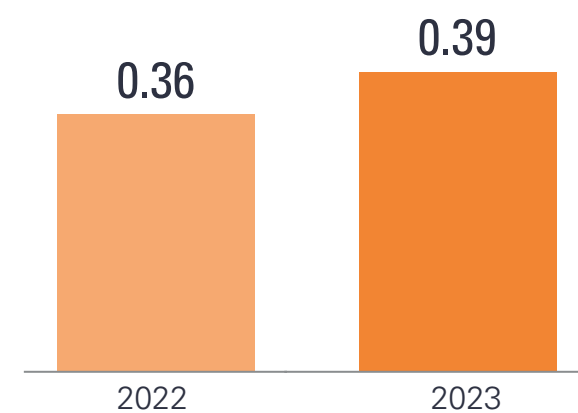
Global data



Deaths resulting from a work-related injury 0%

## Lost day accident frequency rate

Global data



Formula: (Number of recordable injury accidents with lost time) X 200,000 / (Total accumulated man-hours worked during the evaluation period)

The lost day accident frequency rate corresponds to the calculation of accident occurrence based on the OSHA (Occupational Safety and Health Administration) frequency rate formula.





# Health and well-being

At Bocar Group, we strive for the comprehensive well-being of the individuals who make up the company in all countries where we operate through programs that address their physical and mental state. In 2023, we strengthened our health in our programs in production and training facilities, as well as at the corporate level.



We continue to improve our Healthy Lifestyle Program (EVIS), which promotes habits and good practices in nutrition, active breaks, mental health, blood chemistry studies, the Bocar Challenge and the Runners' Club. In all our facilities we have a cafeteria for staff service and the menu follows nutritional criteria to facilitate balanced eating.

At our workplaces we include occupational physical therapy to address discomfort caused by postures generated by daily activities, diagnostics to establish therapy schemes, staggered rest breaks and personalized follow-up for recovery.

We strengthened the "Bocar Challenge" program, which encourages staff to improve their eating and exercise habits. During 2023, 620 people participated accompanied by a team of different medical disciplines: nutrition, psychology, and general medicine.

To improve mental health and in compliance with NOM-035-STPS-2018, Psychosocial Risk Factors in the Workplace and our Organizational Climate Survey (ECO), we developed follow-up programs for the prevention and treatment of psychosocial illnesses such as depression, anxiety, and stress.

Committed to supporting women during lactation, our nine lactation centers continued to provide a space for women in that stage.

WE HAVE CAMPAIGNS AT EACH PLANT FOR THE EARLY DETECTION, TREATMENT, AND FOLLOW-UP OF THE MOST COMMON GENERAL ILLNESSES.

## Health care program

1. Health surveillance: diagnosis, monitoring, and general, psychological, nutritional, and physical therapy consultations.
2. Comprehensive medical service: laboratory and nursing.
3. Periodic medical examination for Exposed Occupationally Personnel (POE).
4. Medical assessments to direct and indirect personnel in high-risk jobs.
5. Occupational Health Week.
6. Healthy Lifestyle Program (EVIS).
7. Orienta PAE Program (extended to family members): telephone counseling line for nutrition, psychology, veterinary and legal matters.



### Preventive health programs

We conduct workshops, conferences, talks, and provide physical materials with relevant information for the well-being of our team.

1. **Nutritips:** information to promote proper nutrition.
2. **Star foods:** nutritional benefits of specific foods each month.
3. **Addiction prevention:** course at the Bocar Institute accompanied by educational campaigns at the different facilities.
4. **Physical activity:** in-person and virtual races for the Runners' Club.
5. **Stress management:** campaigns to identify signs and symptoms.

18,684

MEDICAL  
CONSULTATIONS

7,699

NUTRITIONAL  
CONSULTATIONS

4,145

PSYCHOLOGICAL  
CONSULTATIONS

2,669

PHYSIATRY  
CONSULTATIONS

33,197

TOTAL MEDICAL, NUTRITIONAL,  
PSYCHOLOGICAL AND  
PHYSIATRIC CONSULTATIONS



In 2023, we celebrated the first Health Day to standardize the initiatives carried out in Mexico. Since then, we have been offering talks with external counseling for staff on various topics such as nutrition, physical condition, stress risks, among others.

As sports are a fundamental part of physical and mental improvement, in 2023 we participated in the ninth edition of the annual corporate race "AOK". We also held our annual soccer tournament.

We launched the "Active Lunch Break" initiative to encourage our people to stay active for 30 minutes every Tuesday, whether they are working remotely or in person.

We have a quarterly newsletter that addresses relevant information about illnesses, treatments, recipes, exercises and tips to benefit health. To understand and address mental health issues, we apply a standardized questionnaire and provide periodic follow-up.

WE OFFER COMPREHENSIVE CARE BY PROVIDING ACCESS TO PHYSICAL, MENTAL, AND EMOTIONAL HEALTH SERVICES FOR BOCAR GROUP ASSOCIATES.



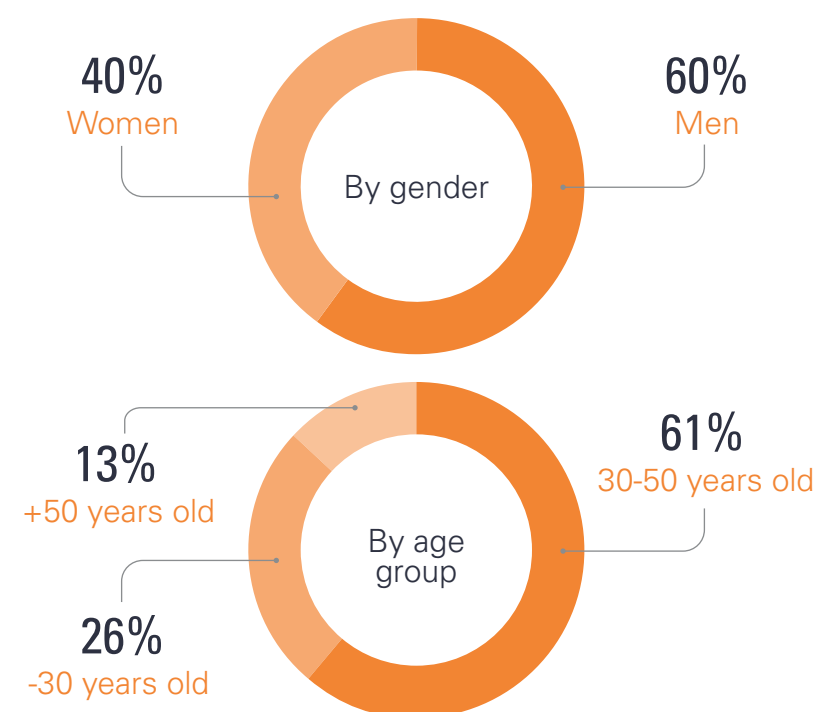
# JEDI: justice, equity, diversity, and inclusion

We value and recognize the diversity of talents. We are committed to ensuring that everyone who works at Bocar Group does so in a safe and discrimination-free environment. We want them to feel valued for who they are and to recognize the impact they make both inside and outside the company.

During 2023, we conducted a comprehensive diagnosis to identify strengths and opportunities in terms of justice, equity, diversity, and inclusion (JEDI). Based on the results, we designed our JEDI strategy and built our policy.

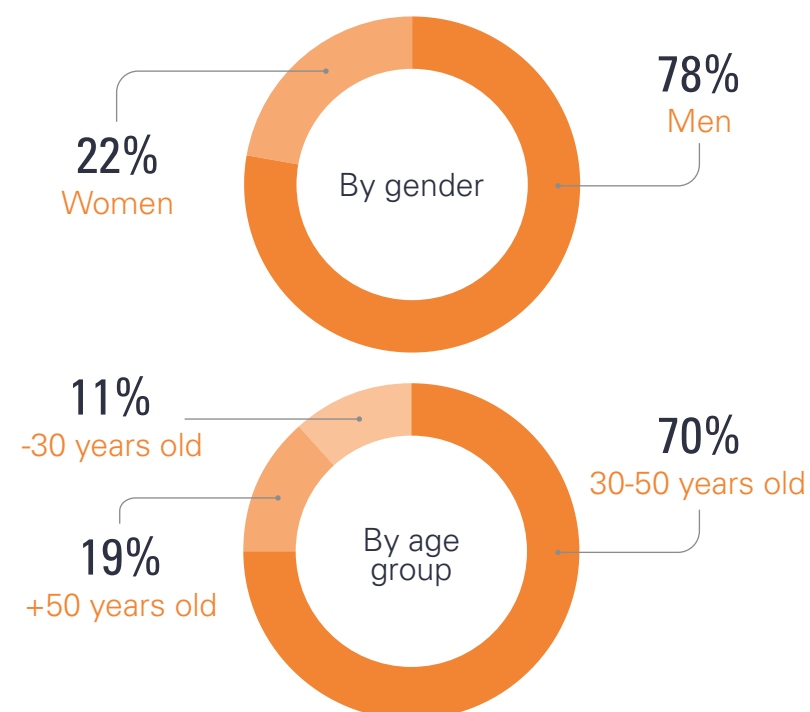
## Diversity in union positions

Global data



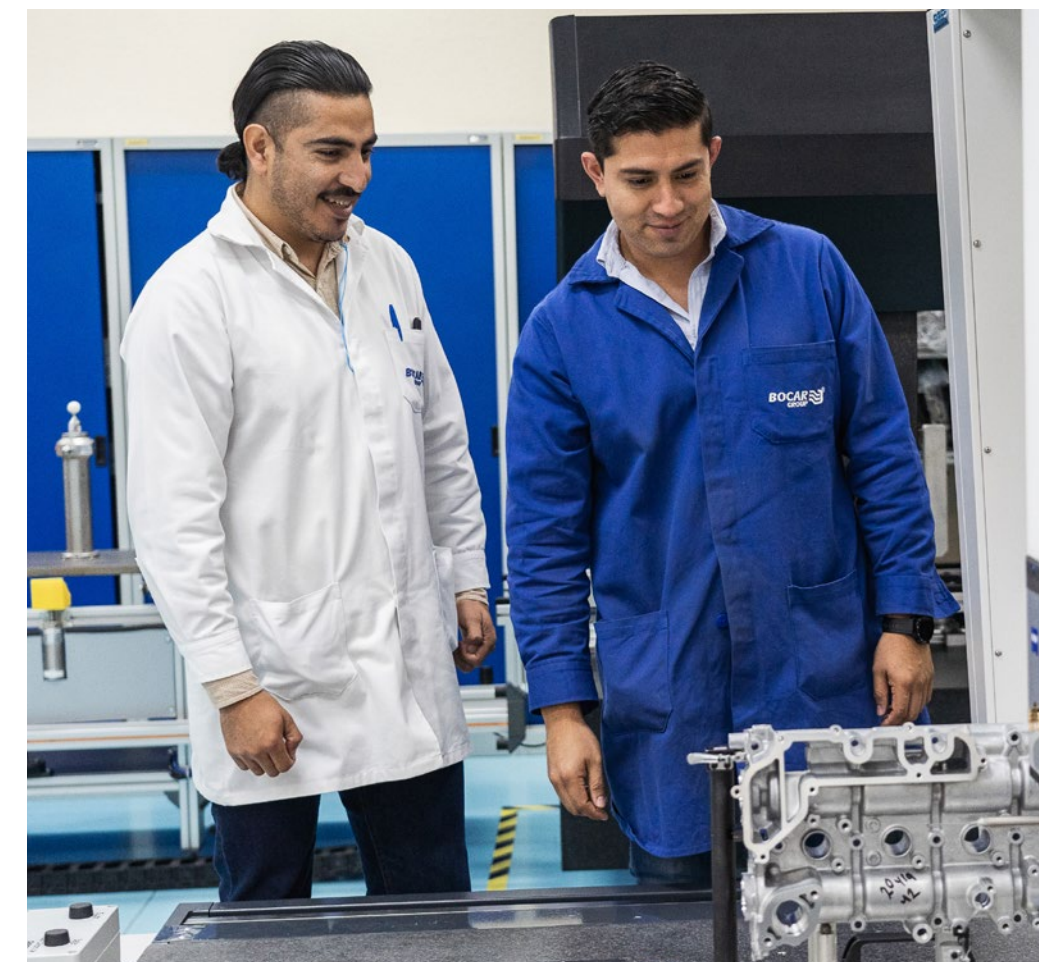
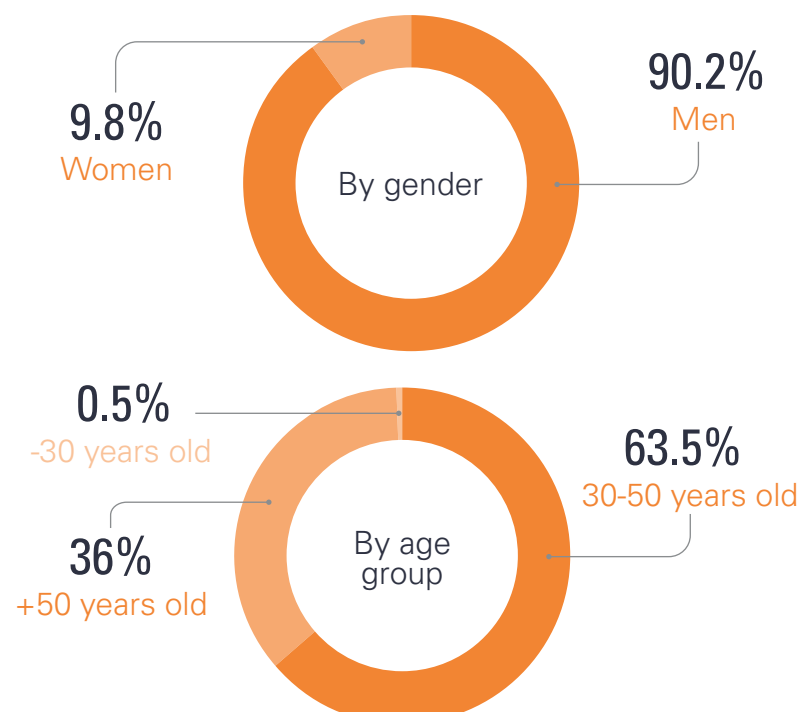
## Diversity in non-union positions

Global data



## Diversity in executive and management positions

Global data

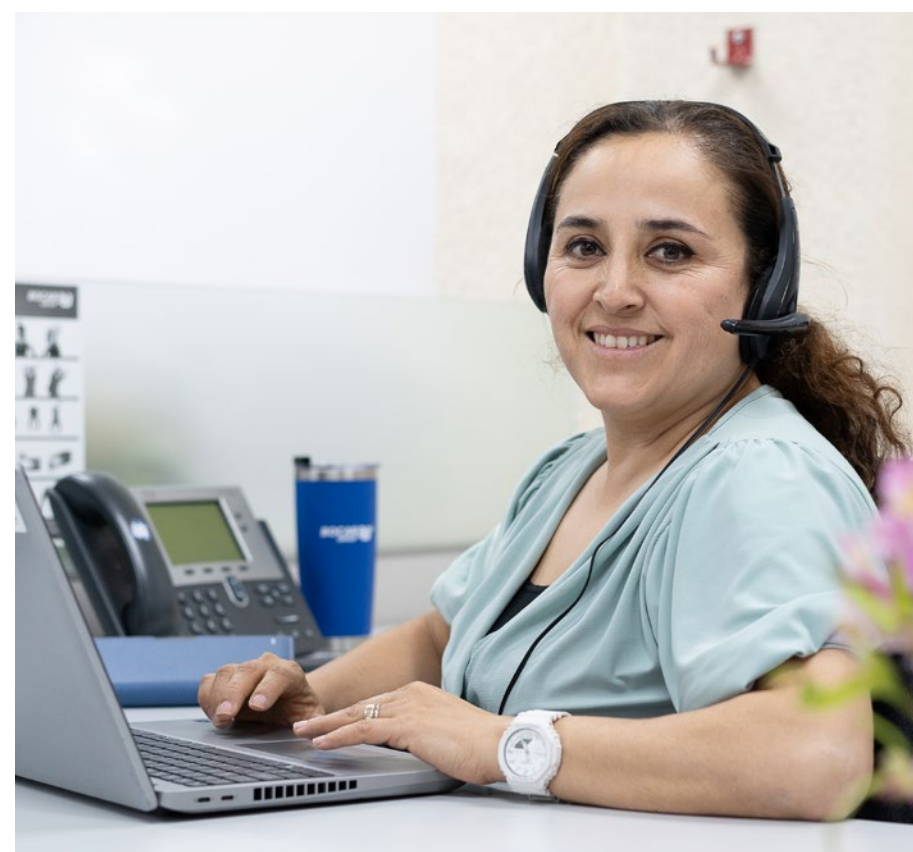




## Generational diversity

As part of the cultural change, we have started to work with younger generations throughout the organization. This integration allows us to combine perspectives and evolve with a focus on innovation and process optimization, aiming to remain potentially attractive to new generations and providing security for those with more seniority, with justice, equity, diversity and inclusion, greater openness, and awareness.

36% OF OUR WORKFORCE IS COMPOSED OF WOMEN, AND AS OF THE END OF 2023, 9.8% OF OUR LEADERSHIP POSITIONS WERE HELD BY WOMEN.





# Training and development

We understand that the foundation of sustainable success for our company lies in a robust strategy for professional development and training. We adopt an innovative approach to learning by implementing the 70-20-10 model, which focuses 70% on experiential learning through direct experience: 20% through interaction and feedback among participants and mentoring team, and 10% through formal education and external training.

This methodology ensures a balanced integration between internal training and external training programs, empowering the development of our team towards excellence.



90.7% SATISFACTION RATE FOR TRAINING PROGRAMS IN MEXICO AND THE UNITED STATES

The average number of hours of training per person per year is distributed as follows by country:

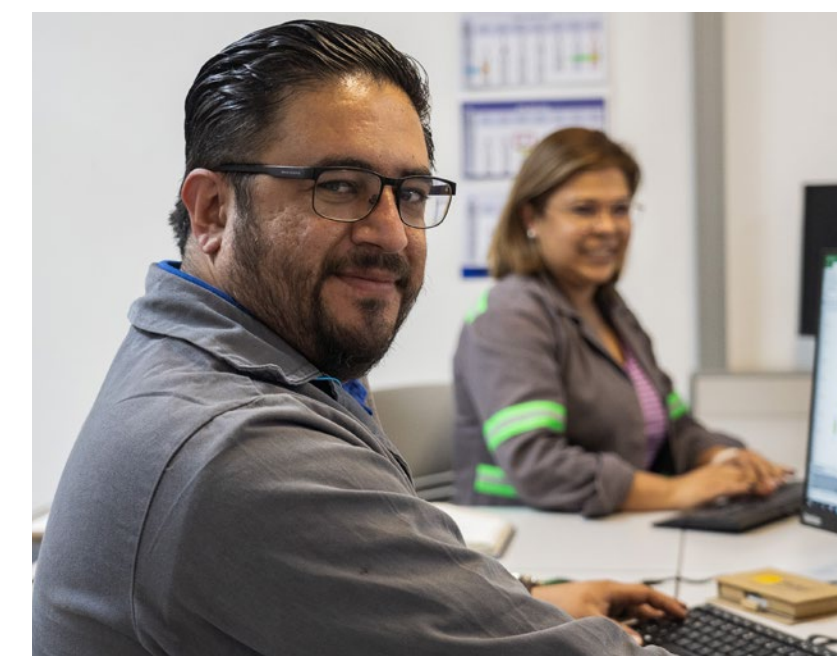
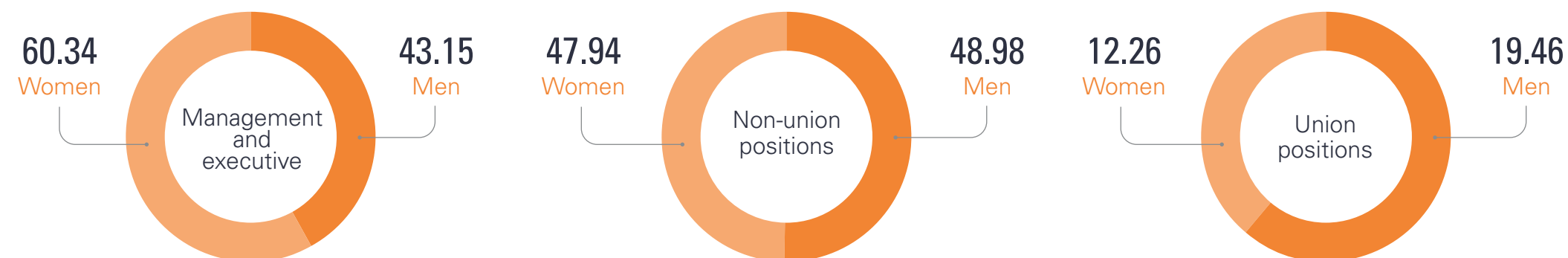
22.08 HOURS MEXICO

30.51 HOURS UNITED STATES

IN 2023, OUR STAFF IN MEXICO AND THE UNITED STATES RECEIVED AN AVERAGE OF 22.5 HOURS OF TRAINING.

## Average hours of training per person per year, by gender and job category

Data from Mexico and the United States





# Talent development

To strengthen all personnel competencies, we offer four types of training in Mexico and the United States through our Bocar Institute platform: 1) Technical programs, 2) Certification programs, 3) Language scholarships, and 4) Academic support. Additionally, we have developed specific programs that address other training and job-related needs.



Programs	# of participants
INDUCTION TO PERSONNEL	7,960
INSTITUTIONAL	7,301
TECHNICIANS OF SPECIALIZATION	6,931
SOFT SKILLS	4,796

Programs	# of participants
CERTIFICATIONS	178
LANGUAGE SCHOLARSHIPS	77
PROFESSIONAL STUDIES	35
TRAINING ABROAD	3

We develop and update programs for those who join or already work in administrative and production areas. Through internal calls, we conduct continuous training and promote new skills that link theoretical and practical knowledge of each area.

We have programs to develop technical skills through the Bocar Institute, which provides an e-learning system for professionals from different areas.

1. Employee induction programs
2. Institutional programs
3. Technical specialization programs
4. Certification programs
5. Soft skills programs
6. Overseas training programs
7. Language scholarships
8. Professional study programs



# Federico Baur Center of Excellence

Aware of the importance of talent development for sustainable growth, we strengthen and update the skills of our people with cutting-edge training and by creating employment opportunities for new generations.

Our Federico Baur Center of Excellence has the mission of cultivating a highly skilled team in the manufacturing of auto parts. It includes specialized laboratories in industrial mechanics and mechatronics that simulate real conditions with state-of-the-art equipment and precision tools identical to those used in our production lines.

Participants gain practical experience in plastic injection molding techniques, aluminum casting and the production of parts by high-pressure and gravity injection, ensuring training in accordance with the highest quality standards. These training programs are supported and certified by our technology suppliers and the Mexican-German Chamber of Commerce and Industry (CAMEXA).

Within the Center we have three main training programs: Engineers in Training (EIT), Apprentices and Talents in Development.

## Engineer-in-Training Program (EIT)

It is one of the most excellent programs to develop talent for the future according to the demands of the industry and Bocar Group.

The program lasts for 16 months and welcomes recent graduates in engineering who want to continue their professional development. Upon successful completion, participants may join the company's specialized area with close monitoring and a career plan for the following two years. Both technical skills and soft skills are encouraged. Those who participate throughout the program gain tools for their development and work closely with leaders from different business units and areas of the Group.



### New entry engineers, by plant

2023

5

SALTILLO

### Engineers graduating, by plant

2023

2

QUERÉTARO

3

SAN LUIS POTOSÍ

4

LERMA

In 2023, we selected two EIT to fill a position in the central sales area and another in the Logistics department at the San Luis Potosí plant.

AT BOCAR GROUP, WE BELIEVE THAT INVESTING IN THE DEVELOPMENT OF OUR TEAM IS KEY TO CONTINUOUS SUCCESS AND TO CONTRIBUTING TO THE SUSTAINABILITY OF THE AUTOMOTIVE INDUSTRY.



## Talents in Development Program

For 12 months, recent graduates from economic-administrative and engineering careers participate in a comprehensive training program where they rotate through different areas of the company and are given specialized training, with the aim of strengthening their skills and abilities for easy adaptation and integration into the workforce.

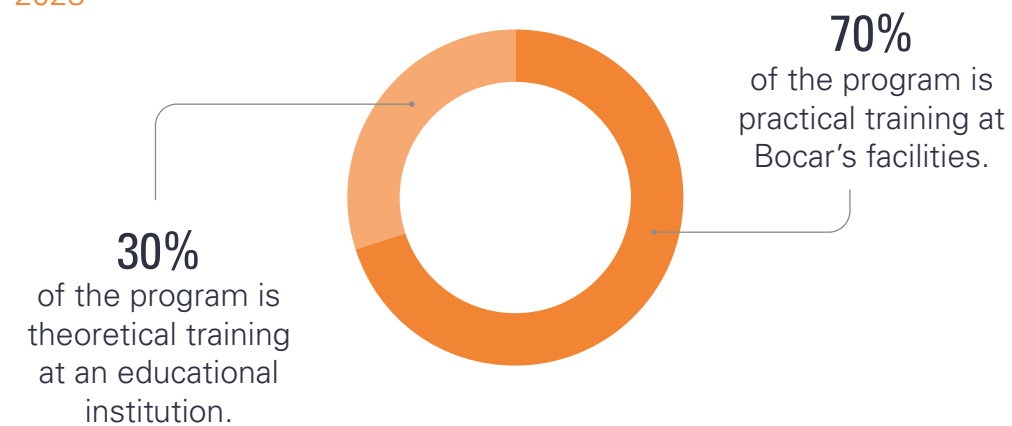
## Apprentice Program

This program represents a strategic bridge between education and the labor market by cultivating high-caliber technical personnel through a dual training model that combines theory with practice. It is aimed at high school and technical school students with inclinations towards industrial mechanics and mechatronics. It lasts for three and a half years.

At the end of their training, we integrate 100% of those who graduate into the company, enriching their professional career and highlighting our commitment to sustainable development and investment in the future of the technical workforce.

### Combined training

2023



### Total apprentices graduated, by plant in Mexico

2023

17 LERMA

4 SALTILLO

17 SAN LUIS POTOSÍ

### Total apprentices by plant in Mexico

2023

7 CHIHUAHUA

103 LERMA

6 QUERÉTARO

16 SALTILLO

27 SAN LUIS POTOSÍ



IN 2023, 38 APPRENTICES GRADUATED IN MEXICO, AND 159 ENTERED THE COMPANY.

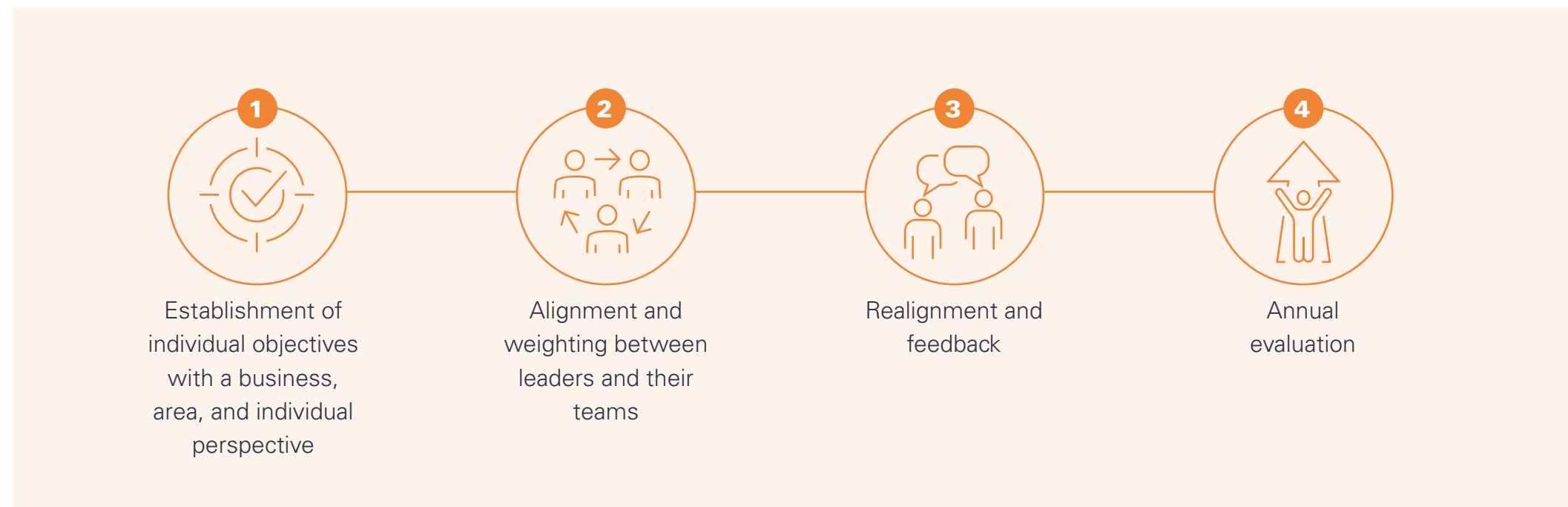


# Performance evaluation

We seek to objectively and comprehensively evaluate the performance of those who collaborate in Bocar Group. We consider performance against objectives, development of competencies, professional conduct, and productivity. In 2023, 100% of individuals with tenure exceeding one year received their evaluation.

As per Company policy, new hires may be evaluated after three months of joining the company. Their performance is measured based on the achievement of the objectives established upon joining Bocar Group.

The tool used for quarterly monitoring is the Balanced Scorecard (BSC), which captures the key objectives and results that each person aims for (OKR), aligned with those of the business and their area.





# Compensations

We aim to be the preferred choice for job seekers in the sector by offering competitive salaries, benefits, and compensation compared to the country's industrial average and in comparison to the automotive and auto parts sector. Additionally, we foster a fair, equitable, diverse, and inclusive work environment where respect and development opportunities are present in everything we do.

Our compensation practice consists of fixed and variable remuneration, additional benefits beyond legal requirements, and recognitions for performance, considering criteria of fairness and market competitiveness. In this way, we strive for fair recognition for individuals for the work they perform.

In unionized positions, which represent 75% of our population, there is no wage gap because working conditions are established in collective agreements legitimized by labor authorities: the National Union of Metallurgical Industry Workers and Similar Industries, and the Industrial Union of Workers in Automotive Parts, Similar and Related Industries, in compliance with labor regulations in Mexico.

## Benefits offered to the entire team, by country:



### MEXICO

- Days of vacation based on the law and above
- Holidays paid per year based on the law
- Christmas bonus in excess of the legal minimum
- Vacation bonus in excess of the legal minimum
- Food stamps
- Savings fund
- Canteen service (subsidized)
- Medical service
- Major Medical Insurance
- Parental leave for birth or adoption of daughter or son



### UNITED STATES

- Medical Expense Insurance
- Medical Flexible Spending Account
- Dependent Care Flexible Spending Account
- Short- and Long-Term Disability Insurance
- Life insurance for employee and optional life insurance for spouse and dependent children
- 401(K) Retirement Savings Program
- 40 to 160 hours of annual leave
- 10 paid holidays per year
- Employee assistance program
- One week of parental leave for birth or adoption of daughter or son



### GERMANY

- Medical insurance
- Vacations in accordance with the law
- Christmas bonus
- Vacation bonus
- Pension plan
- Flexible Schedule
- Referral Program
- Cellular
- Bicycle leasing



## Parental leave

We care for and promote the parental rights of 100% of our team. Throughout 2023, 98 women and 196 men enjoyed this benefit. 69% of the women and 80% of the men returned to their jobs.

## Retirement plan

In Mexico, we have a retirement plan for personnel eligible by seniority and retirement age that allows the individual to have a benefit in addition to that provided by law. In the United States, we have the 401(k) Retirement Savings Program.





# 04 COMMUNITY

ON THE RIGHT PATH



# We strengthened the bond with the community

WE ESTABLISH KEY ALLIANCES AND WORK TOGETHER WITH THE COMMUNITIES WHERE WE HAVE PRESENCE TO PROMOTE DEVELOPMENT AND REDUCE INEQUALITIES.

GRI  
413-1

SDG

2 4 11 8

+11,000

PEOPLE BENEFITTED BY THE  
BOCAR FAMILY FOUNDATION



# Links to grow with the community

Community development, solidarity and philanthropic actions are characteristics of Bocar Group and its founders. Our priority is the well-being and progress of the people who are part of the company and the communities where we operate.

Considering that the individuals who comprise the organization and their families are part of the local communities, it was a natural process to extend our actions beyond the company.

CURRENTLY, THIS COMMITMENT IS THE BASIS OF A CORPORATE SOCIAL RESPONSIBILITY ORIENTED TO SUSTAINABLE DEVELOPMENT AND ALIGNED WITH THE PURPOSE OF THE BUSINESS.





# Rehabilitation of recreational park in San Luis Potosí

One of the most important social investment projects we executed in 2023 was the rehabilitation and creation of green areas at the Villa Hidalgo Sports Complex in San Luis Potosí. The project began in 2022 in partnership with the Mexican Health Foundation (Funsalud) and the Health Equity Laboratory (LES), which conducted the first community diagnosis to determine the needs of the residents in the area. The result: the community needed a recreational and outdoor sports area.



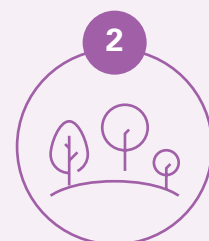
## Direct impact

175	RESIDENCES
410	TOTAL POPULATION
186	WOMEN
196	MEN
85	POPULATION 0-14 YEARS OLD
253	POPULATION 15-65 YEARS OLD
35	POPULATION AGED 65 AND OVER

THE PARK WAS REHABILITATED IN COORDINATION WITH SEVERAL PARTNERS, CONFIRMING THE PUBLIC-PRIVATE COOPERATION FOR THE BENEFIT OF THE COMMUNITY.



We donated financial resources to Fundación Placemaking México, which designed and developed the park rehabilitation project.



The Municipal Government of San Luis Potosí donated the land.



Community members participated in the development of the action plan.



Members of Bocar Group's volunteer corps (15) supported the park with mural painting and reforestation.



# Bocar Family Foundation

Our Foundation serves as the social arm of Bocar Group and acts as a link with communities by supporting the most vulnerable population in Mexico, primarily in the states where we are present, with efforts focused on three pillars of action:



Children's homes



Formal education

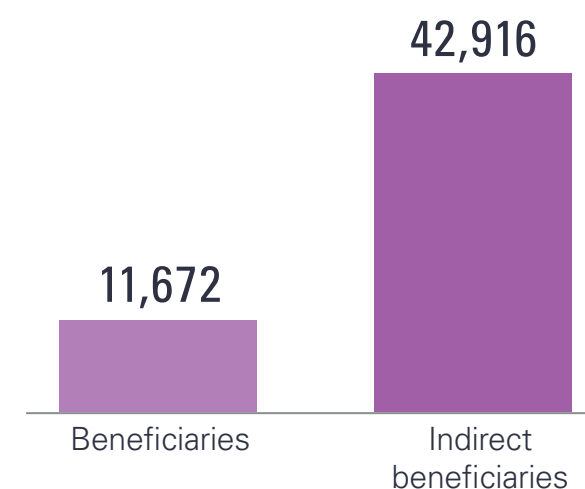


Emergencies

## Strategic alliances

Thanks to our strategic alliances and corporate volunteering, we bring the foundation's purpose to life: "we build opportunities to transform our communities."

### Cumulative impact, by intervention pillars





## Institutions supported during 2023

- Casa Hogar Alegría, IAP
- APAC, IAP (Asociación Pro Personas con Parálisis Cerebral)
- PROEDUCACIÓN, IAP
- Trasplante y Vida, IAP
- Fundación MVS Radio, AC
- Conexiones para Aprender, AC (ByDA)
- Promesa Educativa para México, AC
- Fundación ABC, IAP
- Fundación Gigante, AC
- Aldea Infantil Pepita de Valle Arizpe, SC
- Ministerio Siembra y Cosecha, AC
- Ver Bien para Aprender Mejor, AC
- Orquesta de Cámara de la Ciudad de México, AC
- Comité de Ayuda a Desastres y Emergencias Nacionales, AC (CADENA)



### Children's homes

In 2023, projects were financed to strengthen seven Social Assistance Centers (SAC) in Mexico, some of which were carried out in co-financing.

1

PARTNERSHIP

4

INSTITUTIONS  
BENEFITED

363

CHILDREN AND  
TEENAGERS BENEFITED

137

PERSONAS RESPONSABLES  
DE SU PROTECCIÓN



### Formal Education

Through six partnerships, we support quality education for low-income Mexican children and young people where Bocar Group is present (Mexico City, Chihuahua, Estado de México, Querétaro, Coahuila, and San Luis Potosí).

1

PARTNERSHIP

5

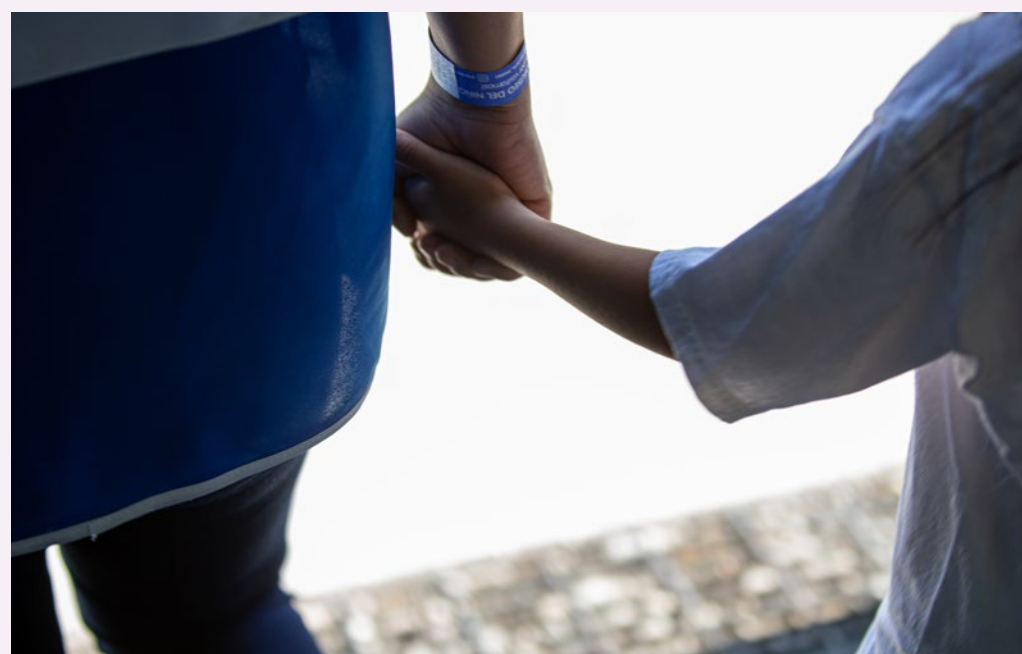
INSTITUTIONS  
BENEFITED

10,825

CHILDREN AND  
TEENAGERS  
BENEFITED

562

TEACHERS  
BENEFITED







## Emergencies

We provide support to people affected by natural disasters or humanitarian crises. Together with our partners, we responded to two events during 2023 in the states of Chihuahua and Guerrero, benefiting many families.

### Hurricane Otis in Guerrero

In October 2023, Hurricane Otis made landfall severely affecting Acapulco and surrounding municipalities, leading to our first fundraising campaign called "2 to 1," aimed at doubling the donations received.

We came together as the big family we are, receiving contributions from Group employees, family members, friends, advisers, and allies. We provided assistance to 2,000 families in Guerrero with food baskets, personal hygiene kits, and cleaning kits.

2,000

FAMILIES BENEFITED  
WITH FOOD PANTRIES,  
CLEANING, AND  
HYGIENE KITS

### Frosts in the Sierra Tarahumara

A donation of 3,000 blankets was made to benefit the inhabitants of the Sierra Tarahumara in Chihuahua. Every year the low temperatures affect the residents, who even risk death as a result of the frost.

3,000

DIRECT  
BENEFICIARIES

12,000

INDIRECT  
BENEFICIARIES





# Bocar Volunteering

In 2023, we increased the impact of the volunteer program to benefit our communities through three lines of action: Children's houses, Formal Education and Emergencies. This year's activities provided the opportunity for volunteers to support in two ways:

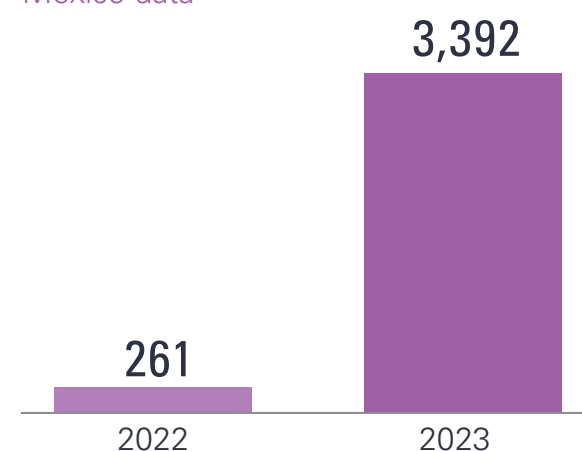
**On-site volunteering:** engaging directly with organizations and their beneficiaries.

**In-kind volunteering:** contributions in the form of products or goods.

For 2023, we set a goal to achieve a participation rate of 30% of the workforce, and we obtained a very positive response with a 40% participation rate. We are delighted with the impact generated for those who need it most and the commitment of our people.

## Volunteers

Mexico data



¡PONTE EL CHALECO! / PUT YOUR VEST ON!

BOCAR GROUP'S VOLUNTEERS ARE IDENTIFIED WITH A VEST IN EACH OF THE ACTIVITIES TO BE EASILY RECOGNIZED BY THE ALLIES. IT PROVIDES SECURITY AND A SENSE OF BELONGING FOR THOSE WHO PARTICIPATE.



IN 2023, WE CARRIED OUT 58 ACTIVITIES IN CHILDREN'S HOUSES AND SCHOOLS IN THE COMMUNITIES NEIGHBORING OUR WORK CENTERS, IN ADDITION TO THE ACTIONS WE CARRIED OUT AFTER HURRICANE OTIS IN ACAPULCO AND THE FROST IN CHIHUAHUA.

The volunteer activities in homes and schools included rehabilitating spaces (painting, lighting, cleaning, and reorganizing) and installing safety and hygiene measures (signage, fire extinguisher operation, waste separation bins, first aid kits). Additionally, environmental efforts such as reforestation, recreational events, awareness campaigns, health talks, and collections were organized. The institutions involved were selected by the plant team.

10,418

VOLUNTEER  
HOURS

10,793

PEOPLE  
BENEFITED




# 05 GOVERNANCE

ON THE RIGHT PATH



We guide our decisions with

# ethics and transparency

WE ACT WITH **HIGH STANDARDS OF ETHICS AND TRANSPARENCY** TO CREATE SHARED VALUE IN ALL OUR BUSINESS INTERACTIONS.

GRI

2-9, 2-10, 2-11, 2-12, 2-15, 2-16, 2-17, 2-18, 2-19, 2-20, 2-26, 2-27, 201-1, 201-2, 201-4, 205-1, 205-2, 205-3, 206-1, 207-1, 207-2, 207-3

SDG

6 8 13 16

17%

OF CORPORATE GOVERNANCE MADE UP OF WOMEN



# Ethics and transparency in decision-making

WE ADOPT BEST PRACTICES TO ENSURE BUSINESS ETHICS AND STRENGTHEN A CULTURE OF SUSTAINABILITY.

Through a corporate governance structure focused on transparency and legitimacy, we maintain relationships with clients, suppliers, and authorities. Our ethical behavior guided by principles and in strict compliance with the legal framework in each country of operation.

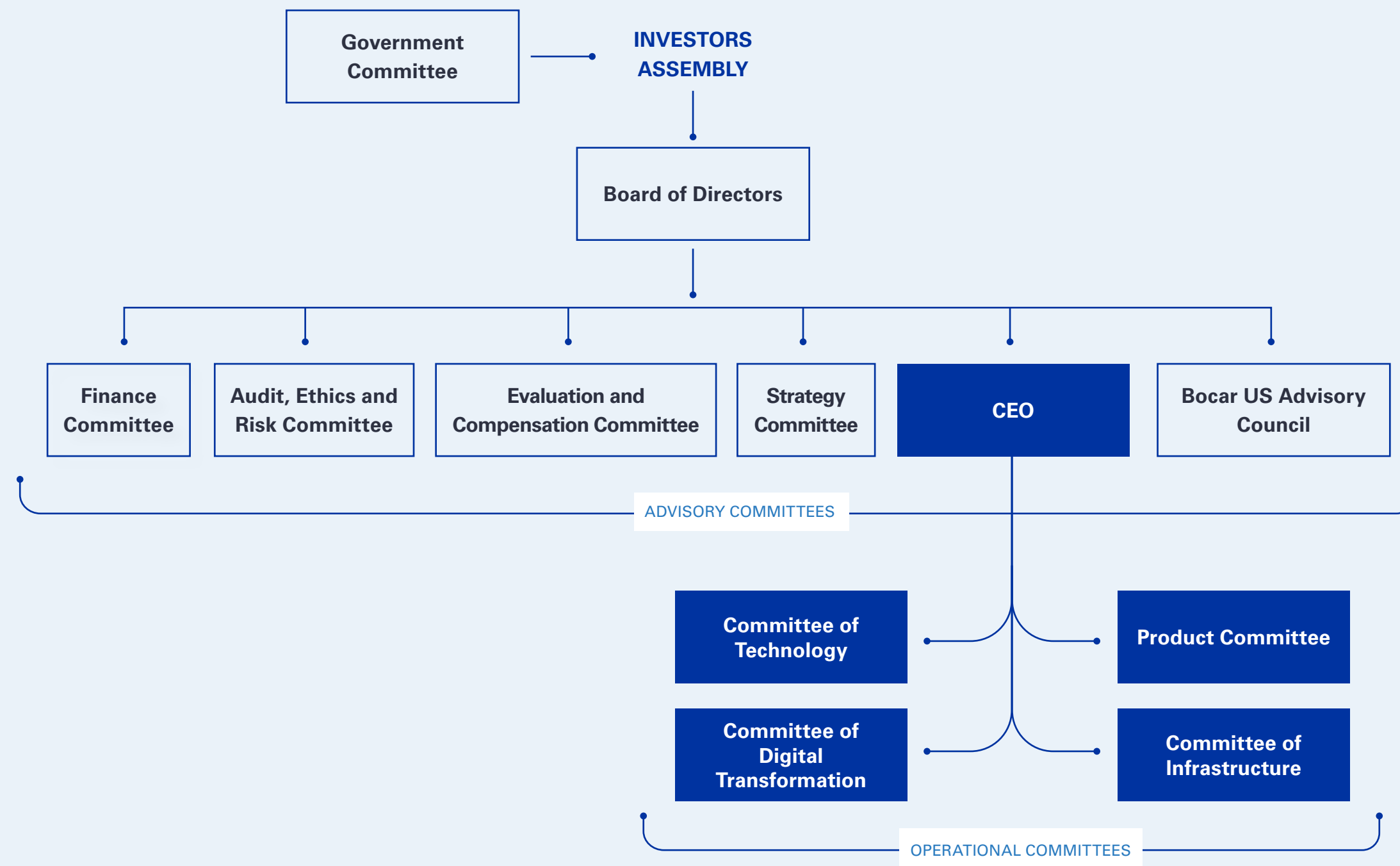
Adherence to the Code of Ethics, internal policies and our organizational culture allow us to conduct ourselves in a responsible manner, as well as to mitigate risks in order to continue fulfilling our purpose as a company.





We have a Governance Committee that reports to the Shareholders' Assembly. It holds the standards of transparency, good practices, and responsible behavior upon which our policies are based and governs the company both internally and externally.

The Shareholders' Assembly has the authority to decide on acts and operations of the organization; the Board of Directors establishes general strategies for the financial and strategic management of the Group.





# Board of Directors and members

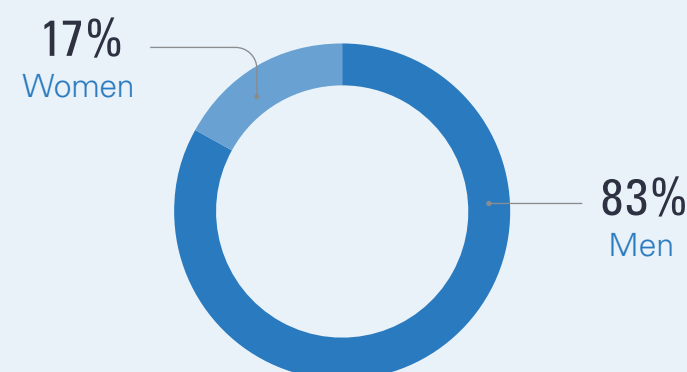
The Board of Directors meets five times a year to discuss strategic issues, including those related to people and the environment. It consists of a president, a vice president, a treasurer, and directors.

Board members are selected through the Governance Committee, ratified by the Shareholders' Assembly, and must carry out their functions independently, maintaining confidentiality and avoiding conflicts of interest. They have extensive experience, capacity, and professional prestige to address strategic issues in the automotive sector, talent development, work culture, technology, international experience, supplier development, risks, finance, and administration.

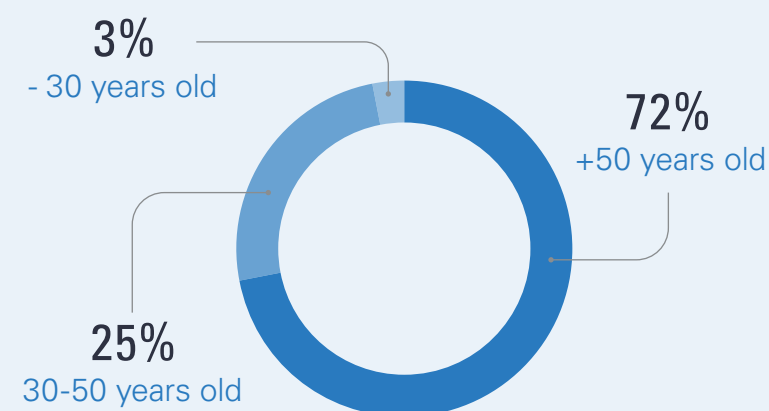
Board members serve for five years, and every two years, external consultants and advisors evaluate their contribution and commitment to the company. If their performance is outstanding, their participation may be extended for two more years. The remuneration of board members is determined by the Governance Committee and consists of both a fixed and a variable part, based on performance, contributions, and results.

**67% OF THE DIRECTORS OF THE BOARD ARE INDEPENDENT**

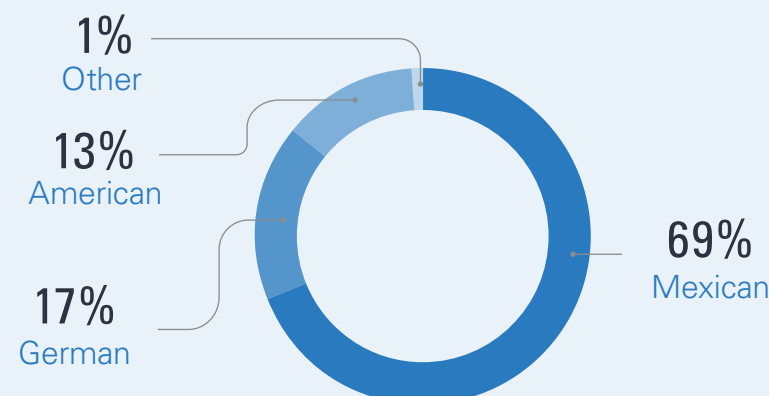
**Composition of the global corporate governance structure, by gender**



**Composition of the global corporate governance structure, by age group**



**Composition of the global corporate governance structure, by nationality**



## Support Committees and General Management

Five advisory committees support the Board of Directors in matters related to the administration, management, and strategy of the Group: Finance; Audit, Ethics and Risk; Evaluation and Compensation; Strategy; and the Bocar US Advisory Board.

Together with the General Management, these are auxiliary bodies that assist the Board of Directors in monitoring and overseeing the implementation of the financial strategy, control and risk management, as well as addressing critical issues for the organization.

We also have operating committees for Technology, Product, Digital Transformation, and Infrastructure that operate in support of the General Management.



# Ethical behavior and compliance

At Bocar Group, the culture of corporate integrity is driven from executive leadership and extends across all levels and locations of the organization. The Compliance area plays a crucial role in preventing, detecting, and mitigating risks related to regulatory compliance. We have an independent Ethics Committee composed of specialists from various organizations, ensuring autonomy in the execution of our behavioral principles and in the updating of our management system, with a strong focus on prevention.

During 2023, we strengthened our Code of Ethics by incorporating significant improvements, new sustainability criteria and guidance towards best practices. This revision represents our commitment to human rights; the promotion of responsible business practices; environmental stewardship; compliance with laws and regulations; and the confidentiality and integrity of information.



EACH PERSON IS A VITAL AMBASSADOR OF OUR PRINCIPLES AND VALUES; THEIR DAILY CONDUCT DEMONSTRATES THE COMMITMENT TO INTEGRITY THAT DEFINES OUR ORGANIZATION.



# Compliance Program

A set of measures to prevent, detect and remedy, in a systemic way, the occurrence of unethical or illegal conduct; underscores our responsibility to what is right and our commitment to integrity. It enables all individuals and teams to operate in a work environment characterized by ethical behavior and compliance with standards.



## Pillars of the Compliance Program



### Community development and human rights

- We are Fair, Equitable, Diverse, and Inclusive
- Working Conditions and Child Labor
- Confidentiality and non-retaliation
- Health, Safety and Hygiene



### Corporate responsibility

- Relations with Suppliers and Third Parties
- Customer Relationship
- Antitrust and Competition
- Relations with Authorities



### Sustainability

- Environment
- Governance



### Data protection and information security

- Use of artificial intelligence
- Social Media



### Corporate responsibility, ethics, and integrity

- Anti-Corruption and Anti-Bribery
- Receipt and delivery of gifts, trips, or hospitality
- Conflict of interest
- Donations and sponsorships
- Government officials
- Facilitation payments
- Political contributions
- Prevention of Money Laundering and Terrorist Financing
- Use and protection of company assets
- Use and protection of Bocar Group's trademarks
- Accounting books and records





## Policies and Procedures

**Code of Ethics:** Detailed document that establishes the expectations of ethical and professional behavior for those who work in the company.

**Specific Policies:** Include anti-corruption, anti-money laundering, privacy and data protection, fair competition, and human rights.



## Education and Training

**Ongoing training programs:** Regular training ensures that all employees understand their legal and ethical responsibilities, tailored to various levels and geographic locations within the company.



## Communication and Whistleblowing Channels

### **Bocar Te Escucha whistleblowing system:**

Confidential and accessible mechanism for reporting non-compliance or inappropriate behavior, managed by a third party to ensure impartiality.

**Various reporting channels:** Email [compliance@bocar.com](mailto:compliance@bocar.com) and other digital media to facilitate secure and anonymous communication, if desired.



## Monitoring, Auditing, and Incident Response

**Internal and external audits:** Regular and systematic reviews of compliance practices to identify and correct deficiencies.

**Incident Management and Continuous Improvement:** Processes in place to respond to violations, apply appropriate sanctions and modify policies to strengthen the program.



## Risk Management and Due Diligence

**Ongoing risk assessments:** Proactive identification and analysis of compliance risks in all areas of the company.

**Due Diligence on third parties and business partners:** Rigorous processes to evaluate partners and suppliers, ensuring adoption of the company's ethical standards.





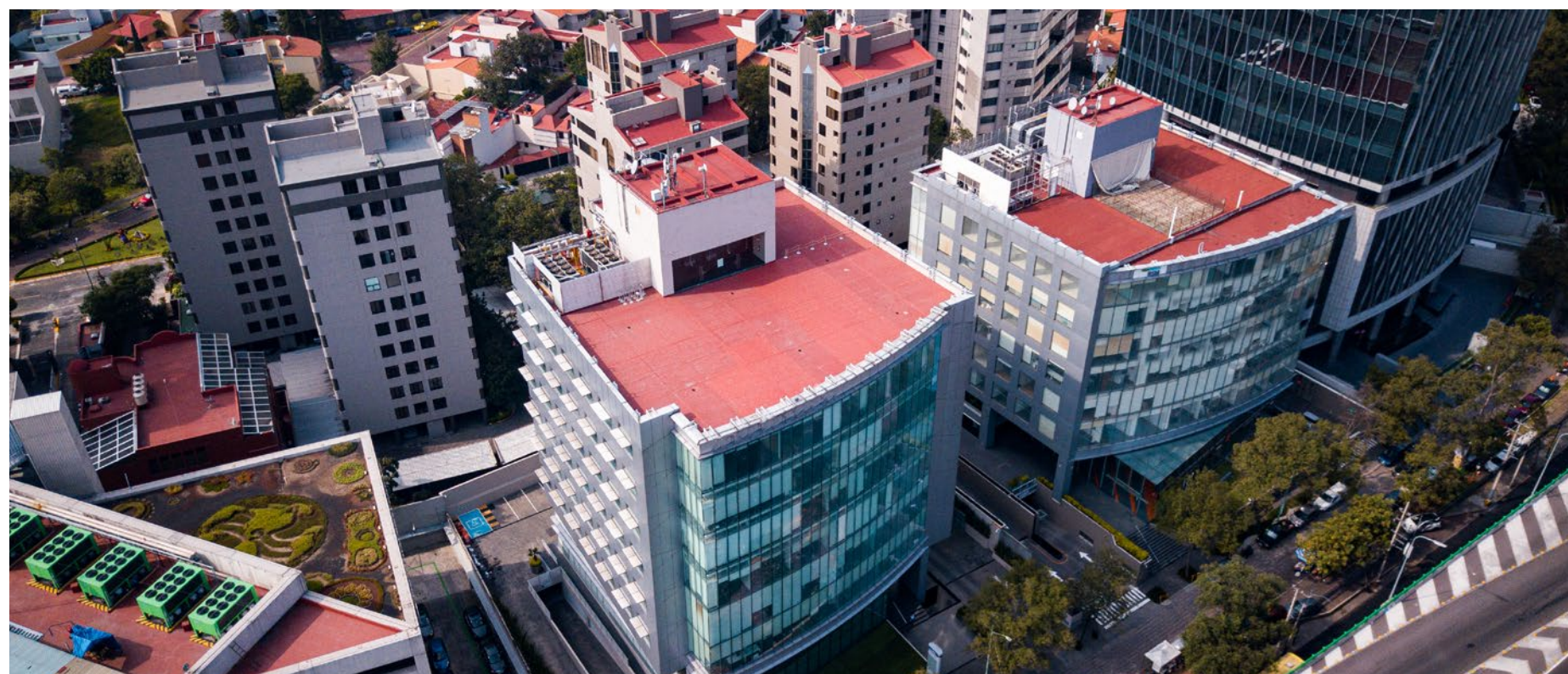
# Comprehensive whistleblower system “Bocar Te Escucha”

We operate an advanced whistleblower system, managed by an impartial third party, to report non-compliance or inappropriate conduct. This system ensures confidentiality and report integrity, available 24/7, 365 days a year, aligning with our digitization and accessibility strategy.

Upon receiving reports, the Compliance area, in collaboration with the Ethics Committee, thoroughly investigates, analyzes, and responds to each case, applying appropriate sanctions from our Consequences System.

In 2023, "Bocar Te Escucha" received 12% fewer reports compared to the previous year. Among the reports, 59% were substantiated and fully addressed, with no substantiated allegations of corruption or bribery.

Of all reported cases, 61% were submitted anonymously. Among identified complainants, 59% were men and 41% were women.



## Complaints at the end of 2023

59% SUBSTANTIATED

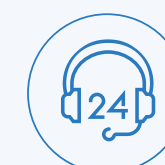
41% UNSUBSTANTIATED

61% ANONYMOUS

## COMMUNICATION CHANNELS OF “BOCAR TE ESCUCHA”



Website:  
**bocar.ethicspoint.com**



Toll-free line, 24 hours a day, 7 days a week:  
**From Mexico: 800 880 1729**  
**From the United States: 1 833 827 3530**



SCAN THE QR CODE  
TO MAKE A REPORT



# About this report

**GRI:** 2-1, 2-2, 2-3, 2-4, 2-14

## On the Right Path 2023: The Sustainability Report

represents Bocar Group's second consecutive effort to consolidate the annual results of its environmental, social, and governance (ESG) performance. It was prepared following the GRI and SASB Autoparts Standards, in alignment with the Sustainable Development Goals and the Principles of the United Nations Global Compact. It presents data for the period between January 1 and December 31, 2023.

Unlike the first report, which included information from the company's operations in Mexico and the United States, this time we take a further step by incorporating information from the other countries where Bocar Group is active industrially and commercially: Germany, Japan, and China.

Information was included for the following business units located in those countries: Bocar S.A. de C.V., Plastic Tec S.A. de C.V., Fugra S.A. de C.V., Auma Tec S.A. de C.V., Auma Saltillo S.A. de C.V., Auma SLP S.A. de C.V., Auma S.A. de C.V., Auma Engineering Products Inc, Auma Saltillo S.A. de C.V., Auma SLP S.A. de C.V., Auma S.A. de C.V., Auma Engineering Products Inc., Bocar US Inc., Bocar GmbH, BTC GmbH, Auma Engineered Products KK and Bocar Shenzhen Trading Co. Ltd.

The development of the document was led by the Corporate Strategy and Sustainability Department. It was reviewed and validated by the General Management and the President's Office.

For more information **click on each logo**



**[www.bocar.com](http://www.bocar.com)**

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# GRI content index in accordance

Statement of use	Bocar Group reported in accordance with the GRI Standards for the period between January 1 and December 31, 2023
GRI 1 used	GRI 1: Foundation 2021
Applicable GRI Sector Standards	Does not apply
Other standards aligned in this report	Sustainable Development Goals (SDG) Global Compact Principles Sustainability Accounting Standards Board (SASB): standard for the Auto Parts industry in the Transportation sector 2023

GRI STANDARD	DISCLOSURE	LOCATION, DIRECT RESPONSE OR REASON FOR OMISSION	SDG	GLOBAL COMPACT	SASB
GENERAL DISCLOSURES					
GRI 2: General Disclosures 2021	2-1 Organizational details	About this report. p. 65			
	2-2 Entities included in the organization's sustainability reporting	About this report. p. 65			
	2-3 Reporting period, frequency and contact point	About this report. p. 65			
	2-4 Restatements of information	About this report. p. 65			
	2-5 External assurance	This report is not third party verified			
	2-6 Activities, value chain and other business relationships	We are Bocar Group. pp. 5-9			TR-AP-000.A TR-AP-000.B TR-AP-000.C
	2-7 Employees	We are Bocar Group: Our people. p. 10	8: Decent work and economic growth 10: Reduced inequalities	P1, P2, P3, P4, P5, P6, P10	
	2-8 Workers who are not employees	"62 scholarship recipients in Mexico Located in corporate offices and plants in Lerma, Saltillo, San Luis Potosí and Querétaro"	8: Decent work and economic growth	P1, P2, P3, P4, P5, P6	
	2-9 Governance structure and composition	Governance. pp. 57-60	5: Gender equality 16: Peace, justice and strong institutions	P1, P2, P3, P4, P5, P6, P10	



GRI STANDARD	DISCLOSURE	LOCATION, DIRECT RESPONSE OR REASON FOR OMISSION	SDG	GLOBAL COMPACT	SASB
GRI 2: General Disclosures 2021	2-10 Nomination and selection of the highest governance body	Governance. pp. 57-60	5: Gender equality 16: Peace, justice and strong institutions	P1, P2, P3, P4, P5, P6, P10	
	2-11 Chair of the highest governance body	Governance. pp. 57-60	16: Peace, justice and strong institutions	P1, P2, P3, P4, P5, P6, P10	
	2-12 Role of the highest governance body in overseeing the management of impacts	Governance. pp. 57-60	16: Peace, justice and strong institutions	P1, P2, P3, P4, P5, P6, P10	
	2-13 Delegation of responsibility for managing impacts	Sustainable mobility: Sustainability performance management. p. 22			
	2-14 Role of the highest governance body in sustainability reporting	About this report. p. 65			
	2-15 Conflicts of interest	Governance. pp. 57-60	16: Peace, justice and strong institutions	P1, P2, P3, P4, P5, P6, P10	
	2-16 Communication of critical concerns	Governance. pp. 57-60			
	2-17 Collective knowledge of the highest governance body	Governance. pp. 57-60			
	2-18 Evaluation of the performance of the highest governance body	Governance. pp. 57-60			
	2-19 Remuneration policies	Governance: Board of Directors and members. p. 60			
	2-20 Process to determine remuneration	Our people: Compensations. p. 47			
	2-21 Annual total compensation ratio	15.7   4%			
	2-22 Statement on sustainable development strategy	Message from General Management. p. 4			



GRI STANDARD	DISCLOSURE	LOCATION, DIRECT RESPONSE OR REASON FOR OMISSION	SDG	GLOBAL COMPACT	SASB
GRI 2: General Disclosures 2021	2-23 Policy commitments	Sustainable mobility. pp. 14-22	16: Peace, justice and strong institutions	P1, P2, P3, P4, P5, P6, P10	
	2-24 Embedding policy commitments	Sustainable mobility. pp. 14-22			
	2-25 Processes to remediate negative impacts	Sustainable mobility: Sustainability performance management. p. 22			
	2-26 Mechanisms for seeking advice and raising concerns	Governance: Comprehensive whistleblower system “Bocar Te Escucha”. p. 64	16: Peace, justice and strong institutions	P1, P2, P3, P4, P5, P6, P10	
	2-27 Compliance with laws and regulations	Governance. p. 61			
	2-28 Membership associations	We are Bocar Group: Affiliations. p. 12			
	2-29 Approach to stakeholder engagement	Sustainable mobility: Stakeholders. p. 18			
	2-30 Collective bargaining agreements	80% of workers in Mexico are covered by collective bargaining agreements.	8: Decent work and economic growth	P1, P2, P3, P4, P5, P6	
MATERIAL TOPICS					
GRI 3: Material Topics 2021	3-1 Process to determine material topics	Sustainable mobility: Materiality and strategic framework. pp. 15-17			
	3-2 List of material topics	Sustainable mobility: Materiality and strategic framework. pp. 15-17			
Business ethics					
GRI 3: Material Topics 2021	3-3 Management of material topics	Governance: Ethical behavior and compliance. pp. 61-64			
GRI 205: Anti-corruption 2016	205-1 Operations assessed for risks related to corruption	We carry out a risk analysis across all our operations to identify potential areas of vulnerability related to corruption.	16: Peace, justice and strong institutions	P1, P2, P3, P4, P5, P6, P10	
	205-2 Communication and training about anti-corruption policies and procedures	Governance: Ethical behavior and compliance. pp. 62-63	16: Peace, justice and strong institutions	P1, P2, P3, P4, P5, P6, P10	
	205-3 Confirmed incidents of corruption and actions taken	No incidents of corruption were recorded during the period.	16: Peace, justice and strong institutions	P1, P2, P3, P4, P5, P6, P10	



GRI STANDARD	DISCLOSURE	LOCATION, DIRECT RESPONSE OR REASON FOR OMISSION	SDG	GLOBAL COMPACT	SASB
GRI 206: Anti-competitive Behavior 2016	206-1 Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	The company has not been involved in any pending or completed legal actions related to anticompetitive behavior, violations of antitrust legislation.	16: Peace, justice and strong institutions	P1, P2, P3, P4, P5, P6, P10	TR-AP-520a.1
Sustainable products					
GRI 3: Material Topics 2021	3-3 Management of material topics	We seek to ensure that our products, from design to material sourcing, are an integral part of sustainable mobility and reduce environmental impact through innovation, manufacturing processes and use. Sustainable mobility: Supply chain. p. 23 Environment. pp. 24-31			
GRI 416: Customer Health and Safety 2016	416-1 Assessment of the health and safety impacts of product and service categories	19% of the portfolio was evaluated, which is the percentage corresponding to security parts and pieces.			
	416-2 Incidents of non-compliance concerning the health and safety impacts of products and services	There are no records of incidents or impacts on the security of end customers that are related to a failure in our security products.	16: Peace, justice and strong institutions	P1, P2, P3, P4, P5, P6, P10	TR-AP-250a.1
GRI 417: Marketing and Labeling 2016	417-1 Requirements for product and service information and labeling	Our products do not have labeling. To guarantee the origin of the components, we send clients a report called Conflict Mineral Reporting Template (CMRT) which provides information on the country of origin of the mineral, the smelters and refineries used.	12: Responsible consumption and production	P7, P8 ,P9	
	417-2 Incidents of non-compliance concerning product and service information and labeling	Not applicable, since our products do not require labeling.			
	417-3 Incidents of non-compliance concerning marketing communications	Not applicable, since our products do not require labeling or marketing communication.			
GRI 418: Customer Privacy 2016	" 418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data"	During the period, no cases or complaints of information leaks were recorded.	16: Peace, justice and strong institutions	P1, P2, P3, P4, P5, P6, P10	



GRI STANDARD	DISCLOSURE	LOCATION, DIRECT RESPONSE OR REASON FOR OMISSION	SDG	GLOBAL COMPACT	SASB
Supply chain management					
GRI 3: Material Topics 2021	3-3 Management of material topics	Sustainable mobility: Supply chain. p. 23			
GRI 204: Procurement Practices 2016	204-1 Proportion of spending on local suppliers	No data available			
GRI 308: Supplier Environmental Assessment 2016	308-1 New suppliers that were screened using environmental criteria	Sustainable mobility: Supply chain. p. 23			
	414-2 Negative environmental impacts in the supply chain and actions taken	No data available			
GRI 414: Supplier Social Assessment 2016	414-1 New suppliers that were screened using social criteria	Sustainable mobility: Supply chain. p. 23	5: Gender equality 8: Decent work and economic growth 16: Peace, justice and strong institutions	P1, P2, P3, P4, P5, P6, P10	
	414-2 Negative social impacts in the supply chain and actions taken	No data available			
Circular economy					
GRI 3: Material Topics 2021	3-3 Management of material topics	Environment: Waste management. pp. 27-29			
GRI 301: Materials 2016	301-1 Materials used by weight or volume	Environment: Waste management. pp. 27-29	8: Decent work and economic growth 12: Responsible consumption and production	P1, P2, P3, P4, P5, P6, P7, P8, P9	TR-AP-440b.2
	301-2 Recycled input materials used	Environment: Waste management. pp. 27-29	8: Decent work and economic growth 12: Responsible consumption and production	P1, P2, P3, P4, P5, P6, P7, P8, P9	TR-AP-440b.2
	301-3 Reclaimed products and their packaging materials	Environment: Waste management. pp. 27-29	8: Decent work and economic growth 12: Responsible consumption and production	P1, P2, P3, P4, P5, P6, P7, P8, P9	TR-AP-440b.2
SASB AUTO PARTS Materials Efficiency	TR-AP-440b.1. Percentage of products sold that are recyclable	100% of aluminum and plastic products are recyclable			



GRI STANDARD	DISCLOSURE	LOCATION, DIRECT RESPONSE OR REASON FOR OMISSION	SDG	GLOBAL COMPACT	SASB
GRI 306: Waste 2020	306-1 Waste generation and significant waste-related impacts	Environment: Waste management. pp. 27-29	3: Good health and well-being 6: Clean water and sanitation 11: Sustainable cities and communities 12: Responsible consumption and production	P1, P2, P3, P4, P5, P6, P7, P8, P9, P10	
	306-2 Management of significant wasterelated impacts	Environment: Waste management. pp. 27-29	3: Good health and well-being 6: Clean water and sanitation 8: Decent work and economic growth 11: Sustainable cities and communities 12: Responsible consumption and production	P1, P2, P3, P4, P5, P6, P7, P8, P9, P10	
	306-3 Waste generated	Environment: Waste management. pp. 27-29	3: Good health and well-being 6: Clean water and sanitation 11: Sustainable cities and communities 12: Responsible consumption and production 15: Life on land	P1, P2, P3, P4, P5, P6, P7, P8, P9, P10	TR-AP-150a.1
	306-4 Waste diverted from disposal	Environment: Waste management. pp. 27-29	3: Good health and well-being 6: Clean water and sanitation 11: Sustainable cities and communities 12: Responsible consumption and production	P1, P2, P3, P4, P5, P6, P7, P8, P9, P10	TR-AP-150a.1
	306-5 Waste directed to disposal	Environment: Waste management. pp. 27-29	"3: Good health and well-being 6: Clean water and sanitation 11: Sustainable cities and communities 12: Responsible consumption and production 15: Life on land	P1, P2, P3, P4, P5, P6, P7, P8, P9, P10	TR-AP-150a.1
Water					
GRI 3: Material Topics 2021	3-3 Management of material topics	Environment: Responsible water use. pp. 30-31			
GRI 303: Water and Effluents 2018	303-1 Interactions with water as a shared resource	Environment: Responsible water use. pp. 30-31	6: Clean water and sanitation 12: Responsible consumption and production	P1, P2, P7, P8, P9	
	303-2 Management of water dischargereLATED impacts	Environment: Responsible water use. pp. 30-31	6: Clean water and sanitation	P1, P2, P7, P8, P9	
	303-3 Water withdrawal	Environment: Responsible water use. pp. 30-31	6: Clean water and sanitation	P1, P2, P7, P8, P9	
	303-4 Water discharge	Environment: Responsible water use. pp. 30-31	6: Clean water and sanitation	P1, P2, P7, P8, P9	
	303-5 Water consumption	Environment: Responsible water use. pp. 30-31	6: Clean water and sanitation	P1, P2, P7, P8, P9	



GRI STANDARD	DISCLOSURE	LOCATION, DIRECT RESPONSE OR REASON FOR OMISSION	SDG	GLOBAL COMPACT	SASB
Climate change					
GRI 3: Material Topics 2021	3-3 Management of material topics	Environment: Climate action. p. 26			
	302-1 Energy consumption within the organization	Environment: Climate action. p. 26	7: Affordable and clean energy 8: Decent work and economic growth 12: Responsible consumption and production 13: Climate action	P1, P2, P3, P4, P5, P6, P7, P8, P9	TR-AP-130a.1
	"302-2 Energy consumption outside of the organization"	Environment: Climate action. p. 26	7: Affordable and clean energy 8: Decent work and economic growth 12: Responsible consumption and production 13: Climate action	P1, P2, P3, P4, P5, P6, P7, P8, P9	
GRI 302: Energy 2016	302-3 Energy intensity	Environment: Climate action. p. 26	7: Affordable and clean energy 8: Decent work and economic growth 12: Responsible consumption and production 13: Climate action	P1, P2, P3, P4, P5, P6, P7, P8, P9	
	302-4 Reduction of energy consumption	Environment: Climate action. p. 26	7: Affordable and clean energy 8: Decent work and economic growth 12: Responsible consumption and production 13: Climate action	P1, P2, P3, P4, P5, P6, P7, P8, P9	
	302-5 Reductions in energy requirements of products and services	Environment: Climate action. p. 26	7: Affordable and clean energy 8: Decent work and economic growth 12: Responsible consumption and production 13: Climate action	P1, P2, P3, P4, P5, P6, P7, P8, P9	TR-AP-410a.1



GRI STANDARD	DISCLOSURE	LOCATION, DIRECT RESPONSE OR REASON FOR OMISSION	SDG	GLOBAL COMPACT	SASB
GRI 305: Emissions 2016	305-1 Direct (Scope 1) GHG emissions	Environment: Climate action. p. 26	3: Good health and well-being 12: Responsible consumption and production 13: Climate action 14: Life below water 15: Life on land	P1, P2, P3, P4, P5, P6, P7, P8, P9, P10	
	305-2 Energy indirect (Scope 2) GHG emissions	Environment: Climate action. p. 26	3: Good health and well-being 12: Responsible consumption and production 13: Climate action 14: Life below water 15: Life on land	P1, P2, P3, P4, P5, P6, P7, P8, P9, P10	
	305-3 Other indirect (Scope 3) GHG emissions	Environment: Climate action. p. 26	3: Good health and well-being 12: Responsible consumption and production 13: Climate action 14: Life below water 15: Life on land	P1, P2, P3, P4, P5, P6, P7, P8, P9, P10	
	305-4 GHG emissions intensity	Environment: Climate action. p. 26	13: Climate action 14: Life below water 15: Life on land	P7, P8, P9	
	305-5 Reduction of GHG emissions	Environment: Climate action. p. 26	13: Climate action 14: Life below water 15: Life on land	P7, P8, P9	
	305-6 Emissions of ozone-depleting substances (ODS)	Environment: Climate action. p. 26 CH4 73.63 ton CO <sub>2</sub> e N2O 33.675 ton CO <sub>2</sub> e	3: Good health and well-being 12: Responsible consumption and production	P1, P2, P3, P4, P5, P6, P7, P8, P9, P10	
	305-7 Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions	NO2: 125 ppm - SOx: 8.74 ppm - COP: 2.39 kg - COV: 30.03 kg PM: 11,611.91 mg/m3 - CO: 1,178.76 ppm	3: Good health and well-being 12: Responsible consumption and production 14: Life below water 15: Life on land	P1, P2, P3, P4, P5, P6, P7, P8, P9, P10	



GRI STANDARD	DISCLOSURE	LOCATION, DIRECT RESPONSE OR REASON FOR OMISSION	SDG	GLOBAL COMPACT	SASB
Community development					
GRI 3: Material Topics 2021	3-3 Management of material topics	Community. pp. 50-56			
GRI 413: Local Communities 2016	413-1 Operations with local community engagement, impact assessments, and development programs	Community. pp. 50-56			
	413-2 Operations with significant actual and potential negative impacts on local communities	During the period, no operations with a negative impact on the communities were identified.			
Personnel well-being					
GRI 3: Material Topics 2021	3-3 Management of material topics	Our people: Empowering talent pp. 33-39			
GRI 401: Employment 2016	401-1 New employee hires and employee turnover	Our people: Employment generation p. 34	5: Gender equality 8: Decent work and economic growth 10: Reduced inequalities	P1, P2, P3, P4, P5, P6, P10	
	401-2 Benefits provided to full-time employees that are not provided to temporary or parttime employees	Our people: Compensations. pp. 47-48	3: Good health and well-being 5: Gender equality 8: Decent work and economic growth	P1, P2, P3, P4, P5, P6, P10	
	401-3 Parental leave	Our people: Compensations, Parental leave. p. 48	5: Gender equality 8: Decent work and economic growth	P1, P2, P3, P4, P5, P6	
GRI 402: Labor/Management Relations 2016	402-1 Minimum notice periods regarding operational changes	Generally it is two weeks, although it may vary depending on the dialogue and agreement with the unions and workers.	8: Decent work and economic growth	P1, P2, P3, P4, P5, P6	



GRI STANDARD	DISCLOSURE	LOCATION, DIRECT RESPONSE OR REASON FOR OMISSION	SDG	GLOBAL COMPACT	SASB
GRI 403: Occupational Health and Safety 2018	403-1 Occupational health and safety management system	Our people: Safety, health, and welfare. pp. 35-37	3: Good health and well-being 8: Decent work and economic growth 16: Peace, justice and strong institutions	P1, P2, P3, P4, P5, P6, P10	
	403-2 Hazard identification, risk assessment, and incident investigation	Our people: Safety, health, and welfare. p. 35	8: Decent work and economic growth	P1, P2, P3, P4, P5, P6	
	403-3 Occupational health services	Our people: Safety, health, and welfare. pp. 38-39	8: Decent work and economic growth	P1, P2, P3, P4, P5, P6	
	403-4 Worker participation, consultation, and communication on occupational health and safety	Our people: Safety, health, and welfare. p. 36	8: Decent work and economic growth 16: Peace, justice and strong institutions	P1, P2, P3, P4, P5, P6, P10	
	403-5 Worker training on occupational health and safety	Our people: Safety, health, and welfare. pp. 34-37	8: Decent work and economic growth	P1, P2, P3, P4, P5, P6	
	403-6 Promotion of worker health	Our people: Safety, health, and welfare. pp. 38-39	3: Good health and well-being	P1, P2, P3, P4, P5, P6, P10	
	403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	Ongoing staff training with a focus on safe behavior includes all job positions and contractors.	8: Decent work and economic growth	P1, P2, P3, P4, P5, P6	
	403-8 Workers covered by an occupational health and safety management system	Our people: Safety, health, and welfare. pp. 34-37	8: Decent work and economic growth	P1, P2, P3, P4, P5, P6	
	403-9 Work-related injuries	Our people: Safety, health, and welfare; Industrial Safety. p. 37	3: Good health and well-being 8: Decent work and economic growth 16: Peace, justice and strong institutions	P1, P2, P3, P4, P5, P6, P10	
	403-10 Work-related ill health	Minor bruises, lacerations, sprains and strains.	3: Good health and well-being 8: Decent work and economic growth 16: Peace, justice and strong institutions	P1, P2, P3, P4, P5, P6, P10	



GRI STANDARD	DISCLOSURE	LOCATION, DIRECT RESPONSE OR REASON FOR OMISSION	SDG	GLOBAL COMPACT	SASB
Talent attraction and development					
GRI 3: Material Topics 2021	3-3 Management of material topics	Our people: Training and development. pp. 42-46			
GRI 404: Training and Education 2016	404-1 Average hours of training per year per employee	Our people: Training and development. p. 42	4: Quality education 5: Gender equality 8: Decent work and economic growth 10: Reduced inequalities	P1, P2, P3, P4, P5, P6, P10	
	404-2 Programs for upgrading employee skills and transition assistance programs	Our people: Training and development. pp. 43-458	8: Decent work and economic growth	P1, P2, P3, P4, P5, P6	
	404-3 Percentage of employees receiving regular performance and career development reviews	Our people: Performance evaluation p. 46	5: Gender equality 8: Decent work and economic growth 10: Reduced inequalities	P1, P2, P3, P4, P5, P6, P10	
Justice, equity, diversity, and inclusion					
GRI 3: Material Topics 2021	3-3 Management of material topics	Our people: JEDI: justice, equity, diversity, and inclusion. pp. 40-41			
GRI 405: Diversity and Equal Opportunity 2016	405-1 Diversity of governance bodies and employees	Our people: JEDI: justice, equity, diversity, and inclusion. pp. 40-41	5: Gender equality 8: Decent work and economic growth	P1, P2, P3, P4, P5, P6	
	405-2 Ratio of basic salary and remuneration of women to men	Mexico: Women -20.70% against men Japan: Women -29.57% vs. men There are no records for the United States, Germany and China	5: Gender equality 8: Decent work and economic growth 10: Reduced inequalities	P1, P2, P3, P4, P5, P6, P10	
GRI 406: Non-discrimination 2016	406-1 Incidents of discrimination and corrective actions taken	Three cases were reported related to discrimination due to hierarchical position, appearance and gender. These were classified as “high criticality”, which implied priority for the Compliance area. Subsequently, sanctions were established through the Ethics Committee and the updating of the Code of Ethics and the respective training began.	5: Gender equality 8: Decent work and economic growth	P1, P2, P3, P4, P5, P6	
GRI 407: : Freedom of Association and Collective Bargaining 2016	407-1 Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	We promote freedom of association for both our staff and suppliers. During the period, no risks were identified in this regard.	8: Decent work and economic growth	P1, P2, P3, P4, P5, P6	
GRI 410: Security Practices 2016	410-1 Security personnel trained in human rights policies or procedures	All security personnel received some level of human rights training. These are carried out in compliance with the international CTPAT safety and ethics certification.	16: Peace, justice and strong institutions	P1, P2, P3, P4, P5, P6, P10	





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