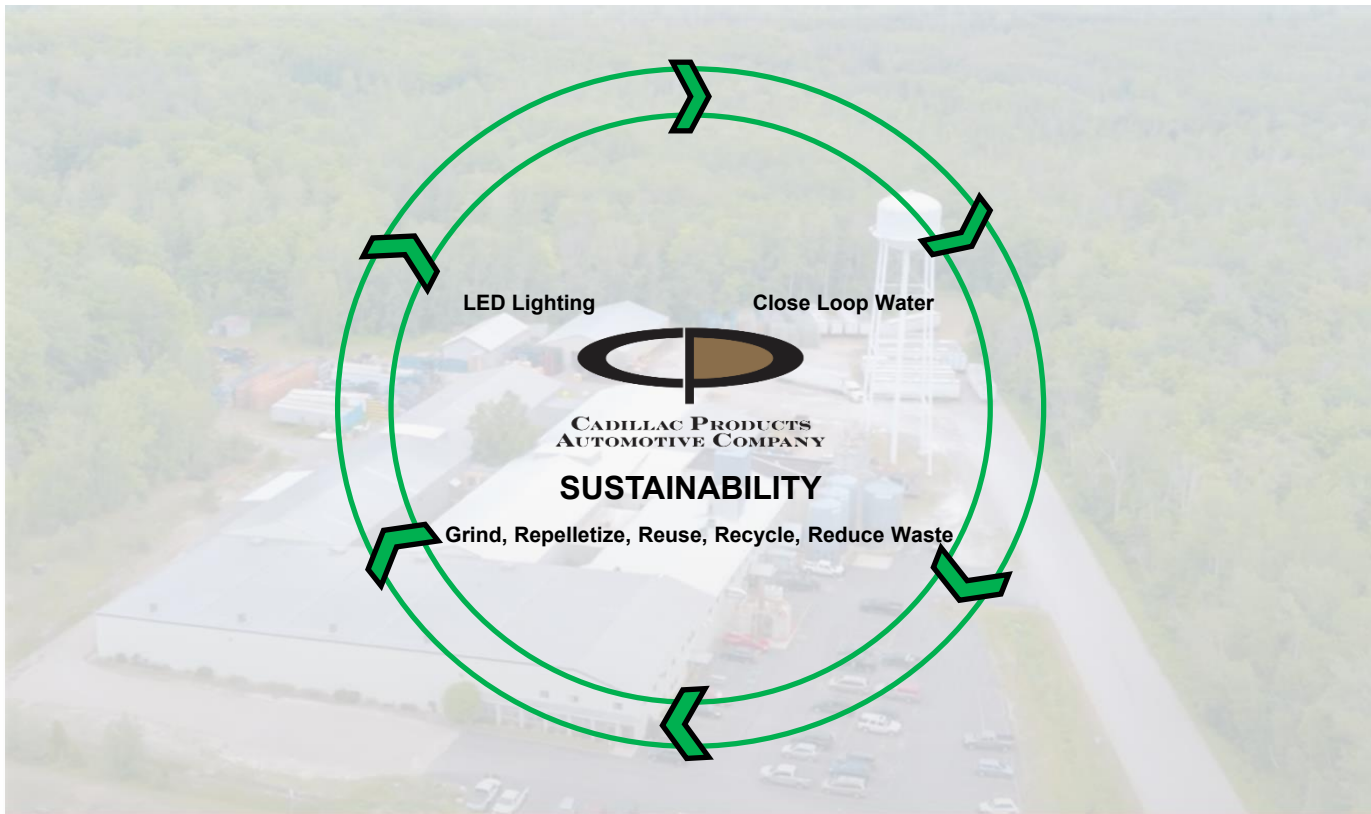




CADILLAC PRODUCTS AUTOMOTIVE COMPANY

Cadillac Products Automotive Company - CPAC 2025 Corporate Sustainability Report – CSR*



*CSR Disclosure Topics & Metrics based on the SASB Auto Parts sector standard version 2023-12

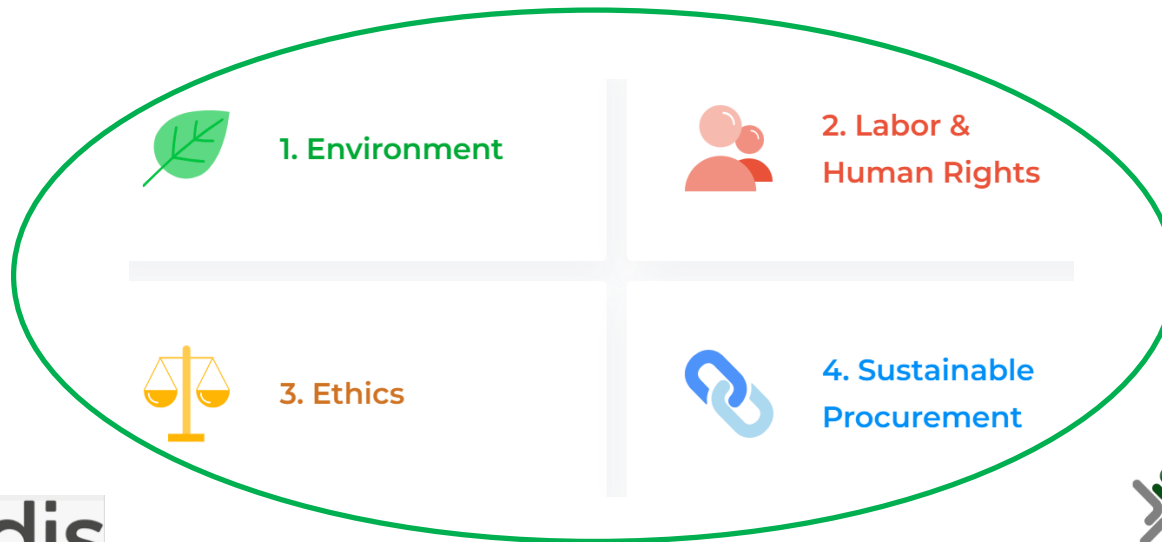


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Sustainability Strategy



ecovadis

SUPPLIER ASSURANCE
SAQ 5.0 Update



CPAC Strategic Initiative

- Compliance to Assessments
- Policy Updates – Employee Handbook
- Training
- Supplier Manual Update
- Kpi/Metric Tracking-LSC Update
- Corporate Sustainability Report





Our Policies

Sustainability Policies

Our Commitment

Cadillac Products Automotive Company is committed to understanding and reducing our impact on the environment. As a company, we will:

- Increase Energy Efficiency and use of carbon free electricity from Renewable sources.
- Reduce freshwater usage in operations and support access to clean and safe drinking water in local communities.
- Reduce emissions and impact on Air Quality.
- Eliminate or reduce substances of concern (including hazardous waste) with responsible chemical management.
- Utilize materials with reduced toxicity in our manufacturing processes.
- Develop strategic suppliers with sustainable resource management approach.
- Sustainable Resource Management = developing and implementing methods and solutions for using and protecting resources like water, energy, and raw materials, as well as treating waste.
- Reduce waste, Reuse, and Recycle
- Protect ecosystems and avoid illegal deforestation.
- Refrain from causing any harmful soil change.
- Refrain from excessive noise emissions.
- Protect Animal welfare

CPAC Environmental Policy

Our Environmental Policy is to strive for prevention of pollution, reuse of waste, onsite and off site recycling, continual improvement in environmental management. This will be accomplished in the following manner:

- **Employees**
We will ensure that our employees have the awareness, skills and knowledge to carry out this policy.
- **Compliance Obligations**
We will ensure our products and operations comply with accepted environmental practices, applicable environmental regulations and requirements, and meet our own internal EHS standards.
- **Business Integration**
We will integrate environmental management into our business and decision-making processes, regularly measure our performance, strive for continual improvement, and minimize the creation of wastes and pollution. We will manage our processes, our materials and our people in order to reduce the environmental impacts associated with our work. And maximize recycling or reuse of materials.
- **Suppliers and Contractors**
We will ensure that our Suppliers, Contractors and all persons working for or on behalf of the organization are aware of our Environmental Policy and the requirements of our Environmental Management System.

Quality Policy

CPAC Quality Policy

Our Quality Policy is to provide our customers with parts and services that demonstrate our commitment to their needs for quality, service, price, and continual improvement. We structure our Marketing, Sales, Manufacturing, Purchasing, Quality, Engineering and Product Development functions, and their activities, to be responsive to the problems, opportunities and challenges presented by our customers and to continually improve the effectiveness of the quality management system.



CPAC Manufacturing Footprint

Roseville, MI duns 964008296



8,000 square meters

Rogers City, MI duns 006556740



8,000 square meters

2025 Activity Metrics:
Number of Parts Produced
25,000,000 parts
Weight of Parts Produced
10,000 metric tons

Corporate Headquarters Troy, MI
duns 005317193



Non-Manufacturing Site

Troy, MI duns 095760363



6,500 square meters

Schertz, TX duns 621632046



4,000 square meters



Our Vision



- We are customer focused and the supplier of choice in the markets that we serve.
- We bring cost effective solutions and value to an expanding customer base via an expanding line of niche products utilizing our plastic processing technology.
- We are proactive to market trends and effectively surface, select and swiftly bring new products to market.
- We maintain safe working environments and respect the dignity of our workforce.

www.cadprodauto.com



People

CPAC values

We recognize our people to be the key ingredient in our business. We will treat them with dignity and respect.

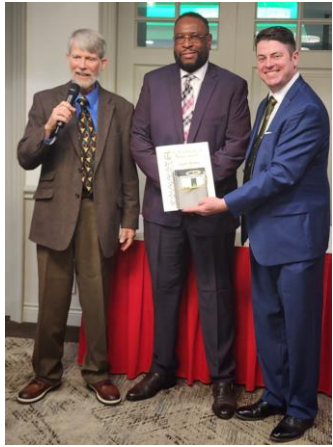
As corporate citizens in various communities, we will obey all laws and regulations applicable to our operations and will strive to be constructive contributors to the local community and society in general.

As corporate employers, we will strive to provide our employees with a safe, healthy and pleasant work environment.

Cadillac Products Automotive Company encourages all employees to improve their level of knowledge and education. One way this is done is through the Tuition Reimbursement Program in which the company will reimburse 100% of tuition, up to \$5,000 per year, once an employee has successfully completed a course that is work or degree related. Books, registration fees, lab fees, and other miscellaneous fees are not included.



People





Community

Next Gen Engineering Camp



Internships



Talent Tours with High Schools and Colleges

In addition, we are proud supporters and/or sponsors of:

The Boy Scouts of America

New Horizons Rehabilitation Services, Inc.

The Robert A. Schuele Scholarship

The First Robotics Competition: A proud sponsor of the Posen High School Robotics Team

We strive to help our communities in a safe and sustainable way. Cadillac Products understands that since we are a private family-owned company, that without the help of the community, our business would not be successful. Considering this, we enjoy giving back to our local communities in impactful ways.

<https://www.cadprodauto.com/community-engagement/>



Our Customers



We embrace customer and industry Sustainability requirements and initiatives:



On The Road to Better
Helping Build a Better World

Supply Chain Sustainability Summary - Suppliers



GM GPSC Environment, Social, & Governance (ESG) One Pager				
	ESG PARTNERSHIP PLEDGE	ECOVADIS SCORECARD	CARBON DISCLOSURE PROJECT (CDP)	MANUFACTURE 2030
Supplier Engagement Level	Voluntary - No Cost (Aspirational & Non-binding)	Required for all suppliers (Annual subscription fee by company)	Required by invitation (No Cost)	Voluntary (Annual fee by manufacturing site)
Frequency / Response Timing	One Time Only Year-round	Annual Assessment Expires on the anniversary date	Annual Questionnaire April - July	Annual Subscription April - June
Environment	Carbon Neutrality - Scope 1 & 2 • 2025 or earlier for Professional Services • 2030 or earlier for Manufacturing • 2038 or earlier for Raw Materials and Logistics	Environment • Energy Consumption & GHG's • Water • Biodiversity • Local & Accidental Pollution • Materials, Chemicals & Waste • Etc.	Climate Change Disclosure Water Intensity Disclosure	Carbon Emission Target Setting & Reduction Action Plan Tool (Site Specific)
Social	Develop a comprehensive social responsibility program focused on climate action • EcoVadis score of 50 in Labor & Human Rights and Ethics pillars by 2025	Labor & Human Rights • Employee Health & Safety • Child & Forced Labor • Discrimination & Harassment • Etc. Ethics • Corruption & Bribery • Anti-competitive Practices • Etc.	CDP and M2030 are environmental only	
Governance	Develop an environment and social program with supply chain • EcoVadis score of 50 in Sustainable Procurement pillar by 2025	Sustainable Procurement • Supplier Environmental Practices • Supplier Social Practices	<p>“ At GM, we are taking an ‘Everybody in’ approach and that includes each one of you, our supplier partners. It’s through our strong relationships that we can make significant advances in the most pivotal matters of our time. ”</p> <p>Jeff Morrison Vice President, Global Purchasing and Supply Chain</p>	

STELLANTIS

Global Responsible Purchasing Guidelines

Foreword

The group of Stellantis companies (“Stellantis”) considers collaboration with the supply chain an integral part of its success and, therefore, strives to operate as an integrated team with suppliers. The selection of suppliers is based not only on the quality and on competitiveness of their products and services, but also their adherence to social, ethical and environmental principles. Your agreement to comply with these Global Responsible Purchasing Guidelines (the “Guidelines”) is a prerequisite to becoming or continuing to be a supplier to Stellantis (a “Supplier”). Your acceptance will bind you and any of your affiliates and subsidiaries that provide goods or services to Stellantis.

Please sign these Guidelines in the space provided below. These Guidelines will be accepted and become effective immediately upon your signature or, in the absence of your signature, upon your commencement of any work or services for Stellantis.

Stellantis takes the 2030 United Nations Sustainable Development Goals as a framework for its actions in the transition to a more sustainable future.

applicable terms and conditions of purchase; or

- Stellantis may require that Supplier implements an action plan to put in place corrective actions to bring its performance into line and shall provide Supplier support to jointly define the required remedies, as appropriate. If the required remedies cannot be jointly defined, Stellantis reserves the right to immediately terminate, under the applicable terms and conditions of purchase, the contracts between Stellantis and Supplier and consequently the business relationship.
- If the required remedies are jointly agreed to, Stellantis may conduct follow up audits to verify implementation of the jointly planned remedial actions. If such remedial actions are not implemented, Stellantis reserves the right to immediately terminate, under the applicable terms and conditions of purchase, the contracts between Stellantis and Supplier and consequently the business relationship.
- Appropriate Grievance Reporting Mechanisms

Supplier commits to implement grievance mechanisms (e.g. whistleblowing lines) accessible to its employees, business partners, and the public. Such mechanisms will allow Suppliers’

AIAG drive SUSTAINABILITY

AUTOMOTIVE INDUSTRY GUIDING PRINCIPLES TO ENHANCE SUSTAINABILITY PERFORMANCE IN THE SUPPLY CHAIN

AIAG drive SUSTAINABILITY

AUTOMOTIVE SUSTAINABILITY PRACTICAL GUIDANCE



Our Suppliers

Supplier partners to Cadillac Products Automotive Company are expected to abide by the same business standards as we abide to. This includes cascading our Supplier Code of Conduct and having effective policies for responsible environmental practices, conformance with laws and regulations, and Sustainability expectations.

CPAC is proud to produce products in the USA with materials and products supplied by domestic suppliers.

Cadillac Products Automotive Company maintains a history of 100% On-time delivery with Supply Chain Resiliency.

[CPAC Supplier Manual including Code of Conduct](#)



Competitive Behavior

CPAC improves business competitiveness by:

- Focusing on our customers
- Offering cost effective solutions
- Being proactive to market trends
- Bringing new products to market

CPAC has not incurred any monetary losses resulting from legal proceedings associated with anti-competitive behavior regulations.

- No price fixing
- No antitrust behavior (for example, exclusivity contracts)
- No patent misuse
- No network effects
- No bundling services and products to limit competition





3rd Party Assessments

We participate in 3rd party assessments, submitting information, and obtaining sustainability scores with EcoVadis, SAQ, and CDP; Quality, Environmental, and Safety certifications with BSI and Information Management system TISAX certification with BV via ENX.





Certifications

Rogers City, MI

Environmental
ISO 14001

Quality
IATF 16949

Roseville, MI

Environmental
ISO 14001

Quality
IATF 16949

Troy, MI

Environmental
ISO 14001

Quality
IATF 16949

Schertz, TX

Safety
ISO 45001

Environmental
ISO 14001

Quality
IATF 16949



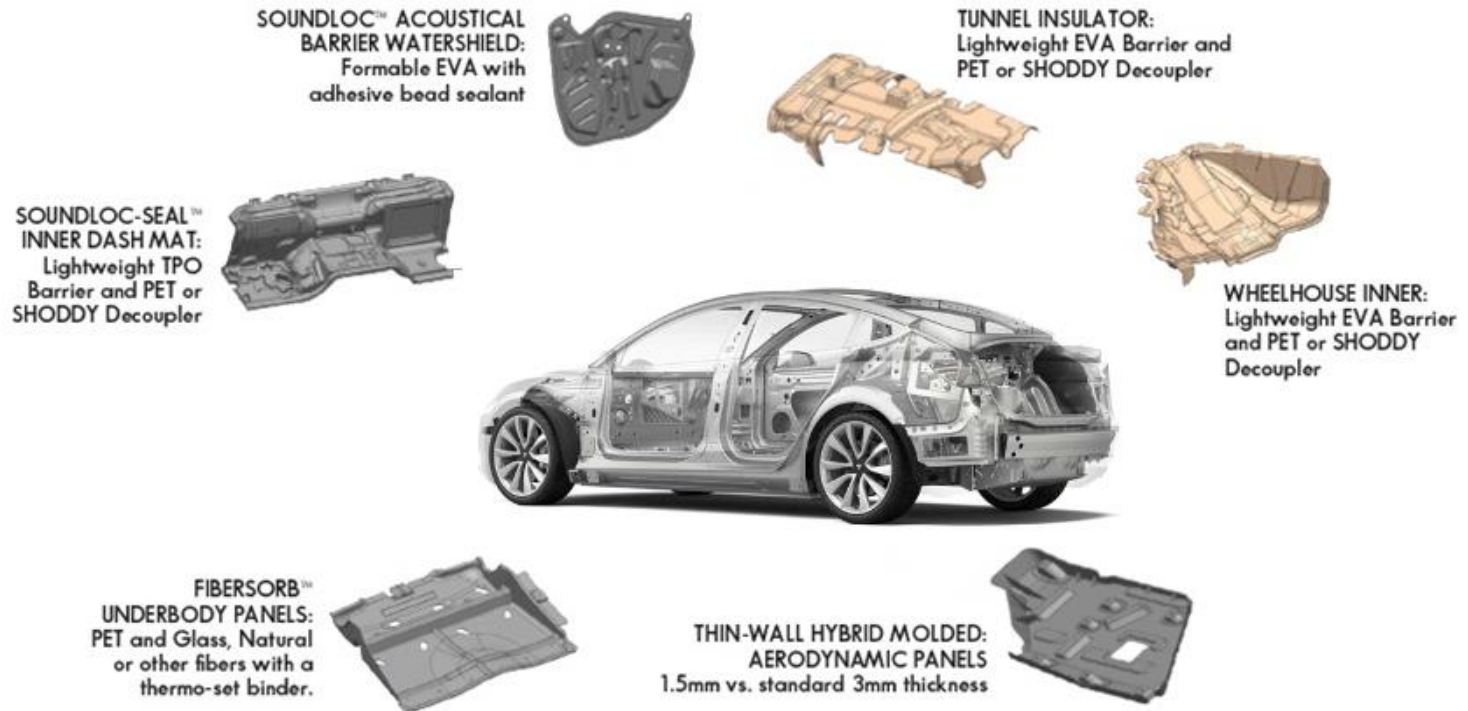
Labels at all locations





Product Safety

0 Recalls
0 Accidents
0 Injuries
0 Deaths

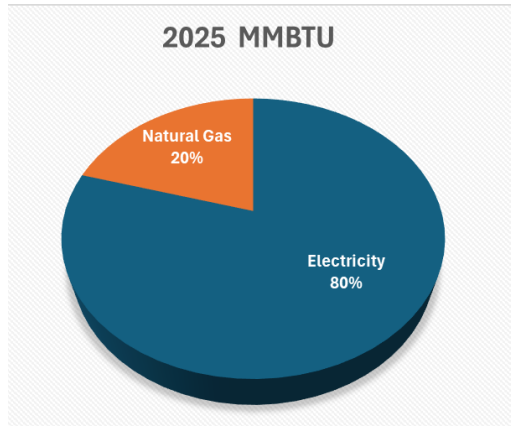


- None of the products that CPAC produces have Safety Characteristics identified.
- There have been no safety recalls or warranty related to our product manufacturing.

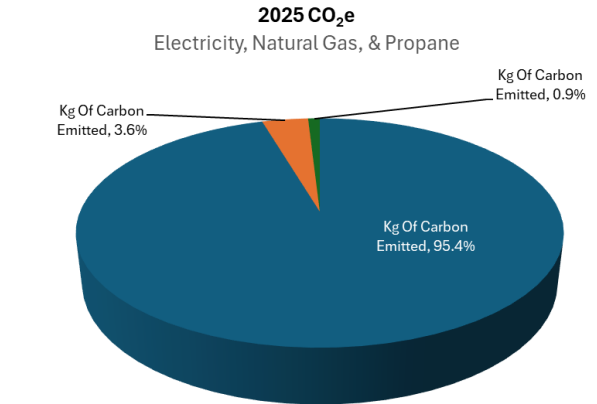


CPAC Energy Usage

Total Energy Giga Joules– 2025



Total Carbon Emitted 2025

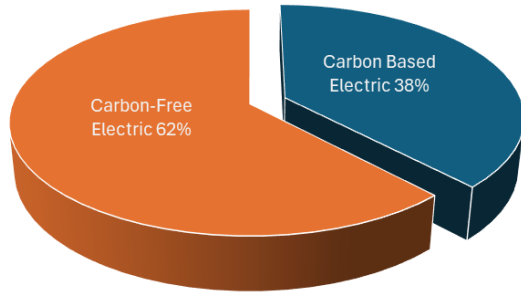


	2023 ENERGY USAGE (Gigajoules)	2022 GHG Emissions (tCO ₂ e)	2025 ENERGY USAGE (Gigajoules)	2025 GHG Emissions (tCO ₂ e)
SCOPE 2	33,712	12,091	59,505	15,706
Electric	33,712	12,091	59,505	15,706
Percent Renewable	9%		15%	
SCOPE 1	5,240	364	14,316	208
Natural Gas	5,240	260	11,639	56
Propane	1,823	104	2,677	152
Refrigerants			-	-
Total	38,952	12,455	73,821	15,915
GHG Emissions (kg/CO₂e) per part		0.66		0.64

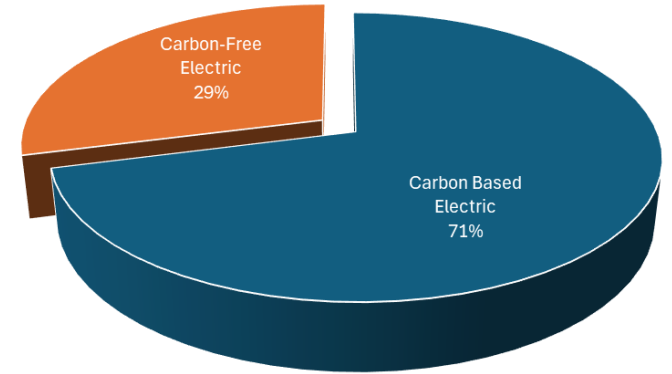


Carbon Footprint (Electricity)

Rogers City Plant



Shertz Plant

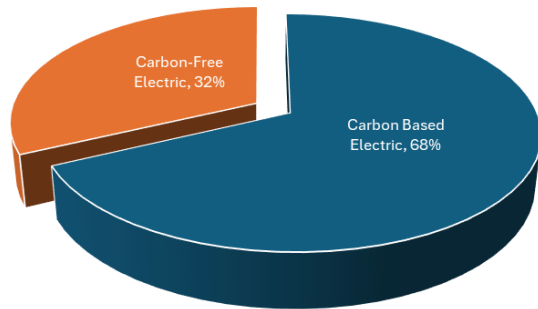


2025 Total

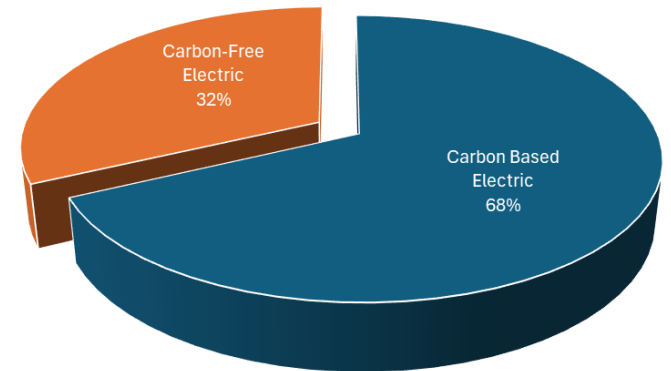
**Carbon Based
58%**

**Carbon Free
42%**

Roseville Plant



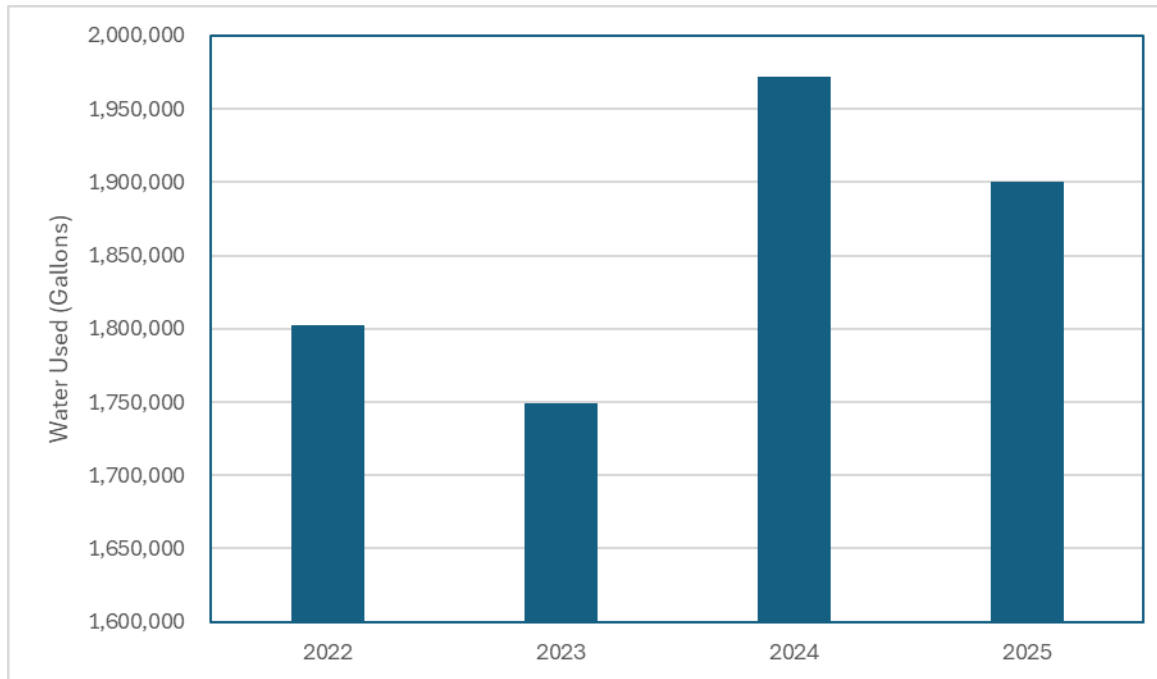
Troy Plant





Water Usage

Prior to 2025, water usage was only monitored at our Roseville, MI and Troy, MI manufacturing facilities. Water usage is not individually monitored in the business park where our Schertz, TX facility is located, and our Rogers City, MI plant uses wells located on site. Well monitors were added in 2025 to track water usage for the Rogers City site.





Waste Management

CPAC 2025 non-hazardous and hazardous waste disposed is provided in the table below.

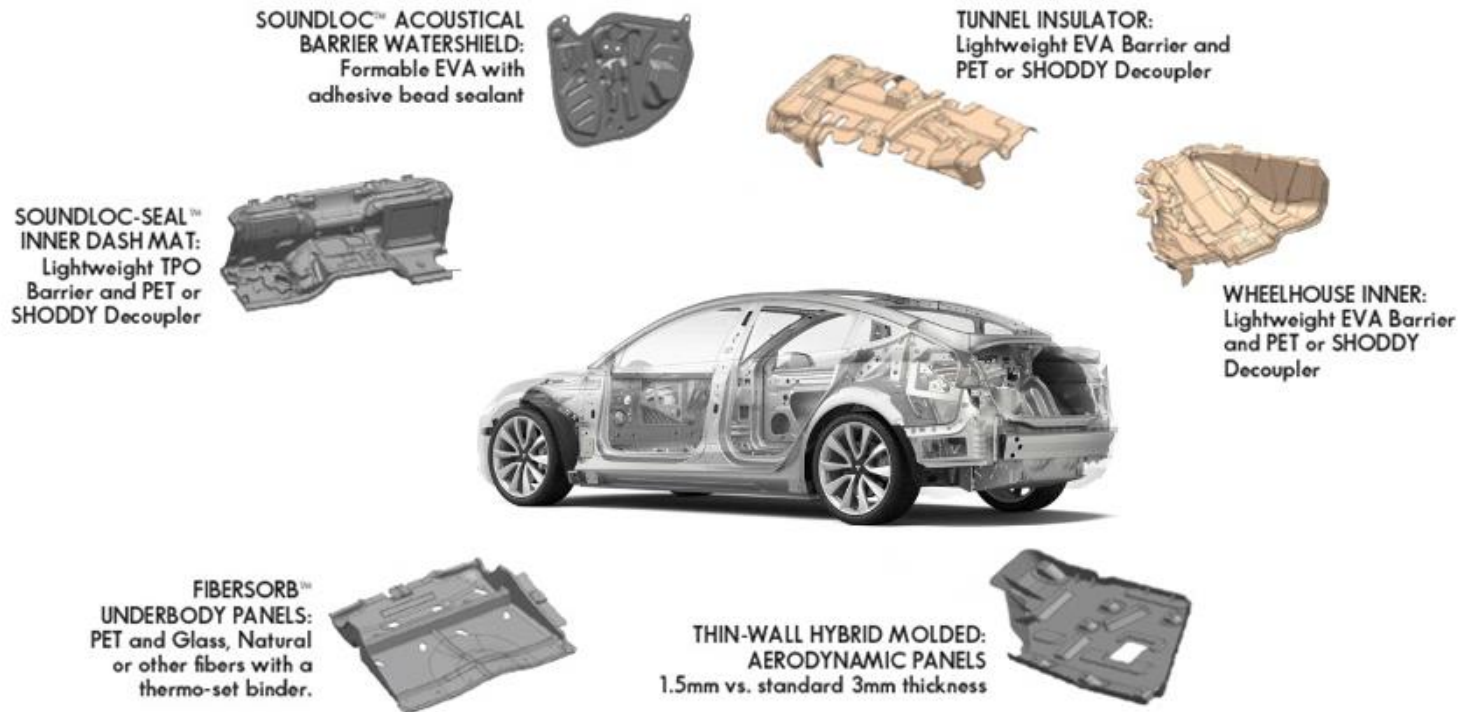
Plant	Non-Hazardous Waste (Kg)	Hazardous Waste (Kg)
RCP	221,997	-
RVP	865,454	1,238
STP	20,716	-
TRP	1,200,205	241,055
CPAC	2,308,373	242,294

CPAC Total Waste (Metric Tonnes)	2,551
CPAC Hazardous Waste (%)	9%
Non-Hazardous Waste Recycled (Metric Tonnes)	0



Design For Fuel Efficiency

While we are not design responsible, many of our products are designed and purchased to make the vehicle dryer, quieter and lighter.





Materials Efficiency

CPAC produces products made from various plastics such as Polyester, Polyethylene, and Polypropylene which are recyclable.

Our watershields and extruded acoustical barriers are produced with 35% recycled or remanufactured content. Our FIBERSORB™ products are produced with up to 60% recycled or remanufactured content.

In 2025, 18% by weight of our input materials were from remanufactured material.

