

Report on Preventing Forced Child Labor

Reporting Period: October 1, 2023 to September 30, 2024

Reporting Entities

This joint report is prepared to address the requirements of the Fighting Against Force Labour and Child Labour in Supply Chains Act (Canada) for

- Means Industries, Inc. (Michigan)
- Transform Automotive, LLC (Delaware)

Structure of the Reporting Entities

Amsted Industries, Inc.

Amsted Automotive Group (AAG) was formed in 2021 when Means Industries, Inc. and Burgess Norton were brought together to form a new and innovative technology team: Amsted Automotive Group (AAG). AAG was formed to focus on electric and traditional vehicle markets. Combining advanced metal forming, power metallurgy, and electro mechanical torque transfer and propulsion system design capabilities, AAG is poised to become an industry technology leader.

Means Industries, Inc. was founded 1922 and is headquartered in Saginaw, Michigan. Means Industries designs and manufactures products that improve efficiency and performance such as electric-motor housings with thermal-management, mechatronic clutches, integrated electric park-lock systems and electro-dynamic driveline disconnects. The company's torque transfer solutions and advanced metal-forming capabilities are utilized in hundreds of current production vehicle transmissions manufactured by nearly all of the largest automotive companies in the world.

Transform Automotive LLC was founded in 1997 and in 2002 became owned by Means Industries. Transform Automotive is an industry-leading manufacturer of precision powertrain & engine components utilizing advanced proprietary stamping, machining, laser welding and assembly processes. Transform Automotive engages in significant advanced research and application of tooling and die equipment, process design and development. Transform Automotive maintains a competitive edge on today's challenging, ever-changing global marketplace, where employees play a vital role in ensuring that the company remains in the forefront. Continuous Improvement culture, Lean, and Cellular Manufacturing philosophies are ways that Transform

Automotive strives to keep its employees empowered and developing, resulting in better products and smarter processes, for improved prices.

The reporting entities are Means Industries, Inc. and Tranform Automotive, LLC.

Supply Chains

AAG's multi-tiered supply chain includes a global pool of suppliers to procure direct goods and services and materials to support the production of its products. The high majority of suppliers to Means Industries, Inc. and Tranform Automotive, LLC are based in the United States where child labor laws greatly mitigate the risk of any illegal hiring practices. The AAG Supplier Code of Conduct defines the expectations of the AAG supply base and includes Labor and Human Rights, Business Ethics, EH&S and Financial Data Integrity.

SUPPLIER CODE OF CONDUCT

Amsted Automotive Group and its business units and subsidiaries (collectively, "AAG," or "Company") are committed to the highest standards of ethics and business conduct. This Supplier Code of Conduct (the "Code") sets forth our expectations for our entire community of product and service suppliers, and aligns with the expectations we maintain for our own directors, officers, employees and representatives. Our requirements and expectations in the Code reflect applicable laws, widely accepted international human rights principles, and our own internal policies and procedures.

Our suppliers are critical to our success. In order to provide superior products and services to our customers in a responsible manner, we require you to meet our expectations for ethics and compliance as set forth in this Code. AAG understands and expects that our product and service suppliers will have their own internal codes of ethics and conduct; this Code is not intended to be an exhaustive list of all ethical and business conduct requirements. You are responsible for ensuring that your directors, officers, employees, representatives, and business partners understand and comply with the expectations set forth in this Code.

The expectations set forth in this Code are not intended to conflict with or modify the terms and conditions of your contract(s) with AAG. **If a contract requirement is more restrictive than the Code, you must comply with the more restrictive contract requirement.**

Supplier Obligations

Every Company supplier must:

- Know and follow this Code.
- Report any non-compliance and transparently report remediation progress.
- Demonstrate appropriate internal controls upon request.
- Enforce a similar code and require that your suppliers do the same.
- Identify and use suppliers who adhere to the requirements of this Code and monitor those parties' compliance.

Labor and Human Rights

No Child Labor. The use of child labor is forbidden under all circumstances, and you must ensure that child labor is not used in the performance of your work. The term “child” refers to any person under the minimum legal age for employment where the work is performed as set by local, state, or national authorities.

No Human Trafficking, Forced, or Compulsory Labor. You must comply with laws and regulations prohibiting human trafficking. You are forbidden from engaging in or benefiting from the use of forced or compulsory labor, including bonded labor, indentured labor, involuntary prison labor, slavery or trafficking in persons. Workers shall be free to terminate their employment at any time and consistent with the terms of any applicable contract.

Fair and Legal Employment Conditions. Our suppliers must comply with all applicable regulations, laws, and bargained-for provisions pertaining to employee wages, work hours, overtime, and benefits. A supplier shall inform its workforce of the basis on which they are paid and pay them in a timely manner. Deductions from wages as a disciplinary measure shall not be permitted.

No Discrimination or Harassment. Suppliers shall not allow or tolerate discrimination or harassment based upon race, color, religion, age, gender, sexual orientation, gender identity, national origin, disability, veteran status, genetic information, pregnancy, or other factors that may be covered by local law.

Respect Freedom of Association. Suppliers shall comply with applicable laws that recognize and respect the rights of employees to form and join workers' organizations, to associate freely, and to bargain collectively.

Reporting Misconduct. We expect suppliers to provide employees and business partners with access to adequate reporting channels on an anonymous or self-identified basis to raise legal or ethical issues or concerns without retaliation, including, without limitation, reports of a violation of this Code. In the event that you become aware of misconduct by a Company employee or by any of your or your business partners' employees in connection with Company business, we expect you to promptly notify us. Individuals reporting an issue may contact us on an anonymous or self-identified basis

through the Amsted Corporate Compliance Helpline at amsted.ethicspoint.com or via the toll-free phone numbers listed on that site. You must promptly investigate reports of legal or ethical issues or concerns.

Risk Management and Mitigation

Supplier Code of Conduct: AAG requires all suppliers to agree to its Supplier Code of Conduct and this compliance is included in the Means Industries, Inc and Transform Products, LLC supplier contract terms and conditions.

Code of Ethics: AAG also follows the Amsted Industries, Inc. Code of Ethics that states that our Company looks to uphold basic human rights in all of our operations. AMSTED follows all applicable wage and hour laws, and does not use or condone the use of child labor, forced labor, or human trafficking. Neither Means Industries, Inc. or Tranform Automotive, LLC hires or contracts with any outside suppliers that hire or use child labor.

Supplier Audits: As Means Industries, Inc. and Transform Automotive, LLC gains a stronger understanding of its overall supplier ESG risks, each is defining an approach to auditing suppliers beyond their existing quality and process audits. Additionally, in fiscal year 2024 the joint entities will be creating a Supplier ESG questionnaire with a scope that includes adherence to the Supplier Code of Conduct. This questionnaire will be included in all future initial supplier assessments and will be included in the Supplier Approval process.

Remediation Measures

To support effective prevention and remediation, AAG provides several avenues through which to communicate or register a grievance. Employees that suspect any misconduct are encouraged to contact any or more of the following:

- Their supervisor or any member of management
- Human Resources
- The Helpline (phone or email)
- The Law Department
- General Counsel/Chief Compliance Officer

- Chief Financial Officer

All reports of misconduct are investigated promptly and thoroughly.

Training

All employees of the reporting entities' are required annually to take a course in the Amsted Industries, Inc. code of ethics that highlights the restrictions of hiring child or forced labor or utilizing suppliers that hire or utilize forced labor of child labor.

Remediation of Loss of Income

Neither Means Industries, Inc. or Transform Automotive, LLC has been made aware of any instances of force labor or child labor occurring in the reporting entities' supply chain in the reporting period.

Assessing Effectiveness

To ensure that the reporting entities' supply chain standards are met, the combination of supplier audits, the supplier questionnaire and the supplier approval process will confirm compliance with child and forced labor laws and requirements. These measures will all be implemented by the end of the reporting period.