

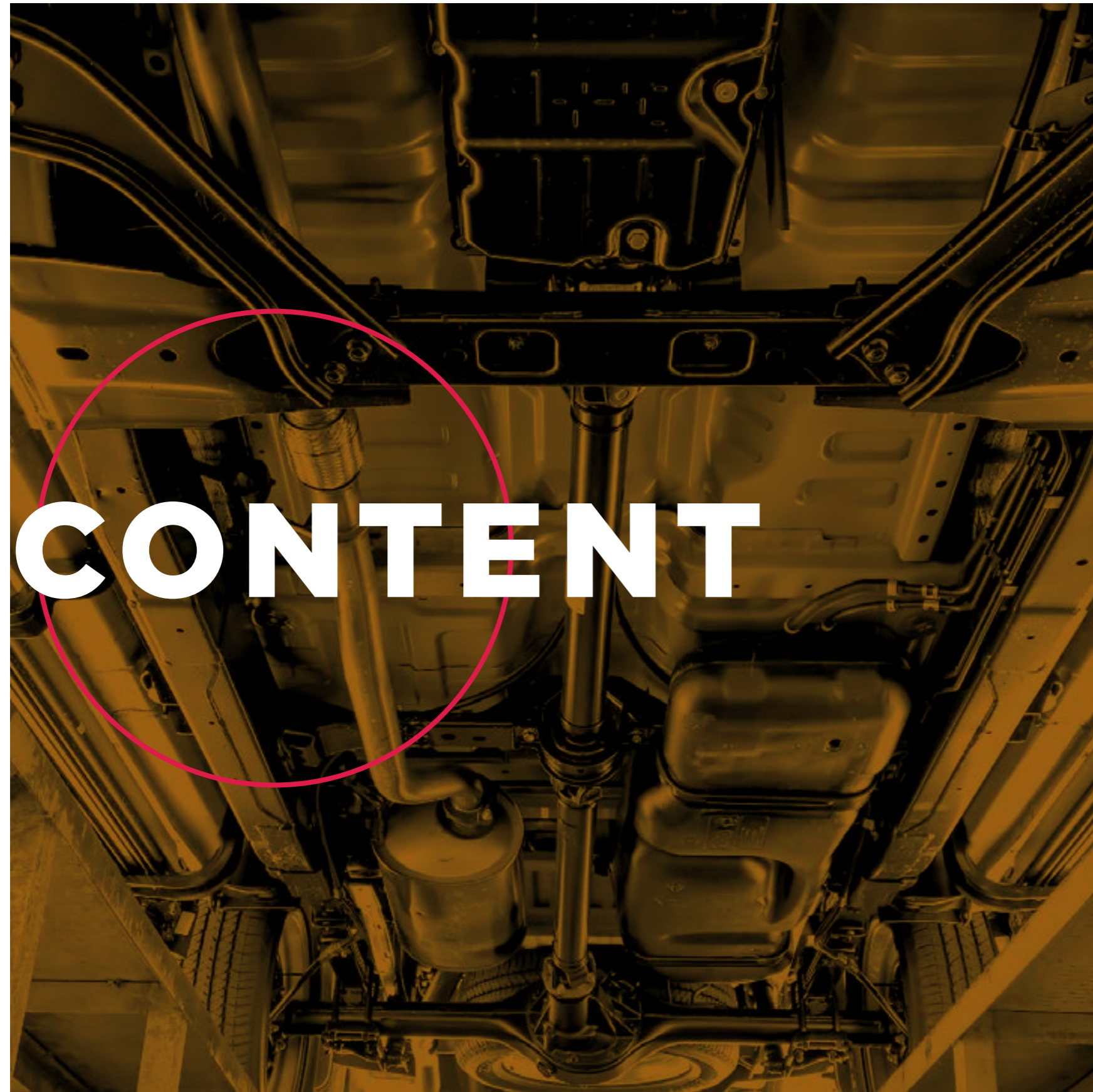


20

2019 Sustainability Report

19

**A
JOURNEY
FOR A
BETTER
WORLD**



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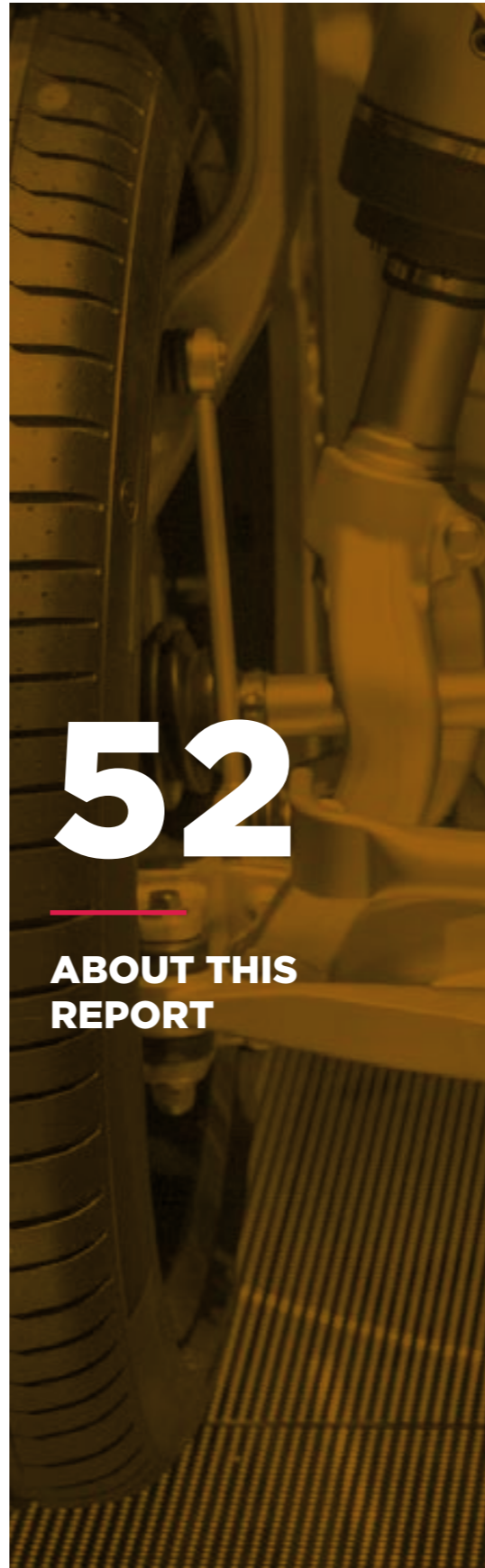
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ABOUT THIS REPORT



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CONTACT



WE BUILD THE
FUTURE OF
**LIGHTWEIGHT
VEHICLE
STRUCTURES**
THROUGH
INNOVATION-
DRIVEN
SOLUTIONS.

ABOUT US

GRI 102-1, 102-2

AT METALSA, A MEXICAN GLOBAL COMPANY with over 60 years of experience in the production of metal structures for light and commercial vehicles¹ within the automotive industry, we manufacture and supply structures that help our customers move the world more efficiently while protecting the environment and ensuring the long-term economic and social value generation for our stakeholders.

1. Light vehicles refer to pick-ups; commercial vehicles include trucks and buses.

IDENTITY

GRI 102-16

Mission

Sustainable solutions for the global transportation industry. Providing structures that help our customers move the world more efficiently, while protecting the environment and ensuring long-term economic and social value generation for our stakeholders.

Vision

We endeavor every day to build the future of vehicle structures, co-creating with our partners and providing sustainable solutions for generations to come.



Values



Person Oriented

We work to build our own happiness and contribute to everyone else's



Agile

We learn fast, adapt and move forward to add value



Humble

We leverage our strengths and overcome our weaknesses



High Performing

We always collaborate and exceed expectations



Transcendent

We ensure our actions have a positive impact

GRUPO PROEZA

METALSA IS THE AUTOMOTIVE SUBSIDIARY

of Grupo Proeza, an industrial Mexican group owned, managed and operated by the Zambrano family. It has the mission to build a better world through the development of businesses which generate economic and social value through its two operating units and two investment ones.

Operating units



Provides the light and commercial vehicles industries with chassis and body structural components for pick-up trucks, SUV's, heavy trucks, and buses.



Mexican company dedicated to provide the freshness of citrus and tropical fruits in each of its products. Expert in the citrus processing industry and has achieved complete integration in its supply chain, including nurseries, groves, and processing plants.

Investment units



Real estate company focused on the development of land for mid-size house builders.



Its mission is to provide services and solutions of highly competitive worth, making use of informational technologies, mobile and fixed communications, action mechanisms to improve control, security and high-efficiency people management, and strategic actives.

A red-tinted photograph of a car assembly line. In the foreground, a car chassis is being worked on by a robotic arm. In the background, another car chassis is visible, and a worker is partially seen on the right. The text "2019 HIGHLIGHTS" is overlaid in white, bold, sans-serif font. A light blue circle highlights the left side of the text.

2019 HIGHLIGHTS

THE EHS&S (ENVIRONMENTAL HEALTH SAFETY & SUSTAINABILITY) TEAM AND ALL METALSA RECEIVED **THE SILVER MEDAL CERTIFICATION AWARDED BY ECOVADIS***, BASED ON OUR RESULTS IN FOUR DIFFERENT AREAS SUCH AS ENVIRONMENT, ETHICS, SUSTAINABLE PROCUREMENT, HUMAN RIGHTS AND LABOR PRACTICES. THIS CERTIFICATION IS VALID UNTIL OCTOBER 2020, AND MEANS THAT **WE ARE ABOVE AVERAGE IN ALL THESE AREAS;** NONETHELESS, WE HAVE A LOT TO IMPROVE IN FUTURE YEARS.

PROEZA VENTURES, BACKED BY GRUPO PROEZA, RAISED ITS FIRST US \$50 MILLION FUND, TO INVEST EXCLUSIVELY IN MOBILITY-FOCUSED START-UPS, **BECOMING THE LARGEST LATAM-ESTABLISHED FUND IN THIS SPACE.**

US \$2.8 BILLION
REVENUES

ISO 14001:2015 CERTIFICATION
IN ALL OUR MANUFACTURING SITES

10 COUNTRIES
19 MANUFACTURING PLANTS

13,240 COLLABORATORS

* EcoVadis monitors sustainability in global supply chains and helps companies to adopt sustainable practices.

CONVERSATION WITH OUR CEO

GRI 201: 103-1, 103-2, 103-3
GRI 102-14, 102-15

WHAT DOES SUSTAINABILITY MEAN FOR METALSA, AND WHAT IS OUR APPROACH TO DOING BUSINESS?

Here at Metalsa, we are committed to fostering a high quality of life for everyone working at our company and aim to cultivate a solid value chain and corporate citizenship to help protect the environment, while developing the communities where we operate.

Sustainability is at the core of Metalsa, and as such, we build upon our principles and strategies responsibly to ensure our actions have a positive impact, guaranteeing a long-term economic and social value for our stakeholders.

In summary, we see sustainability as a pie, from which its slices need to be distributed uniformly amongst all our stakeholders, who are impacted by our actions.

"WE STRIVE TO EMBRACE CHANGE THAT WILL HELP POSITION US TO SAFELY PROVIDE PRODUCTS TO MOVE THE WORLD MORE EFFICIENTLY."



Here at Metalsa, how have we maintained our philosophy on Sustainability during 2019?

Our core Values, which are the foundation of our operations, were adapted and molded in 2019 to have a clearer vision of where our decisions and strategies should be directed.

Our five new Values moved us with purpose working to build our happiness and contributing to everyone else's; leveraging our strengths and overcoming our weaknesses; learning fast, adapting and moving forward; and collaborating and exceeding expectations while altogether ensuring that our actions have a positive impact in the workplace and our daily life.

We managed to transform our goals into actions by looking through the lens of the three spheres of sustainability and implemented collaborative projects to address the concerns and challenges facing our stakeholder community.

From a social development standpoint, we launched projects that had substantial impact on engaging the community through education and awareness activities. We enabled community groups to champion self-sustainable projects, empowered young people by giving them the tools to champion innovation within their community, and facilitated and strengthened vulnerable groups to gain visibility to achieve transformative change in their environment.

From an economic development perspective, we identified areas within our communities where we invested and foster growth in infrastructure, promoted strategies to create employment and opportunities for our collaborators to be more agile and have fulfilling careers, while supporting cultural diversity and inclusiveness within the workplace.

Finally, our growing contribution to a healthy planet is driven by our culture of responsible consumption and proper waste management; moreover, we were able to obtain significant reductions in greenhouse gas emissions. By increasing attention to the environmental crisis, we were able to make positive changes in mindset on environmental sustainability.

The road to sustainability is a long one, and we continue to concentrate our efforts on evaluating our processes and their impacts to achieve a deeper understanding of the importance of sustainable development within our communities.

We continue to adhere to international reporting standards and support initiatives to disseminate appropriate information among our stakeholders. We comply with sustainability standards and certifications, and actively evaluate the impacts of our processes, resulting in establishing strategies to help identify ways to preserve our strengths and solutions to address our weaknesses.

More importantly, we continue to embrace change that will drive us to accomplish long-term sustainability goals, which is consistent with long-term sustainability development for Metalsa and the communities where we operate.

Our determination to keep sustainability at our core is our approach to conducting good business. In order to ensure we meet this critical mission, we will continue to steer our efforts to raise awareness about sustainability among all of those with whom we do business.

Embracing our environmental objectives as a top priority and aligning all our efforts to our Values is what makes us a strong company in doing things the right way. I am proud to witness our philosophy transcend as a critical part of our operation in how we do business in the months and years to come.

In this report, you will discover details and actions we are taking to preserve our environment and stakeholders as enablers of a sustainable world, and I encourage your support throughout our journey to sustainable excellence.

SINCERELY,
LEOPOLDO CEDILLO
CHIEF EXECUTIVE OFFICER

**WE EMBRACE
CHANGE THAT
WILL DRIVE US
TO ACCOMPLISH
LONG-TERM
SUSTAINABILITY
GOALS.**



OPERATIONS IN
10 COUNTRIES

19
**MANUFACTURING
PLANTS**

GLOBAL PRESENCE

GRI 102-4, 102-7, 102-10

2 TECHNOLOGY
AND **INNOVATION
CENTERS**

USA

- Novi
- Elizabethtown
- Hopkinsville
- Owensboro
- Roanoke
- San Antonio
- Tuscaloosa
- Sterling Heights
- Toledo

Germany

- Bergneustadt
- Munich

China

- Shanghai
- Beijing
- Shenyang

Mexico

- **Headquarters**
- Monterrey, Nuevo Leon
- Apodaca
- Mexicali
- Saltillo
- San Luis Potosi
- Perefektools
- CIDEVECPiIT
- Guanajuato

Argentina

- El Talar

Brazil

- Campo Largo
- Osasco

South Africa

- Brits

Japan

- Nagoya

Thailand

- Rayong

India

- Pune
- Jamshedpur



Manufacturing Plant



Sequencing Center



Commercial Office

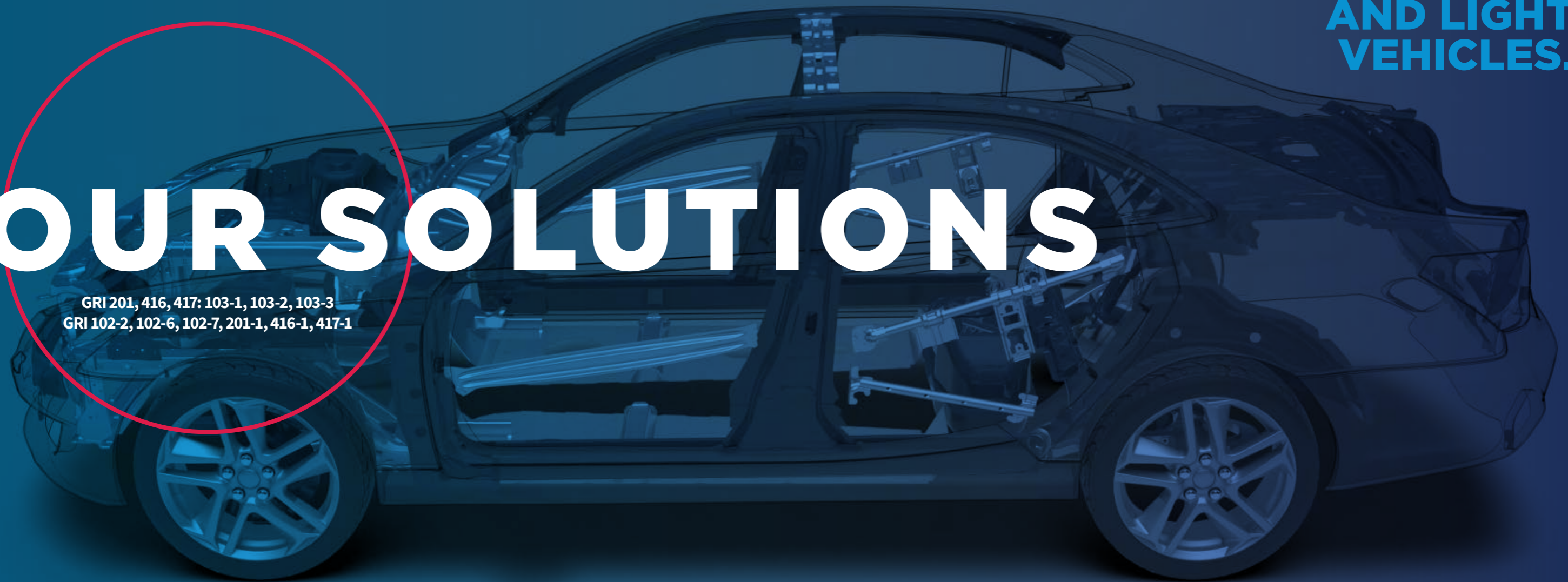


Technology Center

WE PROVIDE THE
AUTOMOTIVE
INDUSTRY WITH
**METALLIC
STRUCTURES
FOR HEAVY
AND LIGHT
VEHICLES.**

OUR SOLUTIONS

GRI 201, 416, 417: 103-1, 103-2, 103-3
GRI 102-2, 102-6, 102-7, 201-1, 416-1, 417-1



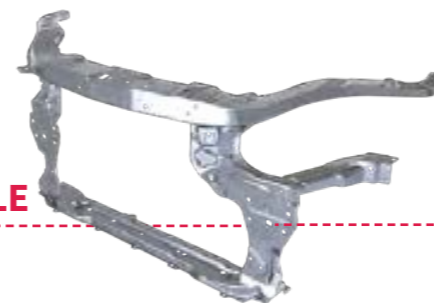
LIGHT VEHICLES

Passenger cars

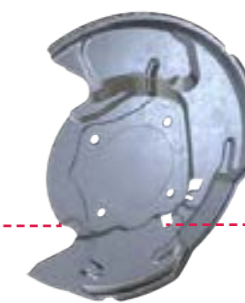
TRAILER ARM



FRONT MODULE



DISC COVER



Light trucks

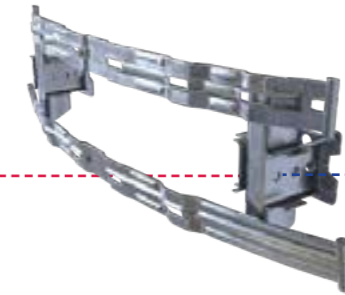
FUEL TANK

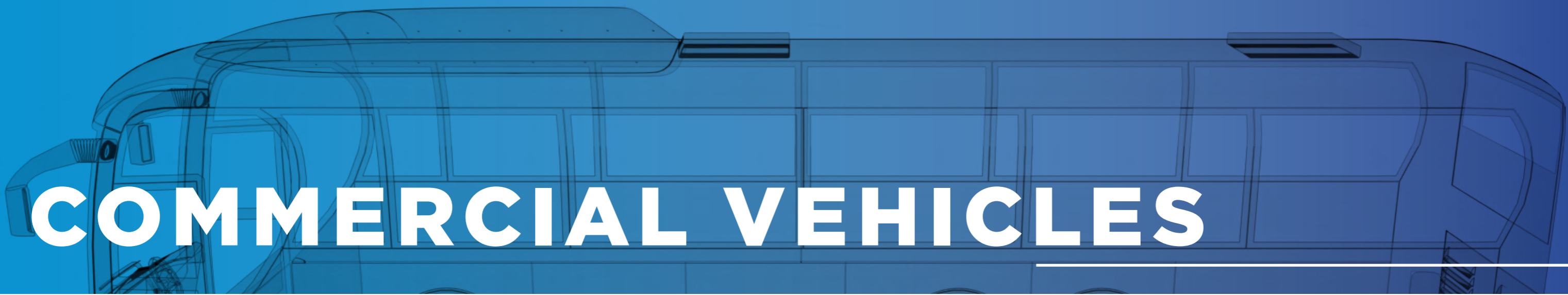


CHASSIS



BUMPER

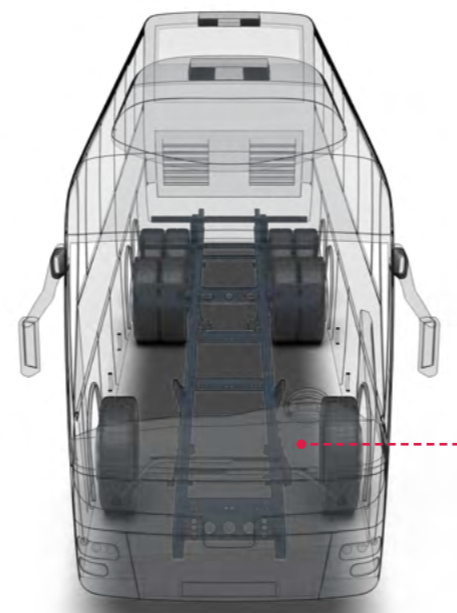
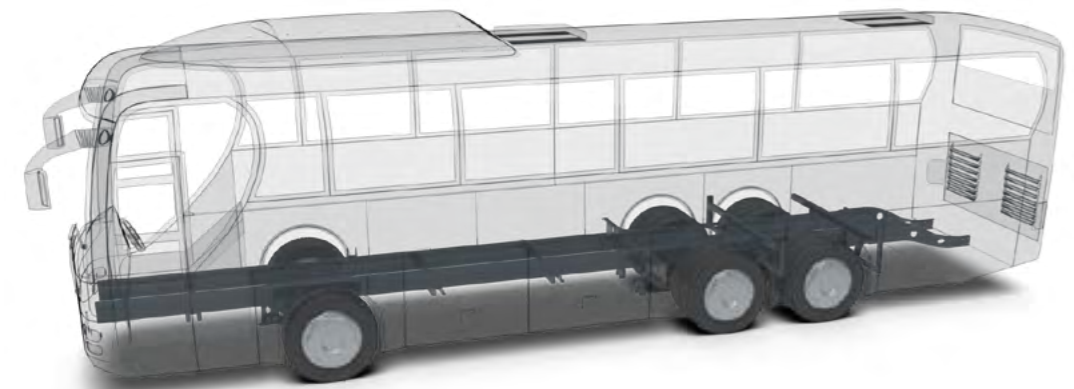
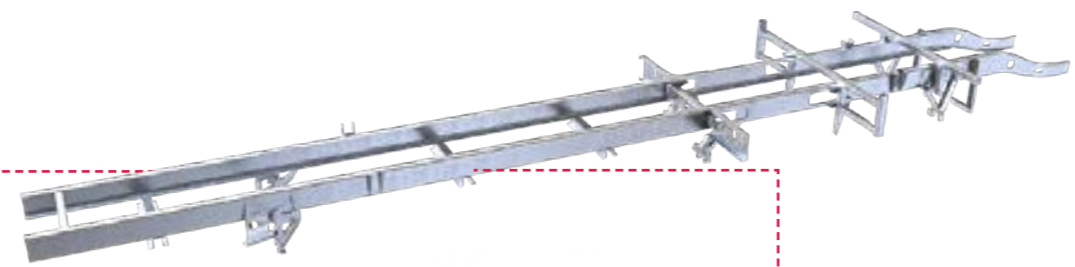




COMMERCIAL VEHICLES

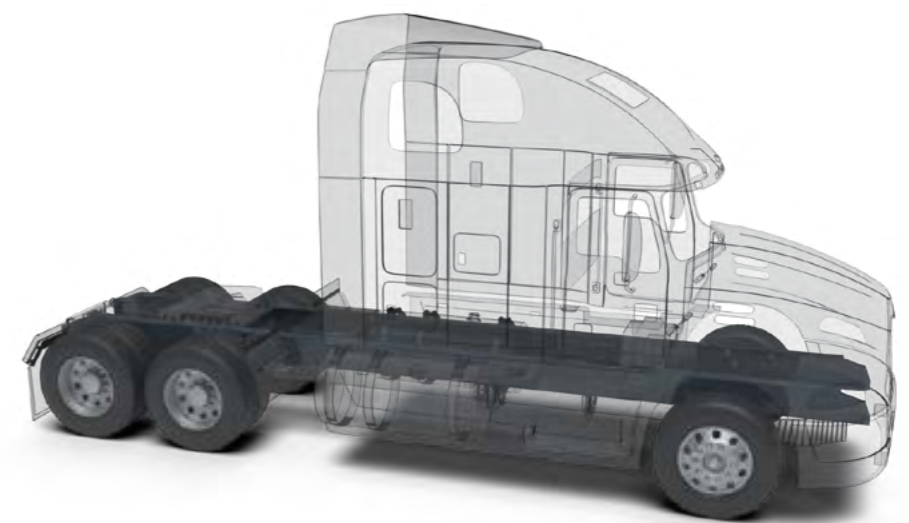
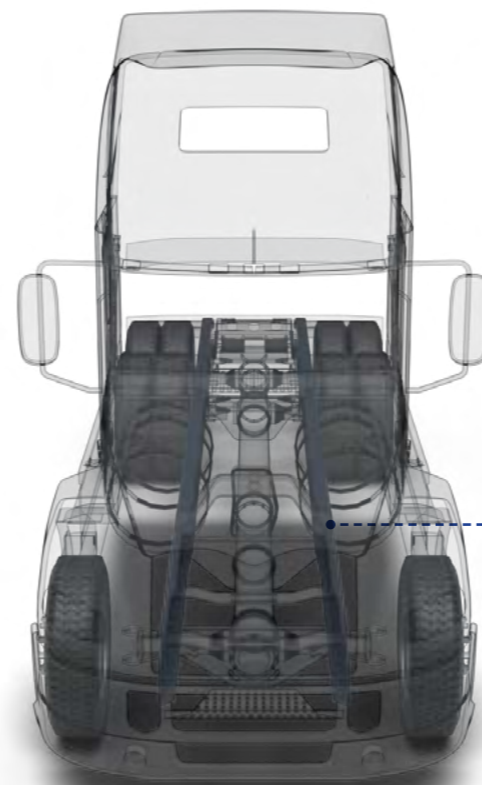
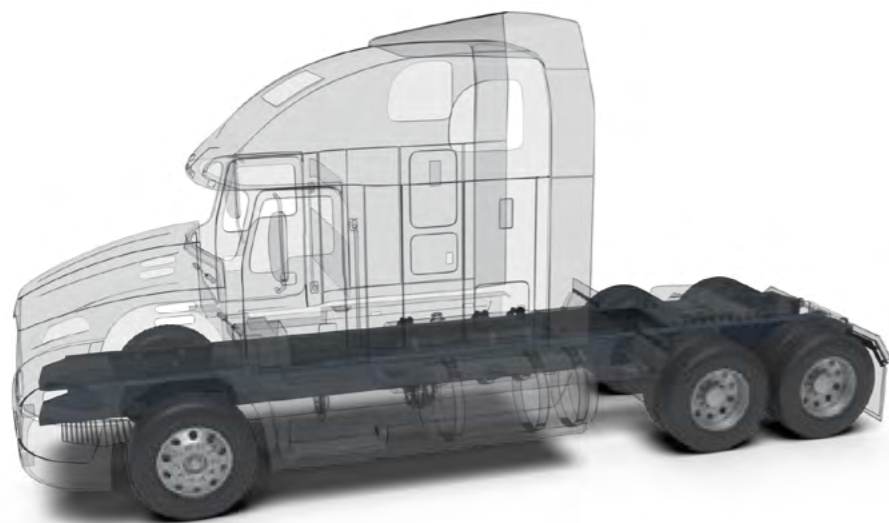
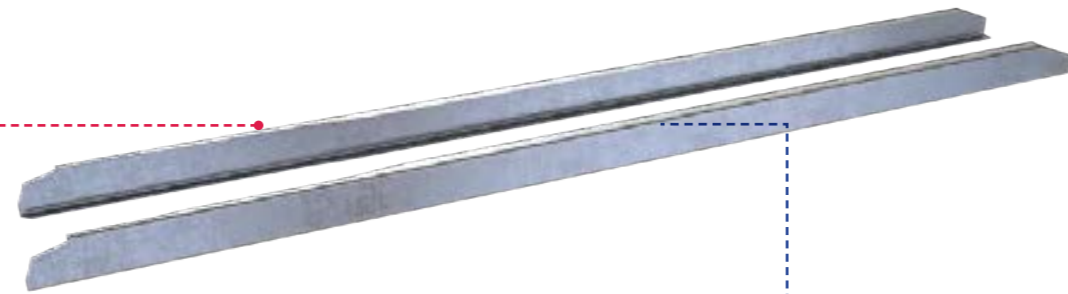
Buses

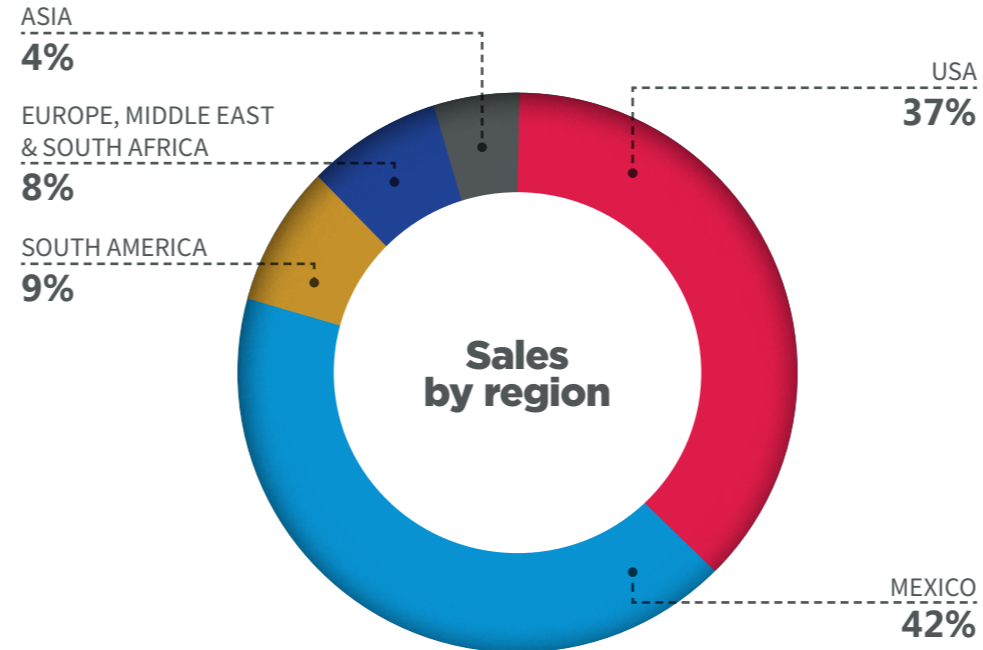
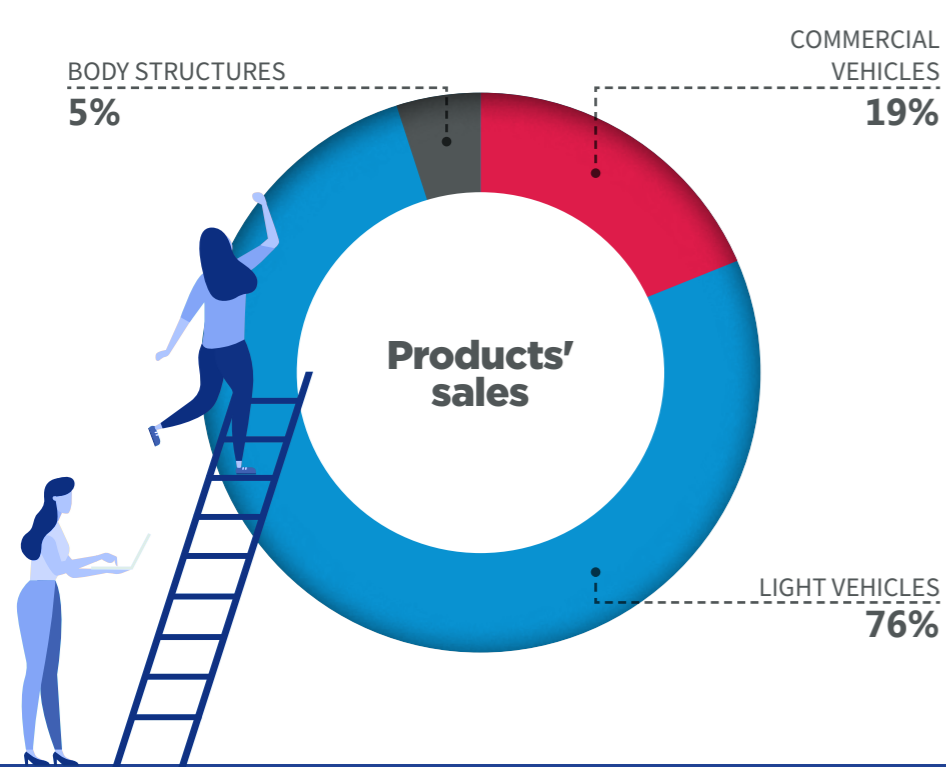
CHASSIS FRAME



Light trucks

SIDE RAILS





REVENUES:
**US \$2.8
BILLION**



Furthermore, we are a full-service partner to major automotive Original Equipment Manufacturers (OEM) and provide additional services; such as design and development; prototype and testing; value and engineering; and production and launch.

At Metalsa, we provide products and solutions for multiple customers worldwide in several brands and markets, from basic utility vehicles through high luxury vehicles.

Through our customer scorecards, we receive feedback regarding our overall performance; customers evaluate the products' quality, delivery, cost, warranty, among others, so we can improve any glitches. Our main safety assessments are

related to our products' welding and geometry. We carry out special procedures and verification processes that are intended to ensure the integrity of the welding. These take into account Metalsa's best practices, lessons learned, and documented processes created by our Joining System Knowledge Center and AIAG Welding System Assessment (CQI-15) standard.

Moreover, all designs are submitted to virtual simulations of the forming process and vehicle durability to find any thinning or fracture of the material, as well as any fatigue that degrades the performance of the components Metalsa supplies. Some physical tests are performed for prototypes, including four posts, track

durability, rolling and towing dynamometer, among others, so the results obtained from simulation are verified.

Substances content in our products is verified with the Material Data Sheet, which is uploaded into the International Material Data System (IMDS) as part of our Production Part Approval Process (PPAP) and that of our suppliers. This way, we ensure compliance with all regulations related to end of life vehicle directives and those unique for each one of our customers.

**WE STRIVE TO
DELIVER THE
BEST PRODUCTS
WITH
OUTSTANDING
QUALITY.**



SUSTAINABLE OPERATIONS

GRI 102-11, 102-16, 102-20,
102-26, 102-29, 102-31

OUR OPERATIONS ARE MANAGED THROUGH our Metalsa Operating System (MOS), which defines all guidelines and procedures to be followed at our different sites. Through the Metalsa Operations and Systems Coordinator, it has direct representation in the Board to streamline decisions.

Metalsa Operating System Model

MOS objective is to achieve a comprehensive approach to:

1. People safety and development, ensuring all collaborators work in a safe environment, conducive for their physical and mental wellbeing.
2. Customer satisfaction by providing outstanding quality, deliver and cost.
3. Profitability through waste elimination.

MOS Core

MOS FUNDAMENTALS

Objective

People safety & development
Customer satisfaction
Profitability

Sub Systems

LEADERSHIP
Health, Safety & Environment

Sustainability

Quality

Competitiveness & Standardization

Production
Process Engineering
Maintenance
Supply Chain

Global Project & Program Management

Manufacturing Strategies

Business Practices

OUR NEW SUSTAINABILITY STRATEGY AIMS TO BECOME ONE COHESIVELY WITH MOS, IN ORDER TO MAXIMIZE ALL SUSTAINABILITY EFFORTS AND INITIATIVES, AND THUS, **THE IMPACT THEY HAVE ON THE ENVIRONMENT AND COMMUNITIES.**

DURING 2019, WE STARTED TO REDEFINE OUR SUSTAINABILITY STRATEGY. THIS NEW APPROACH WILL STATE OUR VALUES AND PURPOSE AS A COMPANY, STRIVING TO CREATE ADDED VALUE FOR ALL OUR STAKEHOLDERS IN THE THREE SUSTAINABILITY DIMENSIONS: PEOPLE, PLANET AND PROFIT.

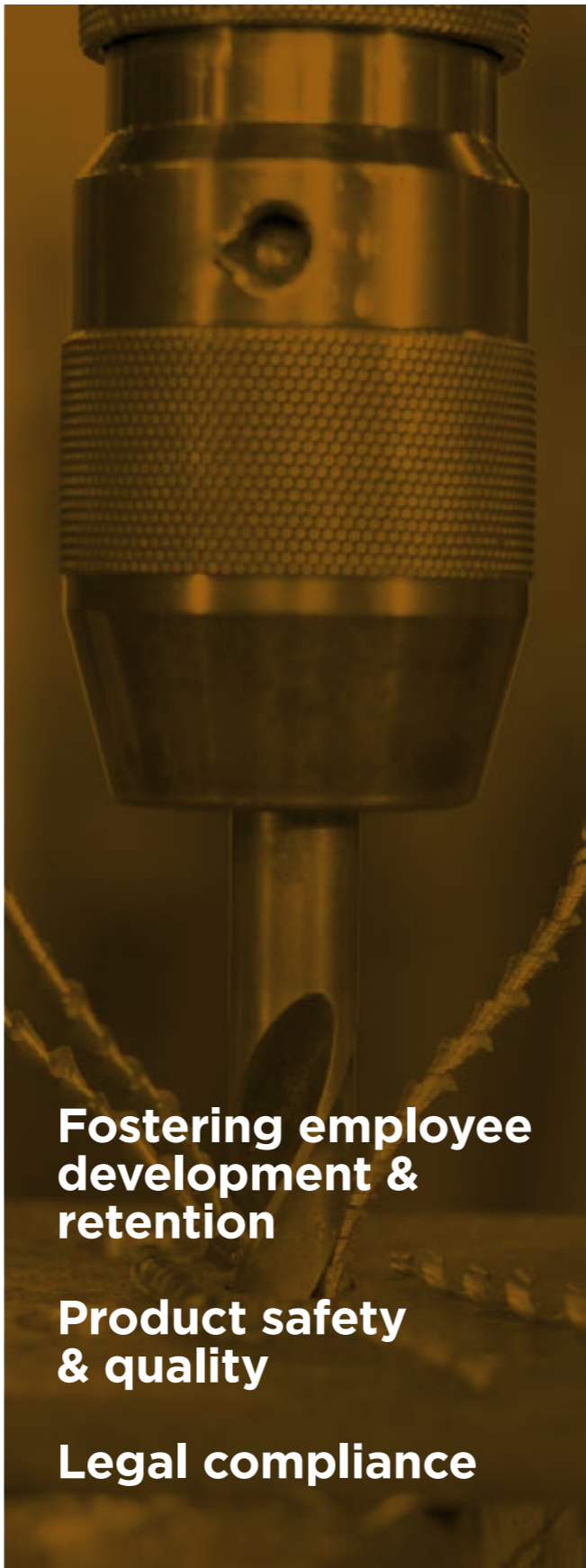
Foundations



Diversity & inclusion

Respecting human rights

Delivering workplace health & safety



Fostering employee development & retention

Product safety & quality

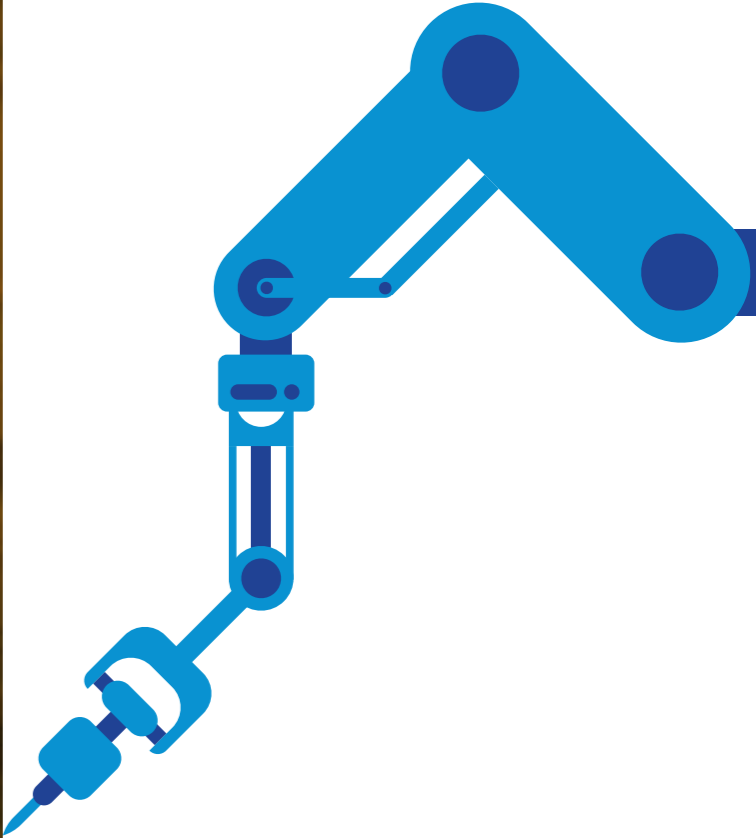
Legal compliance



Communities development & social investment

Promoting business ethics

Providing fair competition



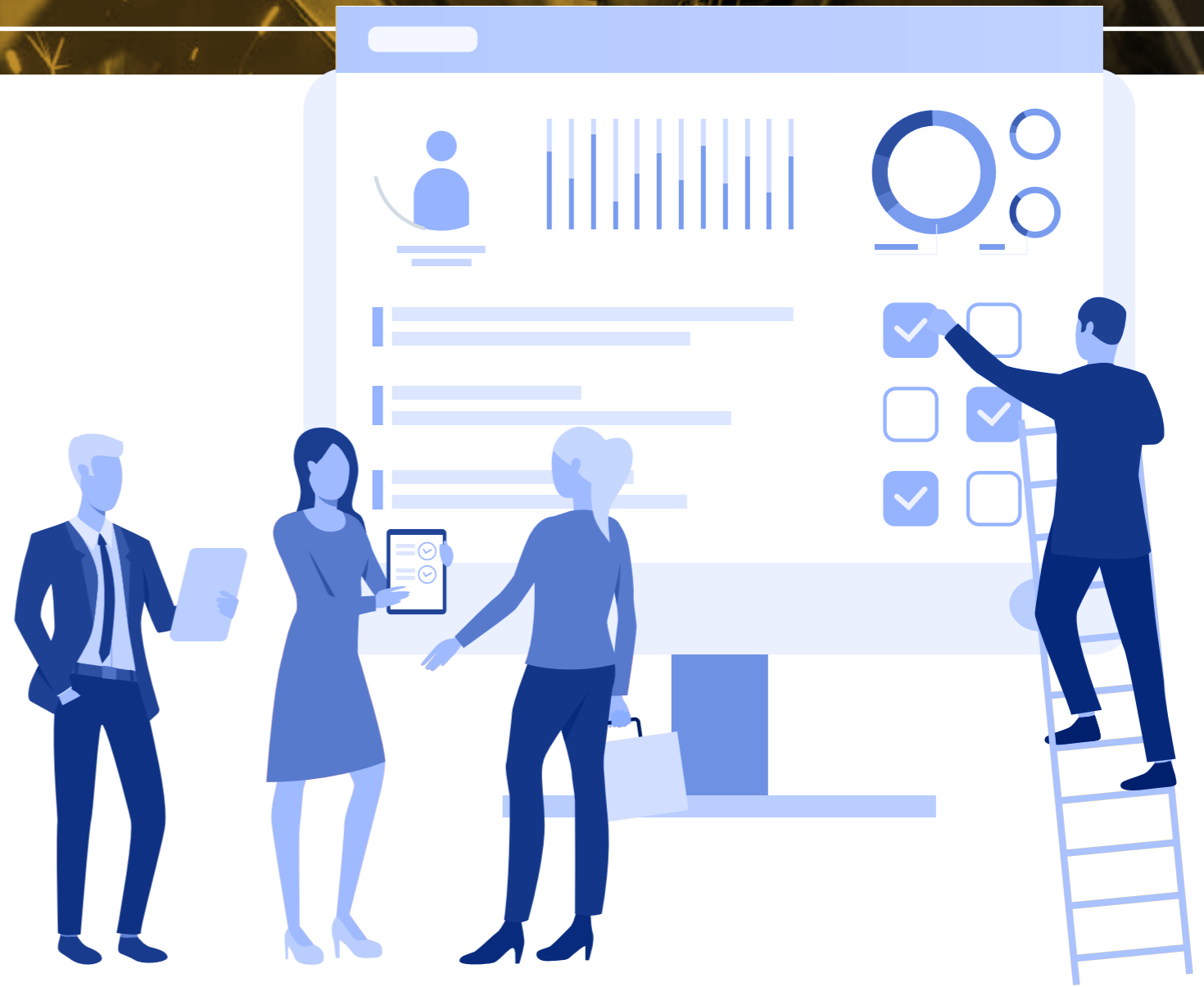
DURING 2020, WE WILL COMMUNICATE OUR NEW SUSTAINABILITY STRATEGY TO ALL OUR STAKEHOLDERS.

STAKEHOLDERS

GRI 102-21, 102-40, 102-42, 102-43, 102-44

After evaluating how Proeza's companies influence stakeholders and which are the ones that have a strong influence in the Group's performance and permanence, our stakeholders were grouped in four main categories.

OUR
SUSTAINABILITY
STRATEGY
DEFINES THE
STAKEHOLDERS
**WITH THE
HIGHEST
INFLUENCE
IN OUR
OPERATIONS.**



Dimension	Stakeholder	Communication channels	Expectations and concerns	Response
<ul style="list-style-type: none"> • Community 	<ul style="list-style-type: none"> • Collaborators 	<ul style="list-style-type: none"> • Social media • Email • LinkedIn • Communication meetings • Transparency Line • Face to face meetings • Office screens • Metalsa Listens and Responds website 	<ul style="list-style-type: none"> • Interest to be part of Metalsa • Work climate survey • Anonymous grievance resolution • Organizational culture and operations • Company's strategies and goals • Operating results • Working conditions 	<ul style="list-style-type: none"> • New hires • Collaborators' satisfaction programs • Action plans • Opinion on organizational culture • Suggestions and grievances resolutions • Working with a single goal • Consolidation of business best practices
	<ul style="list-style-type: none"> • Families 	<ul style="list-style-type: none"> • Face to face meetings • Website • Social media • Internal promotion 	<ul style="list-style-type: none"> • Women's empowerment • Collaborators' children care • Family integration and wellbeing 	<ul style="list-style-type: none"> • Equal opportunities for men and women • Daycare service • Social and sport events
<ul style="list-style-type: none"> • Governing Framework 	<ul style="list-style-type: none"> • Proeza shareholders 	<ul style="list-style-type: none"> • Email • Annual Meeting • Website • Zanet system • Conference calls with CEO and CFO • Facet to face meetings 	<ul style="list-style-type: none"> • More frequent communications 	<ul style="list-style-type: none"> • Zanet system' development • New KPI's for website • Implementation of conference call
<ul style="list-style-type: none"> • Value Chain 	<ul style="list-style-type: none"> • Suppliers 	<ul style="list-style-type: none"> • Emails • Face to face meetings • B2B meetings • Expositions • Transparency Line 	<ul style="list-style-type: none"> • Define working agreements • Suppliers' development • Commission to strengthen and develop value chains 	<ul style="list-style-type: none"> • Contracts' updating • Logistics' plans • Renewing suppliers • Increase local investment • Programs for suppliers' development • Connection with local businesses

Dimension	Stakeholder	Communication channels	Expectations and concerns	Response
<ul style="list-style-type: none"> • Value Chain 	<ul style="list-style-type: none"> • Customers 	<ul style="list-style-type: none"> • Emails • Face to face meetings • B2B meetings • Expositions • Transparency Line 	<ul style="list-style-type: none"> • Define working agreements • Customers' development • Commission to strengthen and develop communities 	<ul style="list-style-type: none"> • Contracts' updating • Logistics' plans • Increase local investment • Connection with local businesses
<ul style="list-style-type: none"> • Corporate Citizenship 	<ul style="list-style-type: none"> • Environment and Community 	<ul style="list-style-type: none"> • Emails • Face to face meetings • Inspections and visits to sites • Training 	<ul style="list-style-type: none"> • Regulations, certifications and audits • Diversity topics • Work inclusion • Community development programs • Youth education programs • Work opportunities for young people • Community health and wellbeing • Environmental compliance • Civil protection compliance 	<ul style="list-style-type: none"> • Attention to regulators • Participation in industry chambers • Talent attraction • Equal opportunities • Community programs to improve quality of life • Social Responsibility training • Open education • Environmental programs to reduce footprint • Working plans • Training of safety brigades • Contracts' updating

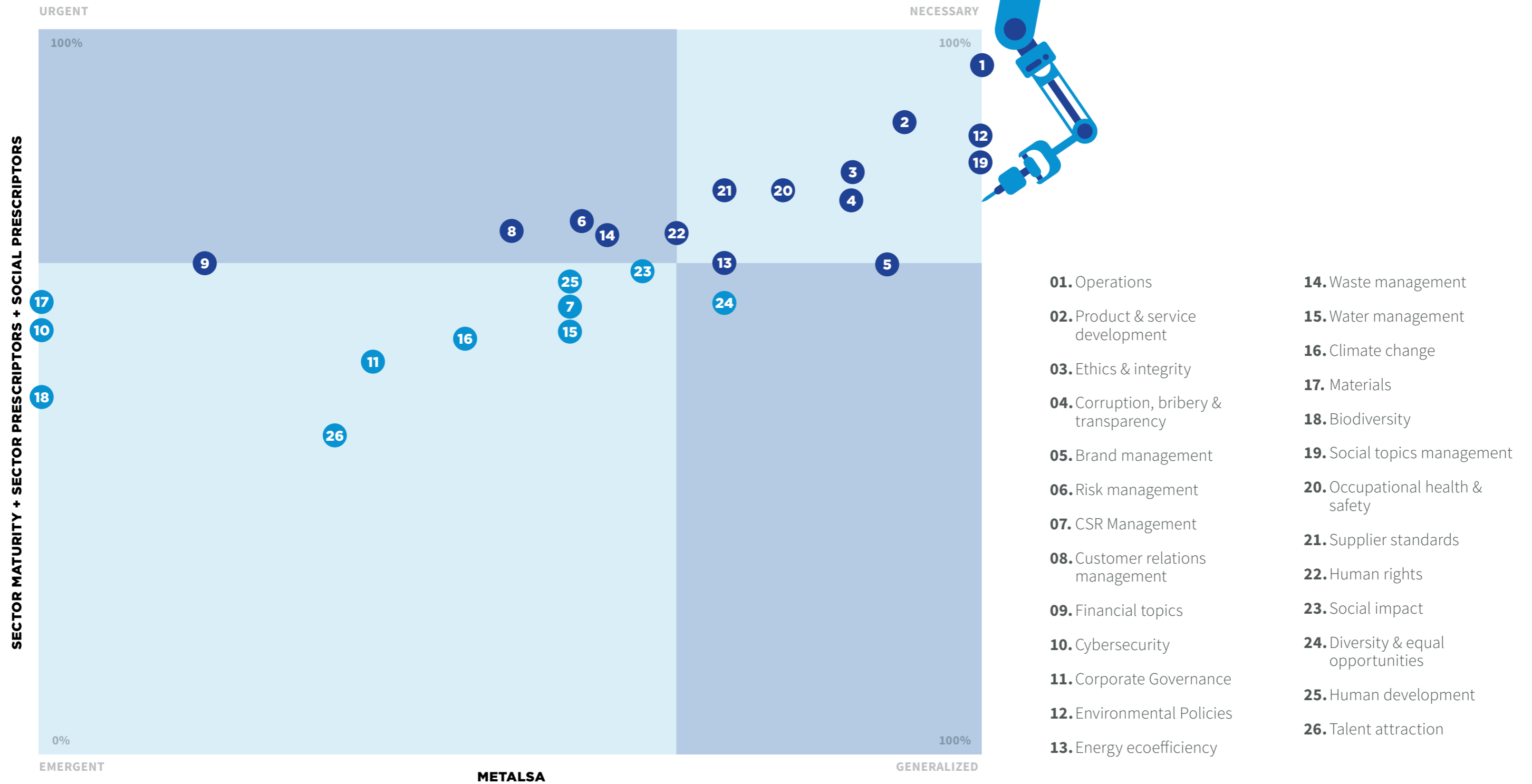
MATERIALITY ASSESSMENT

GRI 102-46, 102-47

WE RENEWED
OUR MATERIALITY
ASSESSMENT TO
FOCUS EFFORTS
AND INCREASE
OUR POSITIVE
IMPACT.

During 2019, we renewed our materiality assessment with a sustainability consultancy, aiming to identify material topics to focus on, as well as tendencies, risks and opportunities. The methodology used complies with the Global Reporting Initiative's (GRI) guidance to identify, prioritize and validate material topics. Hence, we carried out a qualitative and quantitative analysis of the industry's maturity, sector risks and social risks through a benchmark comparing the sector's most significant companies, laws and industry chambers, as well as voluntary associations. Besides material aspects, this assessment revealed areas of opportunity for our company –urgent topics–, which are reported as material, since they are of great relevance for the sector. All results were portrayed in the following matrix.

Feedback and expectations from our stakeholders are of the utmost importance for Metalsa. Therefore, during 2020 we will present these topics to our critical stakeholders –Customers, Suppliers and Collaborators– to obtain their opinions and fulfill their needs, as well as to validate material aspects.



Material and urgent aspects were then translated to Topic Specific GRI Standards:

Material aspect	Topic Specific GRI Standard
Operations	<ul style="list-style-type: none"> • GRI 102: General Disclosures. Organizational profile
Product / service development	<ul style="list-style-type: none"> • GRI 416: Customer health and safety • GRI 417: Marketing and labeling
Ethics and integrity	<ul style="list-style-type: none"> • GRI 102: General Disclosures. Ethics and integrity
Corruption / bribery / transparency	<ul style="list-style-type: none"> • GRI 102: General Disclosures. Ethics and integrity • GRI 205: Anticorruption • GRI 206: Anti-competitive behavior • GRI 415: Public policy
Social topics management	<ul style="list-style-type: none"> • GRI 419: Socio Economic Compliance
Supplier standards	<ul style="list-style-type: none"> • GRI 204: Procurement Practices • GRI 308: Supplier Environmental Assessment • GRI 414: Supplier Social Assessment
Occupational health and safety	<ul style="list-style-type: none"> • GRI 403: Occupational health and safety
Human rights	<ul style="list-style-type: none"> • GRI 406: Non-discrimination • GRI 407: Freedom of Association and Collective Bargaining • GRI 408: Child Labor • GRI 409: Forced or Compulsory Labor • GRI 412: Human Rights Assessment
Environmental policies	<ul style="list-style-type: none"> • GRI 307: Environmental compliance
Energy eco-efficiency	<ul style="list-style-type: none"> • GRI 302: Energy

Urgent aspect	Topic Specific GRI Standard
Client relations management	<ul style="list-style-type: none"> • GRI 102: General Disclosures. Stakeholder engagement • GRI 416: Customer health and safety • GRI 417: Marketing and labeling • GRI 418: Customer privacy
Risk management	<ul style="list-style-type: none"> • GRI 102: General Disclosures. Strategy • GRI 102: General Disclosures. Organizational profile • GRI 102: General Disclosures. Governance • GRI 201: Economic performance
Financial topics	<ul style="list-style-type: none"> • GRI 102: General Disclosures. Organizational profile • GRI 201: Economic performance
Waste management	<ul style="list-style-type: none"> • GRI 306: Effluents and waste



COMMUNITY

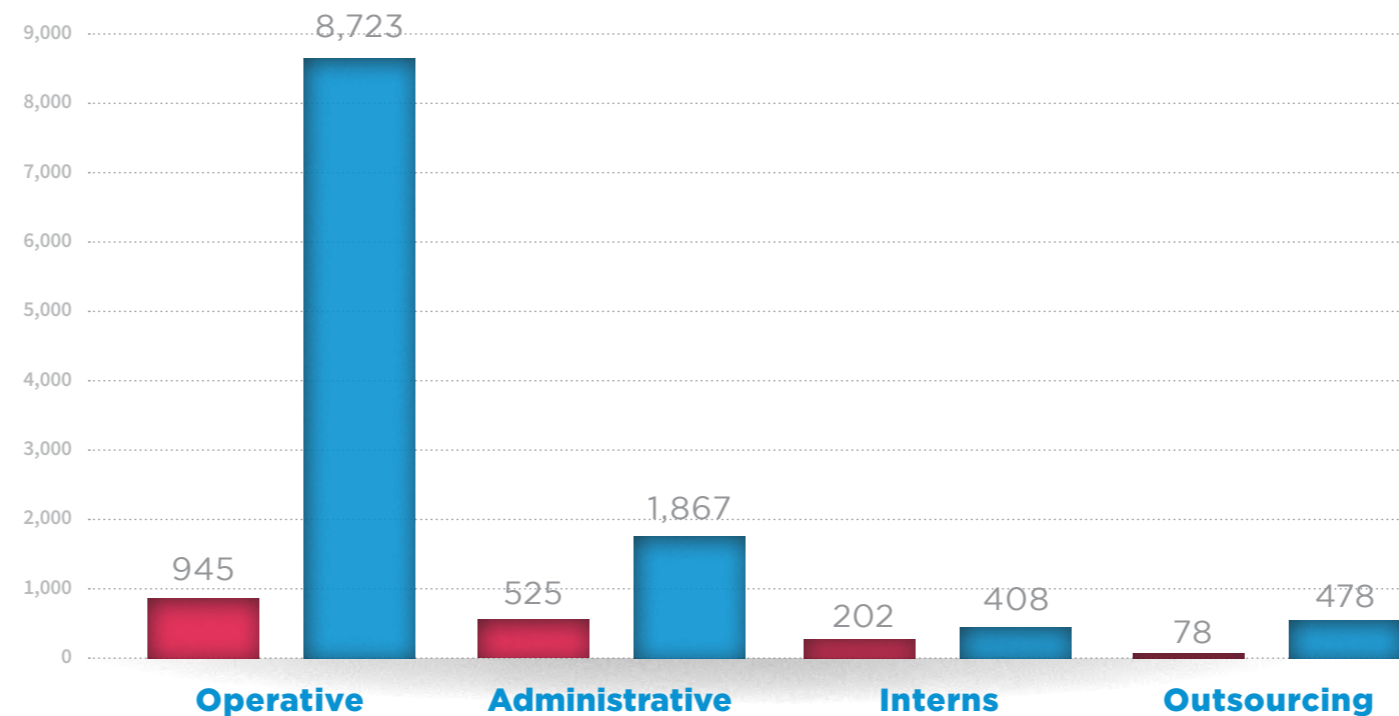
OUR TEAM

GRI 401: 103-1, 103-2, 103-3
GRI 102-8, 102-41, 401-1, 401-2, 403-6

We promote talent, commitment and motivation among our collaborators, as well as a sense of belonging and pride to be part of Metalsa's family. We live our values; therefore, we encourage an outstanding work environment, where every team member has the opportunity to boost their professional and personal development.

13,240
COLLABORATORS
WORLDWIDE

Collaborators by gender and contract

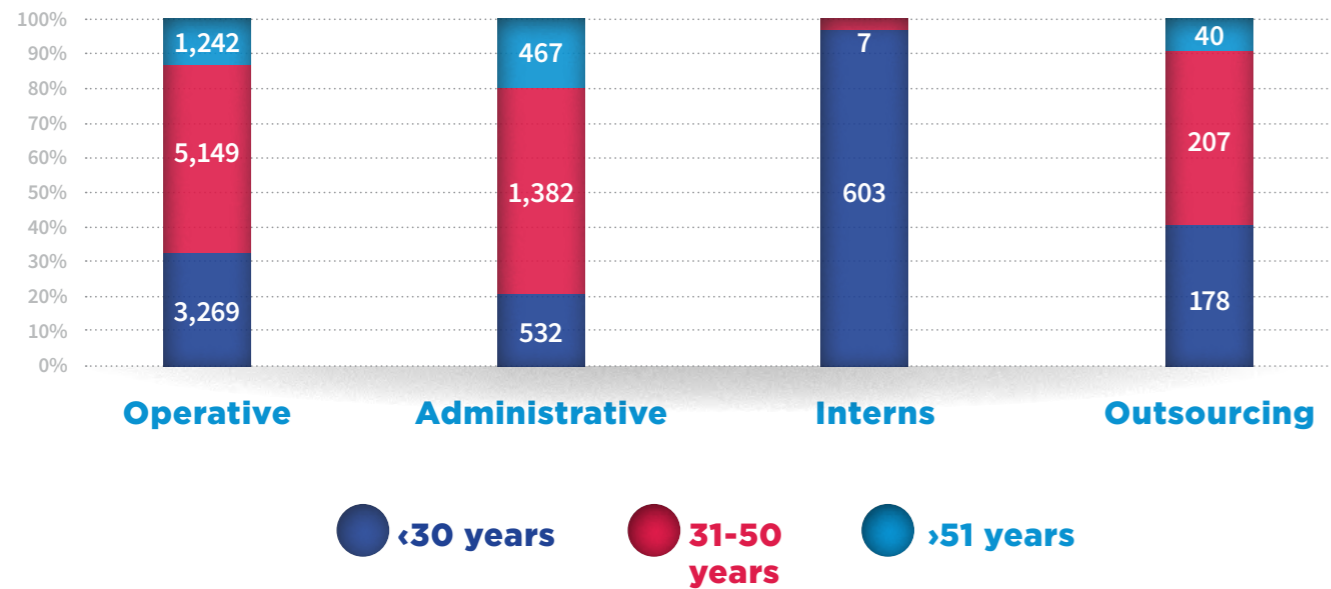


 **86.8%**

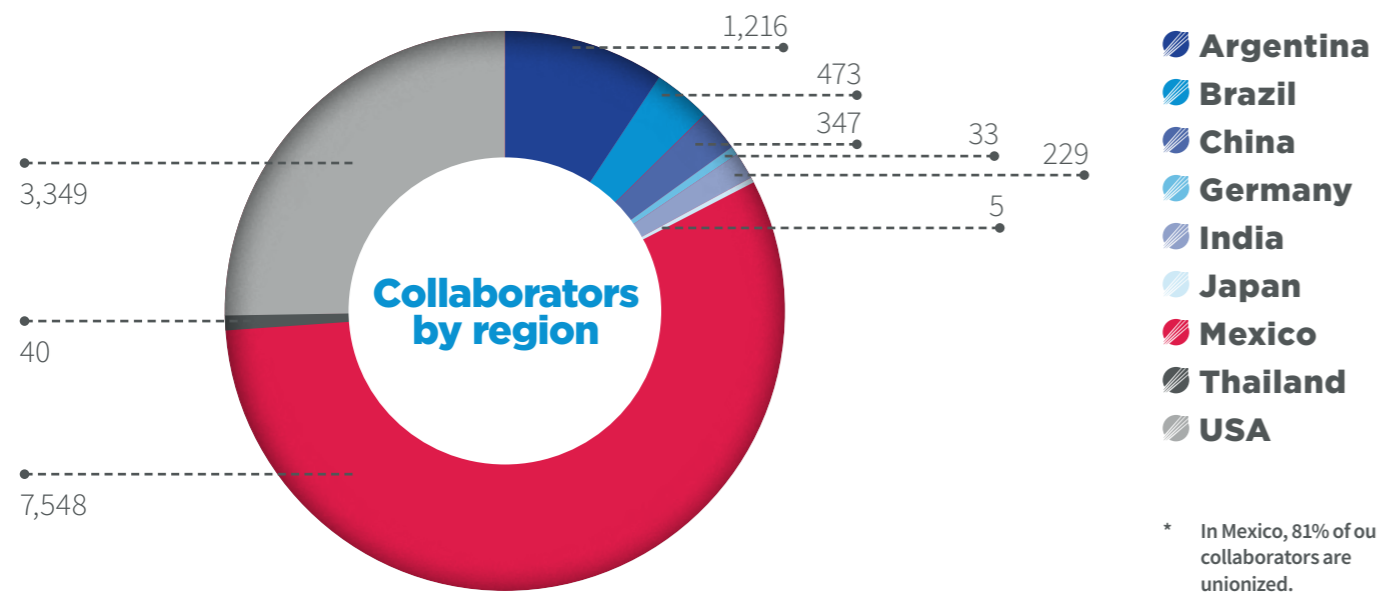
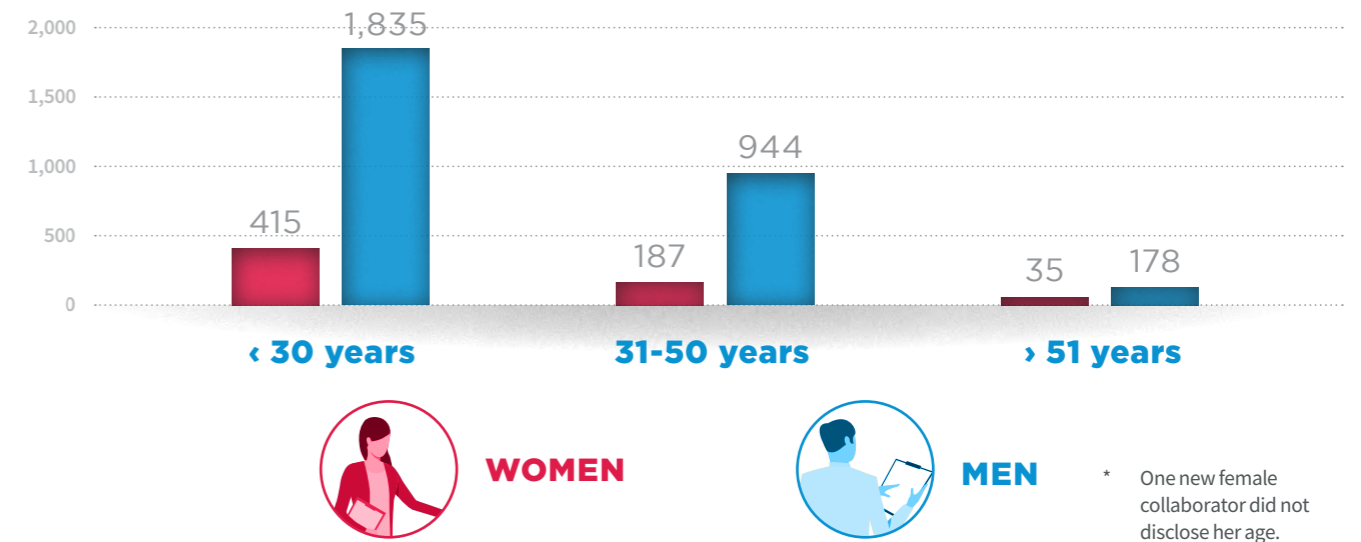
 **13.2%**

* 14 collaborators did not disclose their gender.
* 86.7% have permanent contracts and 99.1% work full-time.

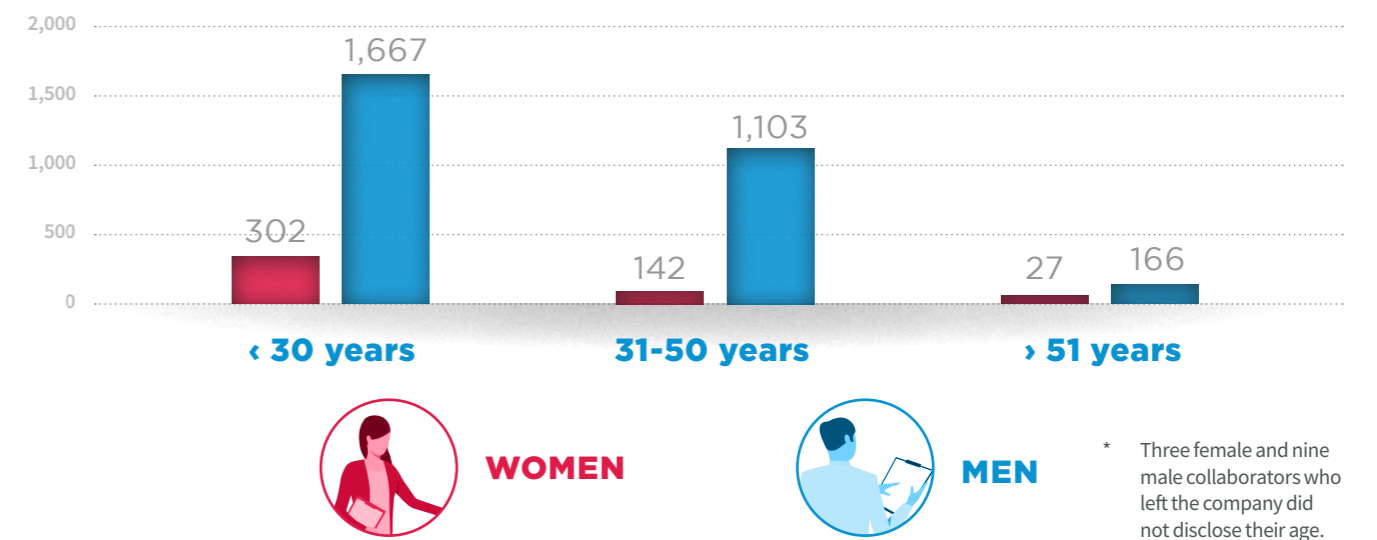
Collaborators by age range



New hires



Dismissals



TURNOVER RATE:

ADMINISTRATIVE: **9.45%**

OPERATIVE: **21.60%**

We provide competitive benefits, well beyond the law's requirements, aiming to retain the best talent and contribute to the improvement of their quality of life. Their remuneration includes fixed and variable pay, equity-based pay, signing bonuses or recruitment incentive payments, termination compensation claw-back, paid vacations, life insurance, medical insurance (private or governmental) and retirement saving plans. In addition, we provide maternity and paternity benefits, in line with local regulations.

**WE AIM TO
CREATE AN
ENVIRONMENT
OF TRUST,
TRANSPARENCY
AND RESPECT
AMONG OUR
COLLABORATORS.**

**PEOPLE AS
DRIVERS OF
COMPETITIVE
ADVANTAGES.**
QUALITY
PRODUCTS
AND SERVICES
CAN ONLY BE
PRODUCED BY
QUALITY PEOPLE.

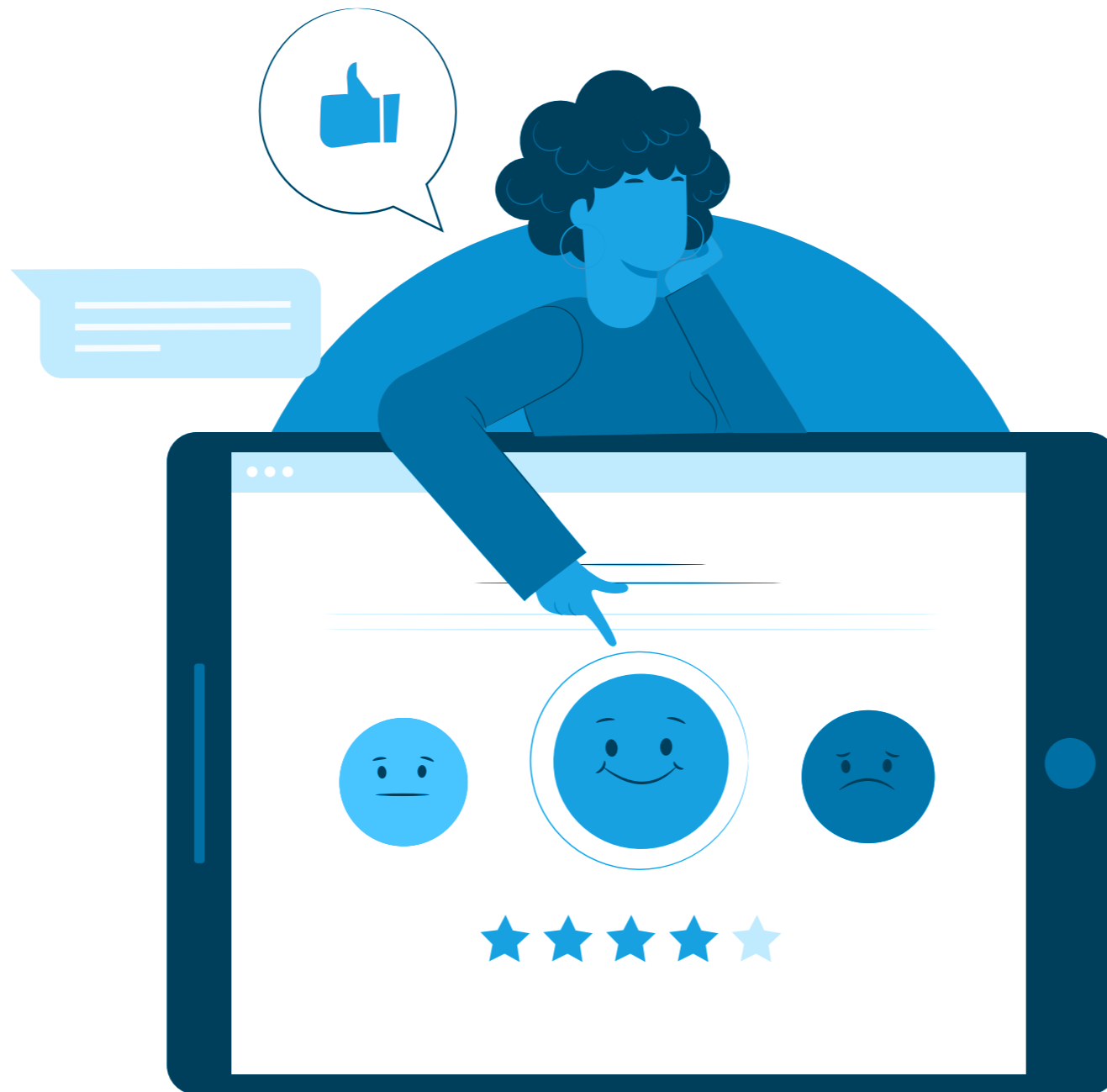
**PEOPLE AS
AGENTS OF
CHANGE FOR A
BETTER WORLD.**
EVERYTHING WE
DO AS A COMPANY
SHOULD
CONTRIBUTE TO
SUSTAINABLE
SOLUTIONS
FOR THE
TRANSPORTATION
INDUSTRY AND
THE WORLD.



Organizational Culture

At Metalsa we offer equal opportunities for everyone through a strict non-discrimination perspective. We have the unyielding commitment to prevent, manage and sanction any type of conduct that goes against our Culture or values.

OUR APODACA AND SALTILLO SITES OBTAINED THE **FAMILIARLY RESPONSIBLE COMPANY DISTINCTION**, WHICH RECOGNIZES OUR BEST LABOR PRACTICES.



In order to assess Metalsa's work environment, every two years our collaborators complete the Employee Satisfaction Survey (ESS). The ESS measures several significant categories for their quality of life, and thus, our business' profitability.

IN 2019, OUR SALTILLO SITE OBTAINED THE **INCLUSIVE COMPANY DISTINCTION DUE TO THE OPEN SPACES PROGRAM IMPLEMENTATION**, WHICH FOCUSES ON HIRING PEOPLE WITH DISABILITIES AND RAISING AWARENESS ABOUT VULNERABLE PEOPLE AMONG THE WORKFORCE.

Training and Development

WE STRIVE TO TRAIN ALL COLLABORATORS NOT ONLY ON THE REQUIRED SKILLS TO EXCEL IN THEIR ROLES, BUT IN OUR QUALITY AS A WAY OF LIFE CULTURE AND METALSA'S VALUES. THUS, **WE ESPECIALLY PROMOTE DIVERSITY AND HUMAN RIGHTS.**

Furthermore, we develop collaborators' capabilities that they can use not only for their everyday duties, but in their personal lives. We manage all our training programs through a service model divided into an Expert Center and a Human Development Solution Center; the Human Development Business Partner translates developmental needs and shares them with the Human Development Share Center and Center of Expertise (CoE). Within the CoE, we provide training through Metalsa University, which has three schools: Leadership, Business and Operations so that all learning solutions are aligned with our business strategy.

We have the goal to build a different learning culture, creating a self-learning mindset. Hence, during 2019, we designed innovative, comprehensive and measurable learning experiences with a high-impact for our business; and we integrated several new solutions into the Metalsa University.

During 2019, we imparted several training sessions, such as the Metalsa Leaders program for the second generation of leaders, the Sampling Tooling Program, Development Digital Program for Human Development Business Partners, Disruptive Learning, Quality Certification Program for Specialist in Mexico, accelerated training initiatives, among others. In addition, we granted scholarships so our most committed collaborators could finish their college bachelor degrees, or enroll for master degrees, PhD's or a second language.

Every year we carry out a performance assessment to operative and administrative personnel; in 2019, all eligible collaborators participated.

IN 2019,
**WE INVESTED
80 TRAINING-
HOURS PER
COLLABORATOR,
APPROXIMATELY.**



Health and Safety

GRI 403: 103-1, 103-2, 103-3

GRI 403-1, 403-2, 403-3, 403-5, 403-7, 403-8, 403-9

An excellent quality and performance greatly depend on the conditions we provide our collaborators, including any contractor or outsourced personnel, to carry out their daily activities. Therefore, we are committed to concentrate efforts on the wellbeing of their physical and emotional health and safety through several initiatives. Metalsa's global operations are regulated by the Safety and Health Management System, which comprises practices, tools, training programs, behaviors, responsibilities, risks and incident responses to ensure safe processes and is applicable to all personnel worldwide.

THE ENVIRONMENTAL, HEALTH AND SAFETY DEPARTMENT OVERSEES COMPLIANCE WITH ALL REGULATIONS AND MANAGES SAFETY INITIATIVES TO IMPROVE AND PROMOTE OUR BEHAVIOR-BASED SAFETY MODEL.

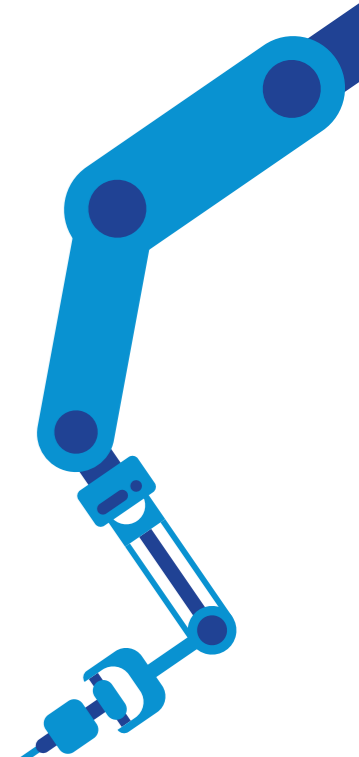
We encourage collaborators to report any risk or unsafe condition they witness. Through the Incident Management procedure, we classify safety risks and impacts, from near misses to fatalities. All incidents are investigated with a strict methodology; the plant coordinator reviews and approves these investigations to find their origin and implement preventive and/or corrective actions. On a regular basis, the progress of these actions is reviewed with the plant coordinator or leadership team.

This year we implemented regional safety committees with weekly reports to share best practices and reduce incidents. We reinforced a prevention mindset in our workforce; thus, modifying risky behaviors to avoid accidents, report dangerous conditions and teach first aid resources.

DURING 2020, WE WILL CERTIFY STRATEGIC MANUFACTURING SITES² UNDER ISO 45001, OCCUPATIONAL HEALTH AND SAFETY MANAGEMENT SYSTEM.

WE CONSTANTLY ORGANIZE WORKSHOPS, FAIRS AND COMMUNICATION CAMPAIGNS TO IMPROVE OUR COLLABORATORS' PHYSICAL, PSYCHOLOGICAL AND EMOTIONAL HEALTH.

Furthermore, we provide constant training on health and safety topics, such as job safety analysis, cardinal rules and behaviors, use of safety scorecards, emergency plans, health programs, as well as specific courses for high-risk activities, like the use of personal protective equipment, elevated work, material guarding and handing working in confined spaces, among others.



Reduction of incidents vs 2018:

- Total Recordable Incident Rate (TRIR): **0.75; ↓ 15%**
- Lost Work Incident Rate (LWIR): **0.29; ↓ 26%**
- Lost Work Severity Rate (LWSR): **9.41; ↓ 3%**

² These sites include the plants in Hopkinsville, Jamshedpur, Campo Largo and Saltillo.

COMMUNITY DEVELOPMENT

During 2019, we developed our internal policy Sustainable Community Development and Social Investment, which defines the proper management of community relations in all our sites. Each site must assign an annual budget for community events according to their specific needs, which are approved through internal assessment a tool. Subsequently, they must report monthly their progress and compliance.

In 2020, we plan to completely implement this Policy, which aims to identify opportunity areas in communities where we have presence to define projects and actions to improve their quality of life.

Recapacicla

We aim to promote and raise awareness about environmental protection in our communities. During 2019, we implemented the “Recapacicla” program in Saltillo community to reduce pollution and waste, teaching the importance of proper waste disposal and recycling. We convened two collection campaigns, where we

WE STRIVE
TO CREATE A
RELATIONSHIP BASED
ON TRUST WITH
THE COMMUNITIES
WHERE WE
OPERATE, THUS,
**CONTRIBUTING
TO RAISING THEIR
QUALITY OF LIFE
AND ECONOMIC
DEVELOPMENT,
AS WELL AS
INCREASING OUR
PROFITABILITY.**

encouraged collaborators, their families and members from the community to collect recyclable waste, such as PET, paper, cardboard and used aluminum materials. These were sold to a specialized company, and the amount was donated to participating schools.

SPARK Program

Together with Lego Education, we developed the SPARK Program to reach schools in communities with low incomes and limited resources, where many of the students have reduced opportunities and abandon their studies in order to work and help their families.

THIS PROGRAM
AIMS TO MOTIVATE
AND ENCOURAGE
**YOUNG
PEOPLE'S
INTEREST IN
SCIENCE AND
TECHNOLOGY.**



A blue-tinted photograph of a car assembly line. Several workers in white uniforms are visible, working on car chassis. The word "GOVERNANCE" is overlaid in large, white, bold, sans-serif capital letters. A red circle highlights the text. The background shows the complex machinery and structure of the factory.

GOVERNANCE

SUPPLY CHAIN

GRI 204, 308, 408, 409, 412, 414: 103-1, 103-2, 103-3
GRI 102-9, 204-1, 308-2, 412-3, 414-2

Our procurement process begins by understanding our customers' requirements and specifications. Subsequently, once all necessary materials for the finished products have been determined, suppliers are assessed and rated. We aim to properly manage our supply chain in order to ensure all acquired products comply with the required conditions, as well as to strengthen relations with third parties and set fair prices for the materials we purchase.

Our Procurement area is responsible of all relations with suppliers; it defines applicable terms and conditions of commercial relations. The Logistics

area maintains operations running smoothly by communicating all requirements to suppliers so they comply with the production plan.

The main products we purchase are steel, extruded aluminum, fasteners, welding wire, wire forms, metallic stamping parts and chemicals for coating. In addition, we procure the services and spare parts necessary for the business to continue operating.

Strategic suppliers in Metalsa must be able to comply with time restrictions and specifications. The minimum requirements that must be met are:

compliance with our Code of Conduct, certification of its quality system, a satisfactory score in the Metalsa process audit, maintain an adequate performance, confidentiality agreement, meeting the requirements mentioned in the terms and conditions of purchase and in the **Metalsa Supplier Manual** –which includes sustainability topics, such as conflict minerals and sustainable sourcing–.



Metalsa Supplier Business Assessment

WE STRIVE TO DEVELOP LONG-TERM COMMERCIAL RELATIONS WITH SUPPLIERS WHO HAVE **BUSINESS GOALS AND VALUES ALIGNED TO METALSA'S.**

Through this evaluation, we execute a comprehensive assessment of our supply chain. We use it to select new suppliers and follow-up on the existing's performance. We rate each supplier's quality, environmental and social practices. If we detect and opportunity for improvement or non-compliance with our guidelines, we request corrective measures so that the relation continues; subsequently, they must be reexamined to ensure they improved.

The questionnaire includes topics regarding quality, employment conditions, human rights, ethics, corporate governance, legal compliance, sustainability, as well as criteria aligned to institutions and standards like International Automotive Task Force (IATF), Automotive Industry Action Group (AIAG), ISO 14001, among others.

Due to the comprehensive approach of the MSBA, we are certain our new suppliers have working environmental and social policies and practices, mitigating, thus, any impact their operations may have. All our suppliers comply with our Supplier Manual and international labor laws, ensuring there is no risk of infringing people's human rights, such as child or forced labor.

IN 2019,
WE ASSESSED
82% OF OUR SUPPLIERS.

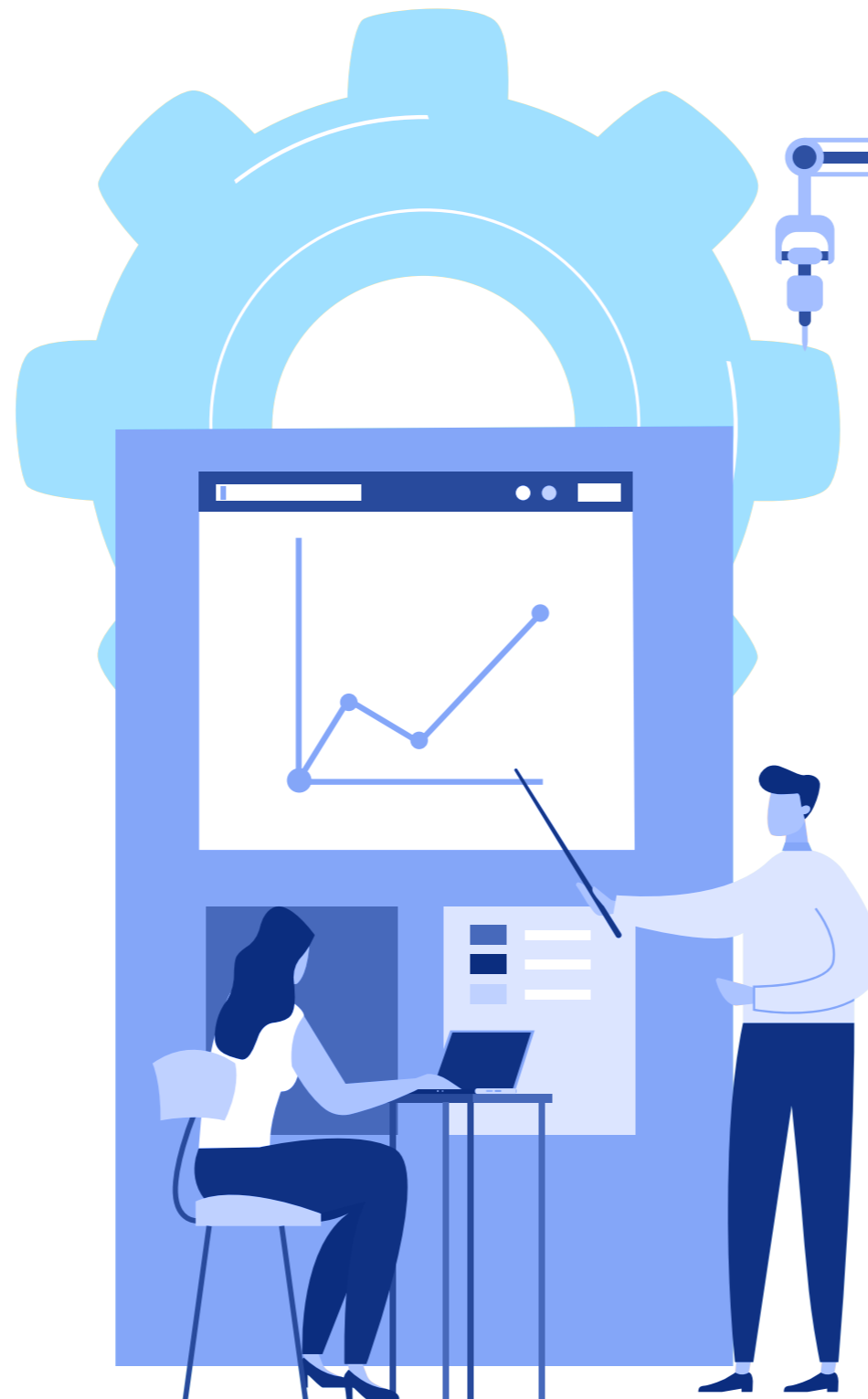


We seek to develop local suppliers to ensure a positive economic impact in the communities where we have presence, as well to increase their wellbeing. Furthermore, we strive to engage with minority suppliers, such as companies owned by women or veterans. We have a program to develop small enterprises so they can successfully supply products and services for our sites' operations.

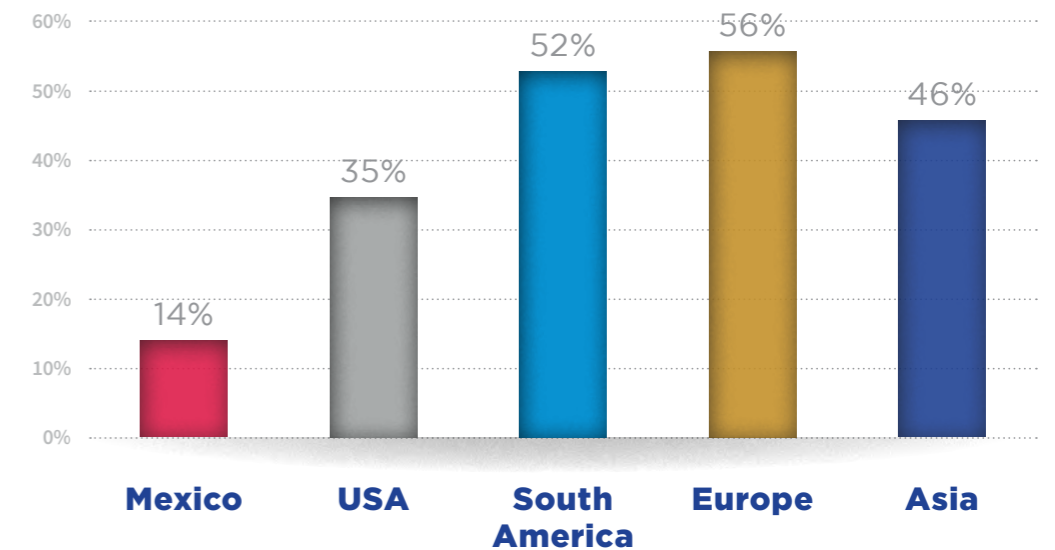
**+5,000
SUPPLIERS**

**20% OF OUR
PROCUREMENT
BUDGET IS INVESTED
IN LOCAL
SUPPLIERS³**

³ Local suppliers refer to companies whose capital is from the same region where they are consumed, not necessarily the location of the manufacturing sites. Thus, the economic spill stays in the community.



Local procurement expenditure

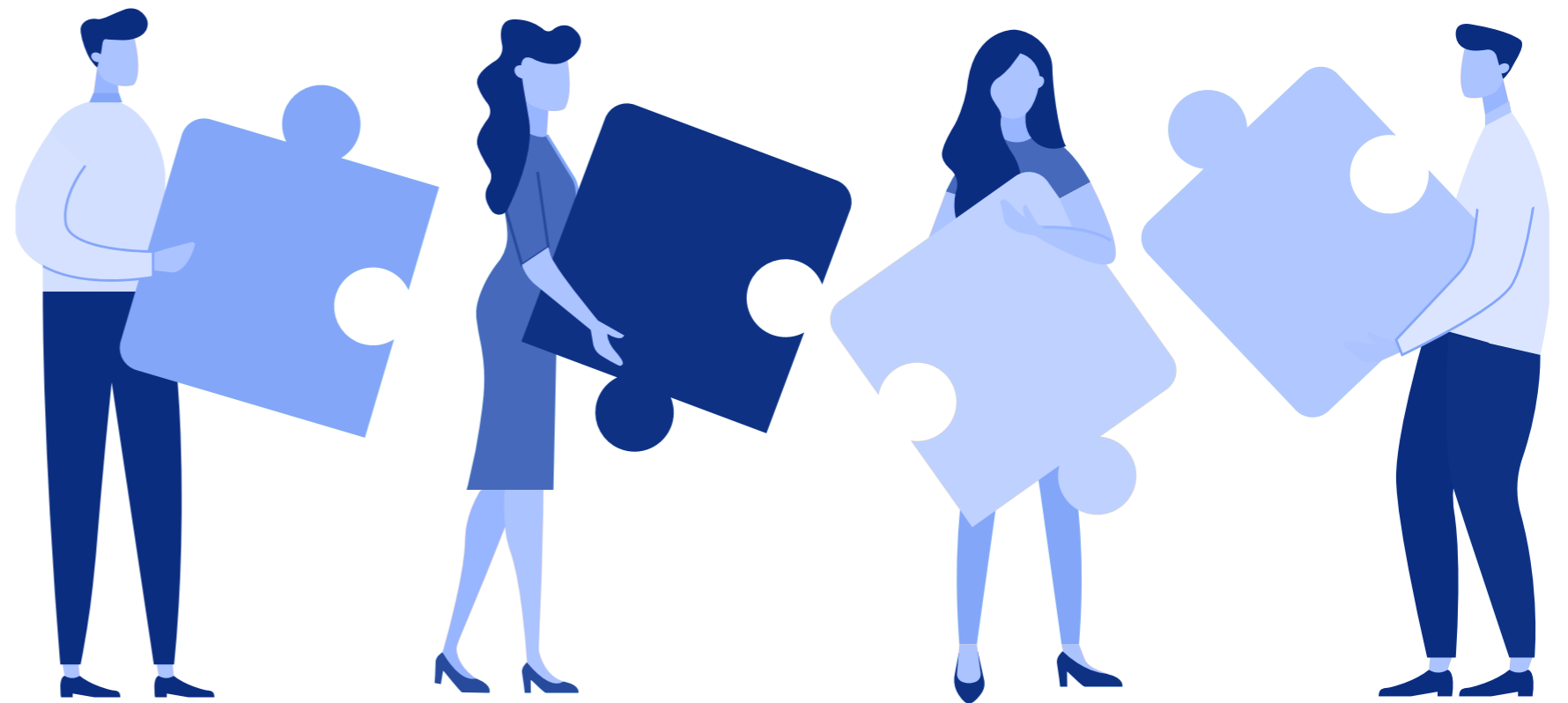


CORPORATE GOVERNANCE

GRI 102-18, 102-19, 102-20, 102-22, 102-23, 102-24, 102-28, 102-35, 102-36

OUR CORPORATE
GOVERNANCE
COMPLIES WITH
THE BEST
INTERNATIONAL
PRACTICES.

All governance organisms in Metalsa are controlled by Grupo Proeza's guidelines and integrated by several committees. The Shareholders' Meeting is Metalsa's highest governance body; within its shareholders, Grupo Proeza has 99% of available shares.



Board and Committees

The **Board of Directors** is responsible for the business management and represents the shareholders' interests. Its current members are Pablo Guadalupe Zambrano Benítez, Leopoldo Cedillo Villarreal and Rodrigo de la Maza Serrato. The main responsibilities of the Board are:

THE BOARD IMPLEMENTS AND MAINTAINS THE **HIGHEST GOVERNANCE STANDARDS.**

- Establish the company's strategic direction according to the plan prepared by top management and then submit it for review and approval by the Assembly.
- Authorize the strategic plans for growth and development (next three years) proposed by Metalsa's Leadership Team (MLT) and coordinated with Grupo Proeza. Once the plans are approved, the Board must inform the Assembly.

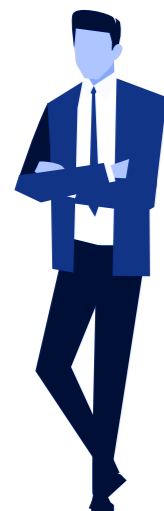
- Question, validate and approve Metalsa's operating plans proposed by MLT, as well as annual operating budgets.
- Watch over shareholders' interests.
- Observe and supervise the development of Metalsa's projects.
- Approve plans drawn up by all Work Teams.



The **Advisory Board**, designated and approved by the Assembly, supports Metalsa and the Board on its functions. It is comprised by three independent directors, two executives and four proprietary directors from Grupo Proeza.



Member	Position
Olav Volldal	• Chairman (Independent)
Daniel Ninivaggi	• Independent Director
Tony Posawatz	• Independent Director
Enrique Zambrano Benítez	• Proprietary Director
Pablo Zambrano Benítez	• Proprietary Director
Mauricio Morales Zambrano	• Proprietary Director
Pilar Zambrano Barrera	• Proprietary Director
Leopoldo Cedillo Villarreal	• Executive
César Calva Amsler	• Executive



All Board members lead their own teams and committees to listen about business performance and the needs of the different business units and operational sites to achieve goals established by the company. Each Board member has specific goals in their own influence areas, and their compensation is based on the achievement of such goals; they are linked to the business performance. Besides, Proeza has an accountability indicator for performance and compliance with the different processes they lead; depending on the item affecting the company, the Culture and Process Control Committees determine each Board member's accountability.

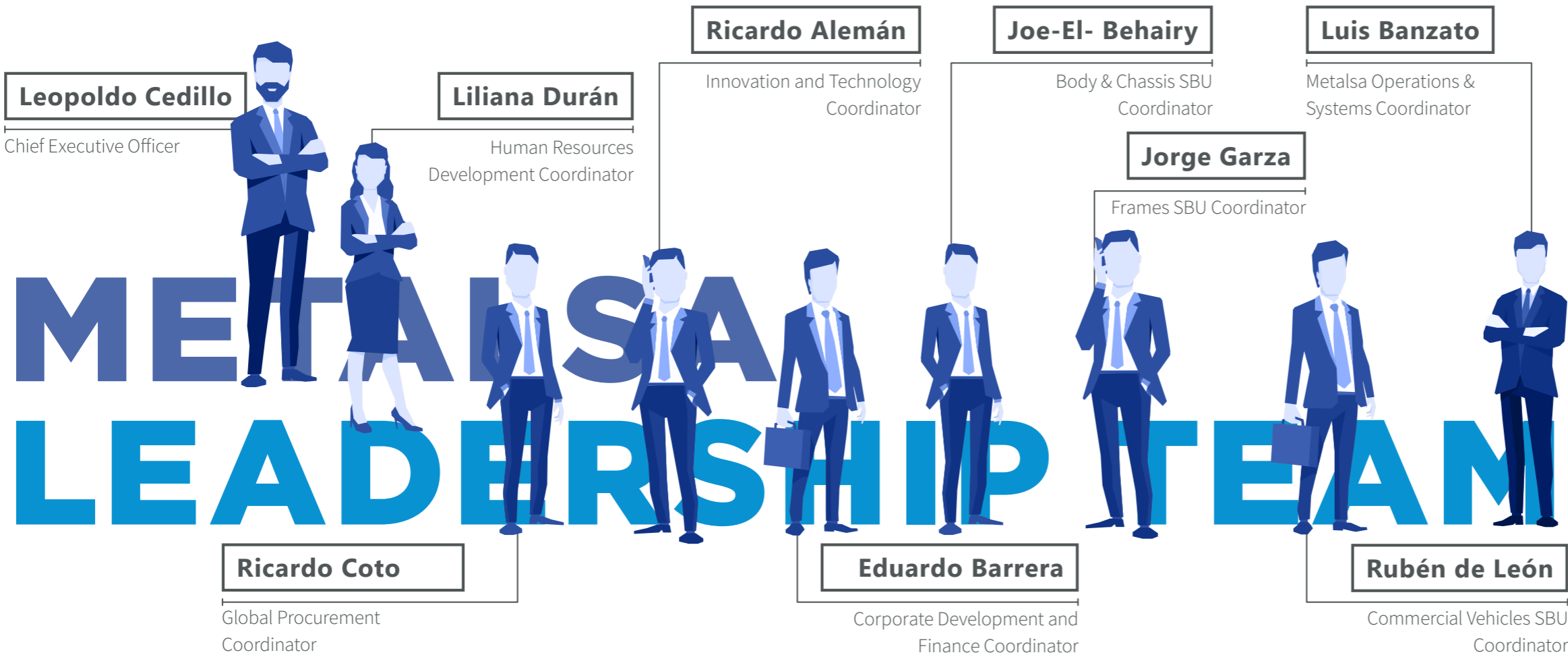
The Audit Committee has two main action lines:

- **Internal Control:** To audit the business process and ensure the correct usage of assets and business operation in the different areas.
- **External Audit:** A third party that complements the activities performed by internal control.

THE ADVISORY BOARD AND COMMITTEES ANALYZE SPECIFIC MATTERS **AND ISSUE RECOMMENDATIONS TO THE BOARD.**

Leadership Team

Metalsa's Leadership Team is accountable for all business decisions and operations' supervision. The company's coordinator is the Chief Executive Officer, who is responsible for translating Proeza's requirements and guidelines into goals and strategies for Metalsa. The MLT must observe and manage all operations, so the established targets are met with the highest quality standards.



Metalsa's CEO has the responsibility to express shareholders and stakeholders' interests; therefore, he evaluates and directs concerns and situations to the appropriate body. The CEO receives the results from internal consultations to company's beneficiaries, as well as comments from other stakeholders, such as the Metalsa Advisory Board, the other subsidiaries of Grupo Proeza, the Board of Directors, collaborators, suppliers and customers.

Code of Conduct

GRI 205, 206, 406, 407, 408, 409, 412, 415, 419: 103-1, 103-2, 103-3
GRI 102-16, 102-17, 102-25, 205-1, 205-2, 205-3, 206-1, 406-1, 412-2

As part of Proeza, all our operations are guided by a Code of Conduct, inspired by the 10 Principles of the United Nation's Global Compact. This document includes Metalsa's values and guidelines to ensure ethical operations.

The main topics included in the Code are the protection of human rights, rejection of child or forced labor, freedom of association, non-discrimination, promotion of equal opportunities, client service, free market competition, regulatory compliance and the expected relationship with suppliers. In addition, it ascertains our commitment to transparency throughout all our operations, prohibiting any acts of corruption, such as bribes, gifts to/from third parties, fraud, extortion, embezzlement, facilitation payments, and donations to political parties, among others.

**ALL NEW EMPLOYEES
MUST READ, UNDERSTAND
AND COMPLY WITH OUR
CODE OF CONDUCT
AND CONFLICT OF
INTEREST POLICY.**



Every three years all collaborators must take an e-learning training to reinforce the Code's concepts. To guarantee their compliance, the Code is translated to all languages of the counties where we operate. In addition, we created the Internal Work Regulation considering the Code, which is adapted at each site depending on the collective bargaining agreements and the context of the local organization. Furthermore, we are currently developing 14 anticorruption policies for the entire Group; we will implement them during 2020.

**OUR OPERATIONS ARE
ALIGNED WITH THE FOREIGN
CORRUPT PRACTICES ACT
(FCPA) REQUIREMENTS.**

**5 MEMBERS OF THE ETHICS AND
COMPLIANCE COMMITTEE HAVE
BEEN EXTENSIVELY TRAINED
ON ANTICORRUPTION
PROCEDURES.**

Conflict Minerals

Conflict Minerals refers to materials sourced in Democratic Republic of the Congo that finance armed conflicts in the region. Armed groups in that area earn hundreds of millions of dollars every year by trading conflict minerals and their derivatives. These are products of slavery, child labor, pillaging, extortion, violence, among other inhuman acts, that the armed groups exert all over this region.

Conflict Mineral initiatives require for the metal processing industry to make an extensive investigation of the smelters they source from and try to trace the metal ore up to the extraction point. Our Conflict Minerals Policy requires materials' suppliers to provide yearly the last released version of Conflict Minerals Reporting Template (CMRT), verifying that the contained information is accurate and up to date. Those suppliers which are directly involved in the metal processing industry must request directly to the smelters to join the Conflict Free Certification Process.

Transparency Line

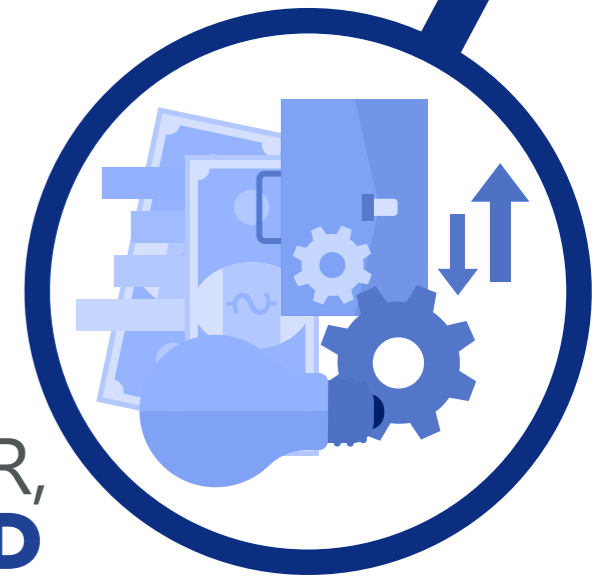
Our Transparency Line is an anonymous, confidential and independent tool to report any deviation from the Code of Conduct or our values to promote ethical behaviors among all our stakeholders. Reports may be sent 24/7, through local numbers for each country or through the website <https://www.tlproeza.com/>. Every report is sent to Proeza's Transparency Committee and Internal Audit for their investigation and resolution.

Moreover, all sites and links to the corporate portal have the Metalsa Listens and Responds mailboxes, so collaborators can make suggestions and complaints of any nature. Human Development is responsible to attend, classify and direct them to the responsible area.

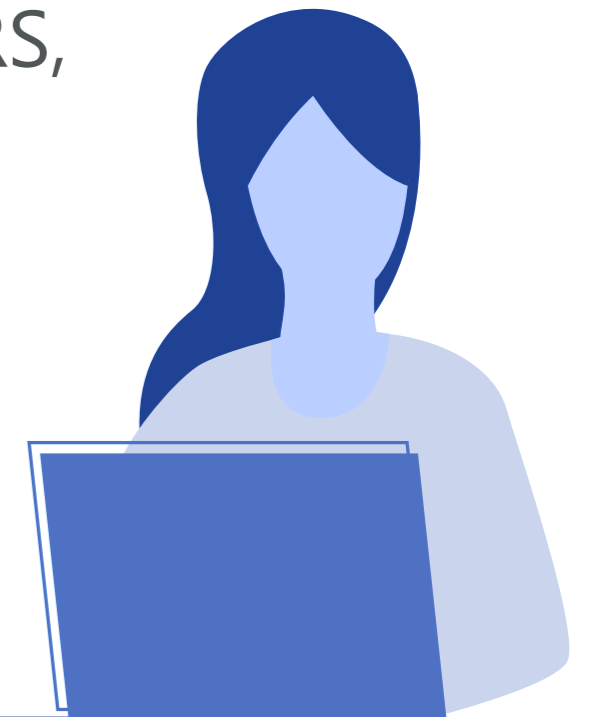
During 2019, most of the reports were regarding several types of abuse of power; 95% of all grievances were resolved satisfactorily. It is noteworthy that none of the reports were about corruption, anti-competitive behavior or discrimination incidents.

For more information on our Code of Conduct, please visit:

<https://www.tlproeza.com/assets/pdf/c1dd960ab7ac3b7cca18ddfc4ac7bb86.pdf>



**DURING THE YEAR,
WE ORGANIZED
COMMUNICATION
CAMPAIGNS TO
PROMOTE THE
TRANSPARENCY
LINE THROUGH
EMAILS, POSTERS,
VIDEOS AND
MEETINGS.**



ALL OUR
MANUFACTURING
SITES
**ARE CERTIFIED
UNDER ISO
14001:2015**
ENVIRONMENTAL
MANAGEMENT
SYSTEM.

ENVIRONMENT

GRI 302, 306, 307: 103-1, 103-2, 103-3
GRI 102-12, 302-1, 302-3, 306-1, 306-2

METALSA'S ENVIRONMENTAL POLICY STATES our commitment with sustainable operations. We strive to create a better world, protect natural resources and mitigate and reduce our environmental impacts. We aim to systematically increase efficiency in the use of energy, fuels, water and materials to decrease our footprint. Therefore, we constantly review environmental targets to define and align initiatives and plans with our business goals, as well as to comply with the best practices and environmental standards and regulations in every region where we operate⁴.

⁴ For more information on our Environmental Policy, please visit: https://cloud.metalsa.com/appsmet/portallib/www/ep_en.pdf



The Environmental, Health and Safety Department is in charge of monitoring environmental performance. In addition, it establishes annual performance objectives, based on the performance of the previous year, sales conditions and the number of projects assigned to the sites.

Through our Environmental Management System, we map and minimize our operations' risks and impacts on the planet. We carry out specific actions to achieve the reduction of energy and water consumption, as well as waste control and diminution, which in turn lead to finding new opportunities to decrease its generation and materials' use.

IN 2020, WE SEEK TO IMPLEMENT **ISO 15008 TO CARRY OUT ENVIRONMENTAL RISK ANALYSIS IN OUR OPERATIONS,** AS WELL AS ASSESS DIFFERENT ACCIDENTS' SCENARIOS.

Environmental Efficiency

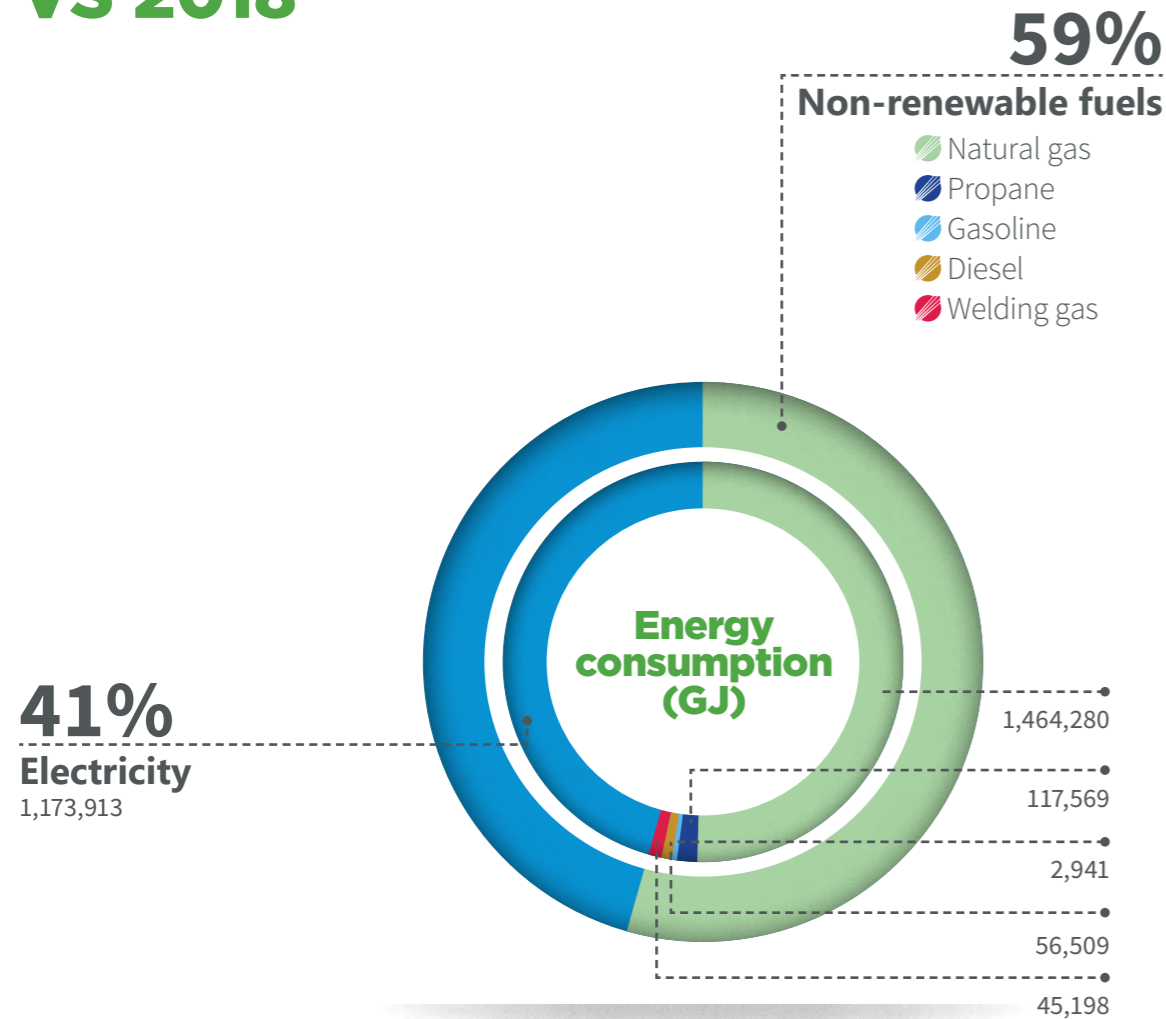
ENERGY INTENSITY:
**949.54 GJ/
MILLION
DOLLARS**

The Environmental, Health and Safety area designs and deploys tools and programs, both technical and to raise awareness, that support the reduction of energy consumption and the implementation of efficiency projects. Each plant is in charge of executing them individually and consequently, must comply with the local legislation and particular conditions of the region.

In 2019, we focused on stabilizing energy consumption in our operating processes and designing and implementing projects to increase its efficiency in two action lines: reduce waste and explore renewable and clean energy sources at competitive costs. Moreover, we continue raising awareness among collaborators to modify and improve behaviors to reduce energy consumption in our sites.

Global Sustainability Awareness Program

2019 ENERGY CONSUMPTION:
2,860,411 GJ ;
1.15% REDUCTION
VS 2018



Aiming to promote a comprehensive approach to sustainability, we encouraged all sites to develop innovative projects that help protect the environment and promote an efficient resource use. Every plant selected a KPI to focus their efforts on –GHG emissions, energy or water consumption or waste management– and implemented their solutions to have a positive impact on the planet. In addition, we included awareness activities regarding energy and water use, and waste and emissions’ reduction, as well as brainstorming conferences to improve our processes.

Furthermore, we strive to maintain our emissions and waste within parameters defined by local regulations in all the communities where we have presence. We measure the emissions of gases and particles pursuant to regulatory requirements of our operating sites to ensure the health and safety of our personnel and neighboring communities and to protect the environment.

Most of the greenhouse gases generated in our operations relate to our consumption of fossil fuels –such as gasoline, diesel, natural gas and propane– and electrical energy. Our commitment to reduce GHG emissions is focused on energy savings and efficiency goals in our process and involves all our sites and collaborators.

16 REDUCTION PROJECTS,
 RESULTING IN A
9% REDUCTION
OF GHG EMISSIONS
INTENSITY VS 2018,
 SURPASSING THE 6%
 DECREASE GOAL SET
 FOR 2019

2019 GHG Emissions t CO ₂ e	
Direct emissions:	88,089
Indirect emissions:	146,206
Total	234,295

GHG EMISSIONS INTENSITY:
78 T CO₂E/
MILLION
DOLLARS

Additionally, we strive to reduce waste produced by our operations. We totalize, segregate and dispose of our solid waste in all our manufacturing sites. We separate waste into two main categories:

- Hazardous waste (confined and co-processed): **3,146 t**
- Non-hazardous waste (to landfill and to be recycled): **5,540 t**

36% OF ALL
NON-HAZARDOUS
WASTE GENERATED
WAS RECYCLED

12 WASTE REDUCTION
INITIATIVES;
**WE DECREASED 13%
WASTE GENERATION
VS 2018**

Water is an essential resource in the operation of Metalsa. We make permanent efforts to reduce its consumption in all processes and we comply with regulations in every country where we have presence. Our water consumption comes mostly from groundwater and the municipal water supply. We also assess water-stressed regions, based on the Aqueduct Tool, from the World Resources Institute (WRI), to identify and evaluate water risks.

WATER CONSUMPTION:
1,084,745 M³;
**6.65%
REDUCTION
VS 2018**

Regarding water discharges, we comply with local regulations' parameters. We use chemical processes to ensure used waters' quality; it goes through internal and external water treatment plants, and subsequently is discharged to municipal sewage systems. In 2019, we discharged 318,619 m³ of water.



ABOUT THIS REPORT

GRI 102-46, 102-48, 102-50, 102-54, 102-56

METALSA IS COMMITTED TO TRANSPARENCY, continuous improvement and forging long-term relations with our stakeholders. As part of our commitment, we publish our 2019 Sustainability Report, which outlines our performance on economic, social and environmental topics during the period between January 1st and December 31, 2019, for all Metalsa's⁵ operations, unless otherwise stated.

This report has been prepared in accordance with the GRI Standards: Core option. All contents used were defined from our 2019 Materiality Assessment, with no

external assurance. The document herein complies with the principles to determine the content and quality of the report, since it is a communication tool that is clear, balanced, comparative, precise, specific and reliable.

Some information has been restated compared to the previous report, which is specified in the sections in question.

⁵ The scope of this report includes Metalsa and all its subsidiaries and sites.



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	102-13	<p>Metalsa is a member of:</p> <ul style="list-style-type: none"> • Centro Empresarial de San Luis Potosí, S.P. • Industriales Potosinos, A.C. • Centro Patronal de Nuevo León • Consejo Mexicano de Comercio Exterior del Noreste, A.C. • Efecto Directo, S.A. de C.V. • Universidad Autónoma De Nuevo León • Universidad De Monterrey • Frbc Ns-Renta S. de R.L. de C.V. • Asociación de Maquiladoras y Manufactureras de Exportación de N.L., A.C. • Asociación de Profesionales en Seguridad Social, S.A. de C.V. • Centro de Productividad de Monterrey, A.C. • Cluster Automotriz de Nuevo Leon, A.C. • Industria Nacional de Autopartes, A.C. • Metalsa Structural Products, Inc. • Chamber Directory & Community Guide Proof • Hopkinsville Kiwanis Club Inc. • Society for Human Resource Management • Bluegrass Automotive Manufacturer Association • Marklines Co., Ltd • Original Equipment Suppliers Association
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GRI 102:
General disclosures
2016

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	205-3	46 / During 2019, there were no incidents of corruption.
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GRI 103: Management approach 2016	103-1	46
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GRI 206: Anti-competitive behavior 2016	206-1	46 / During 2019, there were no legal actions for anti-competitive behaviors.

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	306-3	There were no spills in any of our sites during 2019.
GRI 300: ENVIRONMENTAL STANDARDS		
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GRI 307: Environmental compliance 2016	307-1	In 2019, a plant in Mexico, as well as Beijing and Roanoke sites were fined by environmental institutions. We are strengthening our process and management to avoid fines and pollution in the future.
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	103-2	39
	103-3	39
GRI 308: Environmental supplier assessment 2016	308-2	39

GRI Standard	Disclosure	Page / Direct response
GRI 400: SOCIAL STANDARDS		
GRI 103: Management approach 2016	103-1	31
	103-2	31
	103-3	31
GRI 401: Employment 2016	401-1	31
	401-2	31
GRI 103: Management approach 2016	103-1	36
	103-2	36
	103-3	36
GRI 403: Occupational health and safety 2018	403-1	36
	403-2	36
	403-3	36
	403-5	36
	403-6	31
	403-7	36
	403-8	36
403-9	36 / No deaths occurred during 2019.	
409-10	No deaths or illnesses due to bad health related to work occurred in 2019. We carry out health risk assessments and implement programs to ensure respiratory, visual and auditory health.	
GRI 103: Management approach 2016	103-1	46
	103-2	46
	103-3	46
GRI 406: Non-discrimination 2016	406-1	46

GRI Standard	Disclosure	Page / Direct response
GRI 103: Management approach 2016	103-1	46
	103-2	46
	103-3	46
GRI 407: Freedom of association and collective bargaining 2016	407-1	We have not identified any operations or supplier where employees' freedom of association might be at risk.
GRI 103: Management approach 2016	103-1	39, 46
	103-2	39, 46
	103-3	39, 46
GRI 408: Child labor 2016	408-1	We have not identified any operations or suppliers where child labor risks exist.
GRI 103: Management approach 2016	103-1	39, 46
	103-2	39, 46
	103-3	39, 46
GRI 409: Forced or compulsory labor 2016	409-1	We have not identified any operations or suppliers where there might be incidents of forced labor.
GRI 103: Management approach 2016	103-1	39, 46
	103-2	39, 46
	103-3	39, 46
GRI 412: Human Rights assessment 2016	412-1	All our sites, especially those in Asia and South Africa, have been audited to ensure there is no child or forced labor, and that all Human Rights are respected.
	412-2	46
	412-3	39

GRI Standard	Disclosure	Page / Direct response
GRI 400: SOCIAL STANDARDS		
GRI 103: Management approach 2016	103-1	39
	103-2	39
	103-3	39
GRI 414: Supplier Social Assessment 2016	414-2	39
GRI 103: Management approach 2016	103-1	46
	103-2	46
	103-3	46
GRI 415: Public policy 2016	415-1	Metalsa does not contribute to any political parties or representatives.
GRI 103: Management approach 2016	103-1	15
	103-2	15
	103-3	15
GRI 416: Customer health and safety 2016	416-2	There were no incidents of non-compliance with regulations related to the health and safety of our services in 2019.



GRI Standard	Disclosure	Page / Direct response
GRI 103: Management approach 2016	103-1	15
	103-2	15
	103-3	15
GRI 417: Marketing and labeling 2016	417-1	15
	417-2	There were no cases of non-compliance related to the information of our products during 2019.
GRI 103: Management approach 2016	103-1	46
	103-2	46
	103-3	46
GRI 419: Socio economic compliance 2016	419-1	We comply with local regulations where we operate. In 2019, we had no fine of sanction due to socio economic non-compliances.



CONTACT

GRI 102-3, 102-5, 102-53

**FOR ADDITIONAL INFORMATION,
PLEASE VISIT:**

www.metalsa.com

for feedback on our Sustainability strategy
or report, please submit inquiries to:
sustainability@metalsa.com

HEADQUARTERS

Metalsa, S.A. de C.V.

Pabellón M | 44-47

Av. Benito Juárez 1102, Col. Centro

Monterrey, Nuevo Leon 64000, Mexico

USA SUBSIDIARIES

Metalsa Structural Products, Inc.

Metalsa Roanoke, Inc.

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Metalsa Light Truck Inc.