



**ENVIRONMENTAL  
SOCIAL  
GOVERNANCE  
REPORT 2023**



GRI 2-23

## Our purpose

### DRIVING CLEANER PERFORMANCE

The Westport Fuel Systems (Westport) vision encompasses a future where **clean transportation is accessible and affordable**, empowering all individuals to contribute to the development of sustainable communities for present and future generations.

Within our organization, we instill a **culture of daily commitment toward creating transportation solutions** that prioritize both **environmental health and human well-being**. Our culture revolves around fostering **inclusive collaboration**, valuing **diverse perspectives**, and working with **purpose and passion**.

While our aspirations are lofty, we embrace the challenge with unwavering dedication to our **core values of integrity, respect, and perseverance**. Extraordinary circumstances and uncertainties continue to unfold globally, yet we remain focused on **our commitment to decarbonizing transportation, cleaning our air, and creating a better future**.

Moreover, we take pride in empowering our customers to emerge as pioneers in the realm of **affordable, sustainable, and efficient transportation solutions**. Despite the unprecedented challenges and uncertainties facing us globally, our focus remains unwavering on our **mission to decarbonize transportation, improve air quality, and forge a brighter tomorrow**.



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## RELATED PUBLICATIONS

- 2023 Annual Report
- Annual Information Form
- Management Information Circular
- Corporate Presentation

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## Message to our stakeholders

Westport's vision of creating a better world through **innovative energy solutions** has driven our teams to engineer the most advanced, clean fuel systems and components that deliver compelling economic and environmental benefits globally.

We are committed to shaping a future **based on the principles of ESG** – environmental stewardship, social responsibility, and strong governance. Our aim is to pave the way for a future where clean transportation is not only within reach but also economically viable.

### DRIVING TOWARD A CLEANER WORLD: THE FUTURE OF THE HYDROGEN INDUSTRY

The global hydrogen industry is becoming more dynamic through increased investment, industrial applications, and policy support. With approximately 1,400 projects announced, that represents a total investment of US\$570 billion and 45 million tons per annum of clean hydrogen supply announced through 2030. Additionally, advancements in technology and manufacturing scale are expected to lower the cost of producing renewable hydrogen to \$2.5-4.0/kg by 2030 as its

availability increases.

Global government policies are accelerating the shift to zero emissions. In the EU, ambitious emission reduction targets for heavy-duty transport underscore the region's commitment to decarbonization, encouraging the adoption of cleaner fuels and technologies, including hydrogen-powered vehicles. Central to this shift is the ongoing development of new hydrogen fueling stations along key EU transport corridors. Also, the Biden administration recently unveiled a detailed plan to help incentivize construction of hydrogen refueling infrastructure for large trucks across the United States.

Westport's business fully embraces this new legislative and business landscape. Our solutions are positioned to lead the charge toward more practical, affordable, and efficient hydrogen-based mobility by the 2030s. Furthermore, our unwavering dedication to alternative fuels underscores our commitment to spearheading the decarbonization of transport on a global scale.



“Our culture revolves around nurturing collaboration, valuing diverse perspectives, and working toward a common goal with purpose and passion.”



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## Message to our stakeholders

### OUR ESG PROGRESS

In 2023, we delivered tangible results, including **a significant 20% reduction in Scope 1 CO<sub>2</sub> emissions** and a commendable **7% decrease in Scope 2 emissions**.

Furthermore, our dedication to our employees as our greatest assets is reflected in the recognition we have received. Two prestigious awards – the **Excellence Award and the Friendly Workplace Award** – serve as a testimonial of our commitment to creating a supportive and inclusive work environment, where all individuals feel valued, respected, and empowered. We firmly believe that building the workforce of tomorrow is not possible without a deep understanding of diversity, inclusivity, and equality.

As we reflect on our achievements in 2023 and look to our future, we are energized by the possibilities in front of us to continue advancing positive ESG outcomes. With a **clear vision and unwavering determination**, we are confident that we will further improve our sustainability performance and create lasting value for all

stakeholders.

### OUR COMMITMENT

At Westport, we have worked hard to stay

*“As we reflect on our achievements in 2023, we are excited and committed to continuing our efforts to achieve positive ESG results. With a clear vision and unwavering determination, we are confident that we will further improve our sustainability performance and create lasting value for all stakeholders.”*

accountable to our ESG goals. Although we still have progress to make, Westport is invested in aligning its vision and promises with action. Our culture revolves around nurturing collaboration, valuing diverse perspectives, and working toward a common goal with purpose and passion.

Looking ahead, we have developed three strategic priorities that now form the core pillars of our work for the foreseeable future – driving

success via our HPDI™ joint venture, improving operational excellence and reducing costs, and reimagining a hydrogen-powered future. We are embracing the challenge to achieve sustainable operations, with unwavering dedication to our core values of integrity, respect, and perseverance. As the world’s risks, challenges, and uncertainties continue to unfold, we remain focused on decarbonizing transportation, cleaning our air, and creating a better future.

Thank you for your interest in our ESG strategy and progress. I cordially invite all our stakeholders to take a deeper look at the progress we have made in our company.

Sincerely,



**DAN SCEL**  
CEO & Director

GRI 2-24

## 2023 ESG performance highlights

Strong ESG practices continue to be the fabric of our business and are embedded in our decision-making process. Sustainability is at the core of our technology strategy, product portfolio, and operations.

Westport's ESG strategy was approved by the Board in early 2021 and is focused on taking concrete steps to ensure that the way the organization does business has positive impacts throughout the value chain. Since this strategy was adopted, Westport has already seen progress, including:

1. **Cross-cutting and holistic building and maturing of our corporate governance** by ongoing implementation, improvement, and monitoring of policies approved by the top management, among others:
  - Code of Conduct
  - Anti-Corruption and Bribery Policy
  - Human Rights Policy
  - Diversity Policy
  - Whistleblower Policy
  - Environmental Policy\*
  - Health and Safety Policy\*
  - Clawback Policy\*\*
2. Advancing our **commitment to providing a safe, diverse, and inclusive work culture**, by performing corporate analysis on inclusivity and becoming UNI PdR 125:2022 certified at Westport Italy, our largest facility.
3. We're actively advancing **our ESG management by initiating the formation of a localized ESG Steering Committee in Italy**. Chaired by the VP Finance Operations alongside the HR Director for Europe and Transportation Manager, this committee aims to bolster the significance of sustainable development priorities. Its primary goal is to elevate the focus on global initiatives and enhance their management at the local level.
4. Achieving **44% female representation** at the Board level, well above the 30% target.
5. Honored with **two prestigious national awards: the Friendly Workplace** recognition at our plant in Poland and **the Award for Excellence at our facilities in Italy**. These accolades serve as tangible evidence of the vitality of our **Human Rights Policy, demonstrating our commitment** to effectively implementing its provisions in practice.
6. **Helping our customers to be leaders in affordable, sustainable, and efficient transportation solutions** – e.g., further advancing in Westport's HPDI™ (High Pressure Direct Injection) technology with both biomethane and hydrogen, delivering industry-leading CO<sub>2</sub> reductions for long-haul, heavy-duty transport.
7. Taking the next steps in **our commitment to develop a Climate Action Plan** that will outline our path to net-zero GHG emissions and align with TCFD recommendations by calculating our **CO<sub>2</sub> emissions in Scope 3**.
8. Established long-term partnership **with Ecovadis** to build a robust **Responsible Purchasing Strategy**.

\*Released in 2023

\*\*Updated in 2023

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# 2023 ESG performance highlights

## E

### Scope 3

emissions calculation

**20%** decrease in Scope 1 indirect emissions

**7%** decrease in Scope 2 indirect emissions

energy consumption decreased by **11.5%** inline with revenue increase by **8.5%**

over **90%** of total waste from the reported operating sites is recycled

## S

recognized with **Friendly Workplace** award for fostering a culture of inclusion and development our facility in Poland

**"Label Special Collaboration"** award for participation and relationship of Westport Italy with the Regional Equal

**UNI PRD 125:2022** certified for Gender Equality of our both facilities in Italy

**32%** of global workforce is female

**20%** of management is female

**25% increase** in Lost Time Injuries

## G

**89%** non-employee directors are independent

global **Environmental Policy** unveiled

**44%** female representation at the Board level

global **Health and Safety Policy** introduced

**5 years** say-on-pay advisory

partnering with **Ecovadis** to boost Supply Chain Sustainability

GRI 2-1 GRI 2-6

# About Westport Fuel Systems

## WESTPORT AT A GLANCE

Over  
**70** countries being served

2023 revenue of  
**\$331** million

More than  
**1,400** patents & applications

More than  
**20** OEM customers

**100+** distributors

**1,700** + workforce

More than  
**65** years of innovations

**12** operating sites

Westport Fuel Systems Inc. is a globally recognized company, publicly traded on the Toronto Stock Exchange and NASDAQ under the ticker symbol WPRT. Although our headquarters are in Vancouver, Canada, we extend our reach worldwide through operations across Europe, Asia, North America, and South America.

Our mission, encapsulated by the phrase "**Driving cleaner performance**," shapes our daily operations.

We specialize in the **engineering, manufacturing, and supplying of alternative fuel systems and components** intended for transportation applications. We champion gaseous fuels such as liquified petroleum gas, natural gas, biomethane/RNG, and hydrogen, as we believe they serve as superior alternatives to conventional liquid fossil fuels like gasoline and diesel. These gaseous fuels offer undeniable environmental, economic, and energy security benefits.

At Westport, our dedication to a sustainable future drives us. **We strive to pave a viable path toward net-zero greenhouse gas emissions** (GHG). This commitment is evident in our longstanding history of innovation, specialized engineering skills, market-ready products, and expansive global customer base. The primary measure of our success is the impact we make through our customers – helping to

cultivate a cleaner future by reducing emissions.

Therefore, our commitment to social responsibility and environmental stewardship is deeply embedded within our corporate strategy, informing all our business decisions.

While some continue to hunt for the next groundbreaking idea, we at Westport have mastered the art of turning innovation into practical solutions. As a **leading supplier of advanced fuel delivery components and systems**, we meet and surpass lower emissions regulations, contributing to a greener and cleaner future. Our path to carbon neutrality ensures our technologies deliver the necessary performance and fuel efficiency required by our customers for their transportation applications, while also providing environmental benefits to address climate change and urban air quality issues.

Our expansive network **spans over 70 countries**, serving customers daily through global transportation brands, distributors, service providers for the aftermarket, and directly to original equipment manufacturers (OEMs) along with Tier 1 and Tier 2 OEM suppliers. In addition, we offer delayed OEM (DOEM) options and engineering services to our customers and partners globally.

GRI 2-2 GRI 2-6

# Our sites

This ESG report covers Westport Fuel Systems Inc., with its head office and principal place of business in Vancouver, British Columbia, Canada, alongside its legal subsidiaries included in our corporate structure (found in Annual Information Form, pg. 2-4).

## CORPORATE HEAD OFFICE & TECHNOLOGY CENTER

- Vancouver, British Columbia, Canada

## TECHNOLOGY CENTERS

- Cambridge, Ontario, Canada
- Cherasco, Italy
- Słupsk, Poland
- Eindhoven, Netherlands

## MANUFACTURING / SUPPORT

- Buenos Aires, Argentina
- Calgary, Alberta, Canada
- Eindhoven, Netherlands
- Gothenburg, Sweden
- Albinea, Italy *(closed in 2023)*
- Brescia, Italy
- Cherasco, Italy
- Ahmedabad, India *(closed in October 2023)*
- Delhi, India *(closed in October 2023)*
- Słupsk, Poland
- Kunshan, China
- Changzhou, China *(under construction)*



GRI 2-2 GRI 2-6

# Our sites

Global footprint focused on technology development and manufacturing:



\* Delhi, Ahmedabad, Albinea – closed over 2023  
Kunshan – not presented on the map, as it does not have separate location

GRI 2-6

## Our products

Westport is driving cleaner performance. We are a global company focused on engineering, manufacturing, and supplying alternative fuel systems and components for transportation applications. Our diverse product offering enables the use of alternative fuels, including LPG, CNG, LNG, RNG/biomethane, methanol, and hydrogen, all providing environmental and/or economic advantages as compared to fossil fuel alternatives.



Westport designs, manufactures, develops, validates, certifies, and sells alternative fuel components and systems for:

- passenger cars
- light-, medium-, and heavy-duty commercial vehicles
- off-highway applications
- marine
- material handling
- campers/caravans

### KEY TERMS <sup>1/2</sup>

#### Liquid petroleum gas (LPG)

Also known as propane, LPG is a clean-burning alternative fuel that's been used for decades to power light-, medium- and heavy-duty vehicles.

#### Natural gas

A gaseous mixture predominantly made up of methane, which is readily available and cleaner burning than conventional gasoline and diesel fuel. Natural gas must be compressed or liquefied for use in vehicles.

#### Bio-LPG

Produced from renewable sources like biological oils and fats, it has an 80% lower carbon footprint than conventional LPG.

#### Renewable natural gas (RNG)/biomethane

Known as biomethane in the EU and RNG in North America, RNG is made from multiple sources, including organic matter such as livestock manure and landfill waste. It drastically reduces carbon emissions over the complete fuel cycle (production through combustion), and unlike conventional natural gas, RNG is not a fossil fuel.

GRI 2-6

## Our products

Westport's product range has been developed to support the use of clean burning fuels like hydrogen, natural gas, biomethane, LPG, or methanol, for applications ranging from hydrogen fuel cells to internal combustion engines, stationary or mobile, from cars to trucks, as retrofit or OEM equipment, from individual components to full integrated systems. With our extensive experience, we reliably assist our clients in integrating various elements all the way to full application development and certification, instilling trust as a business partner.

Our products are sold under a **wide range of established global brands:**



### KEY TERMS 2/2

#### Compressed natural gas (CNG)

Produced by compressing natural gas (methane or biomethane), CNG is well suited for light-, medium-, and heavy-duty vehicles travelling a moderate and long distance between refueling.

#### Liquefied natural gas (LNG)

Produced by cooling natural gas to turn it into a liquid, LNG is typically used in heavy-duty vehicles when extended driving range and fast refueling are required.

#### Hydrogen (H<sub>2</sub>)

A carbon-free energy carrier that can be produced from diverse resources. Although the market for hydrogen as a transportation fuel is in its infancy, governments and industry are working toward clean, economic, and safe hydrogen production and distribution.

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## Our products - 2023 top initiatives

### EXPANDING THE USE OF LPG AND BIO-LPG WITH GLOBAL VEHICLE OEM

In 2023, Westport announced an expanded program to supply LPG fuel systems to a global OEM for both Euro 6 and Euro 7 vehicle platforms. Westport will supply all the necessary equipment to enable the operation of these vehicles on LPG or Bio-LPG, offering a cleaner-burning alternative to conventional fuels.

### H<sub>2</sub> HPDI™ FOR LOCOMOTIVES

We are collaborating on the development of HPDI fuel system technology with a prominent global provider of locomotives and associated equipment for the freight and transit rail industries and are confident that our technology presents a viable solution to the challenges faced by this sector.

Our H<sub>2</sub> HPDI fuel system has the potential to be a retrofit solution in this high horsepower market, leveraging the proven durability of the base diesel engine, to quickly decarbonize the rail sector. Westport believes this is a particularly affordable path to decarbonizing this sector without compromising performance or efficiency.

### JOINING FORCES WITH VOLVO GROUP TO ACCELERATE THE DECARBONIZATION EFFORTS OF GLOBAL OEM CUSTOMERS

In July 2023, Westport along with Volvo Group signed a non-binding letter of intent; and in March 2024, both signed an investment agreement to establish a joint venture. This collaboration aims to accelerate the commercialization and global adoption of Westport's HPDI fuel system technology, particularly targeting long-haul and off-road applications. The HPDI fuel system represents a high-performance solution, playing a pivotal role in reducing carbon emissions within challenging sectors such as heavy-duty and off-road mobility. By enabling trucking and off-road equipment manufacturers worldwide to meet stringent regulatory requirements, HPDI offers affordable options powered by carbon-neutral fuels such as biogas, zero-carbon fuels like green hydrogen, and other renewable alternatives.

This initiative underscores our dedication to sustainable innovation and our firm belief in the transformative potential of environmentally friendly technologies.



Älmhult, Sweden, showcase day at IKEA



Tacoma, United States, The Green Transportation Summit and Expo

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## GFI: Advancing toward a zero-emission hydrogen future

Westport, operating under the GFI brand, is **committed to achieving carbon neutrality and zero emissions** by pioneering groundbreaking solutions for the automotive sector. Our comprehensive catalog includes high-pressure hydrogen storage components, featuring meticulously engineered tank valves designed to safeguard the solenoid within the tank, mitigating the risk of external impact and corrosion. These valves boast integrated features tailored to meet stringent vehicle OEM requirements, ensuring both robustness and sleek design.

In addition to tank valves, we provide standalone temperature pressure relief devices for flexible mounting options and high-pressure regulators that play a pivotal role in maintaining reliable

performance, even under varying demands and inlet pressure. Our two-stage piston regulator offers a cost-effective solution, while the piston/diaphragm two-stage regulator delivers enhanced outlet pressure performance and stability.

Furthermore, GFI offers a range of additional low-pressure hydrogen components, including isolation valves and electronic pressure control valves. We cater to the evolving hydrogen transportation industry by offering products that meet both 350 Bar and 700 Bar system pressure requirements.

With these innovative solutions, we are not only facilitating the transition to cleaner fuels but also **revolutionizing the automotive industry for a sustainable future.**



“*With these innovative solutions, we are not only facilitating the transition to cleaner fuels but also revolutionizing the automotive industry for a sustainable future.*”

GRI 2-6 GRI 2-24

# Biomethane: Paving the way for a hydrogen tomorrow

Highlighting the transformative potential of biomethane as a sustainable energy source is crucial. Unlike methane sourced from fossil fuels, biomethane originates from organic waste streams like landfill waste, wastewater from treatment plants, and agricultural residues. This process repurposes waste that would otherwise be discarded, preventing the release of methane – a potent greenhouse gas – into the atmosphere.

The comprehensive lifecycle assessment of biomethane, from capture and processing to consumption as a fuel, demonstrates a **net-zero** or even **net-negative contribution to CO<sub>2</sub> emissions**, underscoring its **pivotal role in mitigating climate change** and advancing toward a **carbon-neutral future**.

Westport's LNG HPDI™ fuel system, currently operational in thousands of trucks across Europe, further exemplifies the practical application of biomethane technology. When paired with LNG, these trucks already achieve a significant reduction in emissions of approximately 20%. As the proportion of biomethane in the fuel blend increases, these vehicles continue to demonstrate even greater environmental benefits, further solidifying biomethane's position as a **key enabler of sustainable transportation solutions**.



**NEXT GENERATION  
LNG HPDI™  
FUEL SYSTEM**  
[www.westport.com](http://www.westport.com)

## ON ENGINE



## OFF ENGINE



GRI 2-22

# Our approach

While our products actively support the **green environmental revolution**, we understand that sustainability encompasses the entirety of our operations. Our aim is to construct not just a robust product portfolio, but also an organization founded on a strong ESG framework, where individuals are valued, respected, and safe across all domains. This entails mitigating climate change, fostering transparency, fairness, and ethical conduct in our market presence.

**Sustainability** is not merely a value at Westport – it is ingrained in our DNA from the outset. It shapes our business strategy, guiding us to navigate ESG-related risks and opportunities vital for our long-term prosperity. We continuously enhance our governance practices and management protocols, deepen stakeholder engagement, implement new procedures and policies, educate our workforce, and rigorously assess our supply chain.

We firmly believe that **incremental, consistent actions** can yield significant transformations, benefiting not only our customers and employees but also the communities in which we operate.



GRI 2-23

# What we stand for

Our principles and their application in practice make us who we are – innovators, reliable business partners, and green transformation advocates in the background of being a good and safe place to work. We work every day to design, build, and provide clean transportation solutions to our customers while embracing our core values of integrity, respect, and

perseverance. We entrust every employee and member of our global network to build relationships with all our stakeholders and make decisions that honor our values.

Our leading principles articulate our core beliefs and anchor our culture and business strategy.



## COMMITTED TO INTEGRITY

Corporate integrity, personal accountability, and respect for others are the foundation of our success.



## RESPECT

We empower our people to collaborate and partner, leveraging our diverse global experience and viewing the company in its entirety – internally and externally.



## CUSTOMER FOCUS

Partnerships and relationships are the pathway to turning our business plan into reality. We share a common objective: to create clean transportation solutions that meet existing and future emissions regulations and targets for GHG reduction.



## SUSTAINABILITY

We strive to ensure the way we do business has a positive impact on our people, the environment, and the communities in which we work and live.



## DELIVERY EXCELLENCE

Our commitment to execution and results fuels our passion to excel and innovate. We focus investments on what we do best and fuel our growth by optimizing efficiencies and effectiveness of our processes, workplace, and value chain.

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## ESG governance

### BOARD LEVEL LEADERSHIP IN ESG GOVERNANCE

A strong and accountable governance structure is essential for the success of our ESG strategy and performance. At Westport, our experienced Board takes its stewardship responsibilities seriously. Dedicated to providing robust leadership, the Board supports company ESG strategy while ensuring effective corporate governance. Responsibilities include overseeing the adequacy of management systems to identify and manage ESG-related risks and opportunities, adopting appropriate ESG standards, tracking, monitoring, and disclosing the company's ESG performance, overseeing climate-related responsibilities, and integrating ESG considerations into the development of business strategies.

### ESG IN THE STANDING COMMITTEES' CHARTERS

Evaluating environmental and social practices and understanding the potential impact of ESG issues on the company's operations are vital oversight activities, both in the short- and long-term.

Acknowledging the evolving landscape of ESG within corporate governance, the Board approved revisions to its Charter and Standing Committee Charters in 2022. This guarantees the integration of ESG oversight into routine Board of Director and committee functions, enabling the identification, and mitigation of emerging risks and trends.

For more details on the specific responsibilities of each Standing Committee, please refer to page [35] in the Governance section of our 2024 Management Information Circular or visit our website.



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# ESG strategy

**Our ESG strategy is meticulously crafted to implement concrete initiatives that foster positive impacts throughout our entire value chain.** Such a strategic approach, intertwined with our overarching business strategy, draws insights from external research, materiality assessments, and ongoing dialogues with both internal and external stakeholders. This ESG report provides a detailed overview of the progress made within each of the identified focus areas.

Looking ahead, we are currently in the process of developing activities and strategies aimed at reducing our climate footprint. This endeavor is in line with Westport's dedication to setting targets supported by rigorous controls and comprehensive measurement methodologies.

“Our ESG strategy centers on integrating sustainability principles into our core business operations to drive positive environmental, social, and governance outcomes.

Our commitment to transparency and accountability guides our efforts as we strive to achieve our ESG goals and contribute to a sustainable future.”

Cecylia Mazur  
Strategy & ESG Manager



## ESG PRIORITIES FOR 2024

At the beginning of 2024, the **ESG Steering Committee** defined the following as key areas of focus for 2024:



### SOCIAL

- Complete an inclusivity awareness program designed to engage our employees in defining our inclusivity strategy
- Develop consistent, global approach to individual development plans
- Conduct a comprehensive analysis of gender equality to determine initiatives to strengthen gender balance and gender salary equality throughout the organization



### ENVIRONMENTAL

- Further focus on CO<sub>2</sub> and GHG reductions in Scope 1, Scope 2, & Scope 3
- Establish strong partnerships with suppliers, encouraging the adoption of sustainable practices, and collaboration on shared sustainability goals
- Developing strategies to reduce waste and increase resource efficiency



### GOVERNANCE

- Complete a comprehensive analysis of climate risks
- Publish a Group Sustainability Policy

PRINCIPLED GROWTH APPROACH

SOCIETAL IMPACT



OPERATIONAL IMPACT



PRODUCT IMPACT



Environment

Climate Action

- Develop our Climate Action Plan identifying our path to net zero and aligning environmental disclosures to TCFD recommendations

Social

Safe, Diverse, & Inclusive Culture

- Build a safety culture where our employees believe that every workplace incident is preventable and a zero incident rate is achievable
  - Build a diverse and inclusive workforce

Responsible Sourcing

- Strengthen transparency of our 3TG minerals supply chain

Governance

Committed to Integrity

- Advance our human rights management and due diligence efforts
- Strengthen and unify our Supplier Code of Conduct, integrating critical ESG factors into supplier and third-party contracts

VALUES-BASED LEADERSHIP AND SOUND RISK MANAGEMENT PRACTICE

GRI 201-2

# Regulatory environment strong governmental support for transition to alternative fuels

We adhere to complex and ever-changing laws, regulations, standards, and requirements that impact our markets, product offerings, and compliance efforts. The transport sector and its **green transformation** have been in the spotlight of legislators around the world for several years, which directly affects our day-to-day business. We keep a close eye on these legislative developments around the world and where possible engage in dialogue about the solutions

we contribute to achieving policy goals, and the required policy framework to unlock their full potential.

The main geographies in which we operate have **macroeconomic policies supporting an accelerated deployment of cleaner vehicles**, as well as **low and zero carbon** transport fuels.

## NORTH AMERICA

- California is a historic leader in **RNG use in transport** – negative average carbon intensity – driven by the Low Carbon Fuel Standard regulation
- US is supporting investment in clean fuel production, refueling infrastructure, and vehicles (**Bipartisan Infrastructure Law and Inflation Reduction Act of 2022**)
- **Clean hydrogen** is expected to deliver **up to 30% of Canada's energy** by 2050, making the country one of the top three producers of clean hydrogen globally (Hydrogen Strategy)
- **US new Greenhouse Gas Emissions Standards for Heavy-Duty Vehicles** are proposing stronger and additional CO<sub>2</sub> standards from 2027 to 2032 while **California's Advanced Clean Trucks and Fleets** regulations set more stringent **ZEV requirements**

## EUROPE

- The **REPowerEU** package aims to fast forward the energy transition, with key roles for **biomethane and hydrogen production**
- The revised **Alternative Fuel Infrastructure Regulation** sets mandatory National targets requiring hydrogen refueling infrastructure at least every 200 km on main roads by 2030
- **CO<sub>2</sub> reduction targets for new heavy-duty vehicles** of 45% by 2030, 60% by 2035 and 90% by 2040 vs. 2019 baseline are adopted, with ZEV threshold at 3g CO<sub>2</sub>/t-km
- **Air pollutant emissions** regulations will be tightened for light-, medium-, and heavy-duty vehicles starting from 2026 (Euro 7)
- Targeting 35 billion cubic meters biomethane and 20 million tons hydrogen production by 2030

## CHINA

- Decarbonization challenges lead to **alternative fuel** vehicles' deployment goals, global leadership in terms of **LNG** vehicles' adoption, and significant investments in **biomethane and hydrogen**
- The Chinese government's long-term plan for hydrogen intends to develop a **domestic hydrogen industry** by 2035, from production to use in transport, targeting 100,000 to 200,000 tons of renewable-based hydrogen production and 50,000 hydrogen vehicles by 2025
- China's State Council air quality action plan includes the development of a **low-carbon transport system** with a push for **"new energy" vehicles**
- **Ambitious local governments' plans** are further promoting **hydrogen mobility from light- to heavy-duty vehicles** in Guangdong, Shanghai, Beijing and other Chinese provinces
- > 1,200 hydrogen refueling stations by 2025

## JAPAN

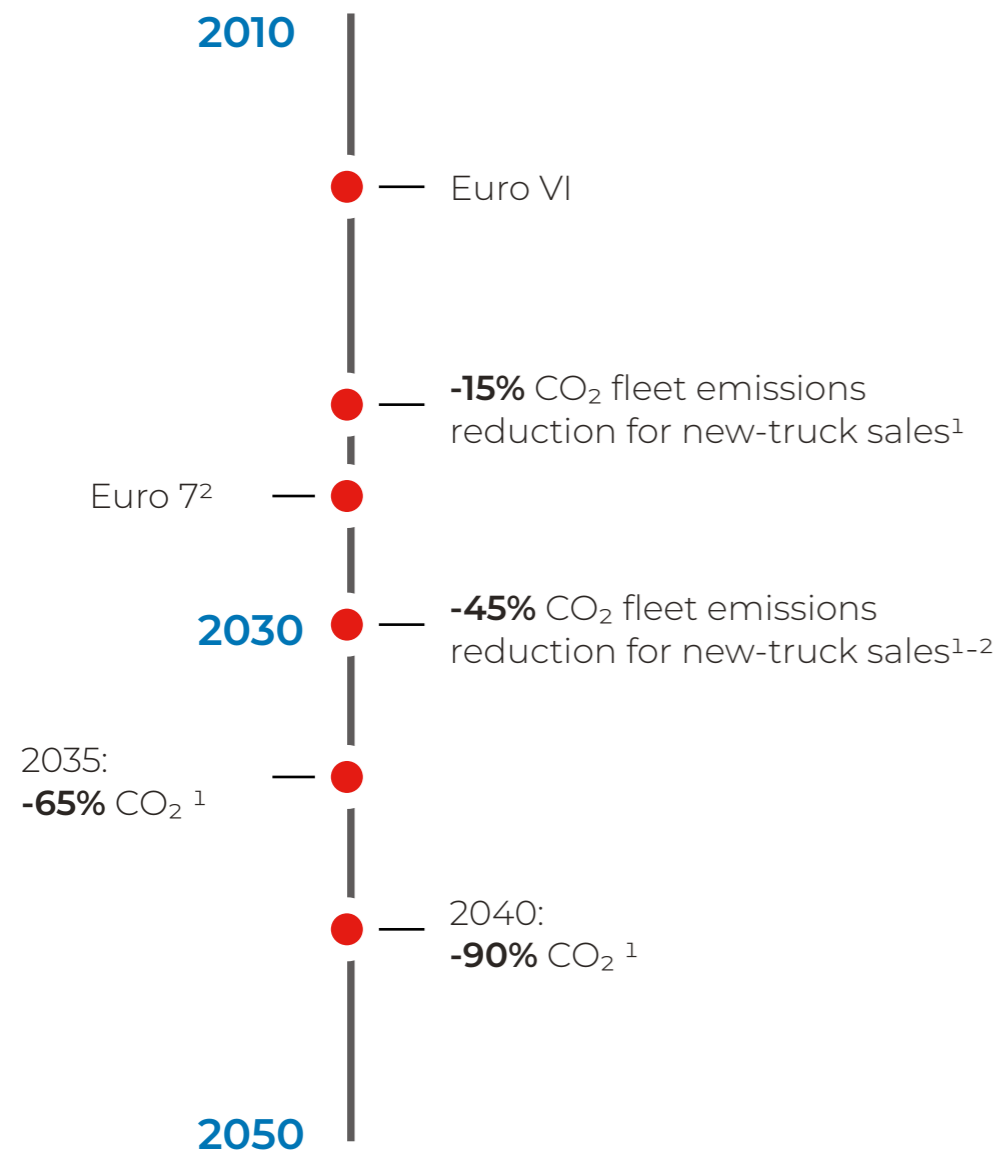
- Japan sees **hydrogen as a central pillar** to achieve carbon neutrality by 2050 (**Green Growth Strategy**); aiming at utilizing 12 million tons hydrogen by 2040
- Japanese government considers hydrogen to be **"an industrial sector that can make a triple achievement** of decarbonization, providing a stable energy supply and economic growth in one shot" (Chief Cabinet Secretary Matsuno Hirokazu)
- **Hydrogen mobility**, including vehicles and stations deployment, is part of Japan's new Hydrogen Strategy, financed by the 'Green Transformation' transition bonds
- Japan's 2030 **fuel economy standards** for light-duty vehicles are among the most stringent globally, expanding the scope of covered powertrains and taking the well-to-wheel fuel efficiency into account

GRI 201-2

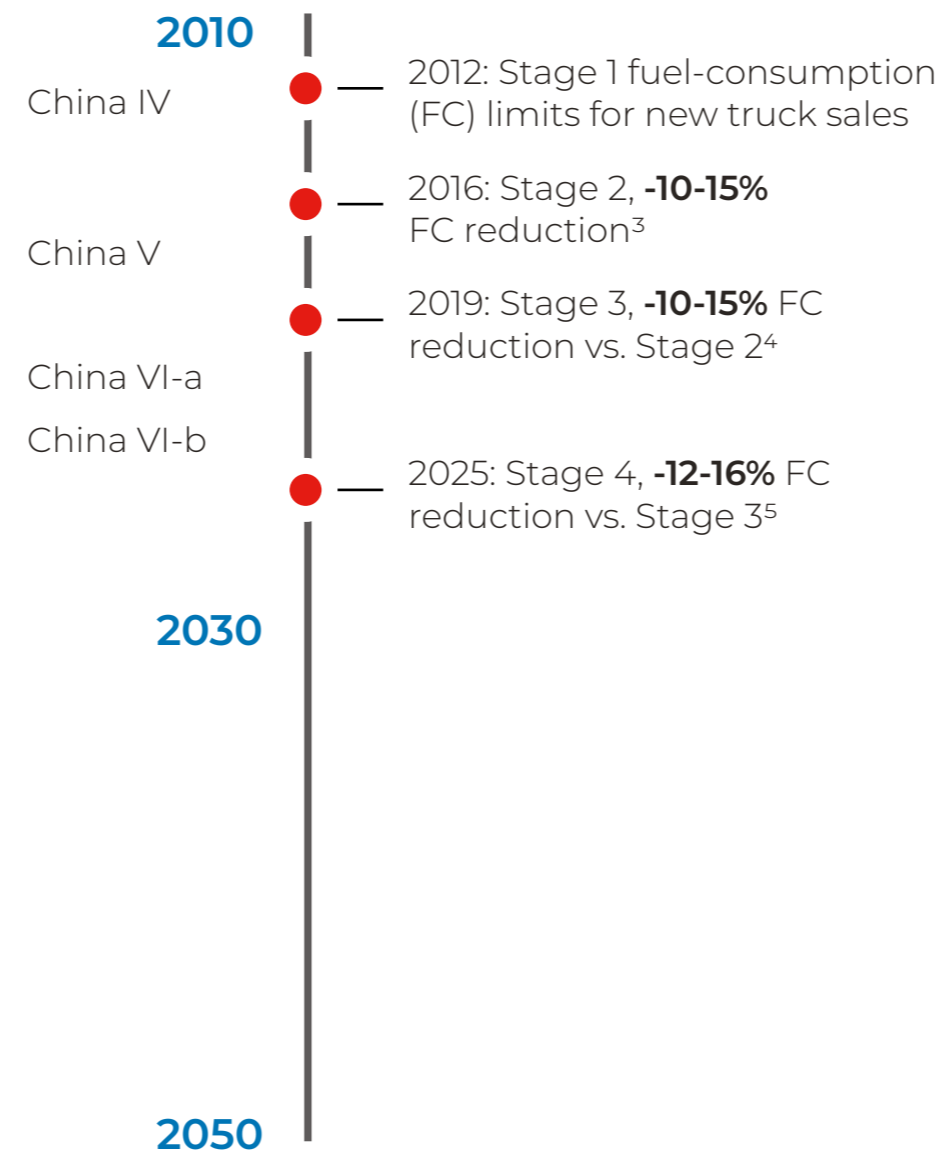
# Key heavy-duty vehicle regulations in our core regions

Substituting fossil fuels and accelerating a clean energy transition.

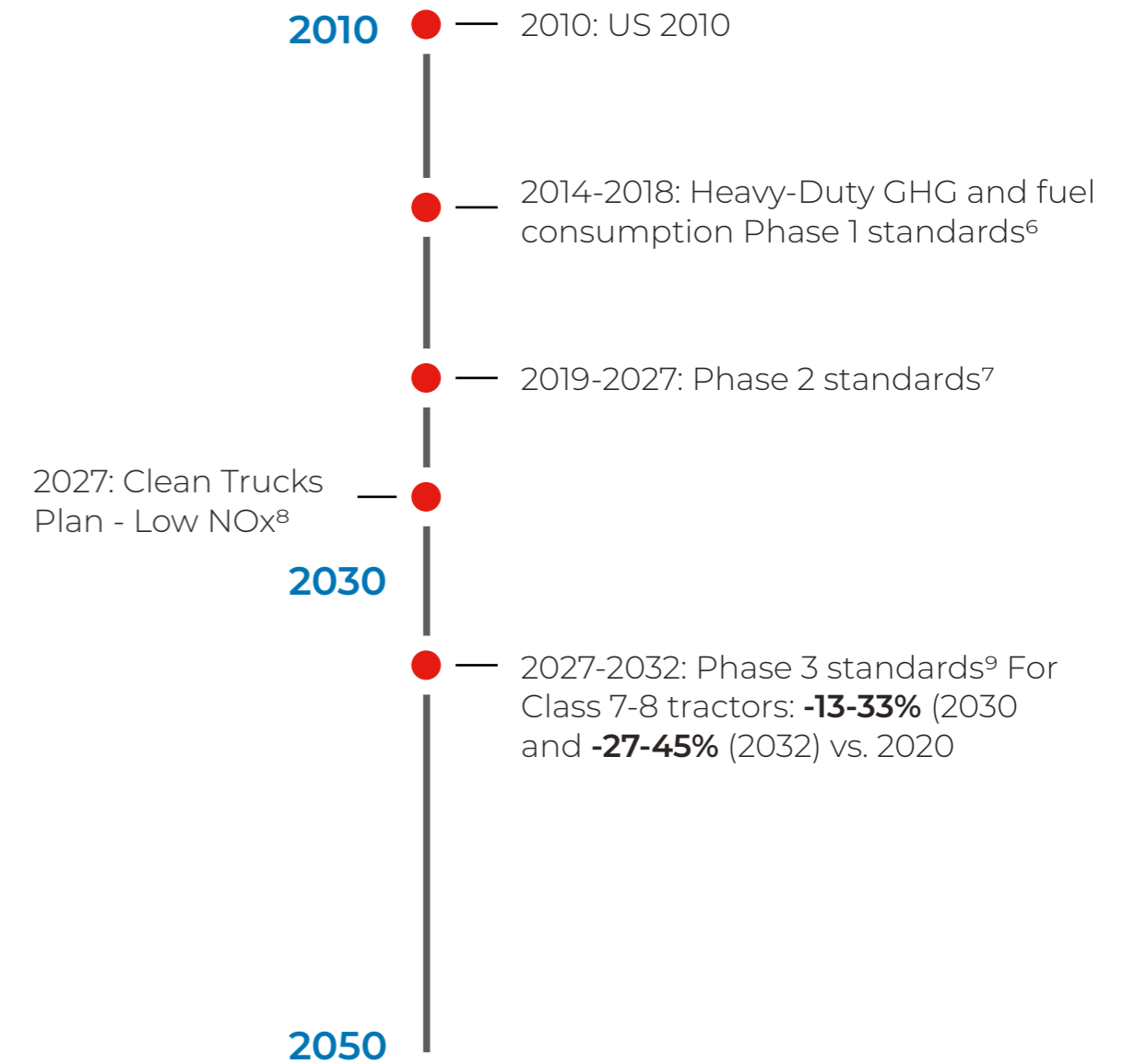
## EUROPEAN UNION



## CHINA



## USA



Source: Westport <sup>1</sup>Base year 2019. <sup>2</sup>Provisional agreements as of Jan 2024. <sup>3</sup>Base year 2012; average reduction target over all weight classes. 48 L/100km for GCW>49T tractor-trailers. <sup>4</sup>40,5 L/100km for GCW>49T tractor-trailers. <sup>5</sup>Proposal published in June 2022. <sup>6</sup>2017: CO<sub>2</sub> 460 g/bhp.hr - Fuel 4.52 gal/100 bhp.hr for heavy-heavy-duty (HHD) engines in tractors. <sup>7</sup>2021: Further 2-3% CO<sub>2</sub> reduction per year. 2027: CO<sub>2</sub> 432 g/bhp.hr - Fuel 4.2436 gal/100 bhp.hr for HHD tractors. <sup>8</sup>NOx 35 mg/bhp.hr, new HC, PM, CO limits and extended life periods. <sup>9</sup>Proposal published in April 2023. No update proposed for engine standards. Targets per vehicle subcategory. For Class 8 High Roof Sleeper Cab tractors: 64.3 g CO<sub>2</sub> /t-mile in 2027-2029 (unchanged), 48.2 g /t-mile in 2032, with annual reductions of 10%, 11% and 6% resp. for 2030-31-32.

GRI 2-23 GRI 2-24

# Sustainable Development Goals (SDGs)

Westport is committed to contributing to the achievement of the United Nations Sustainable Development Goals that aim to end poverty, protect the planet, and improve the lives of everyone worldwide. Supporting the delivery of the SDGs, we identified **eight goals that**

**are most relevant to our business.** These SDGs serve as a blueprint for our ESG strategy, outlining the key areas where Westport can make a significant impact.

## EACH SECTION OF THIS REPORT BEGINS WITH THE RELEVANT SDG ICONS



Good health and well-being



Industry, innovation, and infrastructure



Gender equality



Responsible consumption and production



Affordable and clean energy



Climate action



Decent work and economic growth



Peace, justice, and strong institutions

## SUPPORTING SDGS 7 AND 9 WITH OUR TECHNOLOGY

In October 2021, the United Nations Conference of the Parties Climate Change Conference (COP26) was held in Glasgow, where over 40,000 participants and 120 world leaders came together to accelerate actions toward the goals of the Paris Agreement and the UN Framework Convention on Climate Change. The conference resulted in 39 countries committing to the Glasgow Climate Pact, aligning themselves to **actions that support a pathway toward net-zero emissions.** This includes a commitment to end new direct public support for the international unabated fossil fuel energy sector, except in limited and defined circumstances. Westport's HPDI™ technology using Biomethane (RNG) or hydrogen aligns with this commitment, both cost-effective, high-performance solutions to support climate neutrality in the heavy-duty mobility sector.

We are a part of the energy transition, providing solutions to specific sustainability challenges including climate change mitigation.

GRI 2-29

# Stakeholder engagement

1/2

By maintaining open and transparent communication with our stakeholders, we gain insights, optimize our processes, and ensure that our initiatives, activities, and disclosures align with the needs and interests of those impacted by or impacting our organization. On the right side, there is an overview of our typical engagement channels with key stakeholders and the prominent ESG issues that captured their attention in 2023.

## STAKEHOLDER GROUP

Industry experts

## HOW WE ENGAGE

- H<sub>2</sub> HPDI™ demonstration activities with hydrogen producers, hydrogen filling stations, vehicle manufacturers, fleet operators, and end-users as the buyers of sustainable transportation services
- Regular dialogue
- Collaborations with multiple universities, including Simon Fraser University, University of Alberta, and others
- Topic-specific conferences and events include Vienna Motor Symposium and ACT Expo. We targeted conferences with a strong heavy-duty transport presence (OEMs in particular) and focused on a hydrogen future, with a subtext that LNG HPDI already addresses the 2025 CO<sub>2</sub> targets, and further improvements can be achieved with RNG

## TOP 2023 INITIATIVES/TOPICS

- New technology initiatives which promote cleaner transportation
- Carbon footprint reduction

Government policymakers and regulators

- Monitoring of policies and government initiatives impacting our sector
- Policy advocacy and targeted outreach
- Participation in expert groups for technical standardization and regulatory developments
- Facility visits

- Dedicated government relations' webpage
- Position papers on key policy files

- Targeted social media campaign on 'Zero Emission Vehicle' definition

Employees

- Health and safety committees
- Townhall meetings
- Internal communication channels
- Union representatives
- Performance feedback processes

- Training and development
- Product environmental profile
- Product safety

- Health and safety
- Cybersecurity
- Diversity and inclusion
- Code of Conduct

GRI 2-29

# Stakeholder engagement

2/2

## STAKEHOLDER GROUP

## HOW WE ENGAGE

## TOP 2023 INITIATIVES/TOPICS

Industry associations

- Corporate memberships
- Service on boards of directors and advisory boards

- Technical working groups and committees

- Member of the new Board of Directors of Liquid Gas Europe
- Participation

in associations' communications activities (e.g., podcast) and events

Shareholders and investors

- Annual shareholder meeting
- Management-led investor conferences, meetings, and presentations
- Canadian and U.S. regulatory filings

- Analyst meetings
- Press releases
- Annual and quarterly financial reporting and conference calls

- Overall ESG score performance
- Recognition of climate risk in our financial reporting

- Reporting to SASB
- ESG priorities and performance detailed technology teach-ins with analysts

Local communities mechanisms

- Community outreach

- Emergency response plans

- Ensuring protection of environmental and social aspects of the community
- Permanent cooperation with people with disabilities

- Cooperation with educational institutions and local sponsorship of professional classes

Media

- Press releases
- Media releases
- Corporate website/digital media

- Corporate spokespeople

- News on how we are progressing our mission
- New product launches

- How our work contributes to society at large

GRI 2-29

## Continued commitment to consistent stakeholder engagement

### TOWNHALL MEETINGS

We **prioritize keeping our employees well-informed** about our endeavors and initiatives, while also nurturing **transparent communication with our leadership**. To accomplish this, we host periodic town hall gatherings where our CEO and representatives from different departments share updates on noteworthy developments, events, and ongoing projects. These sessions serve as forums for employees to pose questions, which are addressed with openness and clarity.

### LABOR UNIONS

We adopt an approach of **open dialogue with labor unions**, with a particular focus on Italy, where the majority of our employees are based and where our largest facilities are located. At our second-largest employment facility in Poland, we conduct routine meetings with employee representatives.

Our objective is to work collaboratively with the unions and employee representatives to prioritize the well-being and interests of our workforce. Regular updates are provided to ensure ongoing communication and transparency.

We strive to cultivate positive and cooperative partnerships with unions, aiming to facilitate constructive engagement and mitigate the risk of strikes. Our devised solutions extend beyond employees under collective bargaining agreements to encompass all members of our workforce. For those not covered by such agreements, our objective is to maintain competitiveness within the local market where our plants and offices are located, ensuring comprehensive compensation packages and favorable working conditions. Westport pursues this goal by leveraging local market insights obtained through various sources such as salary guides, publicly available data, professional networks, and recruitment agencies.

*“In our commitment to fostering a harmonious workplace, collaboration with labor unions is paramount. Their input and partnership are integral to maintaining a fair and equitable environment for all employees, ensuring their voices are heard and their rights are respected.”*



Bart van Aerle, Executive Vice President,  
Independent After Market & Light-Duty OEM

GRI 2-29

## Continued commitment to consistent stakeholder engagement

Expanding our reach and raising awareness about our alternative fuel solutions, recently with a focus on **hydrogen**, is a key priority for us in our mission toward a greener future. To achieve this, we actively participate in numerous prominent industry events worldwide. In 2023 alone, we took part in **almost 30 events** where we set up exhibit booths, delivered speeches, and served as sponsors.

### DEMONSTRATION EVENTS

We held two demonstration events in Spain and Sweden where we collaborated with transportation and energy partners across the hydrogen value chain to showcase our first-of-its-kind demonstration vehicle equipped with our H<sub>2</sub> HPDI™ fuel system, representing an important step in accelerating decarbonization in the heavy-duty transport industry.

In September 2023, in Madrid, Spain, we successfully completed the first heavy transport demonstration with our H<sub>2</sub> HPDI fuel system-equipped prototype truck hauling a refrigerated trailer. The demo was made possible by Mercadona, a leading Spanish supermarket chain, who successfully implemented the test by carrying out a distribution service in Madrid and thus contributing to the progress toward more sustainable logistics. Stakeholders indicated that Westport's H<sub>2</sub> HPDI fuel system is the solution to their needs today; a technology that is affordable and fits their operational needs, powered by hydrogen.

In December 2023, in Älmhult, Sweden, to showcase our game-changing technology, we successfully completed another heavy transport demonstration of our H<sub>2</sub> HPDI fuel system-equipped prototype truck hauling a trailer filled with IKEA home-furnishing products. During the event, the complete hydrogen ecosystem was represented, including green hydrogen production, hydrogen filling stations, Westport's unique HPDI technology, vehicle manufacturers, fleet operators; and the end user, IKEA, as a buyer of sustainable transportation services.

Our groundbreaking H<sub>2</sub> HPDI fuel system for internal combustion engines results in a robust and affordable solution with higher power and torque than the same engine running on diesel fuel and is expected to significantly reduce CO<sub>2</sub> emissions in line with the decarbonization goals of the European Union.



Madrid, Spain showcase hauling fresh freight for Mercadona supermarket chain



Älmhult, Sweden, showcase day at IKEA

GRI 2-29

## Continued commitment to consistent stakeholder engagement



“Heavy hauling is recognized as amongst the most challenging applications within transportation to decarbonize. Heavy transport fleets require sustainable technologies that are viable for their operations as well as practical and affordable for today’s market. Westport’s H<sub>2</sub> HPDI™ fuel system, powering an internal combustion engine, represents a practical solution that offers the sustainability needed to support climate neutrality in the heavy transport sector and a realistic solution for fleets. It is inspiring to see our H<sub>2</sub> HPDI prototype truck being tested by major industry players, and considered as part of their decarbonization continuum.”

Anders Johansson, Vice President, Heavy-Duty OEM

GRI 2-29

### ADVANCED CLEAN TRANSPORTATION (ACT) EXPO

The ACT Expo is the largest Advanced Transportation Technology and Clean Fleet exposition with over 8,500 attendees, including leading fleets and OEMs. There was significant interest at the ACT Expo in 2023 in the **H<sub>2</sub> HPDI™ technology and Westport's other clean transportation solutions**, including from the media, regulators, fleets, investors, and OEMs. Two demonstration vehicles were showcased, one outfitted with our H<sub>2</sub> HPDI fuel system and a second outfitted with our LNG HPDI solution currently on the road in Europe.

### ENGAGEMENT WITH POLICY MAKERS

Our prototype hydrogen-powered trucks were showcased at several events for policy makers and industry stakeholders:

- We showcased our truck, powered by our H<sub>2</sub> HPDI fuel system at the **“Hydrogen Engine Live”** event organized by the Hydrogen Engine Alliance (Allianz Wasserstoffmotor e. V.) in June 2023 in Karlsruhe, Germany with German policy representatives including Michael Theurer, Parliamentary State Secretary of the Federal Ministry for Digital Affairs and Transport.
- We were proud to showcase our fuel system innovations at **hy-fcell Expo and Conference** in Vancouver to Susanne Knobloch, Trade Commissioner at Embassy of Canada in Austria, and other visitors.
- At the **Green Gas Mobility Summit** that took place in Madrid in September 2023, the Spanish sustainable transport association, Gasnam supported the advocacy efforts on hydrogen mobility toward the Spanish Presidency of the Council of the European Union that ran from July 1 to December 31, 2023.
- Our H<sub>2</sub> HPDI fuel system-equipped prototype truck was at **European Hydrogen Week** in Brussels on November 20-24, 2023, an event that is well attended by policy makers and industry.



Westport booth, ACT Expo, 2023



“Hydrogen Engine Live” event organized by the Allianz Wasserstoffmotor e. V. in Karlsruhe, Germany (June 2023) (Picture: Allianz Wasserstoffmotor e. V.)

GRI 2-29



Eurogas Annual Conference, Nadege Leclercq, Senior Director for Government Relations and Market Development

### EUROGAS ANNUAL CONFERENCE

We were invited to discuss “The future of renewable & low-carbon gases in Heavy-Duty Transport” at the Eurogas Annual Conference “A Pathway to Solutions” in March 2023, which was attended by vice-president of the European Commission Maroš Šefčovič and other representatives of the European Commission and Parliament.

### EP PANEL DISCUSSION

In September 2023, we took part in a panel discussion at the European Parliament in Brussels, hosted by Spanish Member of the European Parliament Susana Solís Pérez, entitled “What role does industry play in achieving emission-free mobility? The energy transition that Europe deserves and needs”.

### TECHNICAL STANDARDIZATION ACTIVITIES

As part of our engagement in international technical standardization activities, in 2023 we hosted a meeting of the ISO/TC 22/SC 41 working group in our Cherasco plant.

ISO/TC 22/SC 41 is a technical sub-committee of the International Organization for Standardization (ISO) that aims at defining the standards for specifications of construction, installation, and test of components for vehicles using gaseous fuels, including their assemblies and the interface with refueling systems.

The meeting gathered the experts involved in this sub-committee on behalf of their national standardization offices, such as UNI Ente Italiano di Normazione in Italy, DIN Deutsches Institut für Normung e. V. in Germany, ANSI - American National Standards Institute in the US, JISC in Japan and others, working on updating the technical standards that are the international reference in terms of design, installation, and components use.

### TECHNICAL CONFERENCE PRESENTATIONS

In 2023, we also hosted several sessions focused on "Combustion in Hydrogen Fueled Engines," presenting insights into leveraging zero-carbon fuel with HPDI™ Technology.



ISO/TC 22/SC 41 working group meeting at our Cherasco plant

GRI 2-29

## Continued commitment to consistent stakeholder engagement



### BRIDGING EDUCATION AND INDUSTRY

At Westport, we are committed to fostering meaningful connections between the academic and professional spheres, providing invaluable guidance and support to the next generation of talent as they embark on their career journeys. This commitment is evident through our active participation in various initiatives aimed at bridging the gap between education and industry.

#### Automotive Challenge Brescia: Together with Students

Our recent success in the Automotive Challenge Brescia exemplifies our dedication to nurturing young talent. Partnering with students in their final year of high school, we support them in designing a test bench for hydrogen (H<sub>2</sub>) components. This collaboration provided students with practical experience and allowed them to showcase their innovative capabilities.

#### Technical Academy: Joint Training Internal Courses

In collaboration with local educational institutions, we have established a Technical Academy to provide specialized training to young talents employed in our Brescia and Cherasco facilities in Italy. Through joint internal courses, we equip these individuals with the necessary skills and knowledge to excel in their respective fields, fostering a culture of continuous learning and development.

#### Formalized Partnership in Poland

Furthermore, our division in Poland has forged a formal partnership with a technical high school, where we sponsor a group of students aspiring to specialize as welding technicians. Through this initiative, students enrolled in the program gain access to exclusive workshops hosted by Westport and have the opportunity to pursue apprenticeships, laying the foundation for successful careers in the welding industry.

By actively engaging with stakeholders across the education spectrum, from high school students to young professionals, we are investing in the future workforce, contributing to the development of thriving communities and sustainable industries.



GRI 2-28

## Industry associations

Being an active member of our industry ecosystem and policy environment is important as we strive toward a cleaner future. Proactive engagement in industry associations helps us showcase our solutions and ensures our views are heard globally. Our membership in various associations facilitates a close collaboration with governments and international organizations, along with our participation in working groups and expert panels, which contributes to the development of technical standards and regulations. We continued our

**senior leadership roles on the Boards of Directors of industry associations** in many of our core markets, including Assogasliquidi, Liquid Gas Europe, Canadian NGV Alliance, and NGVAmerica. To further enhance our efforts in advancing hydrogen solutions, **we joined prominent national and international associations**, including the Hydrogen Council, Hydrogen Europe, the Italian Hydrogen and Fuel Cell Association (H2IT), and The Canadian Hydrogen and Fuel Cell Association.



*“We’re looking forward to working with Eurogas and their members to continue making the voice of gas in transport heard in Europe, both for biomethane and hydrogen. Eurogas’ engagement in decarbonization and strengthened activities on transport topics are very important for us.”*

Nadege Leclercq, Senior Director for Government Relations and Market Development

GRI 2-28

# Industry associations

## Hydrogen Council

<https://hydrogencouncil.com/en/>



<https://www.eurogas.org/>



<https://hydrogeneurope.eu/>



<https://www.chfca.ca/>



<https://allianz-wasserstoffmotor.de/en/home.html>



<https://klasterwodorowy.pl/home,1,en>



<https://www.h2it.it/>



<https://www.worldliquidgas.org/>



<https://www.liquidgaseurope.eu/>



<https://www.vvg-nederland.nl/>



<https://www.federchimica.it/associazioni/assogasliquidi>



<https://www.anfia.it/en/lobby/industry-topics/market-and-production>



<https://usgasvehicles.com/who-we-are/>



<https://ngvamerica.org>

### WESTPORT IS A BOARD MEMBER IN:



GRI 3-1 GRI 3-2 GRI 3-3

## Materiality assessment

To discern and assess the ESG topics most pertinent to Westport and our stakeholders, we conducted a comprehensive stakeholder engagement process in 2021, following the "identify, prioritize, and validate" methodology outlined by the **GRI**. Additionally, we aligned our shortlisted topics with **SASB criteria**, specifically under the Auto Parts and Electrical & Electronic Equipment Standards, to further refine prioritization. This rigorous process delineated our principal material topics, which served as the foundation for our ESG strategy development. In early 2022, we revisited these topics to ensure their ongoing relevance, considering factors such as changes in regulatory compliance.

As a result of significant organizational changes in 2023, including the process of spinning off part of the company to form a joint venture with the Volvo Group, the Board of Directors opted to postpone the materiality assessment until early 2024. This decision allows for the analysis of material topics within the context of the new organizational structure and current business priorities.

### IDENTIFICATION

We conducted a benchmarking exercise against our peer group to gain insights into the material topics specific to our industry. This involved identifying relevant ESG frameworks and standards, as well as examining the regulatory landscape to pinpoint emerging topics. Through this thorough analysis, we compiled and scrutinized a list of topics pertinent to Westport's business and operational context, ultimately distilling 20 significant topics from a pool of over 100 potential considerations.

### PRIORITIZATION

By leveraging both internal and external stakeholder surveys, which garnered responses from 209 participants, and analyzing customer-requested ESG surveys alongside rating agency criteria, we meticulously evaluated and ranked each topic based on its importance to our stakeholders and its potential impact on Westport's strategic objectives. This comprehensive process enabled us to refine the list to focus on 11 key topics.

### VALIDATION

After conducting internal management workshops, we've identified six priority topics as our key focus areas. These topics receive heightened attention through specific activities and plans aimed at minimizing our impact, accompanied by the establishment of targets and necessary measurements. Details on the initiatives related to these focus areas can be found throughout this report, particularly in the ESG strategy section on page 20 and relevant sections.

Annually, our numerous plants undergo multiple ESG assessments from several perspectives including those of customers, banks, and investors, among others. We carefully consider these evaluations and their scope to identify topics relevant to our stakeholders, ensuring they are addressed effectively in our operations, metrics, and reporting. Currently, there have been no notable alterations in our material topics compared to the previous reporting period.

GRI 3-1 GRI 3-2 GRI 3-3

While our six priority ESG topics are at the heart of our ESG strategy and are the areas where we focus our efforts, the other significant ESG topics are managed in the normal course of our business.

**PRIORITY ESG TOPICS**

**Environment**

- Carbon footprint

**Social**

- Occupational health and safety
- Diversity, equity, and inclusion
- Responsible sourcing

**Governance**

- Human rights
- ESG governance

**SIGNIFICANT ESG TOPICS**

- Product innovation
- Product environmental profile
- Labor relations
- Product safety
- Ethics and compliance



# Environment

Climate change is a global challenge. We understand that to lower worldwide emissions, the time to act is now.

Our core principle of driving innovation toward a cleaner tomorrow is centered on protecting the environment. We remain dedicated to boosting our endeavors daily by utilizing research, innovation, technology, and products to advance **cleaner and more affordable transportation solutions**.

As we strive toward becoming environmental stewards, we recognize that **managing and reducing our own carbon footprint is a crucial component of our mission**. We stay committed to strategizing, overseeing, monitoring, and evaluating our progress in this field with the objective of continuously improving.



GRI 2-23 GRI 2-24

## Decarbonizing transportation

On February 6, 2024, the European Commission revealed its proposed climate target for 2040. Presented as a non-binding communication, accompanied by a comprehensive impact analysis, the proposition sets out to slash greenhouse gas (GHG) emissions by 90% by 2040. The Commission argues that this target offers the most financially viable and fair approach, considering the EU's emission history.

Meeting this objective necessitates a significant reduction in transport emissions, ranging from 76% to 84% by 2040. Decarbonizing this sector poses a formidable challenge, requiring the cost-effective replacement of energy-dense fossil fuels while satisfying industry demands.

With the global population and demand for goods on the rise, the transportation industry is striving to deliver cleaner, more efficient, and affordable transportation solutions. Presently, there are 1.5 billion vehicles on the road, with the industry churning out nearly 90 million new vehicles annually.

The transportation sector plays a crucial role in decarbonization efforts as it is currently responsible for

**24% OF DIRECT CO<sub>2</sub> EMISSIONS**  
from fuel combustion and accounts for  
**10% OF GLOBAL GREENHOUSE GAS EMISSIONS.**

In line with the Paris (COP21) and Glasgow (COP26) agreements, there is an urgent need to adopt transportation propulsion technologies that can effectively minimize CO<sub>2</sub> emissions within a shorter timeframe.

Stakeholders within the industry advocate for the shift toward future mobility. **Narrowly fixating on electrification fails to acknowledge that achieving decarbonization entails a blend of strategies. This includes utilizing alternative fuels and hybrid technologies in the short run, alongside embracing zero-emission solutions such as battery electric vehicles (BEVs) and hydrogen-powered vehicles for the long haul.** Factors like affordability, consumer adoption, vehicle suitability, and regional considerations will collectively shape the optimal mix of solutions.

Achieving emissions reduction in heavy-duty transport requires a nuanced approach tailored to different needs. Banking solely on electrification is unlikely to meet the ambitious net-zero targets set for 2050. While BEVs have garnered significant attention, they aren't universally suitable for all transportation sectors. Heavy-duty commercial vehicles like buses and trucks have long favored diesel engines due to their superior characteristics in terms of power output, efficiency, reliability, durability, and lower overall ownership costs.

Presently, BEVs encounter limitations in areas such as range, battery capacity, refueling time, payload capacity, and charging infrastructure, making them less ideal for heavier vehicle applications. **To effectively tackle these challenges and bolster decarbonization efforts amid the crucial transition to a zero-carbon economy, alternative fuels and hydrogen play indispensable roles.**

GRI 2-23 GRI 2-24

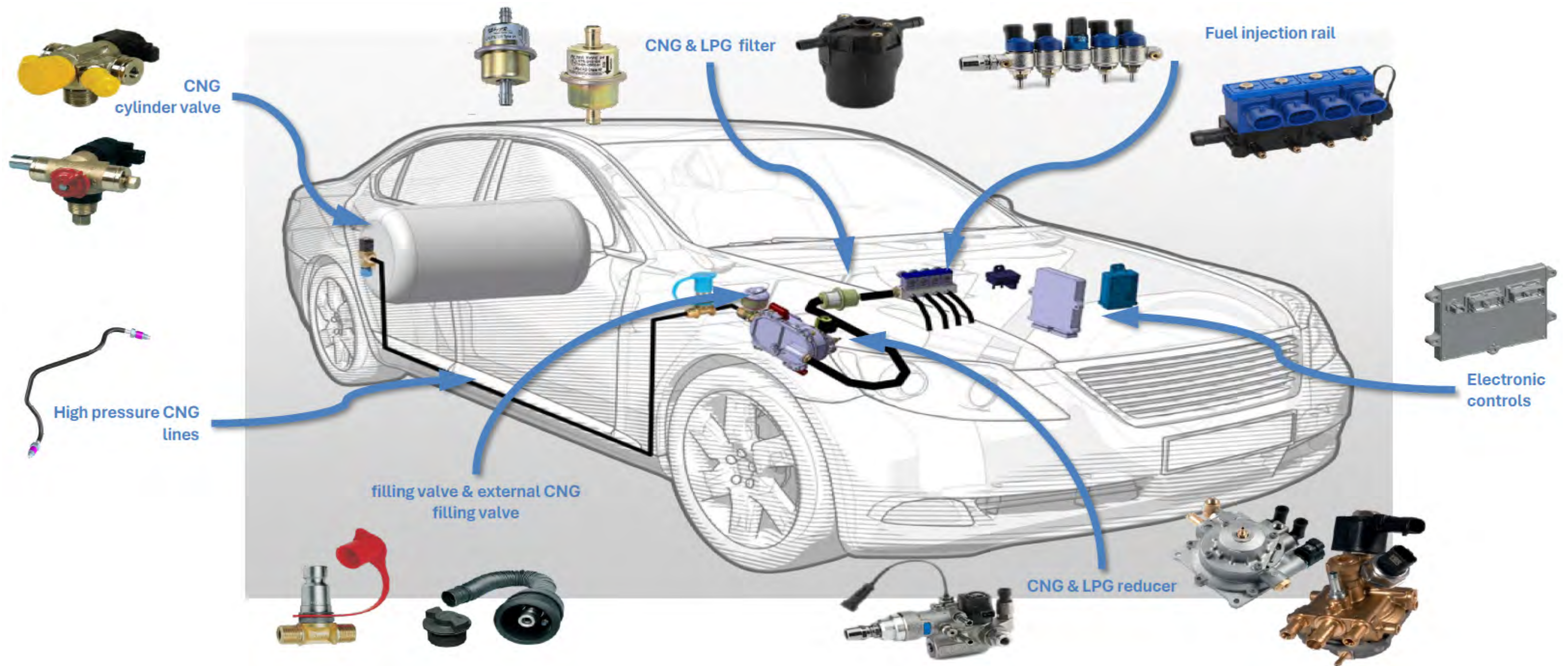
## Decarbonizing transportation

*Decarbonization of the transportation industry can only move as fast as the ecosystem allows. With Westport's existing technology and manufacturing infrastructures, we are embarking on a path to hydrogen as the fuel of the future.*



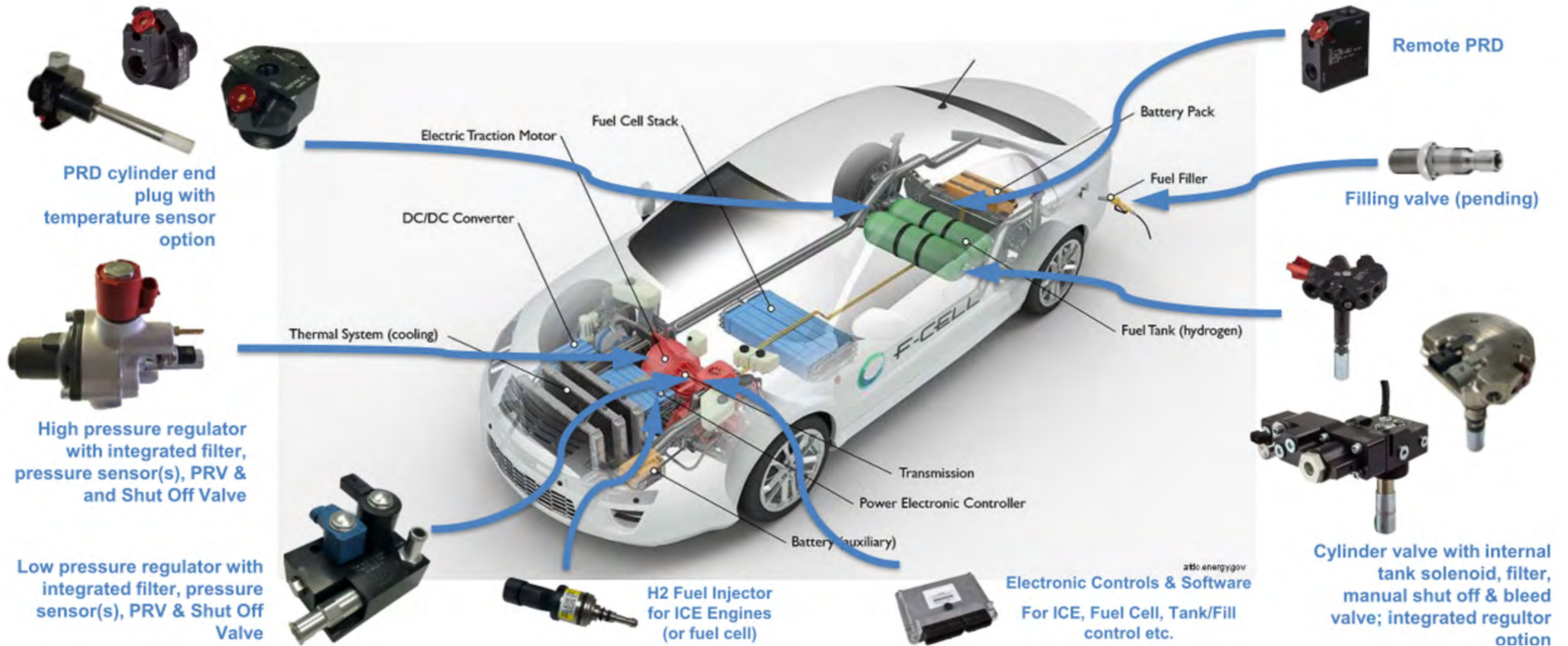
GRI 305-5

### COMPONENTS FOR LIGHT-DUTY VEHICLES – CNG & LPG INSTALLATION



GRI 305-5

### COMPONENTS FOR HYDROGEN FUEL CELLS AND ICE VEHICLES



GRI 2-29 GRI 305-5

## A partnership in decarbonization

We acknowledge the importance of **collaboration** in achieving the world's ambitious emissions reduction goals and achieving net-zero targets. Our business model allows us to collaborate with numerous global manufacturers, aftermarket suppliers, and distributors, allowing top minds to work together as we continue the journey toward decarbonization.

In 2023, Westport inked a non-binding letter of intent and in March 2024 signed an investment agreement to form a joint venture aimed at expediting the commercialization and worldwide uptake of Westport's HPDI™ fuel system technology, targeting long-haul and off-road applications.

Westport's HPDI fuel system represents a solution facilitating substantial carbon reductions within sectors such as heavy-duty and off-road mobility. Along with our partner, we emphasize the joint venture's mission of pursuing commercialization and global adoption of HPDI, attracting new trucking and equipment manufacturers as customers.

### In 2023, we achieved the following:

- Signed a non-binding letter of intent to establish a joint venture to accelerate the commercialization and global adoption of Westport's HPDI fuel system technology for long-haul and off-road applications.
- Announced Hydrogen HPDI project with a leading global locomotive OEM.
- Awarded additional production supply agreement for Euro 7 LPG fuel systems by a global OEM.
- Awarded development contract with a global heavy truck manufacturer to adapt and commercialize next-gen LNG HPDI fuel system for the Euro 7 vehicle platform.
- Joined forces with transportation and energy partners to demonstrate ICE hydrogen-powered transport in Sweden and Spain.

GRI 2-23 GRI 2-24 GRI 2-25

## Environmental stewardship and climate action strategies

Westport remains steadfast in its commitment to combatting climate change and minimizing its environmental footprint, underscored by the adoption and execution of our robust Environmental Policy developed in 2023. This policy delineates a spectrum of initiatives geared toward advancing sustainable development objectives, including the gradual integration of renewable energy sources, mitigation of CO<sub>2</sub> emissions, and active engagement in local environmental endeavors.

In 2023, our concerted efforts were concentrated on curbing energy consumption across our facilities situated in Poland and Italy (our Cherasco and Brescia plants), which collectively contribute nearly 80% of Westport's total CO<sub>2</sub> emissions. We firmly believe that instilling awareness and fostering dedication at the facility level yields optimal outcomes. Therefore, our management approach is inherently tailored to each site's unique context. While overarching corporate directives provide a framework, execution and implementation are decentralized, with distinct responsibilities delineated for every country, site, and individual.

Throughout 2023, our facility in Poland dedicated significant resources and undertook diligent preparations to attain ISO 14001 certification. The certification audit, which occurred in



**OUR VOLUNTARY DISCLOSURE TO THE CDP ORGANIZATION UNDERSCORES OUR COMMITMENT TO TRANSPARENCY AND ADHERENCE TO ESTABLISHED METRICS AND GUIDELINES, CRUCIAL FOR THE DEVELOPMENT AND IMPLEMENTATION OF AN EFFECTIVE ENVIRONMENTAL IMPROVEMENT PLAN.**

The image shows the ecovadis logo, which features the word 'ecovadis' in a lowercase, sans-serif font. The 'o' is green, and the 'v' is black.

**PARTNERSHIP WITH ECOVADIS UNDERSCORES OUR UNWAVERING COMMITMENT TO ETHICAL BUSINESS PRACTICES AND ENVIRONMENTAL STEWARDSHIP.**

the first quarter of 2024, marked a significant step forward in our commitment to environmental stewardship.

We have dedicated significant resources to enhancing our environmental reporting framework by developing a specialized tool. As part of this initiative, we conducted a

thorough review of historical data spanning three years, addressing any gaps and discrepancies while refining our calculations. This meticulous process has resulted in updated assessments of our Scope 1 and 2 CO<sub>2</sub> emissions, reinforcing our commitment to transparency and accuracy in our ESG reporting efforts.

We engaged in an independent evaluation of our environmental performance by voluntarily sharing climate data with the CDP organization.

In the second quarter of 2023, shortly following the release of our latest ESG report, we received an official assessment from S&P Global, shedding light on our Scope 3 emissions. This analysis highlighted Categories 1 and 2 (GHG emissions related to Purchased Goods & Services and Capital Goods) as significant contributors to our Scope 3 emissions. Armed with this insight, we entered a three-year partnership with Ecovadis to develop a strategy for Responsible and Sustainable Procurement. We firmly believe that true success extends beyond our own operations and influence; it relies on fostering a resilient and ethical supply chain.

GRI 2-25

# Our certified facilities



## ISO 14001 CERTIFIED LOCATIONS

While our baseline environmental performance standard is compliant with relevant international, national, and sub-national regulations, **we strive to go beyond minimum requirements.**

To this end, all our primary production facilities are aiming to become certified.

●	<b>Italy</b>	Westport Fuel Systems Italia S.r.l.
●	<b>Vancouver</b>	Westport Fuel Systems Canada Inc
●	<b>India</b>	Rohan BRC Gas Equipment Private Limited - closed in October 2023
●	<b>Poland</b>	Stako sp. z o.o.

GRI 305 -1 GRI 305-2 GRI 305-3

## Our carbon footprint

At Westport, we are committed to incremental, continuous improvements that collectively result in significant reductions in CO<sub>2</sub> emissions. This steadfast dedication drives our pursuit of sustainability, fostering a path toward a greener future.

Since 2019, we've been diligently tracking our Scope 1 and 2 carbon footprint, and in 2022, we took significant strides by initiating the collection and assessment of data on our Scope 3 emissions. While we acknowledge the journey ahead in refining our system for capturing precise Scope 3 data, we are resolutely committed to this endeavor. We firmly believe that reliable data serves as the cornerstone for informed decision-making and proactive steps toward achieving our goal of net-zero emissions.

Greenhouse gas emissions from Westport encompass:

### SCOPE 1

Direct emissions stemming from our operational activities, such as natural gas and vehicle fuel consumption.

### SCOPE 2

Indirect greenhouse gas emissions resulting from purchased electricity consumption.

### SCOPE 3

Additional indirect greenhouse gas emissions occurring throughout the value chain, which are not covered in Scopes 1 and 2. These encompass emissions associated with the procurement of goods and services, capital goods, energy and fuel use, upstream transportation, waste and wastewater management, business travel, employee commuting (including remote work), downstream transportation).



GRI 302-4 GRI 305-5

## 2023 performance

Westport is dedicated to driving the transition to a low-carbon energy future. Our commitment extends beyond delivering clean transportation solutions to customers; we are also actively reducing the carbon footprint from our operations to mitigate GHG emissions.

In 2023, we hosted the company's first decarbonization workshop at our facility in Poland. This event brought together specialists and managers to scrutinize our operational and production processes, focusing on energy demand and overall efficiency. During the workshop, we compiled a list of decarbonization initiatives for further examination and implementation.

Throughout 2023, our facilities in Italy dedicated significant resources to enhancing

energy efficiency, concentrating on reducing energy and gas consumption for processes and heating within the buildings.

In response to the growing demand from our employees in Vancouver for work in home office module, we optimized building sizes. This included terminating the contract for one location while maximizing space utilization in the other, resulting in reduced energy consumption while still meeting overall demand.

In 2023, we significantly amplified our commitment to increasing self-sourced energy production. By installing solar panels at our facilities in Poland and Italy (Brescia), we anticipate raising our self-generated energy proportion to 10% of overall demand for those two plants.



GRI 302-4 GRI 305-5

## 2023 performance



*“We recognize and embrace our responsibility towards sustainability and environmental stewardship. In our ongoing efforts to reduce our environmental footprint, investing in our own energy sources has emerged as a pivotal strategy.*

*This investment reflects our deep sense of responsibility towards environmental preservation and underscores our long-term vision for sustainable growth. As we continue to prioritize sustainability across all facets of our operations, investing in our own energy sources stands out as a cornerstone strategy in our journey towards a more sustainable future.”*

Arek Kubasik, Vice President, Strategy

GRI 2-24

**2024 PRIORITIES AND EARLY 2024 PERFORMANCE**

The focus area for 2024 is environmental management system advancement to close the gaps we have identified. **In 2024, our primary objective is to continue our efforts to establish a robust and efficient organizational management framework at the corporate level, efficiently governing ESG matters in our operational plan.** This framework is planned to encompass various aspects, including safety, environmental issues, and overall quality, ensuring comprehensive coverage of important factors in our operations.

**ENVIRONMENTAL FOCUS AREAS FOR 2024:**

- Energy consumption & energy production
- Waste disposal and production
- Fuel consumption

**Energy management initiatives planned for 2024\***

- Conduct a feasibility study on Low-Temperature Paint for Corrosion Prevention in Tank Applications in Poland.
- Investigation into the viability of heat recovery from painting operations and boilers room in Poland.
- Replacement of the lighting system in the production department of the remaining (incandescent) lighting lamps with LED lamps at Brescia and Cherasco in Italy.
- Implement an electricity consumption monitoring system in Cherasco facility.

**Investment plans for a photovoltaic plant expansion in Poland**

In early 2024, a photovoltaic plant started to produce energy for our plants in Poland and Italy. Installation is expected to replace up to 10% of the total energy demand. Furthermore, we will assess the feasibility of expanding the installation in Poland by an additional 500 or 1000 kW, enabling coverage of up to 30% of the required energy through self-generation.

**Decarbonization workshops**

In April 2024, we conducted decarbonization workshops at our production facilities in Brescia and Cherasco, engaging external experts. These sessions will aim to develop actionable plans for reducing the carbon footprint across Scope 1 and Scope 2 emissions. Following the workshop outcomes, we plan to calculate CO<sub>2</sub> reduction targets and make official announcements accordingly.

\*Energy management initiatives for 2023, which were indicated in our 2022 ESG report (in section “2023 PRIORITIES AND PERFORMANCE, p. 50) were fully implemented, except from initiative “Conduct a feasibility study on energy recovery from engine testing processes at the Cherasco production facility”, which was eventually not executed due to high costs and low benefit.

GRI 305-1 GRI 305-2 GRI 305-3

# GHG emissions (tons CO<sub>2</sub>-equivalent)

## CALCULATION METHODOLOGY AND EMISSION SCOPES

The calculations and report have been prepared for three emission scopes, following the standards:

- The Greenhouse Gas Protocol A Corporate Accounting and Reporting Standard Revised Edition,
- GHG Protocol Scope 2 Guidance,
- Corporate Value Chain (Scope 3) Accounting and Reporting Standard.

Results on the next page are presented in tonnes of carbon dioxide equivalent [t CO<sub>2</sub>e], encompassing the following greenhouse gases in the analysis: carbon dioxide (CO<sub>2</sub>), methane (CH<sub>4</sub>), nitrous oxide (N<sub>2</sub>O), hydrofluorocarbons, and perfluorocarbons (HFC, PFC).

**Scope 1** covers direct emissions, which are emissions generated within facilities owned or controlled by the company, arising from activities such as fuel combustion or the use of technical gases. **Scope 2** accounts for emissions associated with purchased energy production – emissions generated at power plants or heating plants but produced for the purpose of energy production purchased by the organization. **Scope 3** encompasses other indirect emissions in the organization's value chain, meaning emissions associated with the company's activities but produced by third-party entities such as suppliers. It is divided into several different emission categories in both upstream and downstream. Categories were selected based on a significance analysis, considering all relevant sources.

CATEGORY	ACTIVITIES INCLUDED
<b>Scope 1</b>	
Fuel	Fuel combustion
Fugitive emissions	Use of industrial gases
<b>Scope 2</b>	
Purchased energy	Electrical energy
<b>Scope 3</b>	
Executioner. 1. Purchased raw materials and services	<ul style="list-style-type: none"> <li>• Raw materials, materials, semi-finished products</li> <li>• Service</li> </ul>
Executioner. 2. Purchased fixed assets	<ul style="list-style-type: none"> <li>• Device</li> <li>• Machine</li> <li>• Vehicles</li> <li>• Buildings</li> <li>• Other</li> </ul>
Executioner. 3. Emissions related to energy and fuels not included in scopes 1 and 2	WTT (Well-to-Tank) emissions - emissions related to the production of fuels burned
Executioner. 4. Upstream transportation and distribution	<ul style="list-style-type: none"> <li>• Supply of raw materials</li> <li>• Transports of products at the expense of WFS</li> </ul>
Executioner. 5. Waste resulting from the activities of the	Waste
Executioner. 6. Business travel	<ul style="list-style-type: none"> <li>• Crossings</li> <li>• Accommodation</li> </ul>
Executioner. 7. Employee commuting	<ul style="list-style-type: none"> <li>• Employee commuting</li> <li>• Remote Work</li> </ul>
Executioner. 9. Downstream - Transport and Distribution	Transportation of products at the customer's expense

GRI 305-1 GRI 305-2 GRI 305-3

### CALCULATIONS - EXPLANATION

The data utilized for the calculations are actual data extracted from the internal records of Westport. GHG emissions calculations were performed using two methods:

1. Average data method – this method relies on actual physical data and emission factors sourced from DEFRA 2023 and IEA 2023.
2. Spend-based method – this approach is based on financial data and emission factors sourced from the Exiobase database (Stadler, K., Wood, R., Bulavskaya, T., Södersten, C.-J., Simas, M., Schmidt, S., Usubiaga, A., Acosta-Fernández, J., Kuenen, J., Bruckner, M., Giljum, S., Lutter, S., Merciai, S., Schmidt, J. H., Theurl, M. C., Plutzer, C., Kastner, T., Eisenmenger, N., Erb, K.-H., ... Tukker, A. (2021). EXIOBASE 3 (3.8.2)).

Approximately 57% of emissions were calculated based on physical data, while 43% were based on financial data. Over the coming years, Westport will progressively work toward gathering physical data for all relevant sources.

The analysis excludes certain categories that are not directly related to the organization's operations, that is: leased assets (Category 8 and Category 13), franchises (Category 14), and investments (Category 15). Additionally, the calculations do not account for

potential emissions associated with the use and management of the products sold. While WFS's products do not consume energy directly, they are integral components of fuel systems. The adoption of LPG/CNG systems is anticipated to reduce emissions from vehicle usage by up to 20%. At the end of their life cycle, products are either recycled or reused, with the estimated impact of their management not surpassing 10% of the organization's total emissions. Given the complexity involved in obtaining precise data, the organization intends to refine its process for evaluating the carbon footprint impact of sold products in future assessments.

Due to additional disclosures of fuel consumption and carbon dioxide data, emissions for 2021 and 2022 have been recalculated.

Biogenic emissions related to the combustion of biomethane and biofuel fractions in gasoline and diesel were identified. According to the standard, these emissions are reported separately, outside the scopes.

In 2022, Westport began calculating Scope 3 emissions for the first time. Due to insufficient data availability, emissions could not be quantified for all categories. Consequently, the emissions calculation result for 2022 is incomplete and only includes information about categories 3, 5, and 7.

	2021	2022	2023
<b>Greenhouse Gas Emissions (tCO<sub>2</sub>e)</b>			
<b>Scope 1</b>	4 016	3 790	3 044
<b>Scope 2 GHG emissions - location-based</b>	5 395	5 088	5 268
<b>Scope 2 GHG emissions - market-based</b>	7 099	7 201	6 782
<b>Scope 3 GHG emissions</b>		4 422	156 048
Cat. 1. Purchased raw materials and services		-	115 206
Cat. 2. Capital goods			3 716
Cat. 3. Fuel and energy related activities		1 925	1 950
Cat. 4. Upstream transport & distribution		-	10 750
Cat. 5. Waste management		605	336
Cat. 6. Business travel		-	1 310
Cat. 7. Employee commuting		1 892	1 657
Cat. 9. Downstream transport & distribution		-	21 123
<b>Scope 1+2 market-based method</b>	11 115	10 991	9 826
<b>Scope 1+2 location-based method</b>	9 412	8 878	8 312
<b>Scope 1+2+3 location-based method</b>		13 300	164 360
<b>Scope 1+2+3 market-based method</b>		15 413	165 874
<b>Biogenic emissions [t CO<sub>2</sub>e]</b>			
<b>Outside of Scopes</b>	26	22	65
<b>GHG emissions [t CO<sub>2</sub>e]</b>	26	22	65
<b>CO<sub>2</sub> emissions [t CO<sub>2</sub>e]</b>	0	0	0
<b>CH<sub>4</sub> emissions [t CO<sub>2</sub>e]</b>	0	0	0
<b>N<sub>2</sub>O emissions [t CO<sub>2</sub>e]</b>	0	0	0
<b>HCF/PFC emissions [t CO<sub>2</sub>e]</b>	0	0	0

GRI 305-1 GRI 305-2 GRI 305-3

### TOTAL WESTPORT GHG EMISSIONS - EXPLANATION

The most significant contributor to the carbon footprint of Westport is the procurement of raw materials and services, which accounts for 70% of total emissions. Another substantial source is transportation, responsible for 19% of emissions. The remaining categories (such as fuels, technical gases, energy consumption, business travel, commuting, and waste) collectively contribute to 11% of emissions.

### TOTAL WESTPORT GHG EMISSIONS – 2023 PERFORMANCE

**Scope 1** direct GHG emissions **have decreased by** a significant **20%**, largely attributed to diminished requirements for natural gas utilized in heating office and manufacturing areas, as well as reduced demand for LNG fuel, mainly used in endurance tests for HPDI™ technology vehicles.

**Scope 2** GHG emissions, as calculated by the market-based method, **decreased by 6%**, primarily **due to a greater proportion of renewable energy usage**. In 2023, renewables accounted for **4%** of the total share, a notable increase from 1.36% in 2022. Additionally, **the decrease** can be attributed to **a reduction** in overall energy demand, which **decreased** by approximately **8%**.

**Scope 2** GHG emissions calculated using the location-based method have increased by 3.5%, a result of an update to the emission factors used in the calculations – the intensity of emissions related to energy production has increased across countries, because of changes in the energy mix.

**Scope 3** GHG emissions contributes to 95% of overall emissions. Therefore, we recognize the significant impact of this part of GHG emissions on climate, and we are committed to developing programs aimed at creating plans to effectively limit them.

GRI 302-1

# Energy consumption

## ENERGY CONSUMPTION BY ORIGIN AND COUNTRY (IN GJ)

	2021	2022	2023
<b>Non-renewable</b>	<b>129 115</b>	<b>125 136</b>	<b>107 872</b>
Italy	62 303	54 738	47 050
Poland	32 696	31 705	30 976
Canada	27 276	32 038	23 099
Argentina	3 562	3 512	3 841
Netherlands	1 427	921	1 453
India	1 591	1 880	1 046
Sweden	262	342	406
<b>Renewable</b>	<b>1 161</b>	<b>1 762</b>	<b>4 326</b>
Poland		184	1 981
Italy	788	810	815
Netherlands	330	734	787
Sweden	42	34	743
<b>Total</b>	<b>130 276</b>	<b>126 897</b>	<b>112 198</b>

## ENERGY CONSUMPTION BY ORIGIN (IN GJ)

	2021	2022	2023
Non-renewable	129 115	125 136	107 872
Renewable	1 161	1 762	4 326
<b>Total</b>	<b>130 276</b>	<b>126 897</b>	<b>112 198</b>

## ENERGY CONSUMPTION BY SOURCES (IN GJ)

	2021	2022	2023
<b>Electricity</b>	<b>54 664</b>	<b>55 142</b>	<b>52 363</b>
Natural gas	61 237	56 465	42 839
LPG	5 468	5 228	5 681
Diesel	4 507	4 839	3 527
Petrol	2 245	1 909	2 415
Solar panels	1 118	1 728	1 784
LNG	400	1 018	494
Electricity RES			1 800
<b>CNG</b>	<b>593</b>	<b>534</b>	<b>553</b>
Bio gas	42	34	743
<b>Grand Total</b>	<b>130 276</b>	<b>126 897</b>	<b>112 198</b>

GRI 302-4

## Energy reduction

In 2023, we made a concerted effort to thoroughly verify the completeness and accuracy of data from the past three years. As a result of this initiative, we have updated our Scope 1 calculations for 2021 and 2022 to include additional fuel consumption (LPG, diesel, and gasoline), as well as the consumption of technical gas, specifically CO<sub>2</sub> used as a shielding gas in the welding process.

Compared to 2023, our total energy consumption decreased by 15%. Below is a detailed breakdown of the decrease in consumption for each energy source type.

ENERGY SOURCE	% OF YOY REDUCTION	REASONS
<b>Electricity</b>	<b>-5%</b>	<ul style="list-style-type: none"> <li>• Optimization of the compressed air supply network in Poland</li> <li>• Introduction of work from home one day per week for office workers in Italy</li> <li>• Reduction of office space in Vancouver</li> <li>• Shut down of India plant in October 2023 (1.66% out of 5%)</li> </ul>
<b>Natural gas</b>	<b>-24%</b>	<ul style="list-style-type: none"> <li>• Modification of the parts washing process in Poland - a 50% reduction in bath temperature</li> <li>• Switching to modulated burners in the parts painting furnace</li> <li>• Introduction of work from home one day per week for office workers in Italy</li> <li>• Reduction of office space in Vancouver</li> </ul>
<b>Diesel</b>	<b>-27%</b>	<ul style="list-style-type: none"> <li>• Reducing the company vehicle fleet powered by diesel</li> </ul>
<b>LNG</b>	<b>-51%</b>	<ul style="list-style-type: none"> <li>• Less amount of LNG needed to perform endurance tests on our trucks using LNG HPDI™ technology</li> </ul>

In contrast, there has been a rise in the consumption of biogas, which is utilized to fuel company vehicles in Sweden. Additionally, LPG consumption has increased due to the disclosure of consumption in the Netherlands and higher usage in Poland, where this powers forklifts for internal transportation. Furthermore, gasoline consumption has increased due to the expansion of the fleet of company cars running on this fuel.

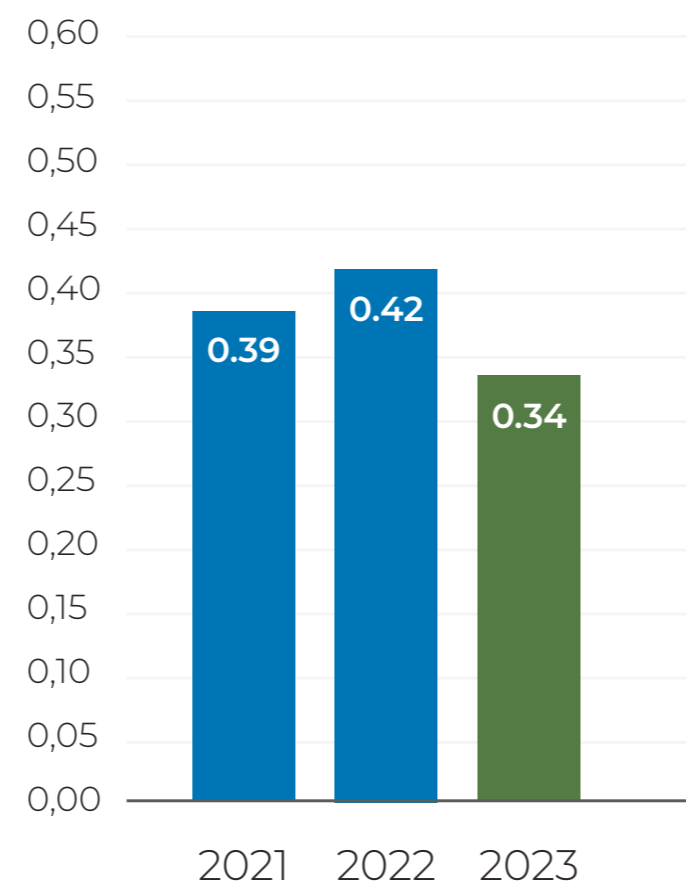
Between 2022 and 2023, our **annual revenue increased by 8.5%**, and our total energy consumption decreased by 11.5%, which explains the decrease in both energy intensity and GHG emissions intensity.

Energy intensity ratio calculations include all types of energy we use within the organization.

GHG intensity ratio includes Scope 1 and Scope 2 emissions. Gases included into calculation are following: CO<sub>2</sub>, CH<sub>4</sub>, and N<sub>2</sub>O. GHG intensity is shown both by location-based method and market-based method. GHG intensity presented in 2022 ESG report was calculated on the basis of location-based method.

### ENERGY INTENSITY

(thousand GJs energy consumed/\$M revenue)

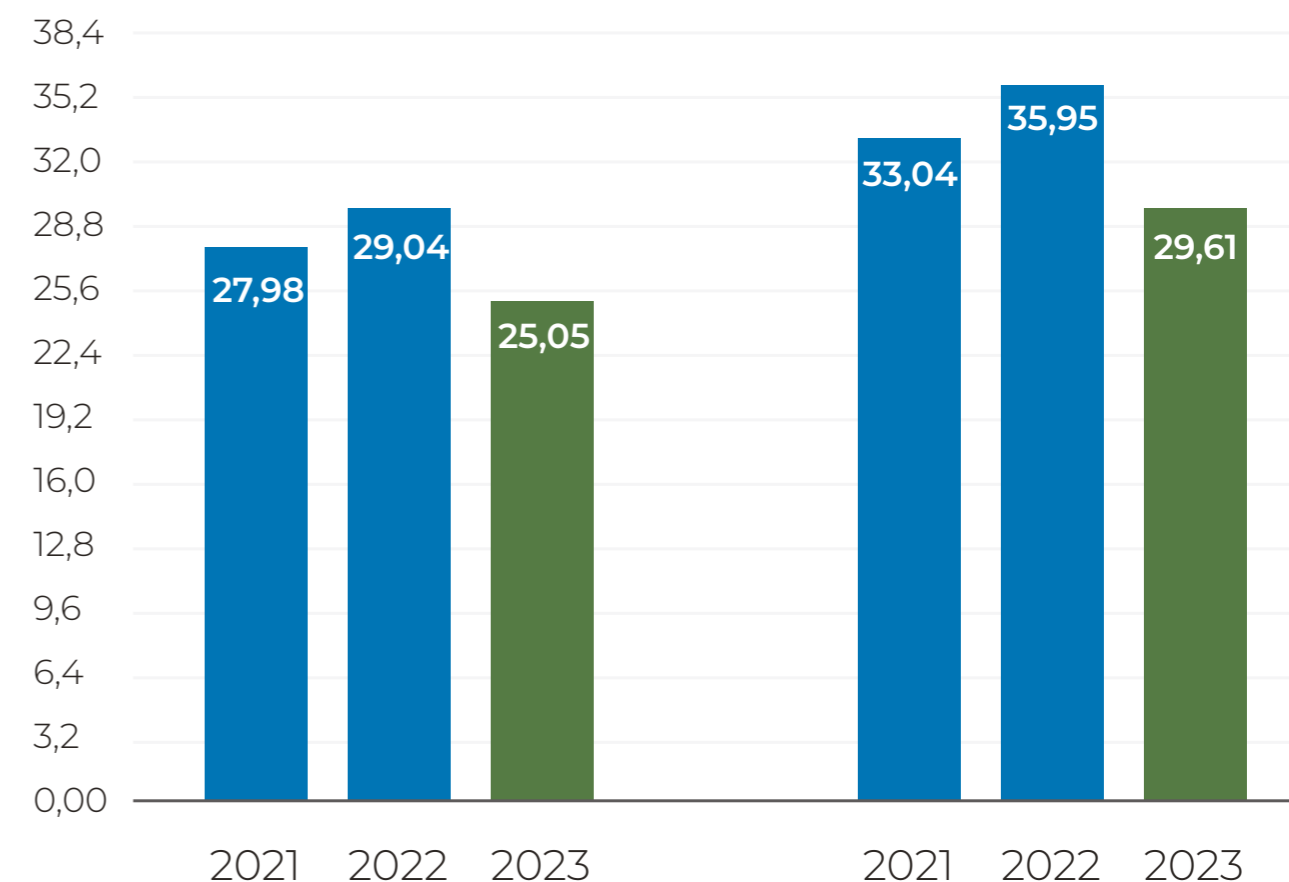


GRI 302-3

**GHG INTENSITY**  
(tons of CO<sub>2</sub>-equivalent emitted/\$M revenue)

Location-based method

Market-based method



GRI 305-4

GRI 306-3

## Waste management

### WASTE GENERATED IN PLANTS IN EUROPE AND SOUTH AMERICA

In alignment with our commitment to environmental stewardship, we prioritize waste management strategies that minimize our ecological footprint and promote circular economy principles.

A significant portion of our waste stream comprises steel waste, a material known for its recyclability and environmental benefits. While our ultimate

goal is to directly reuse materials, we face challenges due to current regulations and limitations.

In the meantime, we remain dedicated to maximizing recycling efforts and minimizing waste generation. Through continuous improvement initiatives and stakeholder engagement, we strive to advance sustainable practices and contribute to a greener, more resilient future.

	ARGENTINA	ITALY	POLAND	SWEDEN	NETHERLANDS	TOTAL	% RECYCLED
<b>2022*</b>							
Total amount of waste [TONS]	76,00	1 250,11	5 258,04	1,24	34,43	6 619,82	81%
Total amount of recycled waste [TONS]	0,00	298,43	5 012,60	0,27	24,14	5 335,44	
<b>2023</b>							
Total amount of waste [TONS]	34,03	939,27	4 686,17	0,23	30,38	5 690,08	91%
Total amount of recycled waste [TONS]	0,00	880,26	4 274,88	0,23	27,87	5 183,24	

\* Data regarding the total amount of waste generated by the plants in Poland and Argentina in 2022 were recalculated, due to the fact that in 2022 ESG report the total amount of waste generated by these plants incorrectly included wastewater.

GRI 306-2

## Significance of material savings in product redesign

Material savings in product design not only contribute to cost efficiency, but also hold paramount importance in sustainable manufacturing practices. By minimizing material usage, we can reduce environmental impact, conserve resources, and enhance product performance.

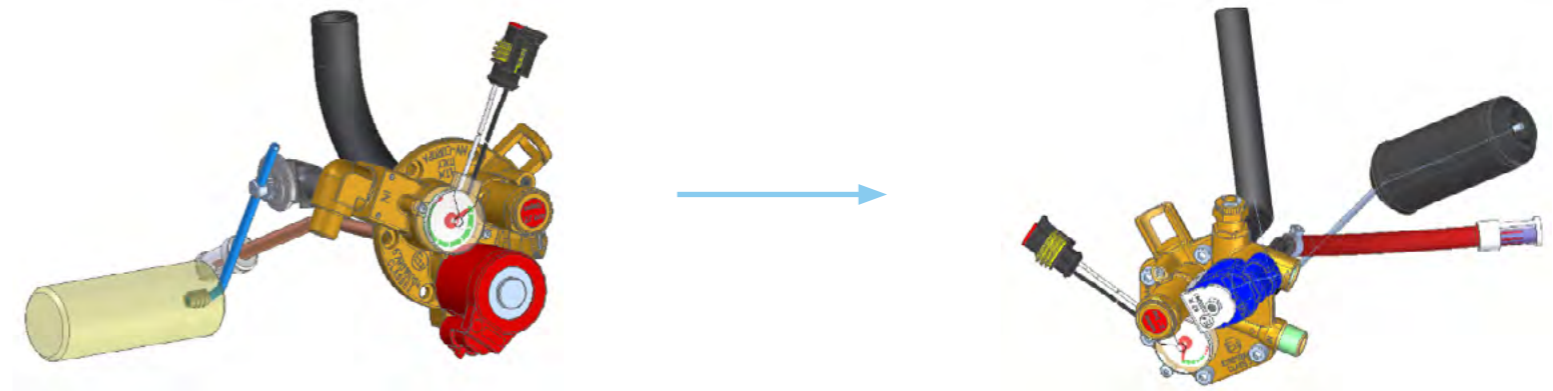
In 2023, we successfully redesigned some of our key products, achieving significant reduction of materials and in the same time, CO<sub>2</sub> reductions related to upstream and downstream emissions.

### MV EUROPA VALVE: ACHIEVING 32% MASS REDUCTION

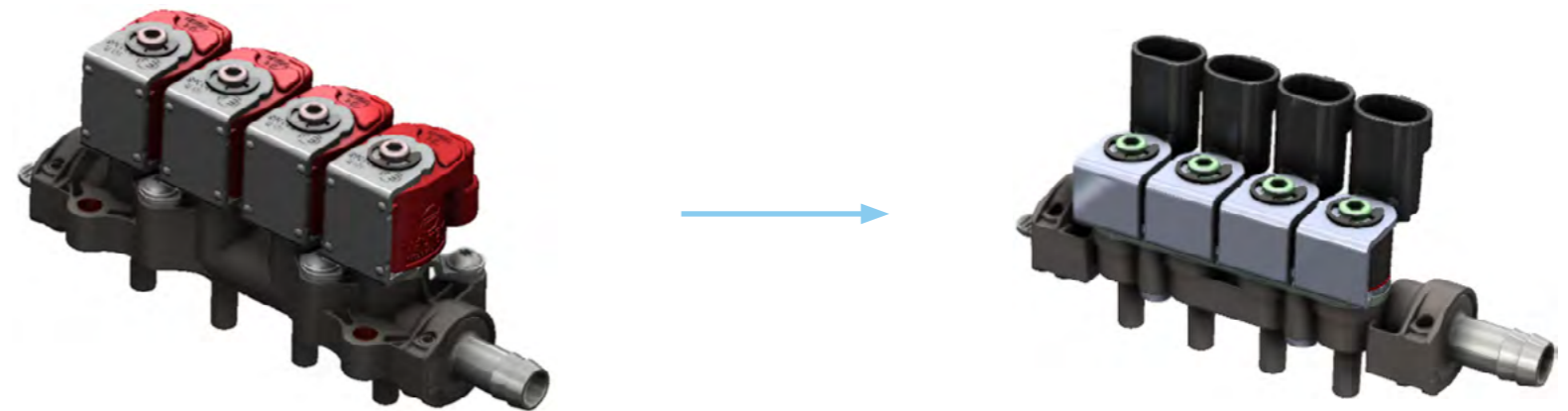
Through meticulous optimization of components, the MV Europa Valve underwent a remarkable 32% reduction in mass. By identifying opportunities for material optimization and streamlining component design, we achieved substantial weight reduction without compromising functionality or reliability.

### RAIL INJECTORS: ACHIEVING 44% MASS REDUCTION

In a significant redesign effort, our rail injectors underwent a remarkable 65% reduction in mass. This substantial achievement was made possible through the optimization of plastic and steel usage, with a balanced approach that resulted in a 49% reduction in plastic and a 51% reduction in steel. This reduction contributes to cost savings and improved fuel efficiency while underscoring our commitment to sustainable engineering practices.



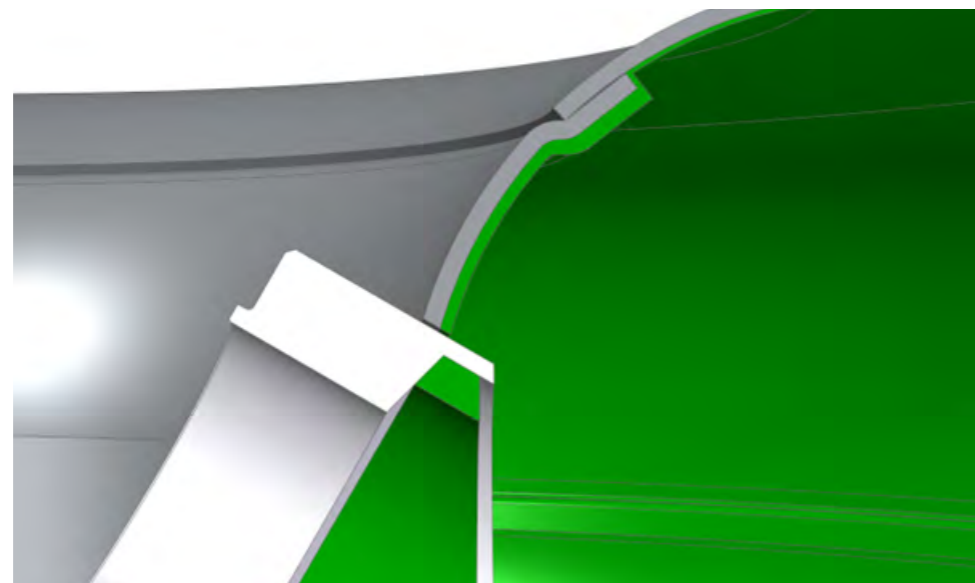
**32%** MASS REDUCTION DUE TO OPTIMIZATION OF COMPONENTS



**44%** MASS REDUCTION DUE TO OPTIMIZATION OF COMPONENTS

GRI 306-2

# Significance of material savings in product redesign



## STEEL LPG CYLINDER

A significant achievement in our sustainability efforts is also the optimization of steel LPG cylinder production. By optimizing the design of our toroidal tanks and reducing wall thickness by **approximately 30%** (depending on the tank size), we achieved significant material savings, resulting in a more resource-efficient production process. Our new generation Ultra-Slim toroidal tanks are lighter, more environmentally and customer friendly. As a result, we reduce the amount of steel used for production of our LPG tanks, therefore total CO<sub>2</sub> emissions from the steel production process. This also helps to achieve significant fuel consumption reductions and empower our OEM customers to meet or exceed their CO<sub>2</sub> emission targets.

**~30%** WALL THICKNESS REDUCTION DUE TO OPTIMIZATION OF DESIGN

GRI 303-3

# Water management and consumption

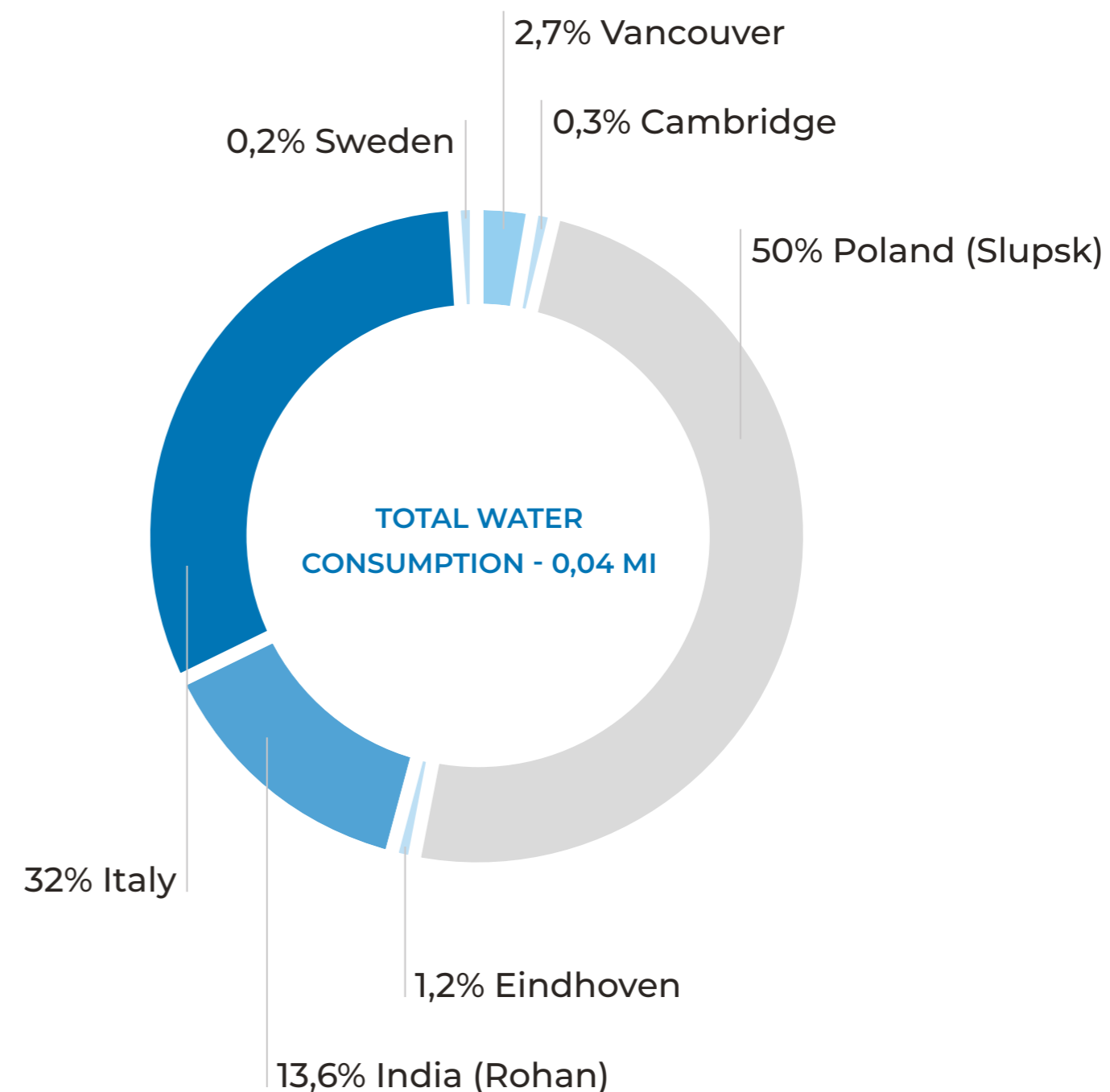
Westport acknowledges the **increasing scarcity of water resources** globally and **maintains a strong focus on minimizing freshwater utilization** in our operations. This commitment is realized through process enhancements such as water treatment and reuse initiatives.

In 2023, we conducted comprehensive data collection and analysis pertaining to our overall water withdrawal and discharge practices\*. Notably, among our sites, only our facility in Poland, STAKO, utilizes water in production processes, primarily for parts washing and product leak inspections. Water consumption at other locations is limited to non-industrial purposes.

We **remain dedicated** to conserving water obtained from municipal sources, surface water bodies, and wells, and prioritize the treatment of wastewater generated from our industrial activities before its discharge.

By the conclusion of 2023, STAKO made the strategic decision to modernize and expand the company's wastewater treatment facility, aiming to ensure the thorough purification of discharged water prior to its entry into the sewer system.

\*Argentina and Calgary are excluded from this analysis as there is no quantitative data available.



# Social

Our core purpose is to drive the advancement of a cleaner and more prosperous future for everyone, while making a **positive impact** on people's lives, communities, and the transportation sector. As we strive toward this goal, we are equally committed to fostering a **culture of safety** and promoting **diversity and inclusivity** in our workplace to prioritize the well-being of all our employees.

This responsibility also extends to our supply chain by ensuring our partners are aligned with our expectations as well as those of our customers – upholding the highest standards of safety and sustainability.



GRI 2-7 GRI 2-8 GRI 202-2 SASB: RT-EE-000.B

## Our global workforce

The primary composition of Westport's workforce is permanent, full-time employees engaged for 40 hours per week. Alternative employment arrangements, such as part-time, seasonal, or temporary roles, are only utilized in select cases, including student positions or roles with specialized requirements.

		<u>ASIA PACIFIC</u>	<u>EUROPE</u>	<u>NORTH AMERICA</u>	<u>SOUTH AMERICA</u>
PERMANENT EMPLOYEES	Female	3	411	45	5
	Male	47	674	164	79
	Not disclosed	4	0	6	0
TEMPORARY EMPLOYEES	Female	0	18	4	0
	Male	12	79	13	1
	Not disclosed	0	0	1	0
FULL TIME	Female	3	370	50	4
	Male	50	742	176	79
	Not disclosed	0	0	7	0
PART TIME	Female	0	59	9	1
	Male	12	11	0	0
	Not disclosed	0	0	0	0
<b>Total FTE (at 31st of December)</b>		<b>53</b>	<b>1 112</b>	<b>233</b>	<b>83</b>
<b>Total part time (at 31st of December)</b>		<b>12</b>	<b>70</b>	<b>0</b>	<b>1</b>
Employees male		59	753	176	79
Employees female		3	429	50	5
Employees not disclosed		4	0	7	0
<b>Employees male (%)</b>		<b>90%</b>	<b>64%</b>	<b>76%</b>	<b>94%</b>
<b>Employees female (%)</b>		<b>4%</b>	<b>36%</b>	<b>21%</b>	<b>6%</b>
<b>Employees not disclosed (%)</b>		<b>5%</b>	<b>0%</b>	<b>3%</b>	<b>0%</b>

GRI 2-7 GRI 2-8 GRI 202-2 SASB: RT-EE-000.B

## Our global workforce

Our global workforce was on average **1,564 (direct employees)** and **1,702 individuals**, which includes direct employees, individuals contracted directly or by third party, and temporary or seasonal workers. This is compared to a previous year total workforce of 1,824 individuals.

Our overall headcount experienced a decline compared to the previous year, primarily attributable to the necessity to scale down operations at our facility in Argentina, consolidation efforts in Italy, and the closure of a production plant in India.



All workforce reductions adhered to relevant notice periods and involved the disbursement of severance payments in compliance with the legislation of the respective countries.

Prior to the consolidation process in Italy, extensive dialogues were conducted with trade unions, aiming to devise beneficial outcomes for affected employees. These discussions included offering affected individuals the chance to transition to other facilities within Italy.

The Group does not employ non-guaranteed hours employees.

The majority of employees are recruited locally, typically within broader regional areas or similar countries. However, for C-suite positions or roles reporting directly to the C-suite (senior management), as well as Vice President roles, we actively consider qualified candidates from around the world. However, exact quantitative data is currently unavailable. An approach to collecting additional information will be considered for future reporting.

GRI 404-1 GRI 404-2

## Learning and development

Our employees are central to our competitive advantage and sustainable development. Our team comprises a diverse range of skilled engineers, manufacturing technicians, and business specialists hailing from various parts of the globe. We are committed to fostering their professional growth and fulfilling their career aspirations.

At Westport, we offer five main categories of training to our employees:

- Occupational health and safety
- Leadership
- Functional skills/competence development
- Individual development needs-based
- Code of Conduct and Compliance, Anti-Bribery, Cyber and Information Security

Additionally, we prioritize listening to the needs of our employees and unions to tailor our training processes either bottom-up or top-down wherever feasible.


**White-collar employee trainings** are conducted based on annual training plans, which are tailored to the business unit's needs, the competencies matrix, and individual development plans.

**Blue-collar employee trainings** are based on technical and functional requirements, along with compliance with statutory regulations for minimum training hours. Additionally, blue-collar workers are provided with opportunities to rotate to different positions and acquire new competencies.

The total number of training hours for our direct employees increased to 25,137 hours in 2023. An average of

 **16.15** hours per employee

Compared to 11,646 hours. An average of

 **7.60** hours per person in 2022

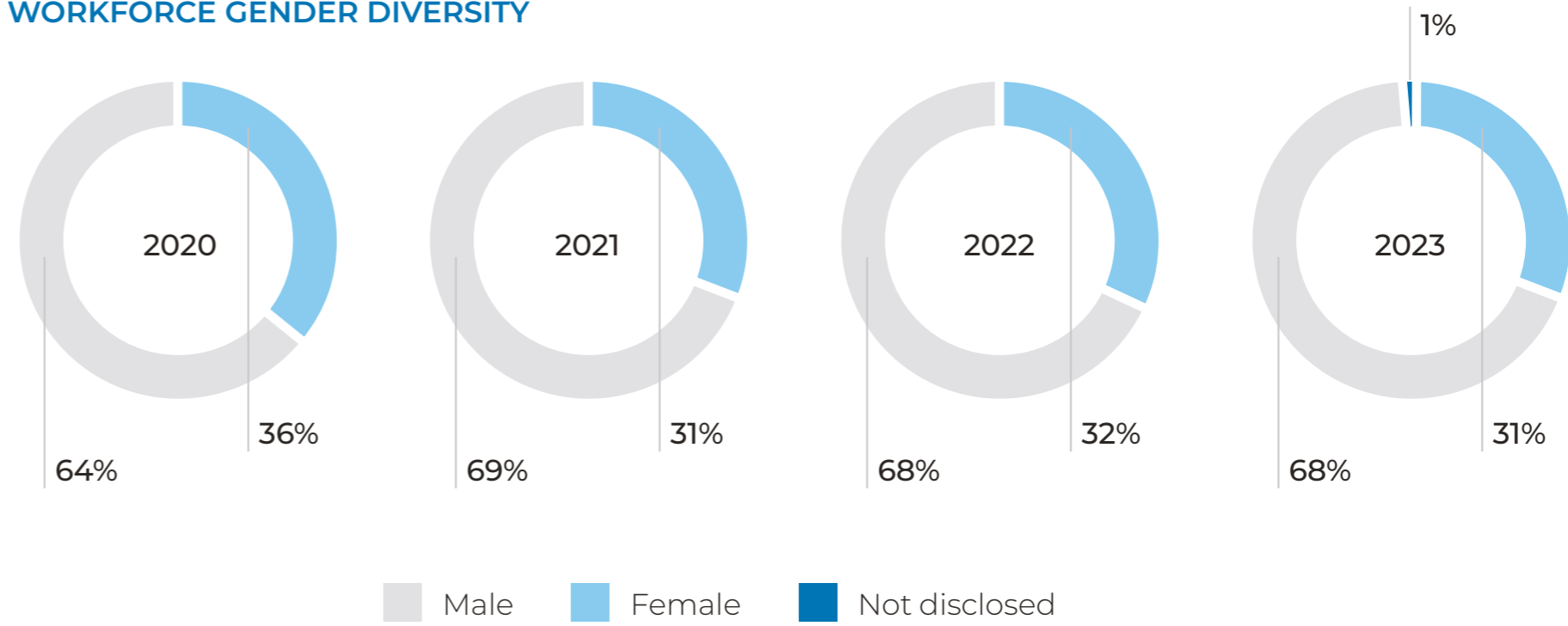
GRI 405-1 SASB: TC-SI-330a.3

# Diversity, equality, and inclusion (DE&I)

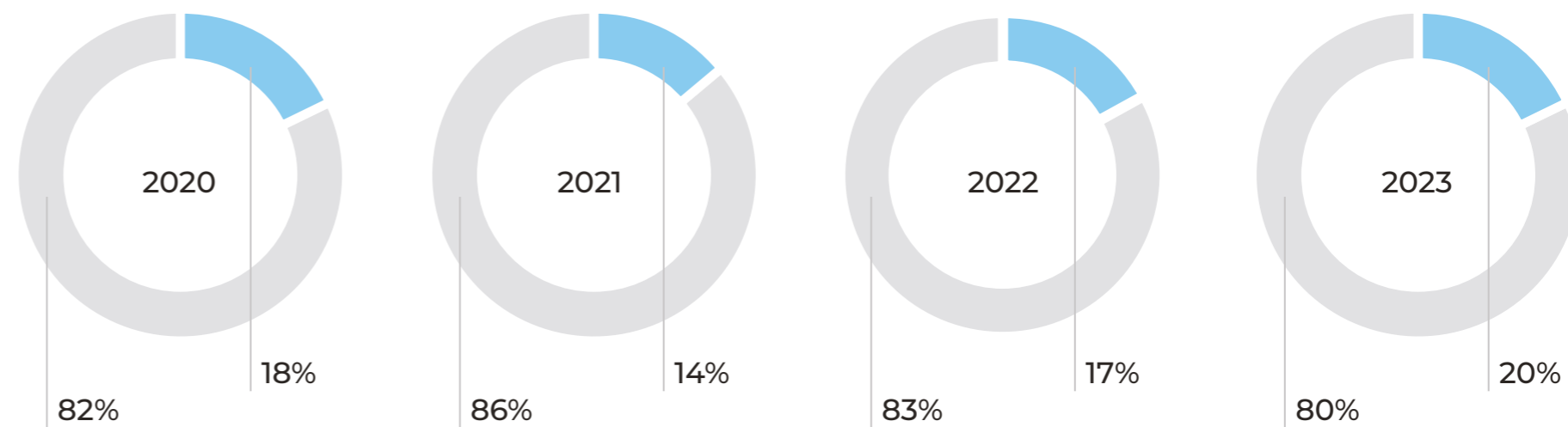
Encouraging a diverse and inclusive culture is essential to our success as it fosters the exchange of different perspectives and innovative problem solving, and enriches our discussions, leading to a broader understanding of customers from various markets and enhancing our overall business performance. **We acknowledge that the best talent seeks a work environment where differences – whether cultural or opinion-based – are respected and valued.**

Our global Diversity Policy sets out our stance on diversity and provides guidelines for promoting diversity and inclusion across our organization, starting with the Board of Directors. The policy stipulates that all employees must be treated with fairness and respect; follow a zero tolerance for discrimination, bullying, or harassment in the workplace; and comply with our Code of Conduct and Respectful Workplace Policy.

## WORKFORCE GENDER DIVERSITY



## MANAGEMENT GENDER DIVERSITY



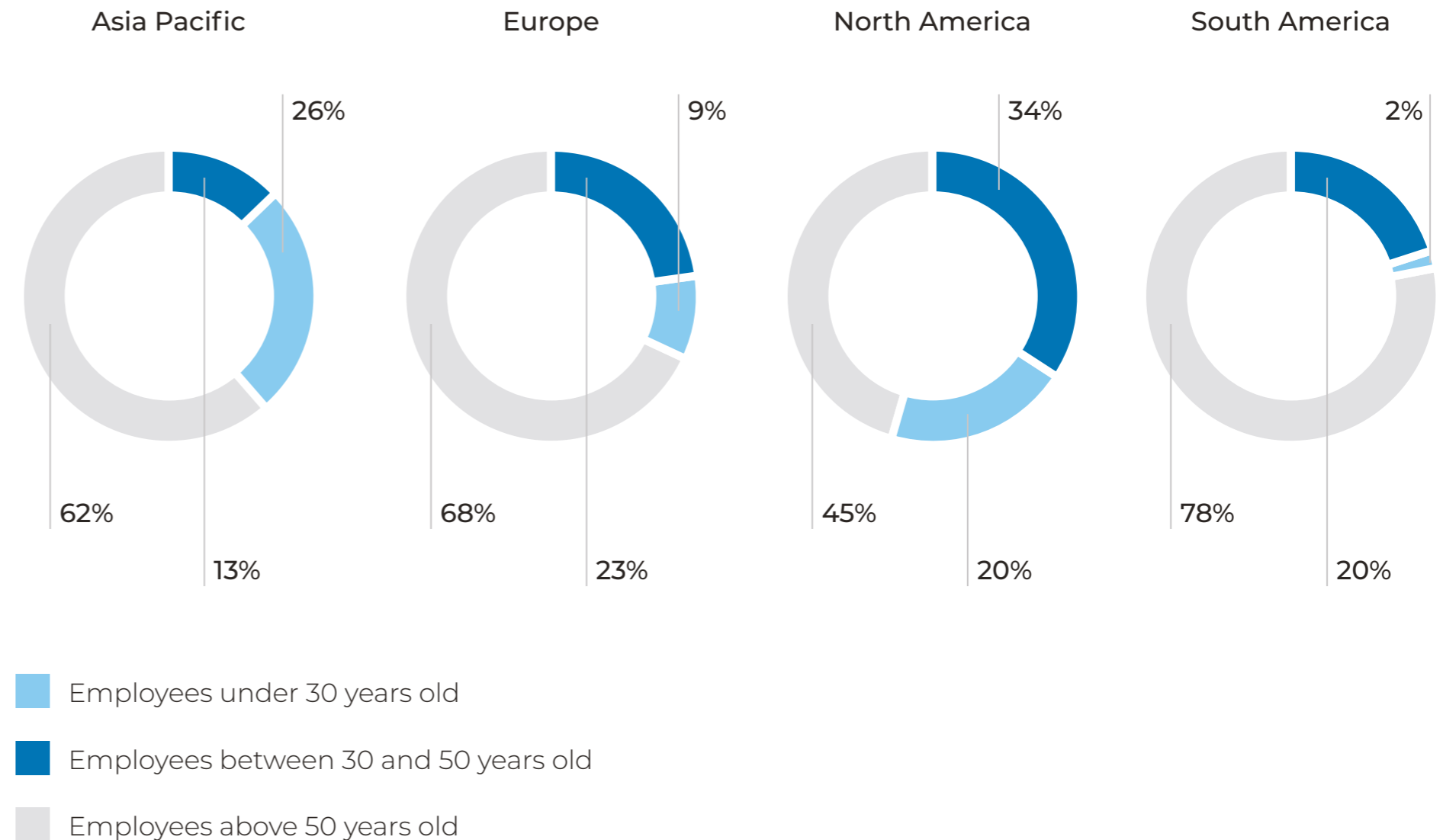
GRI 405-1 SASB: TC-SI-330a.3

## Diversity, equality, and inclusion (DE&I)

To improve **gender balance**, we actively seek diverse candidates from a variety of backgrounds that are represented and available in the talent pool from which we hire, based on job specifications and our DE&I objectives. Management decisions in terms of compensation, learning and development, and career advancement are continuously based on meritocracy, while giving due consideration from a DE&I standpoint. We will promote and support a workplace that is **respectful, fair, and inclusive** for all our employees.

Following the Diversity Policy, the Nomination and Corporate Governance Committee of the Board periodically evaluates the size and composition of the Board to ensure it reflects a **diverse mix of knowledge, experience, education, skills, gender, age, ethnicity, and geographic location** to meet our Board diversity targets.

### WORKFORCE AGE DIVERSITY



GRI 2-24 GRI 405-1

## DE&I and well-being initiatives and principles

### GROUP'S APPROACH AND INITIATIVES

In 2023, we conducted a comprehensive survey focusing on the perception of Diversity, Equity, and Inclusion (DE&I) within our organization. This collaborative initiative was undertaken in partnership with the University of Turin, leveraging an innovative gaming survey approach. Notably, we achieved a commendable completion rate of 71%, garnering insights from a diverse pool of over 1,000 employees spanning various organizational levels and demographic profiles.

Our utilization of the **“Mission to Includivium”** tool exemplifies our commitment to fostering corporate awareness and development in the realm of inclusivity. This instrument serves as a catalyst for introspection, allowing for a nuanced examination of our organizational inclusivity levels while pinpointing areas for enhancement across various categories. Throughout the engagement process, we analyzed 234 data points, which were synthesized into 71 key indicators. This comprehensive research endeavor afforded us invaluable insights into biases pertaining to gender, culture, ethnicity, generational affiliation, as well as visible and invisible disabilities.

Another crucial advancement in our **pursuit of developing an inclusivity strategy** involves the education of our employees and their active engagement in cultivating an

atmosphere characterized by **inclusiveness and equality** throughout our organization. Country-specific trainings on biases and inclusivity will be performed in 2024.

### RETURN FROM MATERNITY LEAVE AND FLEXIBILITY

The following program was introduced in 2022, which aims to support new mothers returning to work. In 2023, we had developed Parental Policy for our plants in Italy, in which over 40% of our employees are female. By this policy, we plan to undertake caretaking initiatives for female employees that go beyond the protection provided in the National Collective Labor Agreement for the Mental and Private Industry applied within the company. We aim to establish a framework capable of offering significant improvements from both managerial and organizational perspectives. At the core of this approach is the implementation of a structured model that fosters a company/employee relationship focused on listening and dialogue, thus seeking to understand individual personal needs, and endeavoring to offer the best possible solutions to fully experience the journey of motherhood. The policy also covers the sharing of parental responsibility and the active involvement of fathers.

### SCHOLARSHIPS

Since 2022, Westport Italy (our biggest facility) has been providing **annual scholarships to support the children of our employees who are pursuing degrees in STEM fields**

**at public universities.** These scholarships cover the full cost of tuition for one year. We have plans to expand and develop this and similar programs in the future as part of our commitment to supporting regional equal opportunity committees.

In 2023, we joined a new initiative organized with local authorities in Italy to **promote and encourage girls to pursue technical degrees at universities.** We also fund scholarships for participants. The goal of this plan is to increase the number of female students in technical fields and help them overcome any barriers or challenges they may face. We believe that **promoting gender diversity** in technical fields will benefit not only our organization but also contribute to a more equitable and diverse society. We are committed to supporting and **empowering girls** and women in pursuing technical education and careers, and we are excited to see the positive impact this plan will have in the years to come.

### DE&I AWARDS FOR OUR COMPANIES

Another crucial achievement in our unwavering commitment to the principles of equality and diversity is our **UNI PdR 125:2022 certification** of our facility in Italy. This prestigious Italian accreditation is bestowed upon organizations demonstrating a steadfast dedication to implementing policies and practices fostering gender equality within the workplace.

The pinnacle of our endeavors in fostering inclusivity and diversity manifested in earning two prestigious awards: the **"Label Special Collaboration" award** (CRPO\_WIP\_ Riconoscimento speciale), presented by the Regional Equal Opportunities Commission in Italy, and the **Friendly Workplace recognition**, a distinguished accolade in Poland for our exceptional communication with employees and commitment to creating an inclusive work environment.



"Label Special Collaboration" award (CRPO\_WIP\_ Riconoscimento speciale)



Friendly Workplace recognition



GRI 2-24 GRI 405-1

## Diversity and inclusion initiatives

### INITIATIVES IN ITALY



We participated in a series of Gender Medicine meetings organized by the Regional Equal Opportunities Commission, alongside leading hospitals, medical professionals, and researchers from esteemed organizations such as AIFA (Italian Medicines Agency) and EMA (European Medicines Agency). The primary focus of these sessions centered on examining disparities between men and women concerning symptoms, diagnoses, and treatment modalities. The agenda covered a diverse range of topics with significant societal, relational, and occupational implications, including:

- Symptoms, prevention, diagnosis, and treatment of heart disease in women
- The escalating prevalence of eating disorders and the intricate nature of treatment approaches
- Recognition of vulvodynia and gynecological ailments as recently acknowledged sources of disability



Together with the University of Turin, we were honored to serve as a presenter at the recent conference focused on "Greenwashing" and "Pinkwashing", which was organized in January 2023. Our participation underscored our commitment to transparent and ethical communication practices in addressing these pressing issues. We engaged in insightful discussions, shedding light on the complexities surrounding these phenomena and emphasizing the importance of genuine, socially responsible messaging. As a responsible corporate entity, we remain dedicated to fostering authentic dialogue and accountability in our communication strategies.



On International Day for the Elimination of Violence against Women on November 25th, during dedicated meeting with local authorities, organized by our Westport Italy company, we addressed the imperative of safeguarding women's rights in the workplace in alignment with both domestic and European regulatory frameworks, as well as international standards set forth by organizations such as the International Labour Organization (ILO).

Specifically, attention was drawn to the ILO Convention on combating harassment in the workplace, emphasizing our commitment to "Zero Tolerance to Violence and Harassment in the World of Work".

GRI 2-24 GRI 405-1

## Diversity and inclusion initiatives

### INITIATIVES IN ITALY

In January 2023, Westport Italy organized a collaborative session with local authorities, the Prefecture, and an organization dedicated to supporting women who are victims of violence, aimed at enhancing their protection and fostering economic independence. Recognizing that financial education plays a crucial role in preventing economic violence, our efforts are directed toward empowering women with the knowledge and skills necessary to mitigate such risks. By prioritizing financial literacy among women, we aim to contribute to their economic security and resilience, thereby combatting all forms of violence and discrimination in the workplace.

We were also present as participant at the conference organized by the Professional Associations of Accountants, Lawyers, and Engineers in Turin in May 2023 to discuss the following topics: "Glass Ceiling" and "Sticky Floor" – both of them highlighted the imperative belief that talent transcends gender. Despite women's capability and merit, their representation in top positions remains inadequate. However, corporate efforts to prioritize work-life balance facilitate the management of family and personal responsibilities.

During the Women and the City Convention in Turin in October 2023, at which we were present as one of the lecturers, Westport Italy introduced the significance of fostering a culture of diversity and inclusion within the workplace. Gender sustainability emerged as a corporate value and commitment, underscoring the ethical and sustainable nature of inclusive work practices as an investment in a healthy and equitable work environment.



#### Convention Women and the City

Elena Bonifacio, Project Manager Assistant

GRI 2-24 GRI 405-1

## Diversity and inclusion initiatives



Westport's Poland team & Przystań during Pink Box handover event

STAKO is moreover actively engaged in combating professional exclusion among vulnerable groups through our partnership with Przystań. As an organization dedicated to employing individuals with physical and mental disabilities, Przystań plays a crucial role in fostering inclusivity within our workforce. By entrusting them with orders for simple services, we not only support their mission but also contribute to the sustenance of meaningful employment opportunities for those they serve.

### INITIATIVES IN POLAND

As part of our commitment to combating menstrual exclusion, our team in Poland has joined the Pink Box Initiative. In support of the "Take Care of Yourself" project, the company has donated a pink box filled with hygiene products for women to the Przystań Foundation, an organization employing individuals with various disabilities.



Westport's Poland team & Przystań during a visit to the Westport facility

GRI 2-20 GRI 2-21 GRI 202-1

# Equality in compensation treatment

The principal rule at Westport is to ensure **equitable compensation** at the market median level for all positions, throughout different Market Segments/ Global Functions, and subject to affordability. We provide competitive levels of compensation that meet or exceed local minimum wage requirements.

To ensure that our remuneration level helps **recruit, motivate, and retain our employees**, we are currently mapping detailed numerical data to assess and address the issue in an effective manner. Competitive wages and benefit programs may vary according to country or location, but the general principle is a guiding principle.

For remuneration policies for our highest governance body, see page 90 of this report and our 2024 Management Information Circular.

## BENEFITS

Providing appropriate benefits to employees is needed to align with market practices, promote wellness, and help for retirement planning. This is why **we provide a variety of benefits to our employees, which are discretionary and company funded**. The scope depends, for example, on location, position, and the tenure of employment. The most common benefits are:



Full health coverage and insurance



Additional health plans with additional checkups for special category of employees



Short-term incentive bonus plans subject to local goals and KPIs



Long-term incentive / bonus programs



Regular annual assessments



Individual development plans



Retirement plans with employer contributions

GRI 403-1 to 10 SASB: RR-FC-320a.

## Occupational health and safety

### CERTIFICATION PLANS

Our goal for the near future is to obtain ISO 45001 certification for all our sites, with a focus on the largest production sites in Italy (Brescia and Cherasco) and Poland. Due to organizational changes we faced in 2023, we postponed our preparation activities in this area. However, in 2024, we have ambitious plans to embark on a comprehensive study, allowing us to identify and address the necessary gaps for achieving this very important certification.

At Westport, we hold the belief that all workplace injuries can be prevented, and we have continued to **enhance our safety programs** by utilizing a combination of workplace training for hazard recognition, workplace inspections, and thorough investigations whenever a workplace incident occurs. Each site focuses on **ensuring compliance with safety-related regulations**, which can differ across the world, while aiming to exceed these standards. To encourage a culture of safety, employees are urged to report any safety concerns to their supervisors, managers, or safety committee members, when applicable.

In 2023, we took the following steps to establish a consistent approach to **health and safety**, with the aim of continually enhancing our performance in this area.



### GLOBAL HEALTH AND SAFETY POLICY

During the first part of 2023, we worked on our **Health and Safety Group Policy**. This policy will serve to align our jurisdictions with our expectations for health and safety performance. It defines responsibilities, legal compliance, risk management, training, and incident reporting.



### GLOBAL HEALTH, SAFETY AND ENVIRONMENT COMMITTEE

Under the leadership and direction of our vice president of Engineering and executive vice president of IAM & LD OEM, this committee continues as a platform to facilitate collaboration and encourage dialogue about workplace best practices in health safety, with a focus on continual improvement in our safety performance. **Standardized health and safety metrics** are now being used across all our sites to synchronize reporting and support best-in-industry safety performance.

# Safety takes center stage: Reflecting on two impactful safety weeks

## WESTPORT'S SECOND ANNUAL SAFETY WEEK

In 2023, we made safety a top priority by hosting two comprehensive Safety Weeks — one on a global scale and another at our facility in Poland. Recognizing the unique challenges presented by the complex nature of production processes marked by significant complexity and operational intensity at our Polish location, we opted to dedicate a specific Safety Week to underscore the critical importance of safety in this specific setting.

Throughout both events, a wide range of topics was covered to provide comprehensive guidance and practical insights into mitigating safety risks. From the proper use of protective equipment to fire prevention protocols, from maintaining a safe workplace environment to prioritizing employee well-being, every aspect of safety was thoroughly examined and discussed.

Through knowledge sharing, hands-on training, and collaborative initiatives, we empowered our workforce to take ownership of safety and implement best practices in their daily tasks.

These dedicated efforts underscore our **unwavering commitment** to ensuring the safety and well-being of our employees, particularly in environments with heightened risks. Moving forward, we **remain dedicated** to continuously **improving safety protocols** and **fostering a culture of safety excellence** across all our operations.



Safety Week in Poland



Safety training in Netherlands

## Occupational health and safety management system

All our operating sites have occupational **health and safety management systems** specific to each site, which comply with jurisdictional requirements at a minimum and often exceed them based on the level of health and safety risk present. All those systems apply to both **employees and workers who are not employees but whose work is controlled by the organization**. Importantly, privacy and confidentiality are maintained through all reporting mechanisms.

In addition, each of our entities has a formal **health and safety policy** that outlines the procedures for identifying occupational health and safety risks, reporting work-related hazards and dangerous situations, as well as investigating incidents and near-misses.

## Joint Health and Safety Committee

We have established a formal **joint health and safety committee (JHSC)** at most of our sites to promote occupational health and safety among our workforce, including employees, contractors, and temporary workers. These committees consist of both management and employee representatives who work together to address health and safety needs and provide consultation and communication on related matters. 95,60% of our workforce (including employees, contractors, and temporary workers) are covered by a formal, site-based JHSC.

JHSC are **not required** for remote workers and those who work in offices with fewer than 20 employees. In these cases, we have processes in place to support direct communication between employees and management to address any occupational health and safety concerns.

## Occupational health and safety risks

We manage the prevention and reduction of occupational health and safety risks in our operations through our **occupational health and safety management system and JHSCs**. Furthermore, in locations where JHSC is not available, we manage the prevention and reduction of occupational health and safety risks in our operations through workplace risk assessments, regular workplace inspections, incident investigations, and comprehensive training.

## OHS training

Annual training on a variety of occupational health and safety topics occurs **throughout the organization**, including during employee onboarding and throughout their role. More frequent or specialized training is available for roles which are identified as higher-risk roles to occupational health and safety hazards. **The cost of all employee training is paid for by Westport** and the trainings are conducted during paid working hours.

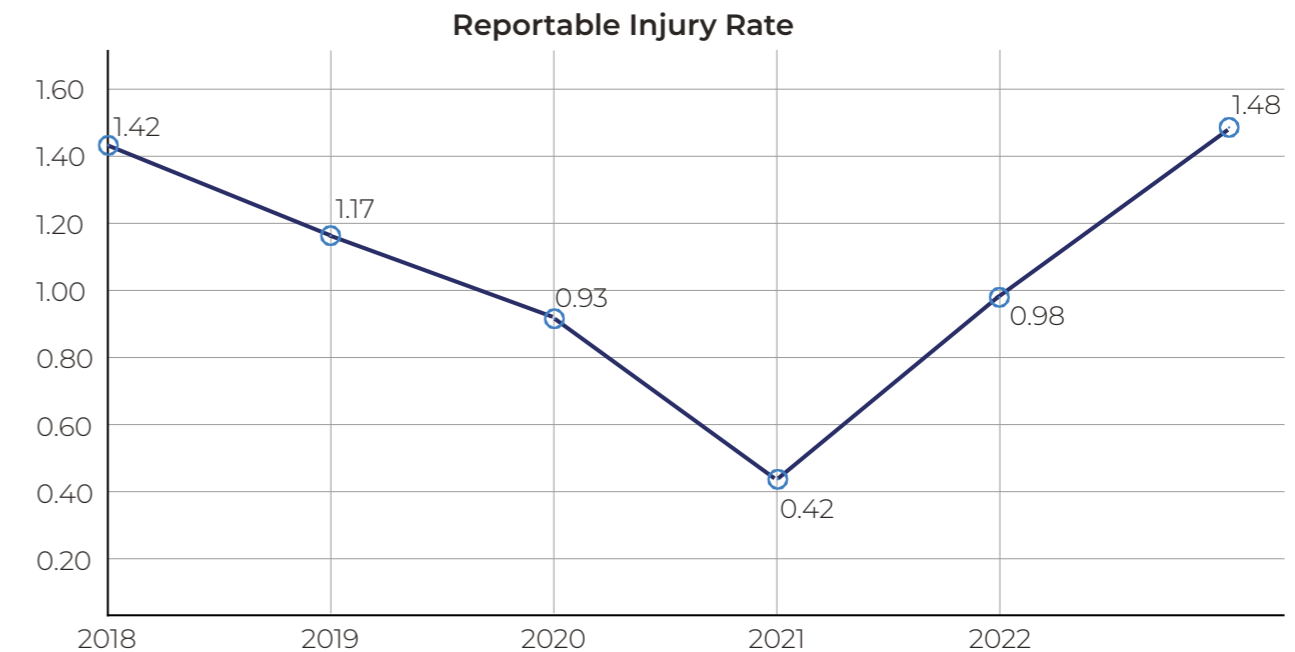
## 2023 performance

**BY PROACTIVELY IDENTIFYING AND MANAGING RISKS, REVIEWING LEADING PRACTICES, AND INTEGRATING LESSONS LEARNED INTO OUR HEALTH AND SAFETY PLANNING, WE AIM FOR INCIDENT-FREE OPERATIONS.**

With approximately **1,702 employees**, reportable injuries increased, from **15** in 2022 to **23** in 2023, and our recordable injury rate (RIR) increased, from **0.98** in 2022 to **1.48** in 2023.

In 2023, the method of estimating total hours worked **was changed** based on the average **number of total employees – including third-party employees**. Due to insufficient data from past years, we are not able to recalculate past RIR using new methodology.

There were no fatalities in 2023. Out of **3,107,000.30** total hours worked in 2023, there were **23** reportable injuries. Based on **200,000** annualized working hours, the total recordable injury frequency rate was **1.54**. Of these **23** reported injuries, **9** occurred at our Italian facility, **6** at our Polish facility, **3** in our plant in Argentina, **2** in Netherlands, **2** in India, and **1** in Vancouver. Each of our other **6** facilities also had Lost Time Injury (LTI) this year. The injuries described above resulted in a total of **279** Lost Time Days, of which **156** were in Italy, **64** in Argentina, **50** in Poland, and 9 in Eindhoven. In 2023, there were 10 related accidents resulting in property damage, 8 in Poland and 2 in Eindhoven.



Hand and arm injuries were a major cause of workplace accidents and incidents in 2023. To address this issue in 2024, preventive actions focus on robotization, automating inter-operational transport, and minimizing direct contact with products and materials. These measures aim to enhance workplace safety and efficiency by reducing manual handling risks.

Since automation is also changing our work environment, the focus for 2024 is on improved procedures around safety training, information, and instruction to increase the general awareness around safety. In addition, internal improvement plans are ongoing on all production sites, including, for example, upgrading certain production equipment by 2024.

In 2024, Westport WFS will also conduct training courses on specific risks and in particular on CTD (Cumulative Trauma Disorders) risks, on the ergonomics of handling loads and workstations.

Our goal is to build a strong safety culture that involves and empowers colleagues in our entire organization to identify and reduce unsafe situations.

## Society

We believe that creating a better future involves not only internal actions but also extends to **external initiatives** that have a positive impact on society and the environment. Therefore, we and our employees **actively support and organize various charitable initiatives** aimed at addressing social concerns and promoting a better world. We understand the significance of our actions and the impact they have on the world around us, which is why we take this responsibility seriously.

### Collaboration with communities of individuals with disabilities

At our company, we understand the significance of supporting local communities of people with disabilities. That is why we have forged partnerships with two organizations in Poland dedicated to aiding individuals with disabilities. Moreover, our facility in Italy is a part of “Emmaus Project” and financially supports a non-profit social cooperative providing volunteering and assistance to disabled individuals since 2018. We view members of these organizations as integral parts of our community, which is why in our site in Poland, we celebrated our annual 2023 family picnic together. This event provided a wonderful opportunity for us to strengthen our bonds, foster understanding, and learn more about each other's needs. Through collaboration and camaraderie, we are committed to creating an inclusive environment where everyone feels valued and supported.



CEO of Przyszań during welcome speech on Westport family day

# Supporting children with cancer

Through our collaboration with the Against Cancer Foundation, our plant in Eindhoven is supporting individuals battling cancer. The aim of Against Cancer is to bring joy to children as they fight against cancer.

With the funds raised and the support from companies and kind-hearted individuals, the organization can fulfill the dreams of the children it serves by arranging a variety of engaging and enjoyable events for them.

# Blood donation event in Vancouver

In response to the ongoing shortage of blood supplies, in March 2023, our team in Vancouver eagerly stepped up to the challenge, rallying alongside fellow community members to make a difference. Recognizing the vital role each donation plays in saving lives, our volunteers rolled up their sleeves with determination and compassion.

# Vancouver Sun Run

In 2023, we also entered a team of employees in the 38th annual Vancouver 10km Sun Run.

Sponsored by the largest newspaper in Vancouver, "Vancouver Sun", the event has raised more than \$3.23 million dollars for charity. The charities that receive the funds change each year, with this year's event supporting 9 different local charities.



GRI 2-6 GRI 2-24 SASB: TR-AP-440a.1 / SASB: RT-EE-440a.1

# Responsible sourcing



“There’s very little in today’s world that can be achieved individually. Most of the great accomplishments are born out of teamwork. Fighting climate change is a global challenge. That’s why we need involvement of our partners and suppliers to this long, difficult, but also very important journey”

Bart van Aerle, Executive Vice President OEM, IAM

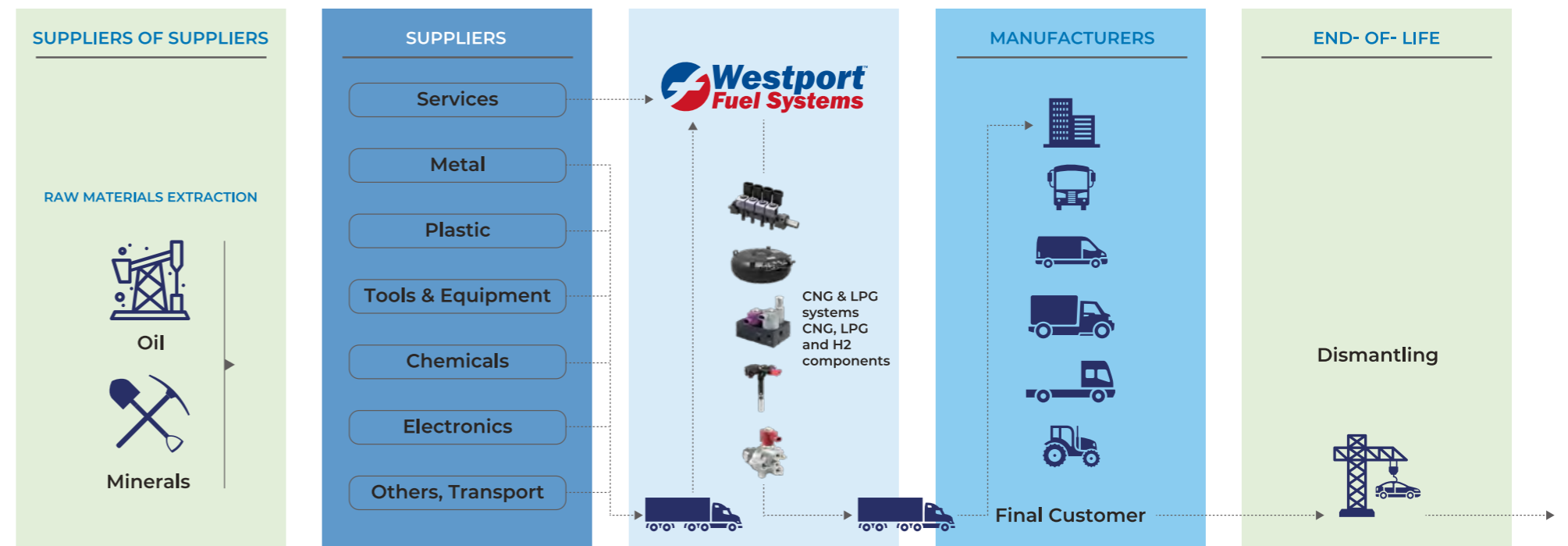
## OUR VISION AND PRIORITIES

At Westport, we aspire to contribute to a world where climate change is mitigated, and global air quality contributes to a healthy society. We firmly believe that success extends beyond our individual operations and impact; it hinges on cultivating a resilient and responsible supply chain. The interdependence on the value chain should not only address the current needs of the organization, but also proactively adapt to upcoming environmental and social challenges.

# ecovadis

In 2023, we engaged with **Ecovadis** to undertake an in-depth assessment of our suppliers, focusing on their ethical, social, and environmental practices. In the first year, we aim to onboard **117 key suppliers into the Ecovadis platform**. In the beginning, this initiative will include suppliers who cooperate directly and provide us with materials and services for our production plants in Poland and Italy.

Our goal by 2026 is to involve partners representing over 80% of our annual spending and set a minimum score requirement. Suppliers meeting this threshold will continue with regular operations, while those falling below will be demanded improvement actions.



SASB: TR-AP-440a.1 / SASB: RT-EE-440a.1

## Strengthening our 3TG minerals supply chain

### TO ENSURE RESPONSIBLE SOURCING,

we support industry efforts to prevent conflict minerals from entering our supply chain and protect victims of armed conflict in the Democratic Republic of Congo (DRC) and surrounding countries.

Tin, tungsten, tantalum, and gold (3TG) minerals used in automotive vehicles and parts are considered conflict minerals because they're commonly mined in the DRC.

### EACH YEAR, WE PERFORM DUE DILIGENCE

to determine whether any products we make or buy contain 3TG minerals and file a report confirming our compliance with the U.S. Securities and Exchange Commission's (SEC) conflict minerals rule.

### TO ENHANCE OUR EFFORTS,

we plan to launch enhanced due diligence initiatives, leveraging publicly available data and materials to determine if there are any reported or presumed infractions linked to our existing and potential suppliers. We also aim to include ESG-related terms and conditions in our supplier contracts.

### WE CONTINUE TO SUPPORT EFFORTS

of such institutions as the Automotive Industry Action Group's 2020 achieve a transparent, conflict-free mineral supply chain for the automotive industry. We also work with suppliers to increase awareness and accuracy of conflict minerals reporting requirements, and through our alignment with the Responsible Minerals Initiative (RMI, formerly the Conflict-Free Sourcing Initiative), we recommend compliance tools and back cross-industry efforts to identify and validate conflict-free smelters and refiners.

### TO STRENGTHEN OUR APPROACH TO RESPONSIBLE SOURCING, WE INTEND TO:

- Continuously improve our conflict minerals reporting.
- Unify supplier quality manual to integrate Code of Conduct and ESG expectations across our supply base.
- Improve due diligence within our suppliers' smelters, leveraging support from the RMI.

# Connecting ESG performance to corporate financial health

# 74.18%

ESG assessment conducted by RINA

Westport Italia, a subsidiary of Westport operating in Italy, once again underwent an ESG assessment in 2023 conducted by RINA, an independent entity specializing in certification and conformity assessment services focused on sustainability, environmental protection, and combating climate change. The assessment utilized a scoring method, tailored to the relevant business sector, and anchored on a comprehensive set of Global Reporting Initiative (GRI) indicators.

Westport Italia achieved an overall score of **74.18%** for its Cherasco plant. It is worth mentioning that this result was **improved by almost 10% compared to 2022 scoring** (in 2022 overall score was 64.2%). This performance level prompted UniCredit to offer refinancing at a reduced interest rate, contingent upon agreed-upon ESG covenants and corresponding Key Performance Indicators (KPIs).

While the correlation between strong ESG performance and financial performance is not always immediately evident, in this instance, our ESG efforts are acknowledged by regulators, customers, and stakeholders, as well as financial institutions. This recognition translates into tangible benefits, allowing Westport to access lower-cost capital, thereby facilitating business growth, delivering value to stakeholders, and advancing our vision of a cleaner, more prosperous future for all.



# Governance

Creating a culture of integrity is only possible when strong and effective governance is in place. At Westport, good governance has two aspects: internal and external. First, we want to manage our organization in a transparent and fair way, with no place for malpractice, abuse of power, or discrimination. Second, as a publicly listed company, we want to be a reliable business partner and member of the capital markets. We do not tolerate any unfair business practices, such as corruption, unfair competition, insider trading, or money laundering.

By protecting the rights of individuals, managing risk, and consistently demonstrating ethical and responsible behavior, we establish trust among our stakeholders as we build a culture of integrity and a dynamic, successful, ethical, and sustainable business that is in line with our values.



GRI 2-9 GRI 2-10 GRI 2-11 GRI 405-1 TC-SI-330a.3

# Corporate governance

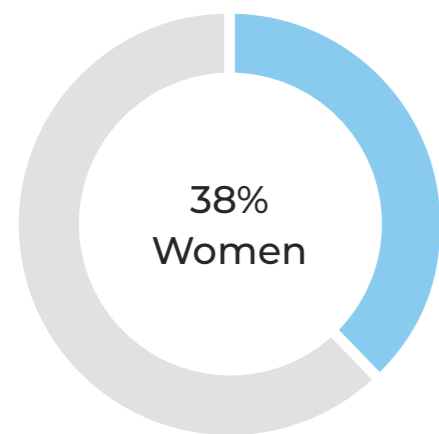
Every day, our collective commitment toward the values of integrity, respect, and perseverance is reflected in our actions. With their vast experience, our Board of Directors and its Standing Committees establish the **practices and responsibilities that help the company achieve its goals and maximize sustainable shareholder value while considering our responsibilities** as a good corporate citizen to all stakeholders.

Elected by Westport’s shareholders, the Board of Directors is responsible for overseeing the business and affairs of our company. **Governance policies and practices are consistent with our values, sustainability, and various rules and requirements** applicable to our business.

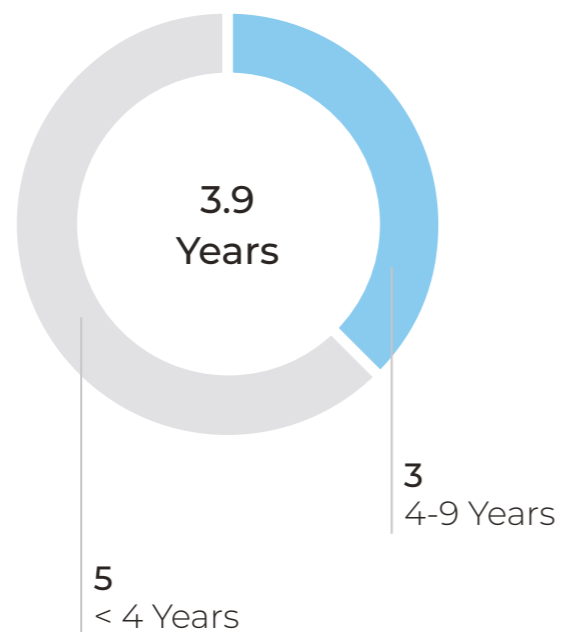
Westport's Chair of the Board of Directors is **Mr. Daniel Hancock**, who has been an independent Director since 2017.

## Board at a glance

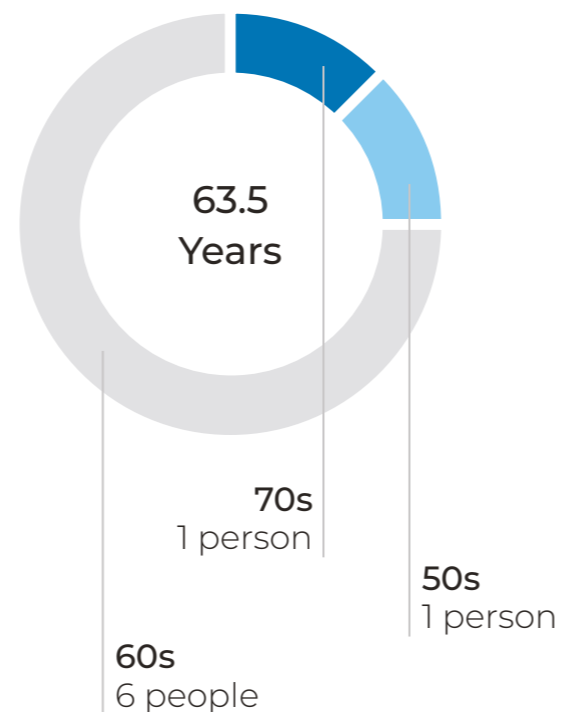
GENDER DIVERSITY



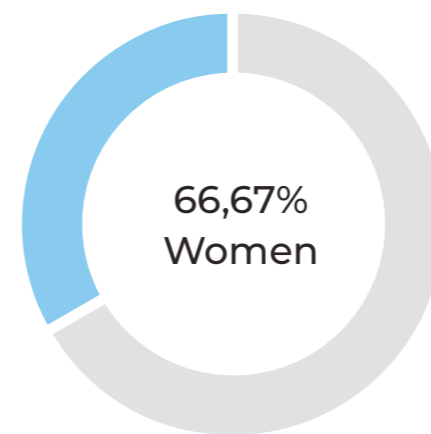
AVERAGE TENURE



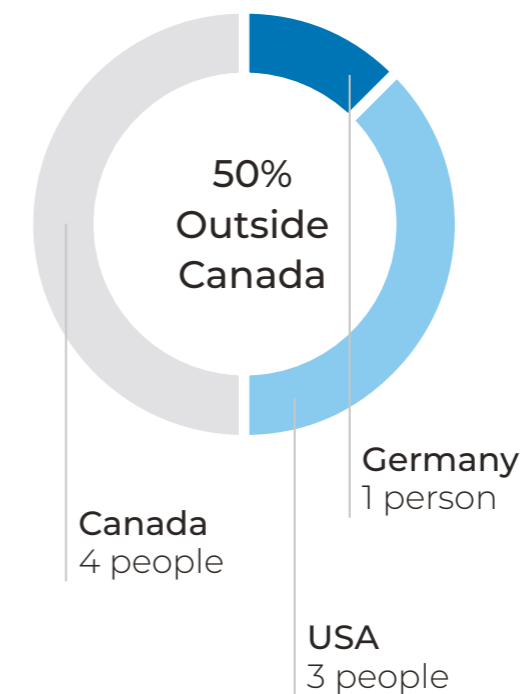
AVERAGE AGE



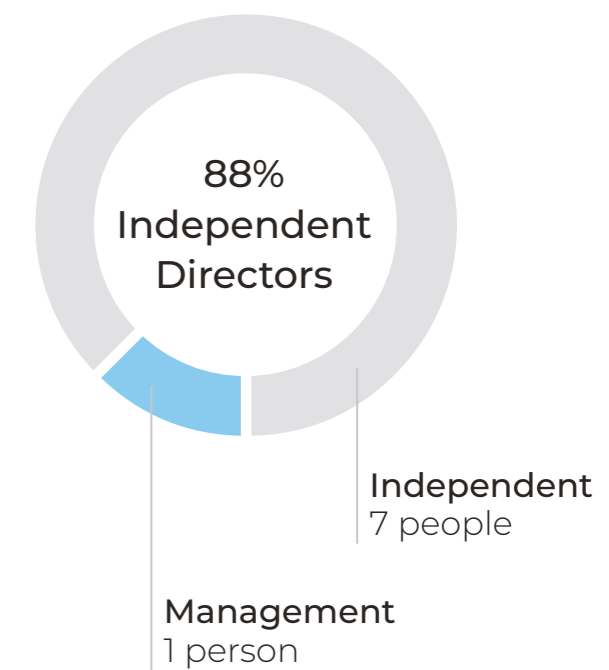
COMMITTEE CHAIRS



NATIONALITY



INDEPENDENCE



# Board tenure

Directors are individually nominated and elected annually at Westport’s Annual General Meeting of Shareholders. Since 2020, five new Board members have been appointed. As of June 13, 2024, no Director has served for more than 10 years, with the average tenure being 3.9 years as of December 31, 2023.

Westport has not established term limits for members of our Board of Directors; however, we are committed to renewing Board membership on a measured basis. **A review and assessment of our Board of Directors is conducted annually, and Westport periodically reviews and rotates Board Chair and Committee Chair positions to ensure diversity of views.**

As of June 13, 2024

# 89%

of directors were independent

# 38%

female director representation, exceeding the Diversity Policy’s 30% minimum and meeting the target commitment for three consecutive years



GRI 2-9 GRI 2-10 GRI 2-12 GRI 2-17

## Board skill diversity

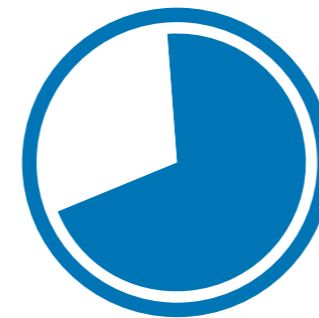
Directors must have an appropriate mix of skills, knowledge, and experience in business, along with an understanding of the industry and the geographical areas in which the corporation operates. **The corporation maintains a skills matrix** to identify those areas which are necessary for the Board to carry out its mandate effectively and to determine the appropriate mix of Directors on each of the standing committees. The Nominating and Corporate Governance Committee reviews the matrix annually to confirm it continues to reflect the most relevant skills, experience, and competencies.

**Our Directors have a strong set of skills and expertise** in many areas. While individual Directors may have significant experience in multiple areas, for the purpose of simplicity, the following table identifies only the top five primary areas of expertise as self-assessed by each nominated Director. The Nominating and Corporate Governance Committee coordinates and oversees an annual self-evaluation process with the Board of Directors.



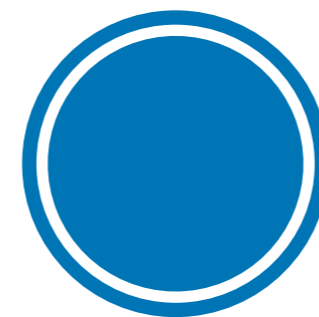
### 1 - COMPETENT

Having requisite or adequate ability



### 2 - PROFICIENT

Depth of understanding of discipline and area of practice; a thorough competence derived from training and practice



### 3 - EXPERT

A person who has a comprehensive and authoritative knowledge of or skill in a particular area

# Director skills matrix

## AREAS OF EXPERTISE

### ACCOUNTING / AUDIT / FINANCIAL EXPERTISE

Ability to critically read and analyze financial statements, knowledge of accounting and financial disclosure and reporting processes

### CAPITAL MARKETS

Work experience involving extensive exposure to public capital markets and institutional investors (including financing and funding activities)

### C-SUITE LEADERSHIP

Experience as a CEO or executive management position for a large publicly listed or large private organization

### DIGITAL, TECHNOLOGY, AND INFORMATION SECURITY

Experience in digital technology tools and oversight of information security (including cybersecurity and privacy) and technology risk management programs

### ENGINEERING EXPERIENCE

Experience involving development and implementation of technology strategies including product development, technology/product portfolio management and R&D

### GLOBAL EXPERIENCE

Management or executive experience in a multi-national organization, understanding of the challenges faced in different cultural, political, or regulatory environments

### GOVERNANCE / BOARD

Understanding the requirements of good corporate governance, dynamics and operations of a corporate board and the legal and regulatory landscape

### MERGERS AND ACQUISITIONS

Experience in mergers, acquisitions, integrations or other business combinations

MICHELE  
BUCHIGNANI

BRENDA  
EPRILE

ANTHONY  
GUGLIELMINI

DANIEL  
HANCOCK

PHILIP  
HODGE

DAN  
SCELI

KARL-VIKTOR  
SCHALLER

EILEEN  
WHEATMAN



# Director skills matrix

## AREAS OF EXPERTISE

### MANUFACTURING EXPERIENCE

Experience with direct operations, including operational optimization and direct responsibilities for workplace health, safety, environment

### MARKETING / SALES / BRAND MANAGEMENT

Management or executive experience involving the marketing, sales and branding of products

### REGULATORY AND LEGAL

Experience in regulatory, legal and public policy matters including government relations

### RELEVANT INDUSTRY EXPERIENCE

Management or executive experience or relevant education in the company's core industry for understanding of the company's markets, strategy, risk management and operations

### RISK MANAGEMENT

Knowledge of and experience with internal risk controls, risk assessments and reporting

### STRATEGIC PLANNING AND EXECUTION

Experience with identifying value creation opportunities and development and implementation of business growth and optimization strategies

### SUSTAINABILITY / ESG

Experience with and responsibility for sustainable business practices, including environmental impacts and assessment and analysis of sustainability metrics

### TALENT MANAGEMENT AND COMPENSATION

Experience in leadership continuity, succession planning, diversity and inclusion, compensation programs and management of compensation-related risks

MICHELE  
BUCHIGNANI

BRENDA  
EPRILE

ANTHONY  
GUGLIELMINI

DANIEL  
HANCOCK

PHILIP  
HODGE

DAN  
SCELI

KARL-VIKTOR  
SCHALLER

EILEEN  
WHEATMAN



## Strategic planning oversight

The Board and executive management dedicate **at least two Board meetings per year to strategic planning to discuss emerging trends, the competitive environment, risk issues including cybersecurity and corporate social responsibility initiatives**, and any significant business issues and product portfolio adjustments within the context of the corporation's strategic direction. Strategic, financial, and capital plans are developed by executive management and reviewed by the Board for alignment of resource allocation and risk before approval.

During the year, the Board monitors executive management's progress and receives regular updates from the CEO and other members of the Executive Management team on strategic developments and performance against the strategic plan, including the oversight of amendments considering any new market, regulatory, or competitive conditions.

## Succession planning

**Our Board periodically evaluates Board succession processes** to ensure Directors with strong and diverse experiences can be attracted and selected for future Board seats.

Moreover, our Board actively monitors our management **succession plans** and receives regular updates on human capital management matters. At least annually, the Board reviews senior management succession and development plans.

# 2/YEAR

strategic planning Board meeting



GRI 2-12 GRI 2-14 GRI 2-15 GRI 2-19

## Role and responsibility of the Board

A strong ESG strategy and performance requires an **effective and accountable governance structure and process**. Our experienced eight-member Board is committed to nurturing and fostering Westport long-term and the ongoing commitment to **environmental stewardship and sustainability for the creation of long-term shareholder value**, as well as effective corporate governance and strong leadership to support our strategy. Responsibilities include oversight of the adequacy of management systems to identify and manage ESG-related matters, including **climate strategy and associated risks and opportunities**; oversight of climate-related responsibilities; adoption of appropriate ESG standards; the tracking, monitoring, and disclosure of the company's ESG performance; and incorporating ESG considerations into the development of strategies for the company.

**The Audit Committee has primary responsibility for oversight over the adequacy and effectiveness of the reporting systems** and related internal controls, which were developed and implemented by management in connection with disclosures relating to ESG matters and other non-financial data included in Westport's ESG Reports.

### THE BOARD HAS RESPONSIBILITY FOR THE FOLLOWING MATTERS:

-  executive leadership and oversight
-  legal and regulatory compliance
-  corporate communications
-  strategic plan
-  risk management and internal controls
-  annual operating plan and budget
-  corporate governance
-  financing activities
-  oversight of corporate culture
-  execution compensation
-  sustainability and ESG
-  major acquisitions and divestitures
-  diversity and inclusion

**The Board of Directors ensures proper risk management systems are in place** to monitor the integrity of internal controls and critical information systems. Our full Board is responsible for risk oversight and has designated committees for oversight of certain key risks. The Audit Committee has the responsibility to review the effectiveness of systems pertaining to financial reporting. Our Board oversees management as it fulfills its responsibilities for the assessment and mitigation of risks and for taking appropriate actions.

## Decisions of the Board and stakeholder engagement

Typically, matters before the Board are decided by a **majority vote of the Directors present at the meeting**, provided that the minimum quorum is met. Notwithstanding the previous sentence, the approval of any annual capital and operating budget(s) requires the approval of no less than **two-thirds of the members of the Board**.

Consultation between external stakeholders and the Board of Directors occurs both formally and informally **each year**. In addition, institutional holders and analysts can discuss ESG topics with leadership during quarter results conference calls, at investor conferences, and during scheduled sessions.

# 2/3

of the members of the Board is required for the approval of the budget

## Conflict of interest

**Directors must avoid conflicts of interest and even the appearance of a conflict of interest.** The nature and intent of this conflicting interest will be noted in the minutes of the meeting of the Board. A Director who discloses a conflict of interest must refrain from taking part in any discussions or voting on any resolution in the matter. If a significant and persistent conflict exists and cannot be resolved, **the Director should immediately submit their resignation to the Board Chair for consideration by the Board.** Directors must maintain strict confidentiality about all Westport matters. Decisions must be made in good faith and with the long-term interests of Westport and its shareholders in mind. **A Director may not use his or her position** as a Director to make a profit on any transaction, even if Westport did not participate in the transaction.

**Our Code of Conduct addresses processes and policies for avoiding and managing conflicts of interest.**

Conflicts of interest are disclosed for current Directors in each year's Annual Information Form and for all Directors up for nomination in our Management Information Circular.



GRI 2-19

## Remuneration



### **THE BOARD OF DIRECTORS' COMPENSATION STRUCTURE AIMS TO ATTRACT AND RETAIN HIGHLY SKILLED AND EXPERIENCED DIRECTORS,**

which is crucial for the long-term success of the company. To achieve this, Directors must receive competitive and reasonable compensation. The Board has established that the compensation of Directors should be in line with that of comparable corporations, considering the required time commitment, responsibilities, and market trends in Director compensation. The HRC Committee, which is responsible for this matter, evaluates the time and effort needed to be an effective Director and considers an external compensation consultants' advice and relevant market data to make recommendations to the Board.

### **THE BOARD ALSO ENCOURAGES DIRECTORS TO HOLD A SIGNIFICANT OWNERSHIP STAKE IN WESTPORT.**

In 2022, the Board increased the minimum number of shares required to be held by non-employee Directors. According to the share ownership guidelines applicable to all non-employee Directors, each Director must acquire Common Shares or Units worth at least five times their annual cash retainer within a five-year period. All non-employee Directors had their five-year acquisition period reset due to the new share ownership requirement.



**For further details, see the [2024 Management Information Circular](#)**

GRI 2-9 GRI 2-13 GRI 2-14 GRI 2-17 GRI 2-24

## Board committee composition

All Board committees are composed entirely of independent Directors, and each has a written charter that is reviewed and reassessed annually by the NCG Committee and posted on our website.

The Board delegates specific responsibilities to each of its four committees. **Our Board Committee Charters were updated in 2022 to embed ESG responsibilities for all committees. Any responsibility not delegated to one or more of its committees remains with the Board of Directors.**

### AUDIT COMMITTEE

- Oversight of Westport's accounting and financial reporting processes and audits of its financial statements
- Compliance with legal and regulatory requirements and the promotion of legal and ethical conduct
- Oversight of risk identification assessment and risk management processes and the design, implementation, and operation of an effective system of internal control over financial reporting by Westport management, including climate-related and social risks
- Recommend to the Board of Directors the approval of the audited annual financial statements and related MD&A
- Oversight of compliance with our Code of Ethics
- Reviewing and assessing the adequacy of the reporting systems and related internal controls relating to ESG matters

### HUMAN RESOURCES AND COMPENSATION COMMITTEE

- Primary responsibility for establishing Westport's compensation philosophy and principles, including designing, developing, and overseeing the operation of Westport's executive compensation program
- Desponsible for executive oversight, including goal setting and performance evaluation for the CEO (working with the Board Chair)
- Executive succession planning and review of the corporation's talent development (working with the CEO) and Director compensation
- Ensuring appropriate mitigation of compensation and talent risk, through review and approval of our compensation policies and practices
- Oversight of diversity and inclusion policies and human capital management, including diversity, equity, and inclusion initiatives

### NOMINATING AND CORPORATE GOVERNANCE COMMITTEE

- Primary responsibility of establishing and monitoring Westport's corporate governance practices, including assessing the effectiveness of the Board of Directors, the standing committees and individual Directors, evaluating and recommending the appointment of Directors, succession planning, and reviewing and organizing ongoing Director education, as well as overseeing legal and regulatory compliance and shareholder engagement
- Oversight of the principal policies that guide our overall corporate governance
- Reviewing and assessing corporate governance issues and policies including ESG-related matters

### TECHNICAL AND PRODUCT STRATEGY COMMITTEE

- Oversight of responsibilities with respect to Westport's technology and product planning activities in order to inform and support Westport's overall business strategy
- Reviewing and monitoring specific industry and other trends that could have a significant impact on Westport's technology, product, and overall business strategies
- Assessing the scope and quality of Westport's technology strategies, intellectual property, and product portfolio, along with reporting to the Board on how such matters impact the development and implementation of Westport's overall business strategy
- Making recommendations to the Board for how to approach mitigation of risk or capture identified opportunities

More information about our governance practices can be found in our 2024 Management Information Circular and on our website.

GRI 2-17 GRI 2-18 GRI 2-20

## Among our governance practices:

- The Board must have a **majority of independent** Directors. As of the date of this report, all Directors except our CEO are independent
- Any new appointees or nominees to the Board of Directors must have a demonstrated commitment to **high personal and professional integrity and ethical standards**, a favorable record of accomplishment in general business management, and special expertise in areas of strategic interest to our organization
- If a nominated Director fails to achieve a majority of votes for their appointment in an uncontested election at the annual general meeting, that nominated Director is required to submit their resignation to the Board Chair **in accordance with Westport's Majority Voting Policy**
- Annual election of Directors, including our fourth annual "say-on-pay" vote, was held on April 6, 2023. Our most recent vote, held at the 2023 Annual General Meeting, resulted in **86.99% of voted shares in favor of the resolution accepting our approach to executive compensation**. Although there were no substantive changes to our executive compensation structure in 2022, in keeping with governance trends and in the interest of soliciting shareholders feedback, we continue to offer an annual "say-on-pay" advisory vote
- Directors participate in continuous learning activities as part of the company's **Continuing Education Program**, which is overseen by the NCG Committee. Continuing education covers a range of topics including best practices in corporate governance, latest business and product information, cybersecurity, data privacy, and ESG matters. During 2023, **all Directors attended the education sessions provided**
- In addition to continuing education topics addressed within a regular board meeting, at least **two separate education sessions are scheduled within a year**. During 2023, all Directors attended the education sessions provided by the Corporation. Two of them included ESG-related topics
- Westport has established an **annual evaluation process** for the Board, each Board Standing Committee, and each Board member which is overseen by the NCG Committee

GRI 205-1 GRI 416-2 GRI 2-23

# Enterprise risk management

At Westport, we place a significant emphasis on **prioritizing risk management and continuously improving in this area** to effectively address emerging risks that may affect our business. This has been an **important part** of Westport’s ESG strategy. This is why our Board, and its Standing Committees play a key role in oversight of our risk culture, setting the “tone at the top” and holding management accountable for its maintenance of high ethical standards and mitigation of risks and for taking appropriate actions.

Our risk ownership culture is ingrained in our **three lines of defense approach**, with functional business units owning their respective risks based on our risk matrix. This matrix is **revisited annually** and incorporates a valuation process to prioritize risks.

By adopting a comprehensive approach to risk identification, we aim to gain a **deeper understanding of our vulnerability to potential losses** and enhance our ability to effectively prepare, respond, and mitigate any disruptive incidents that could affect our business continuity.

Please see "Risk Factors" in our Annual Information Form for 2023 (pg 22).



## Customer health and safety

The executive-level **Product Safety and Compliance Committee**, formed in 2020, is responsible for oversight of product safety- and compliance-related risk assessments, risk acceptance, and risk mitigation efforts, as well as proactive measures associated with Westport’s products and services, throughout the company, and sold or otherwise provided to third-party customers.



GRI 418-1

# Cyber and information security



Data security is a **critical issue for both us and our customers**. The continuous development of IT tools, their universal and wide-ranging application, both in our products and in everyday work, brings with it many potential risks and dangers. Cybercriminals are using increasingly innovative and sophisticated ways to access our data, which **makes building our cyber resilience an ongoing process**.

**IN 2023, WE CONTINUED TO WORK WITHIN THE MANAGEMENT TASK FORCE ESTABLISHED IN 2020, WHICH RESULTED IN SEVERAL CYBERSECURITY INITIATIVES, INCLUDING:**

- **Introduction of outsourced Security Operation Centers (SOC)** in some of our sites, including SIEM (Security Information and Event Management), SOAR (Security Orchestration, Automation, and Response) and SUMO Logic (Real-Time Reporting) – implementation of SOC will allow us to secure, investigate, and respond to any threats and further learn from such situations and ensure compliance. This initiative will be further continued in 2024.
- **Further progress in building organizational cybersecurity culture** through trainings, quarterly e-mail campaigns, informative templates, etc. (the 2023 completion rate was 66%). No tool, not even the best one, can provide full security if the human factor is missing. Thus, at Westport, we focus on education to drive the vigilance of our employees. We concentrate our training on practical and up-to-date topics, adapting the content to a changing reality. In 2023, our training concerned physical and digital access management, clean desk policy, safe web browsing: identity theft, public Wi-Fi, and phishing. In addition to these courses, quarterly phishing simulation campaigns are also launched. Through the campaign, 9 templates of phishing e-mail simulations are sent to each employee over the whole year.

## Protection of customers' data and privacy

During our day-to-day business, we work with a **huge amount of data coming from our customers**, directly or through our brands' websites. **We take the utmost care to protect them** by, among other things, encryption, restricted access to customers' data, and providing our employees with safe tools and platforms for exchange of information.

Moreover, **we protect our customers' privacy and internal data by following data protection regulations**. In our European locations, our cybersecurity team regularly works with local HR and stakeholders to ensure compliance with GDPR (General Data Protection Regulations). We constantly monitor our digital public presence and adjust and update our privacy protocols and procedures when necessary.

In 2023, we received

**0** **SUBSTANTIATED COMPLAINTS**

concerning breaches of **customer privacy**. **We also did not identify** any leaks, thefts, or losses of customer data.

We remain dedicated to maintaining the highest standards in the protection of customers' data and privacy. Through comprehensive policies, ongoing investments, and a proactive approach to emerging challenges, we strive to uphold trust with our customers and stakeholders.



# Plans for 2024

In 2024, we plan to further focus on training initiatives – our goal is to achieve

## 85% rate of completion among employees.

Our commitment to a cybersecurity-conscious culture is emphasized through employee training initiatives. Regular training programs will focus on enhancing awareness of social engineering threats and promoting secure online behaviors.

We plan to work further on the newest developments and updates in our business technology, including protection of passwords, VPN Global protect, device trust enforcement, e-mail security, and mobile device management.

**We will continue with certification processes** (ISO27001, ISO9001, ISO21434, and IATF 16949) and meeting our customers' cybersecurity requirements.

As a response to growing demand from our customers, in 2024 we will continue our dedication to expanding Westport's Cybersecurity Framework and Security Operations Center tools to Operational Technology (OT) and Electronic Control Units (ECU) environments.

The focus areas will still be:

## OPERATIONAL TECHNOLOGY



Manufacturing automation equipment, programmable logic controllers



Supervisory control data acquisition devices, internal/external connectivity to production environment



Smart devices and sensors (network connectivity)

## ECU CUSTOMER TECHNOLOGY



In-vehicle ECU connectivity to internal/external networks



Customer and/or vehicle data collection



Remote vehicle diagnostics

These improvement plans bolster our defenses and underscore our commitment to ethical data handling, environmental sustainability, and the overall resilience of our organization in an increasingly digital world. Together, these initiatives represent a strategic roadmap that aligns our cybersecurity practices with our organizational goals and values.

GRI 2-23 GRI 2-24 GRI 2-25 GRI 2-26 GRI 205-1 RT-EE-510a.1

## Business ethics

### CODE OF CONDUCT (CoC)

Over the past few years – with 2023 not being an exception – **we have worked hard to develop, update, and fully distribute our Code of Conduct**, so everyone in our organization and beyond can become familiar with it. Our values of integrity, respect, and perseverance guide our relationships and interactions with employees, customers, suppliers, and investors. These values are fundamental to our business partnerships and continued success in the marketplace and are a source of pride for our team.

Westport's Code of Conduct reflects our **commitment to a culture of honesty, integrity, and accountability** and outlines the principles and policies to which all directors, officers, employees, contractors, agents, and consultants who act on behalf of Westport must comply. The Code covers all the crucial aspects of our operations and provides readers clear directions on how to act properly both on day-to-day work and in suspicious or doubtful situations.

**INTEGRITY**  
**RESPECT**  
**PERSEVERANCE**

### THE CODE OF CONDUCT CAN BE EASILY DOWNLOADED

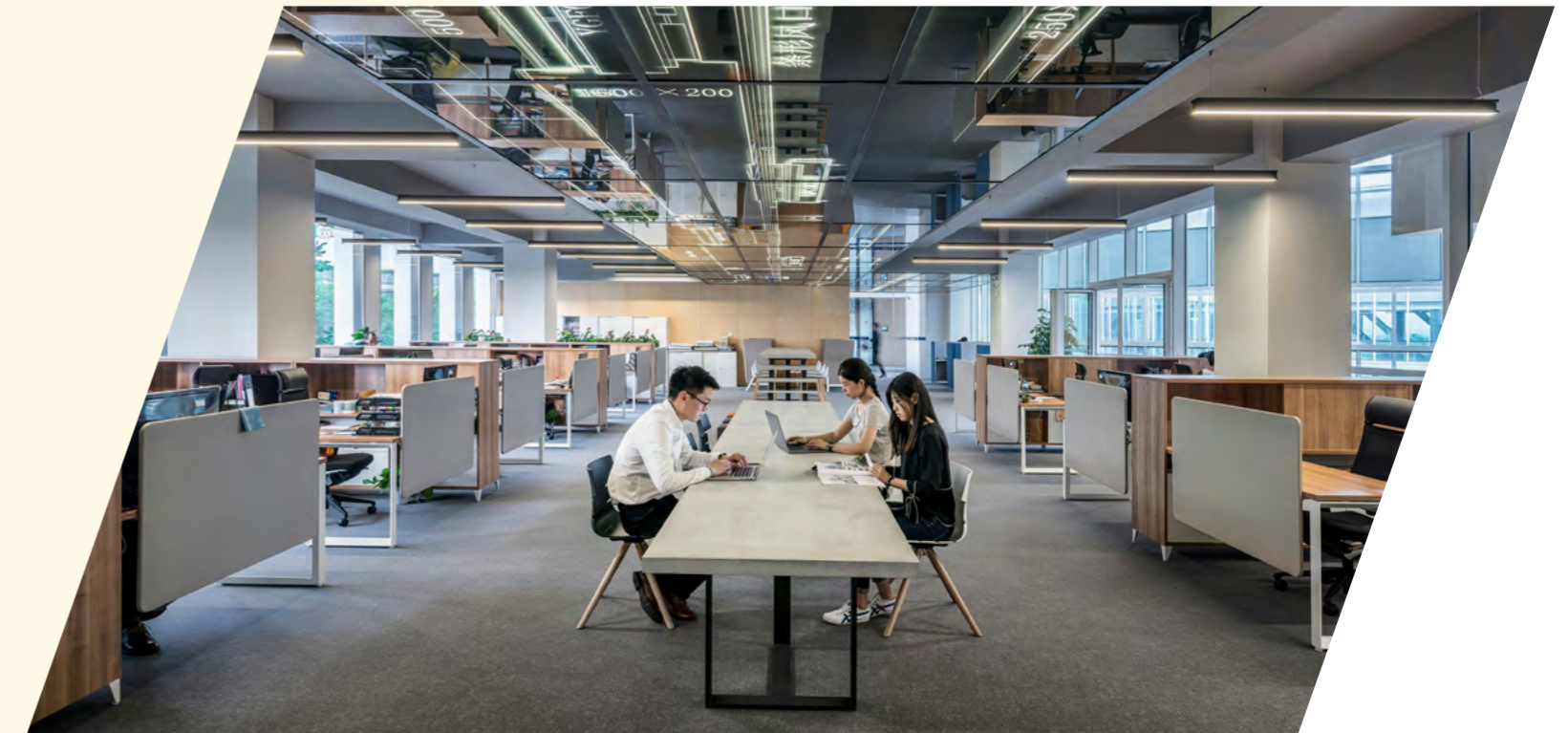
on our website at <https://wfsinc.com/company/commitment-to-integrity> and **is available in six language** versions.

GRI 205-2 GRI 205-3 GRI 206-1 RT-EE-510a.2 TR-AP-520a.1 RT-EE-510a.3

## Anti-corruption and prevention of bribery

At Westport, we are committed to the **prevention of corruption and bribery** in the conduct of our global business and to the strict adherence to applicable anti-bribery laws and regulations of the local jurisdictions in which we operate. Every year, we make every effort **to educate and raise the awareness of all our employees and associates** about corruption issues. Through our global Anti-Corruption and Prevention of Bribery Principles, we make a clear statement that any form of corruption is strictly prohibited and not tolerated.

We make sure that all employees are **aware of potential corruption risks**. For those roles where a higher level of potential exposure to the risk of corruption is identified, **mandatory training** including both structured classroom and online components are delivered to ensure that directors, executives, employees, and others acting on the company's behalf continue to be aware of and understand corporate policies and procedures specific to anti-corruption and bribery.



GRI 205-2 GRI 404-1

# Trainings

## CODE OF CONDUCT TRAININGS

An active ethics and compliance program includes **regular employee ethics training**, Code of Conduct training, and certifications by employees. Thus, mandatory training on the Code **occurs annually**. All directors, officers, and employees must certify annually that they have read and understood the Code.

In 2023

# 100%

of our employees completed the Code of Conduct training.

## ANTI-CORRUPTION TRAININGS

"Anti-corruption" as well as "Financial Integrity" and "Gifts, Entertainment and Hospitality", which are related topics to "Anti-Corruption", **are part of annual Code of Conduct training** – this ensures that every person working with us, regardless of position, has up-to-date knowledge on this important subject. In 2023, we additionally provided a focused online training module specific to anti-corruption and the prevention of bribery which was rolled out to all Westport employees and in 2023 achieved 52% completion rate. Westport intends to launch this specific training module again in 2024 and strive for a majority completion rate.

Moreover, every year, we provide **a specific anti-corruption training to selected employees**, which includes an in-depth two-hour training session for employees within specific higher risk categories. At the end of 2022, Westport launched an improved and enhanced classroom module, continuing to drive awareness of areas of risk in daily business operations and transactions, empowering employees with practical skills on identifying and managing risks and ensuring a clear understanding of the expectations of Westport on compliance.

We ensure that our trainings are as practical and focused as possible. The new and improved anti-corruption training module was launched with training of our Board of Directors, with Westport employees and executives following. Continued training will occur in 2024 with the objective of training the remainder of selected employees by the end of the year.

To date, 143 Westport Directors, Executives, and employees have completed the two-hour classroom training session.

GRI 2-23 GRI 2-24 GRI 2-27

## Key sustainability policies and standards

### RESPECT FOR INTERNATIONALLY RECOGNIZED HUMAN RIGHTS IS A FUNDAMENTAL VALUE

of Westport and our subsidiaries and affiliates. We respect human rights and will not knowingly be complicit in human rights abuses through our activities and value chain. We are committed to preventing, mitigating, and remediating any human rights abuses that are linked to our business activities, operations, products, and services.

All the above commitments are included in our Human Rights Policy, which we put on paper with the utmost scrutiny in 2021. The Human Rights Policy, after a set of trainings over the organization, is available globally for all employees and is a part of the onboarding process.

In addition to our Human Rights policy, under Canada's new modern slavery legislation, the Fighting Against Forced Labour and Child Labour in Supply Chains Act (Act), starting from May 2024, we are required to file an annual public report on measures they have taken to address and prevent forced and child labour in their supply chains during their previous fiscal year. Under this new legislation, the following information must be disclosed:

1. Policies and due diligence processes in relation to forced and child labour;
2. The parts of the business and supply chains that carry a risk of forced or child labour being used and the steps it has taken to assess and manage that risk;
3. Any measures taken to remediate any forced or child labour;
4. Any measures taken to remediate the loss of income to the most vulnerable families that results from its measures taken to eliminate the use of forced or child labour;
5. The training provided to employees on forced and child labour; and
6. How the organization assesses its effectiveness in ensuring that forced and child labour are not being used in its business and supply chains.

The Report must be made publicly available in a prominent place on the company's website. Federal corporations must also provide a copy of their annual reports to their shareholders together with their annual financial statements. Every Report is to be included in an online registry maintained by the Minister of Public Safety and Emergency Preparedness.

# Key sustainability policies and standards

**OUR HUMAN RIGHTS POLICY AND OTHER POLICIES SUPPORT WESTPORT’S RESPECT FOR HUMAN RIGHTS STANDARDS THAT ARE CONTAINED IN THE FOLLOWING INTERNATIONAL TREATIES:**

- 1. The International Bill of Human Rights of the United Nations (UN)**
  - a. Universal Declaration of Human Rights
  - b. International Covenant on Civil and Political Rights
  - c. International Covenant on Economic, Social and Cultural Rights

- 2. The International Labour Organization’s (ILO) Declaration on Fundamental Principles and Rights at Work**

- 3. The United Nations Convention on the Rights of the Child**

- 4. The UN Declaration on the Rights of Indigenous Peoples**



**OUR SUSTAINABILITY STANDARDS ALLOW US TO COMPLY WITH APPLICABLE LAWS AND REGULATIONS CONTINUOUSLY AND FULLY**  
 Moreover, Westport has not paid any significant fines nor was otherwise sanctioned for non-compliance with environmental laws or regulations in the social and economic areas during the reporting period.

# Onboarding of employees and companies

At Westport, we are focused on **the growth and development of our team and portfolio of green transport solutions**. We make sure that every new employee and any new company that we acquire or establish, from the start of their association with Westport, is aware and rooted in our values. In each such case, **we carry out intensive onboarding**; however, this process is a continuous “work in progress,” and each year we do our best to improve it.



During the onboarding phase, each employee must **undergo a series of training sessions and certifications** on our procedures and policies, including our Code of Conduct, Anti-Corruption Policy, Human Rights Policy, Cybersecurity, and Whistleblower Policy. This is an obligatory step which we never skip.



The same procedure as described on the left applies to all employees of our new companies. We want to ensure that regardless of the location of our operations, whether in Europe, America, or Asia, our principles **are understood and applied uniformly**. We make no exceptions, especially in important matters such as anti-corruption, interactions with public officials, gifts and charity donations policy, human rights, etc.

GRI 2-16 GRI 2-23 GRI 2-24 GRI 2-25 GRI 2-26 GRI 415-1

## Key sustainability policies and standards

Our corporate governance encompasses Westport's commitment to a **culture of integrity, ethical, and sustainable business practices**. We believe that effective corporate governance is vital to the continued and long-term success of Westport's, as well as various stakeholders, be it employees, investors, local communities, and many others.

See below a list of our policy commitments for **responsible business conduct**, based on authoritative intergovernmental instruments for responsible business conduct, including a strong commitment to respect human rights:

### OUR POLICIES

Code of Conduct

- Reviewed and accepted by the Board of Directors
- Annual training with certification

Anti-Corruption and Prevention of Bribery

- Applicable also to business relationships, communicated through 2022 ESG survey

Human Rights Policy

Diversity Policy

- Reviewed and accepted by the Nominating & Corporate Governance Committee
- Annual training with certification
- Applicable also to business relationships, communicated through 2022 ESG survey

Whistleblower Policy

- Reviewed and accepted by the Audit Committee
- Annual training with certification
- Applicable also to business relationships, communicated through 2022 ESG survey

Environmental Policy

- Reviewed and accepted by the Board of Directors
- Applicable also to business relationships
- Shared on our website

### OTHER INTERNAL POLICIES:

- Health & Safety Policy
- Respectful Workplace Policy
- IT-Information Security Policy
- Records and Data Retention Policy
- Corporate Purchasing Policy
- Due Diligence Handbook
- Meals Gifts and Entertainment Policy
- Travel Policy
- Interactions with Government Officials Policy
- Anti-hedging and Clawback Policy
- Contract Management Policy

## Key sustainability policies and standards

All our policies have been guided by **voluntary principles regarding business and human rights** that are outlined in:

1. The UN Global Compact
2. The UN Guiding Principles on Business and Human Rights: Implementing the United Nations 'Protect, Respect and Remedy' Framework
3. The Organisation for Economic Cooperation and Development (OECD) Guidelines for Multinational Enterprises
4. The ILO Tripartite Declaration of Principles concerning Multinational Enterprises and Social Policy

Details on approval processes, due-diligence processes, application of the precautionary principle, communication and enforcement methods, and grievance mechanisms or periodic audits, are included in individual policies, which are available for our employees on the intranet and on-site and are subject to trainings and certifications.

## Asking questions and reporting concerns



**The Whistleblower Policy** enables our employees to resolve issues within the Company without fear of retaliation.

Furthermore, the Ethics Hotline web portal and phone line are available **24 hours a day, 7 days a week**. Trained specialists from an independent third-party provider of corporate compliance services will answer calls, document concerns, and forward a written report to Westport for further investigation.

Website Access - [www.westport.ethicspoint.com](http://www.westport.ethicspoint.com)

E-mail: [alert@wfsinc.com](mailto:alert@wfsinc.com)

The Ethics Hotline Details (by region) can be found in the Code of Conduct.

**For communication of critical concerns, there is also the possibility of directly contacting the Board at [boardchair@wfsinc.com](mailto:boardchair@wfsinc.com).**

GRI 2-2 GRI 2-3 GRI 2-5

## About this report

Westport presents its sixth annual ESG report, focusing on the 2023 calendar year. All numerical data pertains specifically to the year 2023 unless otherwise specified, with financial figures denominated in U.S. dollars and information current as of December 31, 2023. Performance metrics encompass the entirety of our operations, including offices, production facilities, and technology centers where our staff is employed. Joint ventures are excluded from this data unless explicitly stated.

The entities listed in Westport's consolidated financial reporting are fully incorporated into this sustainability report, aligning its reporting period with financial disclosures. The report's contents reflect the findings of a materiality assessment conducted in 2021, which remained valid for the 2023 reporting period; no new materiality study was undertaken for 2023. Refer to page [37-38] for details on our materiality assessment process and priority topics.

This report adheres to the 2021 Global Reporting Initiative (GRI) Universal Standards and addresses metrics outlined in the Sustainability Accounting Standards Board's (SASB) Auto Parts and Electrical & Electronic Equipment Standards. While internal reviews and procedures ensure the accuracy and credibility of the data presented, external verification of the ESG Report has not been sought. The report has been reviewed and endorsed by our ESG Steering Committee, comprised of senior executives of the organization and also by Board of Directors.

Publication date of this report is: 25.06.2024



**We welcome your questions and feedback on our report or performance.  
Please send your questions or comments to [sustainability@wfsinc.com](mailto:sustainability@wfsinc.com).**

GRI 3-2

# GRI and SASB content index

We prepared this report in accordance with the GRI Universal Standards and the Sustainability Accounting Standards Board's (SASB) Sustainability Accounting Standards for the Auto Parts and Electrical & Electronic Equipment industry classifications. The following index provides readers with references for where they can find information in this report and other public documents addressing GRI disclosures relevant to our business, which are based on the materiality assessment conducted by Westport.

Please visit the GRI website at <https://www.globalreporting.org/standards/> for the full list of disclosures and other information on the GRI reporting framework and <https://www.sasb.org/> for the full list of disclosures under the Auto Parts and Electrical & Electronic Equipment SASB Sustainability Accounting Standards.

REQUIREMENT	NOTES
<b>Statement of use</b>	Westport has reported in accordance with the GRI Standards for the period 1 January 2023 – 31 December 2023. Report contains additional indication of some important events and initiatives which took place at the first quarter of 2024.
<b>GRI 1 used</b>	GRI 1: Foundation 2021.
<b>Applicable GRI sector standards</b>	Not currently available.

GRI 2 GENERAL DISCLOSURES 2021 | SASB: 000

GRI DISCLOSURE	DISCLOSURE RESPONSE (DOCUMENT / URL / DIRECT ANSWER)	PAGE(S)	OMISSION
<b>The Organization and its Reporting Practices</b>			
<b>2-1 Organizational details</b>	<ul style="list-style-type: none"> <li>• Westport Fuel Systems Inc.</li> <li>• 1691 W75th Avenue, Vancouver, BC, Canada</li> <li>• Westport Website – Locations</li> <li>• 2023 Annual Information Form (page 2) – Corporate structure</li> <li>• ESG Report – About Westport Fuel Systems</li> </ul>	9	
<b>2-2 Entities included in the organization's sustainability reporting</b>	<ul style="list-style-type: none"> <li>• ESG Report – Our sites</li> <li>• ESG Report – About this report</li> <li>• 2023 Annual Information Form (page 2) – Corporate structure</li> <li>• 2023 Annual Report (pages 34-36) – Report of Independent Registered Public Accounting Firms</li> </ul>	10-11 104	
<b>2-3 Reporting period, frequency, and contact point</b>	<ul style="list-style-type: none"> <li>• ESG Report – About this report</li> </ul>	104	
<b>2-4 Restatements of information</b>	<ul style="list-style-type: none"> <li>• If the calculations, methodology, or definitions used have changed compared to the 2022 report, this has been explicitly indicated in the report</li> </ul>		
<b>2-5 External assurance</b>	<ul style="list-style-type: none"> <li>• We secure external assurance for all financial reporting information as part of our Audited Financial Statements.</li> <li>• ESG Report – About this report</li> <li>• 2023 Annual Report (pages 34-36) – Report of Independent Registered Public Accounting Firm</li> </ul>	104	
<b>Activities and Workers</b>			
<b>2-6 Activities, value chain, and other business relationships</b>	<ul style="list-style-type: none"> <li>• No significant changes from the previous report</li> <li>• Total average workforce of 1,702 people in 2023</li> <li>• Total of 12 operating sites as of December 31, 2023</li> <li>• 2023 revenue: \$331.8 M USD</li> <li>• Total market capitalization as of December 31, 2023: ~\$355,7 M USD</li> <li>• ESG Report – About Westport Fuel Systems</li> <li>• ESG Report – Our products</li> <li>• ESG Report – Our global workforce</li> <li>• ESG Report – Responsible sourcing</li> <li>• 2023 Annual Information Form (pages 5-11; 19-20)</li> <li>• In 2023, we agreed on new conditions of joint venture – Minda Westport Technologies Limited, India with 24% participation</li> </ul>	9 12-13 60-61 77-78	
<b>2-7 Employees</b>	<ul style="list-style-type: none"> <li>• In 2023, our total direct employees was on average 1,564 (in 2022: 1,532).</li> <li>• During the reported period, there were the following significant fluctuations in the number of employees:                             <ul style="list-style-type: none"> <li>◦ In Argentina, the minimum employment was 74 in November 2023, and the maximum 88 in January 2023; average employment was 85.</li> <li>◦ In Cambridge, the minimum employment was 20 in January 2023, and the maximum was 28 in October 2023. The average employment was 25.</li> <li>◦ In India, the minimum employment was 59 employees in October 2023, and maximum was 68 in July 2023; we shut down factory in Ahmadabad in October 2023.</li> <li>◦ In Vancouver, the minimum employment was 190 in December 2023, and maximum was 202 in March 2023.</li> </ul> </li> <li>• There were no significant changes in employment at the other locations during the reported period.</li> <li>• All above statistics are calculated as head count.</li> <li>• Data regarding Employee Workforce Gender Diversity and Management Gender Diversity are calculated for the total workforce, including direct employees, individuals contracted directly for twelve months or longer, and temporary or seasonal workers.</li> <li>• ESG Report – Our global workforce</li> <li>• 2023 Annual Information Form (page 20-21)</li> </ul>	60-61	

GRI DISCLOSURE	DISCLOSURE RESPONSE (DOCUMENT / URL / DIRECT ANSWER)	PAGE(S)	OMISSION
<b>Activities and Workers</b>			
<b>2-8 Workers who are not employees</b>	<ul style="list-style-type: none"> <li>• The total number of workers who are not employees was on average 138 in 2023 (in 2022: 292 workers) which includes individuals contracted directly for 12 months or longer, and temporary or seasonal workers. Of these 138, 98 are blue collar workers and 40 are white collar workers.</li> <li>• During the reported period, there were the following significant fluctuations in the number of third-party workers:               <ul style="list-style-type: none"> <li>◦ In India, the minimum involvement of third-party was 41 in October 2023, and the maximum was 47 in March 2023. The average of third-party was 42.</li> <li>◦ In Cherasco, the minimum involvement of third-party was 20 in January 2023, and the maximum was 47 in March 2023. The average of third-party was 27.</li> </ul> </li> <li>• There were no significant changes in workers who are not employees at the other locations during the reported period.</li> <li>• All above statistics are calculated as head count.</li> <li>• ESG Report – Our global workforce</li> </ul>	60-61	
<b>SASB: RT-EE-000.B Number of employees</b>	<ul style="list-style-type: none"> <li>• See response to GRI 2-7</li> <li>• ESG Report – Our global workforce</li> </ul>	60-61	
<b>Governance</b>			
<b>2-9 Governance structure and composition</b>	<ul style="list-style-type: none"> <li>• ESG Report – Corporate governance</li> <li>• ESG Report – Board committee composition</li> <li>• 2024 Management Information Circular (pages 12-28)</li> <li>• Westport Website – Committee composition</li> <li>• Westport Website – Committee Charter details</li> <li>• Westport Website – Board of Directors Charter</li> <li>• Westport Website – Leadership</li> </ul>	81 90	
<b>2-10 Nomination and selection of the highest governance body</b>	<ul style="list-style-type: none"> <li>• ESG Report – Corporate governance</li> <li>• 2024 Management Information Circular – Nomination of Directors (pages 7-8)</li> <li>• Westport Website – Board of Directors Charter</li> <li>• Nominating and Corporate Governance Committee Charter</li> </ul>	82 91	
<b>2-11 Chair of the highest governance body</b>	<ul style="list-style-type: none"> <li>• ESG Report – Corporate governance</li> <li>• 2024 Management Information Circular (page 16)</li> </ul>	81	
<b>2-12 Role of the highest governance body in overseeing the management of impacts</b>	<ul style="list-style-type: none"> <li>• ESG Report – Corporate governance</li> <li>• 2024 Management Information Circular (pages 32-37)</li> <li>• Audit Committee Charter</li> </ul>	84-86 87	
<b>2-13 Delegation of responsibility for managing impacts</b>	<ul style="list-style-type: none"> <li>• ESG Report – ESG governance</li> <li>• ESG Report – Board committee composition</li> <li>• 2023 Management Information Circular (pages 32-37)</li> <li>• Westport Website – Committee composition</li> <li>• Westport Website – Committee Charter details</li> </ul>	19 90	
<b>2-14 Role of the highest governance body in sustainability reporting</b>	<ul style="list-style-type: none"> <li>• ESG Report – ESG governance</li> <li>• ESG Report – ESG strategy</li> <li>• ESG Report – Role and responsibility of the Board</li> <li>• ESG Report – Board committee composition</li> <li>• 2024 Management Information Circular (page 31, 33)</li> </ul>	19 20 87 90	

GRI DISCLOSURE	DISCLOSURE RESPONSE (DOCUMENT / URL / DIRECT ANSWER)	PAGE(S)	OMISSION	
<b>Governance</b>				
<b>2-15 Conflicts of interest</b>	<ul style="list-style-type: none"> <li>ESG Report – Conflicts of interest</li> <li>2024 Management Information Circular (page 59)</li> <li>2023 Annual Information Form (page 33)</li> </ul>	88		
<b>2-16 Communication of critical concerns</b>	<ul style="list-style-type: none"> <li>ESG Report – ESG governance</li> <li>ESG Report – Key sustainability policies &amp; standards</li> <li>Code of Conduct (pages 7-9) – Asking questions and reporting concerns – the ethics hotline</li> <li>Whistleblower Policy</li> <li>Westport Website – Ethics Hotline</li> <li>During 2023, there were no critical concerns communicated to the highest governance body.</li> </ul>	19 99-103		
<b>2-17 Collective knowledge of the highest governance body</b>	<ul style="list-style-type: none"> <li>ESG Report – Among our governance practices</li> <li>ESG Report – Board skill diversity</li> <li>2024 Management Information Circular (page 25)</li> </ul>	91 83 –85		
<b>2-18 Evaluation of the performance of the highest governance body</b>	<ul style="list-style-type: none"> <li>ESG Report – Among our governance practices</li> <li>2024 Management Information Circular (pages 35, 37-43, 59)</li> </ul>	91		
<b>2-19 Remuneration policies</b>	<ul style="list-style-type: none"> <li>ESG Report – Remuneration</li> <li>2024 Management Information Circular (pages 9, 60)</li> </ul>	89		
<b>2-20 Process to determine remuneration</b>	<ul style="list-style-type: none"> <li>ESG Report – Equality in compensation treatment</li> <li>ESG Report – Among our governance practices</li> <li>2024 Management Information Circular (pages 26-29)</li> </ul>	70 91		
<b>2-21 Annual total compensation ratio</b>	<ul style="list-style-type: none"> <li>ESG Report – Equality in compensation treatment</li> <li>Westport does not have the required data at the time of publication of the ESG Report. However, internal activities are underway to provide such data in the future.</li> </ul>	70	Information incomplete Westport does not have the required data at the time of publication of the ESG Report. However, internal activities are underway to provide such data in the future.	
<b>Strategy, Policies, and Practices</b>				
<b>2-22 Statement on sustainable development strategy</b>	<ul style="list-style-type: none"> <li>ESG Report – Message to our stakeholders</li> </ul>	5-6		
<b>2-23 Policy commitments</b>	<ul style="list-style-type: none"> <li>ESG Report – Our purpose</li> <li>ESG Report – 2023 ESG performance highlights</li> <li>ESG Report – What we stand for</li> <li>ESG Report – Enterprise risk management</li> <li>ESG Report – Business ethics</li> <li>ESG Report – Key sustainability policies &amp; standards</li> </ul>	<ul style="list-style-type: none"> <li>2024 Management Information Circular (pages 29-32)</li> <li>Code of Conduct</li> <li>Human Rights Policy</li> <li>Westport Website – Commitment to integrity</li> <li>Environmental Policy</li> </ul>	2 7-8 18 92 96 99-103	
<b>2-24 Embedding policy commitments</b>	<ul style="list-style-type: none"> <li>ESG Report – ESG strategy</li> <li>ESG Report – ESG governance</li> <li>ESG Report – Board committee composition</li> <li>ESG Report – Responsible sourcing</li> <li>ESG Report – Environmental stewardship and climate action strategies</li> <li>ESG Report – Business ethics</li> <li>ESG Report – Key sustainability policies &amp; standards</li> </ul>	20 19 90 77 43 96 99-103		

GRI DISCLOSURE	DISCLOSURE RESPONSE (DOCUMENT / URL / DIRECT ANSWER)	PAGE(S)	OMISSION
<b>Governance</b>			
2-25 Processes to remediate negative impacts	<ul style="list-style-type: none"> <li>• ESG Report – Key sustainability policies &amp; standards</li> <li>• 2023 Annual Information Form</li> <li>• <a href="#">Westport Website – Ethics Hotline</a></li> <li>• <a href="#">Whistleblower Policy</a></li> <li>• <a href="#">Code of Conduct</a></li> </ul>	99-103	
2-26 Mechanisms for seeking advice and raising concerns	<ul style="list-style-type: none"> <li>• ESG Report – Business ethics</li> <li>• ESG Report – Key sustainability policies &amp; standards</li> <li>• <a href="#">Westport Website – Commitment to Integrity</a></li> <li>• <a href="#">Westport Website – Ethics Hotline</a></li> <li>• 2024 Management Information Circular (page 32)</li> <li>• <a href="#">Whistleblower Policy</a></li> <li>• <a href="#">Human Rights Policy</a></li> <li>• <a href="#">Code of Conduct</a></li> </ul>	96 103	
2-27 Compliance with laws and regulations	<ul style="list-style-type: none"> <li>• ESG Report – Key sustainability policies &amp; standards</li> </ul>	99-103	
2-28 Membership associations	<ul style="list-style-type: none"> <li>• ESG Report – Stakeholder engagement</li> <li>• ESG Report – Industry Associations</li> </ul>	26 33-34	
<b>Stakeholder Engagement</b>			
2-29 Approach to stakeholder engagement	<ul style="list-style-type: none"> <li>• ESG Report – Our Approach</li> <li>• ESG Report – Stakeholder engagement</li> </ul>	17 25-32	
2-30 Collective bargaining agreements	<ul style="list-style-type: none"> <li>• ESG Report – Stakeholder engagement</li> <li>• Percentage of Employees Covered by Collective Bargaining by Location                             <ul style="list-style-type: none"> <li>◦ Argentina 69.00%</li> <li>◦ Calgary 0.00%</li> <li>◦ Cambridge 0.00%</li> <li>◦ Italy 100.0%</li> <li>◦ Eindhoven 88.4%</li> <li>◦ India 0.00%</li> <li>◦ Poland 0.00%</li> <li>◦ Sweden 0.00%</li> <li>◦ Vancouver 0.00%</li> </ul> </li> </ul>	25-26	

## GRI 3: MATERIAL TOPICS 2021

GRI DISCLOSURE	DISCLOSURE RESPONSE (DOCUMENT / URL / DIRECT ANSWER)	PAGE(S)	OMISSION
3-1 Process to determine material topics	<ul style="list-style-type: none"> <li>ESG Report – Our approach</li> <li>ESG Report – Stakeholder engagement</li> <li>ESG Report – Materiality assessment</li> </ul>	17 25-26 35	
3-2 List of material topics	<ul style="list-style-type: none"> <li>ESG Report – Materiality assessment</li> <li>ESG Report – GRI / SASB index</li> <li>There were no significant changes from the previous reporting period.</li> </ul>	35 105-121	

## GRI 201: ECONOMIC PERFORMANCE 2016

GRI DISCLOSURE	DISCLOSURE RESPONSE (DOCUMENT / URL / DIRECT ANSWER)	PAGE(S)	OMISSION
3-3 Management of material topics	<ul style="list-style-type: none"> <li>We report on the operating structure of our organization, changes in this structure and our financial and economic performance primarily through our Annual Reports and Interim Financial Reports. These are posted to the SEC filings site, EDGAR, and the Canadian filings site, SEDAR, and can be found at: <a href="https://investors.wfsinc.com/investors/default.aspx">https://investors.wfsinc.com/investors/default.aspx</a></li> <li>In addition, in accordance with applicable national regulations, we also fulfill our financial reporting obligations for each individual company belonging to Westport group (if required)</li> <li>2023 Annual Report (pages 37-65)</li> </ul>		
201-1 Direct economic value generated and distributed	<ul style="list-style-type: none"> <li>2023 Annual Report (pages 36-37)</li> </ul>		
201-2 Financial implications and other risks and opportunities due to climate change	<ul style="list-style-type: none"> <li>ESG Report – Regulatory Environment</li> <li>2023 Annual Information Form (pages 5-8; 11; 22; 24; 27)</li> </ul>	22	
201-3 Defined benefit plan obligations and other retirement plans	<ul style="list-style-type: none"> <li>In India, there is no pension plan, but there are 2 other Social Security Programs, both mandated by law: <ul style="list-style-type: none"> <li>Provident Fund – it is a fund wherein both the Employee and Employer make equal monthly contributions (12% of a portion of the Employee's Basic Salary, which would roughly be about 1/3 or 1/4th of the Base Salary of the employee) and</li> <li>Gratuity – book provision of 15 days of Basic Salary per year of service, paid at the time of resignation (after the minimum eligible years of service) or upon retirement.</li> </ul> </li> <li>In Argentina and North America (Vancouver, Calgary, Cambridge), there are no pension plans (neither mandatory nor voluntary).</li> <li>In Poland, there is no pension plan, but there is Social Security Program run by Government – the program is voluntary, the employee decides whether he/she wants to join it. If he/she joins the program – the employer transfers 1.5% of his/her salary into the employee's retirement account every month.</li> </ul>		Information incomplete Not all quantitative and descriptive data required by this disclosure 201-3 is available for 2023 and if some are available – it is not for all locations. In 2023, Westport did not analyze this issue in detail and did not collect detailed data from individual locations. However, internal activities are underway to provide such data in the future.
201-4 Financial assistance received from government	<ul style="list-style-type: none"> <li>In 2023, Westport received financial assistance from governments, our plants in Italy, Netherlands and Poland used tax reliefs, however quantitative data not available.</li> <li>Shareholding structure of Westport is void of government presence.</li> </ul>		

## GRI 202: MARKET PRESENCE 2016 | SASB: 000

GRI DISCLOSURE	DISCLOSURE RESPONSE (DOCUMENT / URL / DIRECT ANSWER)	PAGE(S)	OMISSION										
<b>3-3 Management of material topics</b>	<ul style="list-style-type: none"> <li>By engaging with our stakeholders on a regular basis, we have identified a list of key initiatives and focus areas for 2024 that will enable Westport to effectively address the most significant material topics. In addition, we are working to implement appropriate systems that will help us report in the future the particular data that we were unable to provide this year.</li> <li>ESG Report – Stakeholder engagement</li> <li>ESG Report – Materiality assessment</li> <li>ESG Report – Governance</li> </ul>	25-26 35 80											
<b>202-1 Ratios of standard entry level wage by gender compared to local minimum wage</b>	<ul style="list-style-type: none"> <li>ESG Report – Equality in compensation treatment</li> <li>Significant locations include the corporate head office, support offices, production facilities, and tech centers.</li> </ul>	70	Information unavailable The quantitative data required by this disclosure 202-1 is not available for 2023. However, internal activities are underway to provide such data in the future.										
<b>202-2 Proportion of senior management hired from the local community</b>	<ul style="list-style-type: none"> <li>Westport defines local communities as those located in greater regional areas or within the same country as the Westport hiring office.</li> <li>Significant locations include the corporate head office, support offices, production facilities, and tech centers.</li> <li>ESG Report – Our sites</li> <li>ESG Report – Our global workforce</li> </ul>	10-11 61	Information unavailable The quantitative data required by this disclosure 202-2 is not available for 2023. However, internal activities are underway to provide such data in the future.										
<b>SASB: RT-EE-000.A Number of units produced by product category</b>	<ul style="list-style-type: none"> <li>At the time of the publication of this ESG Report, Westport has the data about the number of units produced by product category only for the manufacturing facilities in Poland and Calgary, which are the following: <table border="1"> <thead> <tr> <th>Product</th> <th>Number of units</th> </tr> </thead> <tbody> <tr> <td>LPG tanks</td> <td>335,396</td> </tr> <tr> <td>Modules for ECMs</td> <td>14,080</td> </tr> <tr> <td>Other ECM/Electronics parts</td> <td>18,010,301</td> </tr> <tr> <td>Final Regulator Assembly</td> <td>146,749</td> </tr> </tbody> </table> </li> <li>See also Disclosure TR-AP-000.A Number of parts produced</li> </ul>	Product	Number of units	LPG tanks	335,396	Modules for ECMs	14,080	Other ECM/Electronics parts	18,010,301	Final Regulator Assembly	146,749		Information incomplete/unavailable For most of our manufacturing plants, the quantitative data required by this disclosure RT-EE-000.A is not available for 2023. Not all of the plants have gathered this data in 2023 or the methodology applied was incorrect. The data is available only for the manufacturing facility in Poland and Calgary. However, internal activities are underway to provide such data in the future also for other remaining locations.
Product	Number of units												
LPG tanks	335,396												
Modules for ECMs	14,080												
Other ECM/Electronics parts	18,010,301												
Final Regulator Assembly	146,749												
<b>SASB: TR-AP-000.A Number of parts produced</b>	<ul style="list-style-type: none"> <li>Presented below is the total volume of main product categories produced at each of our production plants: <table border="1"> <tbody> <tr> <td>Buenos Aires: 171,433 pcs</td> <td>Slupsk: 335,396 pcs</td> </tr> <tr> <td>Brescia: 1,666,789 pcs</td> <td>Eindhoven: 571,628 pcs</td> </tr> <tr> <td>Cherasco: 4,160,594 pcs</td> <td>Calgary: 15,866 pcs</td> </tr> <tr> <td>India: 205,280 pcs</td> <td></td> </tr> </tbody> </table> </li> </ul>	Buenos Aires: 171,433 pcs	Slupsk: 335,396 pcs	Brescia: 1,666,789 pcs	Eindhoven: 571,628 pcs	Cherasco: 4,160,594 pcs	Calgary: 15,866 pcs	India: 205,280 pcs					
Buenos Aires: 171,433 pcs	Slupsk: 335,396 pcs												
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Cherasco: 4,160,594 pcs	Calgary: 15,866 pcs												
India: 205,280 pcs													
<b>SASB: TR-AP-000.B Weight of parts produced</b>	<ul style="list-style-type: none"> <li>The weight of our total parts produced is currently unavailable. <table border="1"> <tbody> <tr> <td>Buenos Aires: 194,60 tonnes</td> </tr> <tr> <td>Brescia: 1,318 tonnes</td> </tr> <tr> <td>Slupsk: 7,340,93 tonnes</td> </tr> <tr> <td>Calgary: 8,29 tonnes</td> </tr> </tbody> </table> </li> </ul>	Buenos Aires: 194,60 tonnes	Brescia: 1,318 tonnes	Slupsk: 7,340,93 tonnes	Calgary: 8,29 tonnes		Information incomplete Information unavailable for Cherasco, India, Eindhoven						
Buenos Aires: 194,60 tonnes													
Brescia: 1,318 tonnes													
Slupsk: 7,340,93 tonnes													
Calgary: 8,29 tonnes													
<b>SASB: TR-AP-000.C Area of manufacturing plants</b>	<ul style="list-style-type: none"> <li>The area of manufacturing plants: <table border="1"> <tbody> <tr> <td>Buenos Aires: 4,285 m2</td> <td>Slupsk: 11,731 m2</td> </tr> <tr> <td>Brescia: 10,472 m2</td> <td>Eindhoven: 450 m2</td> </tr> <tr> <td>Cherasco: 41,400 m2</td> <td>Calgary: 1,005 m2</td> </tr> <tr> <td>India: 7,896 m2</td> <td></td> </tr> </tbody> </table> </li> </ul>	Buenos Aires: 4,285 m2	Slupsk: 11,731 m2	Brescia: 10,472 m2	Eindhoven: 450 m2	Cherasco: 41,400 m2	Calgary: 1,005 m2	India: 7,896 m2					
Buenos Aires: 4,285 m2	Slupsk: 11,731 m2												
Brescia: 10,472 m2	Eindhoven: 450 m2												
Cherasco: 41,400 m2	Calgary: 1,005 m2												
India: 7,896 m2													

## GRI 204: PROCUREMENT PRACTICES 2016

GRI DISCLOSURE	DISCLOSURE RESPONSE (DOCUMENT / URL / DIRECT ANSWER)	PAGE(S)	OMISSION
<b>3-3 Management of material topics</b>	<ul style="list-style-type: none"> <li>Our suppliers are crucial partners in delivering our innovative transportation solutions for a cleaner world.</li> <li>As a priority topic identified in our materiality assessment, in part because of the extent to which we purchase what we sell, we recognized the need to do more work on the responsible sourcing front. In 2023, supported by management, we created our Mission, Vision of our Responsible Sourcing; we have also started our 3-year contract with Ecovadis to implement this working method in our company consciously and effectively, partnering with such a reliable ally.</li> <li>ESG Report – Materiality assessment</li> <li>ESG Report – Responsible sourcing</li> </ul>	35-36 77-78	
<b>204-1 Proportion of spending on local suppliers</b>	<ul style="list-style-type: none"> <li>Westport defines local suppliers in two aspects – as those based in areas that are local to the facility and from where a procurement order (issued by a Westport plant) does not incur customs or from the same country where the production plant is based.</li> <li>Significant locations include the corporate head office, support offices, production facilities and tech centers.</li> <li>ESG Report – Our sites</li> <li>ESG Report – Responsible sourcing</li> </ul>	10-11 77-78	Information incomplete/unavailable The quantitative data required by this disclosure 204-1 is not available for 2023. Due to certain organizational changes, collecting qualitative data became impracticable for 2023.

## GRI 205: ANTI-CORRUPTION 2016 | SASB: 510

GRI DISCLOSURE	DISCLOSURE RESPONSE (DOCUMENT / URL / DIRECT ANSWER)	PAGE(S)	OMISSION
<b>3-3 Management of material topics</b>	<ul style="list-style-type: none"> <li>Our operations are governed by, and involve interactions with, many levels of government in numerous countries. We are required to comply with anti-corruption and anti-bribery laws, including the Canadian Corruption of Foreign Public Officials Act and the U.S. FCPA, as well as similar laws in the countries in which we conduct business. Our Code of Conduct, Anti-Bribery and Corruption policies and programs mandate compliance with anti-bribery and corruption laws.</li> <li>ESG Report – Business ethics</li> </ul>	96-97	
<b>205-1 Operations assessed for risks related to corruption</b>	<ul style="list-style-type: none"> <li>In 2023, significant work has been conducted to ensure compliance with legal sanctions in specific high-risk jurisdictions (i.e., Russia), and future country risk assessments are continuously being assessed for prioritization amongst other risk management activities.</li> <li>ESG Report – Enterprise risk management</li> <li>ESG Report – Business ethics</li> <li>ESG Report – Key sustainability policies &amp; standards</li> <li>Anti-Corruption &amp; Prevention of Bribery Principles</li> <li>Whistleblower Policy</li> </ul>	92 96-97 99-103	Information incomplete The quantitative data required by this disclosure 205-1, i.e., total number and percentage of operations assessed for risks related to corruption, is not available for 2023. However, internal activities are underway to provide such data in the future.
<b>205-2 Communication and training about anti-corruption policies and procedures</b>	<ul style="list-style-type: none"> <li>ESG Report – Responsible sourcing</li> <li>ESG Report – Business ethics</li> <li>ESG Report – Key sustainability policies &amp; standards</li> <li>8 Board Members, 3 Executives, and 132 Westport employees have received the 2-hour classroom training.</li> <li>100% of Westport's employees have taken the CoC online training</li> <li>52% of Westport employees have taken the Anti-Corruption and Prevention of Bribery online training</li> </ul>	77-78 96-98 99-103	Information incomplete Some of the quantitative data required by this disclosure 205-2, i.e., Total number and percentage of business partners that the organization's anti-corruption policies and procedures have been communicated to, broken down by type of business partner and region, is not available for 2023.

GRI DISCLOSURE	DISCLOSURE RESPONSE (DOCUMENT / URL / DIRECT ANSWER)	PAGE(S)	OMISSION
<b>205-3 Confirmed incidents of corruption and actions taken</b>	<ul style="list-style-type: none"> <li>During 2023, there were zero confirmed incidents of corruption.</li> </ul>		
<b>SASB: RT-EE-510a.1 Description of policies and practices for prevention of: (1) corruption and bribery and (2) anti-competitive behavior</b>	<ul style="list-style-type: none"> <li>ESG Report – Business ethics</li> <li>ESG Report – Key sustainability policies &amp; standards</li> </ul>	96-98 99-103	
<b>SASB: RT-EE-510a.2 Total amount of monetary losses as a result of legal proceedings associated with bribery or corruption</b>	<ul style="list-style-type: none"> <li>In 2023, Westport did not suffer any losses as a result of legal proceedings associated with bribery or corruption.</li> </ul>		

### GRI 206: ANTI-COMPETITIVE 2015 | SASB: 520, 510

GRI DISCLOSURE	DISCLOSURE RESPONSE (DOCUMENT / URL / DIRECT ANSWER)	PAGE(S)	OMISSION
<b>3-3 Management of material topics</b>	<ul style="list-style-type: none"> <li>By engaging with our stakeholders on a regular basis, we have identified a list of key initiatives and focus areas for 2023 that will enable Westport to effectively address the most significant material topics.</li> <li>We believe in free and open competition and never engage in improper practices that may limit competition. We never look to gain competitive advantages through unethical or illegal business practices. Our approach toward fair competition is clearly stated in the Code of Conduct.</li> <li>ESG Report – Stakeholder engagement</li> <li>ESG Report – Materiality assessment</li> <li>ESG Report – Business ethics</li> <li>Code of Conduct (pages 18 - 19)</li> </ul>	25-26 35-36 96-98	
<b>206-1 Legal actions for anti-competitive behavior, anti-trust, and monopoly practices</b>	<ul style="list-style-type: none"> <li>There were no legal actions taken for anti-competitive behavior, anti-trust, or monopoly activities.</li> </ul>		
<b>SASB: TR-AP-520a.1 / RT-EE-510a.3 Total amount of monetary losses as a result of legal proceedings associated with anti-competitive behavior regulations</b>	<ul style="list-style-type: none"> <li>There were no monetary losses as a result of legal proceedings associated with anti-competitive behavior regulations.</li> </ul>		

### GRI 301: MATERIALS 2016 | SASB: 440

GRI DISCLOSURE	DISCLOSURE RESPONSE (DOCUMENT / URL / DIRECT ANSWER)	PAGE(S)	OMISSION
<b>3-3 Management of material topics</b>	<ul style="list-style-type: none"> <li>By engaging with our stakeholders on a regular basis, we have identified a list of key initiatives and focus areas for 2023 that will enable Westport to effectively address the most significant material topics.</li> <li>ESG Report – Stakeholder engagement</li> <li>ESG Report – Materiality assessment</li> <li>ESG Report – Responsible sourcing</li> <li>ESG Report – Waste management</li> <li>Westport does not have the required data at the time of publication of the ESG Report. However, internal activities are underway to provide such data in the future.</li> </ul>	25-26 35-36 77-78 55-57	
<b>SASB: TR-AP-440a.1 / SASB: RT-EE-440a.1 Description of the management of risks associated with the use of critical materials</b>	<ul style="list-style-type: none"> <li>Consistent with the leadership approach taken by our customers, suppliers, and other fellow members of the Automotive Industry Action Group with respect to "conflict minerals", we are engaged in an annual process of determining whether any products which we make or buy contain such "conflict minerals". We continue to work with our suppliers to increase awareness, and accuracy, of "conflict minerals" reporting requirements and, through our membership in the Responsible Minerals Initiative (RMI) (formerly the Conflict-Free Sourcing Initiative), support continuing cross-industry efforts to identify and validate conflict-free smelters and refiners.</li> <li>2023 Conflict Minerals Report</li> <li>ESG Report – Responsible sourcing</li> </ul>	77-78	

GRI DISCLOSURE	DISCLOSURE RESPONSE (DOCUMENT / URL / DIRECT ANSWER)	PAGE(S)	OMISSION
<b>SASB: TR-AP-440b.2 Percentage of input materials from recycled or remanufactured content</b>	<ul style="list-style-type: none"> <li>Data on percentage of input materials from recycled or remanufactured content is currently unavailable. As we expand our reporting systems, we will consider disclosing in the future.</li> <li>ESG Report – Waste management</li> </ul>	55-57	Information unavailable Westport does not have the required data at the time of publication of the ESG Report. Not all locations collect the required data, so it is not available in an all-organizational view. However, internal activities are underway to provide such data in the future.
<b>301-1 Materials used by weight or volume</b>	<ul style="list-style-type: none"> <li>Westport does not have the required data at the time of publication of the ESG Report. However, internal activities are underway to provide such data in the future.</li> <li>ESG Report – Waste management</li> </ul>	55-57	Information unavailable Westport does not have the required data at the time of publication of the ESG Report. Not all locations collect the required data, so it is not available in an all-organizational view. However, internal activities are underway to provide such data in the future.
<b>301-2 Recycled input materials used</b>	<ul style="list-style-type: none"> <li>Westport does not have the required data at the time of publication of the ESG Report. However, internal activities are underway to provide such data in the future.</li> <li>ESG Report – Waste management</li> </ul>	55-57	Information unavailable Westport does not have the required data at the time of publication of the ESG Report. However, internal activities are underway to provide such data in the future.

### GRI 302: ENERGY 2016 | SASB: 130

GRI DISCLOSURE	DISCLOSURE RESPONSE (DOCUMENT / URL / DIRECT ANSWER)	PAGE(S)	OMISSION
<b>3-3 Management of material topics</b>	<ul style="list-style-type: none"> <li>By engaging with our stakeholders on a regular basis, we have identified a list of key initiatives and focus areas for 2023 that will enable Westport to effectively address the most significant material topics.</li> <li>ESG Report – Stakeholder engagement</li> <li>ESG Report – Materiality assessment</li> <li>ESG Report – Environment</li> <li>ESG Report – 2024 Performance</li> </ul>	25-26 35-36 37 46-48	
<b>302-1 Energy consumption within the organization</b>	<ul style="list-style-type: none"> <li>Production facilities in Poland, Italy, and the Netherlands generate energy from on-site solar. Total electrical energy consumed in 2023 was 52,363 GJ with 1,784 GJ coming from renewables (on-site solar) and 1,800 GJ from RES.</li> <li>ESG Report – Energy consumption</li> </ul>	52	
<b>SASB: TR-AP-130a.1 / RT-EE-130a.1 (1) Total energy consumed, (2) percentage grid electricity, (3) percentage renewable</b>	<ul style="list-style-type: none"> <li>ESG Report – Energy consumption</li> </ul>	52	
<b>302-3 Energy intensity</b>	<ul style="list-style-type: none"> <li>ESG Report – Energy intensity</li> </ul>	54	
<b>302-4 Reduction of energy consumption</b>	<ul style="list-style-type: none"> <li>ESG Report – Energy reduction</li> </ul>	53	

## GRI 303: WATER 2018

GRI DISCLOSURE	DISCLOSURE RESPONSE (DOCUMENT / URL / DIRECT ANSWER)	PAGE(S)	OMISSION
3-3 Management of material topics	<ul style="list-style-type: none"> <li>By engaging with our stakeholders on a regular basis, we have identified a list of key initiatives and focus areas for 2023 that will enable Westport to effectively address the most significant material topics.</li> <li>ESG Report – Stakeholder engagement</li> <li>ESG Report – Materiality assessment</li> <li>ESG Report – Water management and consumption</li> </ul>	25-26 35-36 58	
303-5 Water consumption	<ul style="list-style-type: none"> <li>ESG Report – Water management and consumption</li> </ul>	58	

## GRI 305: EMISSIONS 2016 | SASB: 110, 410

GRI DISCLOSURE	DISCLOSURE RESPONSE (DOCUMENT / URL / DIRECT ANSWER)	PAGE(S)	OMISSION
3-3 Management of material topics	<ul style="list-style-type: none"> <li>By engaging with our stakeholders on a regular basis, we have identified a list of key initiatives and focus areas for 2023 that will enable Westport to effectively address the most significant material topics.</li> <li>ESG Report – Stakeholder engagement</li> <li>ESG Report – Materiality assessment</li> <li>ESG Report – Environment</li> <li>ESG Report – Decarbonizing transportation</li> <li>ESG Report – Our carbon footprint</li> </ul>	25-26 35-36 37 38-42 45	
305-1 Direct (Scope 1) GHG emissions	<ul style="list-style-type: none"> <li>Gross Scope 1 emissions were 3,044 tons CO<sub>2</sub>e.</li> <li>2021 was selected as the base year. The combination of the return of operations in our facilities coupled with the addition of the Polish facility, Stako, has resulted in Westport's Scope 2 emissions seeing a significant increase from 2020 to 2021.</li> <li>Consolidation includes full data for each location.</li> <li>CO<sub>2</sub> emissions were calculated using tools provided by the Greenhouse Gas Protocol, specifically the tool cited from World Resources Institute (2015). GHG Protocol tool for mobile combustion. Version 2.6.</li> <li>ESG Report – 2023 performance</li> </ul>	49-51	
SASB: EM-MM-110a.1 (1) Gross global Scope 1 emissions, (2) Percentage covered under emissions-limiting regulations	<ul style="list-style-type: none"> <li>Gross Scope 1 emissions were 3,044 tons CO<sub>2</sub>e. CO<sub>2</sub> emissions were calculated using tools provided by the <i>Greenhouse Gas Protocol, specifically the tool cited from World Resources Institute (2015). GHG Protocol tool for mobile combustion. Version 2.6.</i></li> </ul>	49-51	
SASB: EM-MM-110a.2 Discussion of long-term and short-term strategy or plan to manage Scope 1 emissions, emissions reduction targets, and analysis of performance against those targets	<ul style="list-style-type: none"> <li>ESG Report – ESG strategy</li> <li>ESG Report – Decarbonizing transportation</li> <li>ESG Report – Environmental stewardship and climate action strategies</li> <li>ESG Report – 2023 performance</li> </ul>	20 38-42 43 46-48	
305-2 Energy indirect (Scope 2) GHG emissions	<ul style="list-style-type: none"> <li>Gross Scope 2 emissions were 5,268 tons CO<sub>2</sub>e – location-based method, 6,782 tons CO<sub>2</sub>e – market-based method</li> <li>Consolidation includes full data for each location.</li> <li>CO<sub>2</sub> emissions from use of purchased electricity are calculated using tools provided by the World Resources Institute "CO<sub>2</sub> emissions from purchased electricity (indirect emissions)" <a href="https://www.wri.org/working-9-5-climate-change">https://www.wri.org/working-9-5-climate-change</a>.</li> <li>See response to GRI 305-1</li> <li>ESG Report – GHG emissions</li> </ul>	49-51	

GRI DISCLOSURE	DISCLOSURE RESPONSE (DOCUMENT / URL / DIRECT ANSWER)	PAGE(S)	OMISSION
<b>305-3 Other indirect (Scope 3) GHG emissions</b>	<ul style="list-style-type: none"> <li>Gross Scope 2 emissions were 156 047 tCO<sub>2</sub>e; Cat 1- 115 206 tCO<sub>2</sub>e, Cat 2- 3 716 tCO<sub>2</sub>e, Cat 3- 1 950 tCO<sub>2</sub>e, Cat 4- 10 750 tCO<sub>2</sub>e, Cat 5- 336 tCO<sub>2</sub>e, Cat 6- 1 310 tCO<sub>2</sub>e, Cat 7- 1 657 tCO<sub>2</sub>e, Cat 9- 21 123 tCO<sub>2</sub>e</li> <li>ESG Report – GHG emissions</li> </ul>	49-51	
<b>305-4 GHG emissions intensity</b>	<ul style="list-style-type: none"> <li>GHG intensity was 29.61 tons CO<sub>2</sub>-eq/US\$ Million of Revenue including both Scope 1 and 2 CO<sub>2</sub> emissions.</li> <li>A 2021 baseline was chosen to compare year-over-year emissions reduction. Westport is working to formally identify a baseline year for future reporting.</li> <li>ESG Report – GHG intensity</li> </ul>	54	
<b>305-5 Reduction of GHG emissions</b>	<ul style="list-style-type: none"> <li>In 2023, we saw a decrease in Scope 1 direct emissions. Compared to 2022, there was a 20% decrease in Scope 1 emissions. In the Scope 2 emissions, we recorded a decrease of 6.0% compared to 2022 in market-based method and 1% of increase in location-based method. In Total GHG impact, there was a 10.6 % decrease in CO<sub>2</sub>-eq emissions compared to 2022 in market-based method and 6.8% decrease in location-based method.</li> <li>A 2022 baseline was chosen to compare year-over-year emissions reduction. Westport is working to formally identify a baseline year for future reporting.</li> <li>See response to GRI 302-4</li> <li>ESG Report – 2023 performance</li> </ul>	46-48	
<b>305-6 Emissions of ozone-depleting substances (ODS)</b>	<ul style="list-style-type: none"> <li>Westport does not produce, import, or export ozone-depleting substances (ODS).</li> </ul>		
<b>SASB: TR-AP-410a.1 Revenue from products designed to increase fuel efficiency and/or reduce emissions</b>	<ul style="list-style-type: none"> <li>2023 Fiscal Year Revenue was US\$ 331,8 Million (2022: US\$ 305,7 Million).</li> </ul>		

### GRI 306: WASTE 2020 | SASB: 150

GRI DISCLOSURE	DISCLOSURE RESPONSE (DOCUMENT / URL / DIRECT ANSWER)	PAGE(S)	OMISSION
<b>3-3 Management of material topics</b>	<ul style="list-style-type: none"> <li>By engaging with our stakeholders on a regular basis, we have identified a list of key initiatives and focus areas for 2023 that will enable Westport to effectively address the most significant material topics.</li> <li>ESG Report – Stakeholder engagement</li> <li>ESG Report – Materiality assessment</li> <li>ESG Report – Waste management</li> </ul>	25-26 35-36 55	
<b>306-1 Waste generation and significant waste-related impacts</b>	<ul style="list-style-type: none"> <li>Westport does not have the required data at the time of publication of the ESG Report. However, internal activities are underway to provide such data in the future.</li> <li>ESG Report – Waste management</li> </ul>	55	Information unavailable Westport does not have the required data at the time of publication of the ESG Report. However, internal activities are underway to provide such data in the future.
<b>306-2 Management of significant waste-related impacts</b>	<ul style="list-style-type: none"> <li>Westport does not have the required data at the time of publication of the ESG Report. However, internal activities are underway to provide such data in the future.</li> <li>ESG Report – Waste management</li> </ul>	55 56-57	Information unavailable Westport does not have the required data at the time of publication of the ESG Report. However, internal activities are underway to provide such data in the future.

GRI DISCLOSURE	DISCLOSURE RESPONSE (DOCUMENT / URL / DIRECT ANSWER)	PAGE(S)	OMISSION
<b>306-3 Waste generated</b>	<ul style="list-style-type: none"> <li>Westport only has data for production facilities located in Europe and the facility located in Argentina.</li> </ul>	55	Information incomplete Westport does not have the required data of all locations at the time of publication of the ESG Report. The data are available only for the manufacturing facilities in Europe and in Argentina. However, internal activities are underway to provide such data in the future.
<b>SASB: TR-AP-150a.1. (1) Total amount of waste from manufacturing, (2) percentage hazardous, (3) percentage recycled</b>	<ul style="list-style-type: none"> <li>The total amount of waste was 5,690.08 tons, of which 5,183.24 tons was recycled, representing 91% of all waste (concerning only production facilities located in Europe and a facility located in Argentina).</li> </ul>	55	Information incomplete Westport does not have the required data of all locations at the time of publication of the ESG Report. The data are available only for the manufacturing facilities in Europe and in Argentina. Westport does not collect data on hazardous waste. However, internal activities are underway to provide such data in the future.
<b>SASB: RT-EE-150a.1. Amount of hazardous waste generated, percentage recycled</b>	<ul style="list-style-type: none"> <li>Amount of hazardous waste: <ul style="list-style-type: none"> <li>Buenos Aires: 4,25 tonne</li> <li>Brescia: 98,67 tonne</li> <li>Cherasco: 3,34 tonne</li> <li>India: 0,23 tonne</li> <li>Slupsk: 277,85 tonne</li> <li>Eindhoven: 0,00 tonne</li> </ul> </li> </ul>		Information unavailable for Calgary plant

## GRI 401: EMPLOYMENT 2016

GRI DISCLOSURE	DISCLOSURE RESPONSE (DOCUMENT / URL / DIRECT ANSWER)	PAGE(S)	OMISSION
<b>3-3 Management of material topics</b>	<ul style="list-style-type: none"> <li>By engaging with our stakeholders on a regular basis, we have identified a list of key initiatives and focus areas for 2023 that will enable Westport to effectively address the most significant material topics.</li> <li>ESG Report – Stakeholder engagement</li> <li>ESG Report – Materiality assessment</li> </ul>	25-26 35-36	
<b>401-1 New employee hires and employee turnover</b>	<ul style="list-style-type: none"> <li>ESG Report – Our global workforce</li> </ul>	60-61	Information incomplete Westport does not have all required data at the time of publication of the ESG Report. However, internal activities are underway to provide such data in the future.
<b>401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees</b>	<ul style="list-style-type: none"> <li>ESG Report – Our global workforce</li> </ul>	60-61	Information incomplete Westport does not have all required data at the time of publication of the ESG Report. In particular, there is no division into significant locations of operation and full-time employees or part-time / temporary employees.

## GRI 403: OCCUPATIONAL HEALTH AND SAFETY 2018 | SASB: 320

GRI DISCLOSURE	DISCLOSURE RESPONSE (DOCUMENT / URL / DIRECT ANSWER)	PAGE(S)	OMISSION
<b>3-3 Management of material topics</b>	<ul style="list-style-type: none"> <li>By engaging with our stakeholders on a regular basis, we have identified a list of key initiatives and focus areas for 2023 that will enable Westport to effectively address the most significant material topics.</li> <li>ESG Report – Stakeholder engagement</li> <li>ESG Report – Materiality assessment</li> <li>ESG Report – Occupational health and safety</li> </ul>	25-26 35-36 71-74	
<b>403-1 Occupational health and safety management system</b>	<ul style="list-style-type: none"> <li>ESG Report – Occupational health and safety</li> </ul>	73	
<b>403-2 Hazard identification, risk assessment and incident investigation</b>	<ul style="list-style-type: none"> <li>ESG Report – Occupational health and safety</li> </ul>	73-74	
<b>403-3 Occupational health services</b>	<ul style="list-style-type: none"> <li>ESG Report – Occupational health and safety</li> </ul>	71-74	
<b>403-4 Worker participation, consultation, and communication on occupational health and safety</b>	<ul style="list-style-type: none"> <li>ESG Report – Occupational health and safety</li> </ul>	72	
<b>403-5 Worker training on occupational health and safety</b>	<ul style="list-style-type: none"> <li>ESG Report – Occupational health and safety</li> </ul>	73	
<b>403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships</b>	<ul style="list-style-type: none"> <li>ESG Report – Occupational health and safety</li> </ul>	72-74	
<b>403-8 Workers covered by an occupational health and safety management system</b>	<ul style="list-style-type: none"> <li>Only employees who are remote workers or work at offices with less than 20 total employees are not covered by any JHSC. For employees not covered by a JHSC, there are processes in place to support direct communication to management regarding occupational health and safety concerns.</li> <li>The occupational health and safety management system is not currently audited or certified externally. We are taking steps to improve and standardize our approach to health and safety.</li> <li>ESG Report – Occupational health and safety</li> </ul>	73	Information incomplete Westport does not have all required data at the time of publication of the ESG Report. However, internal activities are underway to provide such data in the future. In particular, not all of the quantitative data required by this disclosure 403-8 is available.
<b>403-9 Work-related injuries</b>	<ul style="list-style-type: none"> <li>There were no fatalities in 2023.</li> <li>Out of the 3,107,000 total hours worked in 2023, there were 23 reportable injuries. Based on 200,000 annualized working hours, the total recordable injury frequency rate was 1.48. Of these 23 reported injuries, 9 occurred at our Italian facility, 6 at our Polish facility, 3 in our plant in Argentina, 2 in Netherlands, 2 in India, and 1 in Vancouver. Each of our other 6 facilities also had Lost Time Injury (LTI) this year. In 2023, there were 10 related accidents resulting in property damage, 8 in Poland and 2 in Eindhoven. The injuries described above resulted in a total of 279 Lost Time Days, of which 156 were in Italy, 64 in Argentina, 50 in Poland and 9 in Eindhoven.</li> <li>ESG Report – Occupational health and safety</li> </ul>	74	
<b>SASB: RR-FC-320a.1 (1) Total recordable incident rate (TRIR), (2) Fatality rate</b>	<ul style="list-style-type: none"> <li>Total recordable injury rate in 2023 was 1.48</li> <li>There were no fatalities in 2023.</li> <li>ESG Report – Occupational health and safety</li> </ul>	74	

## GRI 404: TRAINING AND EDUCATION 2016

GRI DISCLOSURE	DISCLOSURE RESPONSE (DOCUMENT / URL / DIRECT ANSWER)	PAGE(S)	OMISSION
<b>3-3 Management of material topics</b>	<ul style="list-style-type: none"> <li>By engaging with our stakeholders on a regular basis, we have identified a list of key initiatives and focus areas for 2023 that will enable Westport to effectively address the most significant material topics.</li> <li>ESG Report – Stakeholder engagement</li> <li>ESG Report – Materiality assessment</li> </ul>	25-26 35-36	
<b>404-1 Average hours of training per year per employee</b>	<ul style="list-style-type: none"> <li>ESG Report – Our global workforce</li> <li>ESG Report – Learning and development</li> <li>ESG Report – Trainings</li> </ul>	60-61 62 98	Information incomplete Not all of the quantitative data required by this disclosure 404-1 is available for 2023. In 2023, Westport did not gather required data by gender and employee category, or the data was collected inconsistently within the organization. However, internal activities are underway to provide such data in the future.
<b>404-2 Programs for upgrading employee skills and transition assistance programs</b>	<ul style="list-style-type: none"> <li>Trainings that took place in 2023 were largely focused on occupational health and safety, compliance, and business ethics.</li> <li>ESG Report – Learning and development</li> </ul>	60-61 62	
<b>404-3 Percentage of employees receiving regular performance and career development reviews</b>	<ul style="list-style-type: none"> <li>596 employees, which is 38% of total employees, received regular performance and career development reviews; 102 Blue collar employees and 459 White collar employees.</li> </ul>		Information incomplete Not all of the quantitative data required by this disclosure 404-3 is available for 2023. In 2023, Westport did not gather required data by gender, or the data was collected inconsistently within the organization. However, internal activities are underway to provide such data in the future.

## GRI 405: DIVERSITY AND EQUAL OPPORTUNITY 2016 | SASB: 330

GRI DISCLOSURE	DISCLOSURE RESPONSE (DOCUMENT / URL / DIRECT ANSWER)	PAGE(S)	OMISSION
<b>3-3 Management of material topics</b>	<ul style="list-style-type: none"> <li>By engaging with our stakeholders on a regular basis, we have identified a list of key initiatives and focus areas for 2023 that will enable Westport to effectively address the most significant material topics.</li> <li>ESG Report – Stakeholder engagement</li> <li>ESG Report – Materiality assessment</li> <li>ESG Report – Diversity, equality, and inclusion</li> </ul>	25-26 35-36 63-69	
<b>405-1 Diversity of governance bodies and employees</b>	<ul style="list-style-type: none"> <li>ESG Report – Diversity, equality, and inclusion</li> <li>ESG Report – Corporate governance</li> <li>Information on racial/ethnic group representation and employee category is currently unavailable. As we expand our reporting systems, we will consider disclosing in the future.</li> </ul>	63-64 81	
<b>SASB: TC-SI-330a.3 Percentage of gender and racial/ethnic group representation for (1) management, (2) technical staff, and (3) all other employees</b>	<ul style="list-style-type: none"> <li>Management diversity in 2023 was on average 80% male, 20% female.</li> <li>Global workforce diversity in 2023 was on average 68% male, 31% female, 1% not disclosed</li> <li>Information on racial/ethnic group representation, employee category, or age group is currently unavailable. As we expand our reporting systems, we will consider disclosing in the future.</li> </ul>		Information incomplete Westport does not have all required data at the time of publication of the ESG Report. Quantitative data by racial/ethnic group representation and employee categories is not available. However, internal activities are underway to provide such data in the future.

## GRI 407: FREEDOM OF ASSOCIATION AND COLLECTIVE BARGAINING 2016

GRI DISCLOSURE	DISCLOSURE RESPONSE (DOCUMENT / URL / DIRECT ANSWER)	PAGE(S)	OMISSION
3-3 Management of material topics	<ul style="list-style-type: none"> <li>By engaging with our stakeholders on a regular basis, we have identified a list of key initiatives and focus areas for 2023 that will enable Westport to effectively address the most significant material topics.</li> <li>ESG Report – Stakeholder engagement</li> <li>ESG Report – Materiality assessment</li> </ul>	25-26 35-36	
407-1 Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	<ul style="list-style-type: none"> <li>Within our own operations, there are no locations at risk of losing the right to freedom of association and collective bargaining.</li> </ul>		Information incomplete Some of the data required by this disclosure 407-1, i.e., description of suppliers in which workers' rights to exercise freedom of association or collective bargaining may be violated or at significant risk, is not available for 2023. Risks within our supply base are unavailable because they are not currently reported on. As we expand our reporting systems, we will consider disclosing this in the future.

## GRI 415: PUBLIC POLICY 2016

GRI DISCLOSURE	DISCLOSURE RESPONSE (DOCUMENT / URL / DIRECT ANSWER)	PAGE(S)	OMISSION
3-3 Management of material topics	<ul style="list-style-type: none"> <li>Westport has established an Interaction with Government Officials Policy which, among other things, describes expectations of the business when conducting business with government officials, ensuring compliance with applicable local, national, and international laws and regulations covering all jurisdictions in which Westport operates.</li> <li>This policy was reviewed and implemented through Westport Compliance Committee and is subject to re-review on a defined basis.</li> <li>ESG Report – Stakeholder engagement</li> <li>ESG Report – Materiality assessment</li> <li>ESG Report – Key sustainability policies &amp; standards</li> </ul>	25-26 35-36 99-103	
415-1 Political contributions	<ul style="list-style-type: none"> <li>Westport has established its Interaction with Government Officials Policy which states that no political contributions are permitted, which means that total monetary value of political contributions made by Westport equals zero.</li> </ul>		

## GRI 416: CUSTOMER HEALTH AND SAFETY 2016

GRI DISCLOSURE	DISCLOSURE RESPONSE (DOCUMENT / URL / DIRECT ANSWER)	PAGE(S)	OMISSION
3-3 Management of material topics	<ul style="list-style-type: none"> <li>The executive-level Product Safety and Compliance Committee, formed in 2020, is responsible for oversight of safety- and compliance-related risk assessments, risk acceptance, and risk mitigation efforts, as well as proactive measures associated with Westport products and services, throughout the company, and sold or otherwise provided to third-party customers.</li> <li>ESG Report – Stakeholder engagement</li> <li>ESG Report – Materiality assessment</li> <li>ESG Report – Enterprise risk management</li> </ul>	25-26 35-36 92	
416-2 Incidents of non-compliance concerning the health and safety impacts of products and services	<ul style="list-style-type: none"> <li>In 2023, we did not identify any incidents of non-compliance with regulations and/or voluntary codes concerning the health and safety impacts of our products and services.</li> </ul>		

**GRI 418: CUSTOMER PRIVACY 2016**

GRI DISCLOSURE	DISCLOSURE RESPONSE (DOCUMENT / URL / DIRECT ANSWER)	PAGE(S)	OMISSION
<p><b>3-3 Management of material topics</b></p>	<ul style="list-style-type: none"> <li>• By engaging with our stakeholders on a regular basis, we have identified a list of key initiatives and focus areas for 2023 that will enable Westport to effectively address the most significant material topics.</li> <li>• ESG Report – Stakeholder engagement</li> <li>• ESG Report – Materiality assessment</li> <li>• ESG Report – Cyber and information security</li> </ul>	<p>25-26 35-36 93-95</p>	
<p><b>418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data</b></p>	<ul style="list-style-type: none"> <li>• During 2023, there were zero incidents of substantiated complaints received concerning breaches of customer privacy.</li> <li>• ESG Report – Cyber and information security</li> </ul>	<p>93-94</p>	



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