



2024 SUSTAINABILITY REPORT





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A man and a woman are looking at a whiteboard. The man is on the left, wearing a blue shirt, and the woman is on the right, wearing a plaid shirt. The whiteboard has handwritten notes in green and blue ink. A large blue circle is overlaid on the image, containing the text 'PEOPLE. PLANET. PROSPERITY.' and a paragraph of text.

PEOPLE. PLANET. PROSPERITY.

As members of our communities, nation, and planet, we accept our responsibility to protect the places we do business and to enhance the lives of all the people who partner with our company.

WE BELIEVE THE FOLLOWING TO BE TRUE:

- Sustainable businesses are the foundation of the world's economic engine.
- Economic success is not the purpose of a sustainable business but rather the way in which we fund our future—a vehicle to empower people and protect our planet.
- A sustainable business has:
 - A purpose that serves its customers.
 - Equity, compassion and opportunity that serve its team members.
 - Partnership that serves its suppliers.
 - The responsibility to manage the inextricable links between our business, environment and community.
 - Prosperity that serves its investors and funds its future.

We are dedicated to sustainability as a robust interconnection among our people, our planet and our prosperity, which serves our community.

We pledge to conduct our business in alignment with our environmental principles—with an ongoing commitment to being a great place to work, a compassionate neighbor and a trusted business partner.



PEOPLE

SUPPORTING OUR PEOPLE

Supporting people starts with meeting essential needs—providing competitive wages, high-quality healthcare, safe working conditions and company-sponsored retirement plans at every level. This foundation supports our team at work and home, helping them bring their best every day.

We dedicate a significant part of our lives to work, so it's no surprise that people seek meaning in what they do. Meaningful work goes far beyond earning a paycheck. It also fuels both psychological and social growth. When people have the right resources and opportunities to grow, they excel in their roles. Since our founding in 2007, we've led with this belief and continue cultivating an environment where employees can thrive.



2024 SERAPH AWARD

Coastal Automotive earned the 2024 Seraph Award for Operational Excellence in Human Resources. The award recognized our strong organizational culture and leadership in the automotive industry, where our team drives collaboration, mutual respect and empowerment every day.



Read the full story to learn more about our culture of continuous collaboration and improvement on our website.

INVESTING IN PEOPLE



SERVANT LEADERSHIP

Leaders exist to serve their team members. As such, we select, review, assess and develop our leaders in alignment with seven principles of servant leadership: listening, empathy, growing people, awareness, influence on others, looking ahead and team building.



JUSTICE ON THE JOB

While we have policies for guidance, we recognize that the strict interpretation of a policy does not always ensure justice. We listen, weigh the facts, and work hard to make just decisions to resolve workplace conflicts.



EDUCATION

We provide internal training and support for continuous learning for employees, a practice that encourages our people to grow personally and professionally.



PERSONAL DEVELOPMENT

Every employee receives four yearly development reviews where employee and manager/team leader collaborate on plans for improving job skills and progressing in career goals.



COLLABORATIVE PLANNING

A diversity of thought brought to each problem is an opportunity to enrich the solution. In company planning we work to include the input of all employees via surveys, focus groups and team meetings.

PLANET

Since our founding, Coastal Automotive has made sustainable and responsible practices an integral part of how we run our business. We're dedicated to regularly assessing our environmental impact year-over-year to uphold this critical commitment. In alignment with that goal, each year we conduct energy usage and carbon footprint audits based on industry best practices.

	2023 USAGE (MMBTUS)	2023 EMISSIONS (TCO ² E)	2024 USAGE (MMBTUS)	2024 USAGE CHANGE (%)	2024 EMISSIONS (TCO ² E)	2024 EMISSIONS CHANGE (%)
SCOPE 2	2,579.07	331.68	2,337.86	▼ -9.35%	300.66	▼ -9.35%
Electric	2,579.07	331.68	2,337.86	▼ -9.35%	300.66	▼ -9.35%
SCOPE 1	5,651.64	302.40	5,088.87	▼ -9.96%	272.19	▼ -9.99%
Natural Gas	5,525.70	293.45	4,999.44	▼ -9.52%	265.50	▼ -9.52%
Propane	125.94	7.95	89.43	▼ -28.99%	5.68	▼ -28.47%
Refrigerants	-	1.00	-	-	1.00	0.00%
TOTAL	8,230.71	634.08	7,426.73	-9.77%	572.85	-9.66%

Note. We have adjusted previously reported 2023 GHG emission data based on three factors: 1) a decrease in the carbon intensity from eGRID 2022 dataset to the eGRID 2023 dataset; 2) the discovery and removal of duplicate entries of utility statements; 3) a small adjustment to the occupation percentage of the company's 900 Brook's Ave. facility.

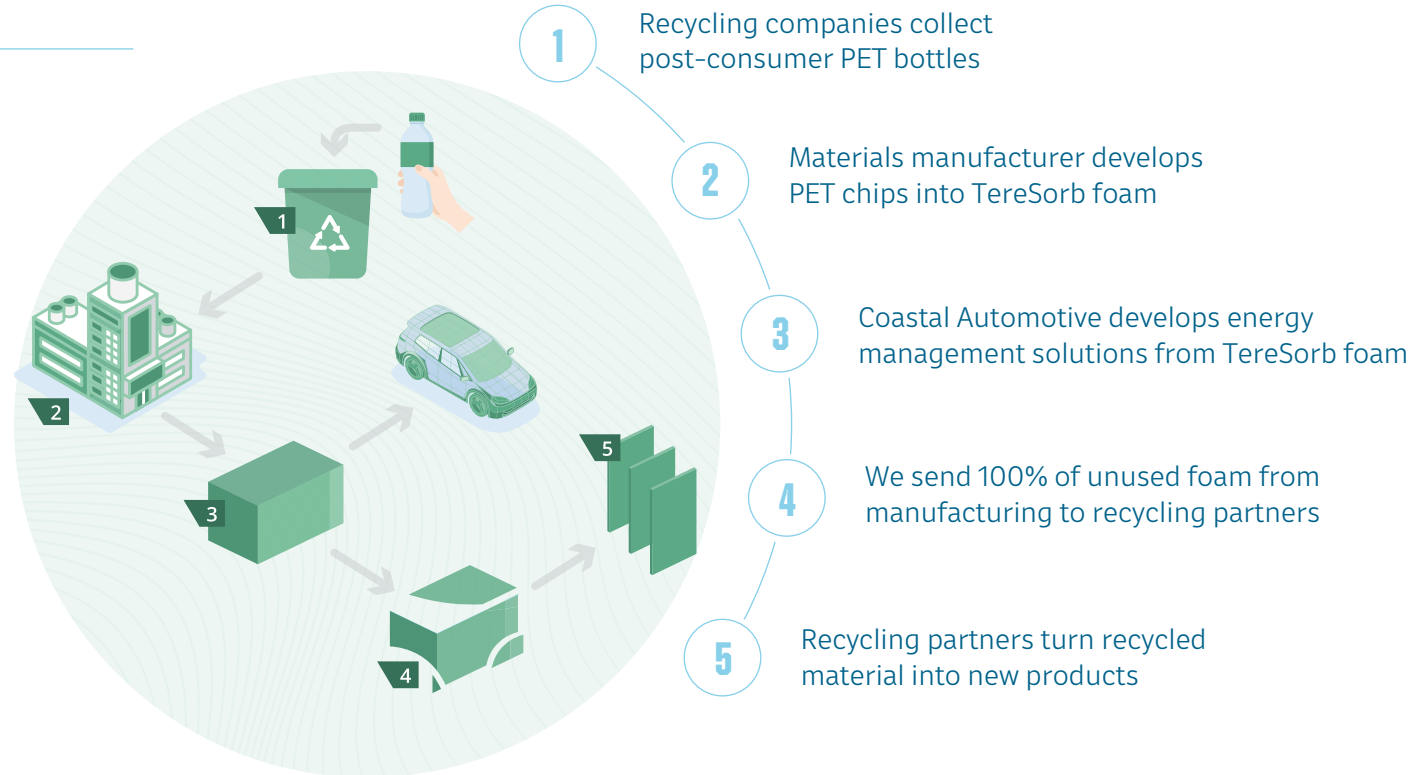
TERESORB'S CIRCULAR PATHWAY

TereSorb™ is our latest development, complementing our IMPAXX™ product line. We transform 100% recycled polyethylene terephthalate (PET) into TereSorb, a lightweight yet high-performance energy absorption solution.

A circular process helps protect both passengers and the planet:

ECO-FRIENDLY IMPACT

- Using 100% recycled plastic bottles translates into a 50% reduction in CO² emissions compared to traditional rigid foam.
- Production releases no CFCs or HFCs.
- TereSorb's lightweight design helps automotive makers meet CAFE and CO² emission standards.



PROSPERITY

SUPPORTING OUR COMMUNITIES

In business terms, prosperity is often measured as profit. But profit is not the purpose of our business—rather it is how we fund our future and make our business sustainable for all stakeholders. With profit we acknowledge the investment of our owners, we bring the best products and services to our customers, we invest in our team members, we enhance our supply chain and we partner with the communities in which we work. If we are not prosperous as a business, we can do less of these good things.

And with specific respect to our communities, it's reciprocal: businesses prosper in healthy communities and prosperous communities cause businesses to flourish. This relationship between community and business underscores one of our key sustainability philosophies: as we prosper, it's our responsibility to serve our community as best we can in big and little ways.



COMMUNITY ENGAGEMENT

Coastal proudly supports local events and causes—from holiday parades to hands-on service. We believe lasting impact starts with small actions, and we're grateful for the opportunity to lend a hand in the communities where we live and work.

Coastal Automotive also supports local non-profit organizations in both Holland and Rochester Hills. Every year, team members can nominate new local charitable causes for support. In 2024, examples of company unity and contributions included:

COMMUNITY IMPACT DAY

31 employees volunteered for a total of 93 volunteer hours at Red Horse Center in Fennville.

BLOOD DRIVES

2024 saw great participation in our Versiti Blood Drives.

AMWAY RIVER BANK RUN

One marathon runner, one 10K runner, eight 5K runners and sixteen 5K walkers participated in the event that raises money for local charities.

CAREER TECH CENTER

Career Day: Trade careers, direct employment, and education pathways.

Facility Tour: Junior and senior students visited Coastal Automotive for site tours.

LEAN USERS GROUP

Kanban-focused session for West Michigan professionals.





THE ROAD AHEAD

Coastal Automotive is working diligently to discover and develop sustainable materials and practices in the automotive industry, and we're committed to sharing this work with our customers, vendors, employees and the communities where we work.

We'll continue to prioritize conserving resources and reducing material waste through no-tooling manufacturing methods. As a company serving customers worldwide, these efforts help drive environmental responsibility by promoting eco-friendly approaches across the automotive industry. **To learn more about our ongoing sustainability methods, visit our website.**

