

## Shareholder Engagement Policy

### Background

Linamar Corporation (“Linamar”) is a broadly held public company that participates in capital-intensive, cyclical and competitive industries, in which prices for our product are often dictated by global commodities markets. Our governance has a direct impact on the performance of our business, our reputation and our access to capital. Our Board of Directors (“Board” or “Directors”) believes in the importance of open and constructive communications with Linamar’s shareholders to help maintain the high standards of governance to which the Board is committed. To facilitate such engagement, we have adopted this Shareholder Engagement Policy (the “Policy”) to promote open and sustained dialogue with our shareholders in a manner consistent with our obligation to maintain effective disclosure controls and procedures under securities laws and regulations. This Policy will help clearly communicate how the Board may communicate with shareholders, and how shareholders may communicate with the Board and the management of Linamar.

### Shareholder Communication

Linamar believes that communication with shareholders is key to transparency and facilitates a full and fair understanding of the company. We seek to communicate with our shareholders through a variety of channels, including our annual report, proxy circular, quarterly reports, annual information form, news releases, website and through presentations at investor conferences. We also hold conference calls for quarterly earnings releases as soon as practicable after they are publicly disclosed, and these calls are accessible to the public simultaneously (by telephone and through webcasts) and through archived material posted on our website.

Shareholder feedback is received through one-on-one or group meetings between management and shareholders and at the annual shareholders meeting, as well as by letter (via regular mail or courier), email or telephone contact. With respect to shareholder feedback on executive compensation matters, the Investor Relations page of the Linamar website is enabled

To receive such feedback annually from approximately mid-March to June 30. Shareholders may also make their views known through individual voting for directors, and other matters submitted to shareholders for approval. In addition, shareholders may put forward shareholder proposals in accordance with applicable rules.

As appropriate, relevant shareholder concerns are addressed promptly by the Investor Relations Department who regularly share feedback with management on investor sentiment and key questions or concerns. Contact details for the Investor Relations Department are published in our regular press releases, annual and quarterly reports and on our website.

### Management’s Responsibility for Shareholder Engagement

The CEO, CFO, EVP of Sales and Marketing and the Investor Relations Department are Linamar’s primary spokespeople with shareholders and the investment community and they meet frequently with investor representatives to discuss strategy, and financial and business performance. From time to time, the CEO or CFO may authorize a limited number of spokespersons to communicate to the media or the investor community about Linamar and/or its financial results and its strategic plans.

Shareholders may communicate their views to management through our Investor Relations Department by sending a message to:

Investor Relations Department Linamar Corporation  
287 Speedvale Ave W Guelph, ON N1H 1C5 Telephone: 519-836-7550  
Email: [investor.relations@linamar.com](mailto:investor.relations@linamar.com)

## **Board's Responsibility for Shareholder Engagement**

Linamar's Board is ultimately responsible for the supervision of the discharge by management of its shareholder communication and engagement responsibilities. Management reports to the Board on material shareholder comments and feedback it receives. Directors may also from time to time participate with management in one on-one meetings or investor events to elicit shareholder views. Shareholders may themselves initiate communications directly with the Board. To do so, shareholders should communicate their questions or concerns to the Board through the Chair of the Board by mail (marking the envelope "Confidential") or email:

Chair of the Board  
c/o General Counsel & Corporate Secretary Linamar Corporation  
287 Speedvale Ave W Guelph, ON N1H 1C5  
e-mail: [contactyourboard@linamar.com](mailto:contactyourboard@linamar.com)

All relevant correspondence will be forwarded to the Board for review.  
Purely for administrative purposes, correspondence to the Chair may be opened or viewed by the Company's Corporate Secretary.

Shareholders may direct a request for a meeting with Board to the Chair who will consider such request, in consultation with the Corporate Secretary, having regard for securities disclosure regulations. The request should:

- ◆ Explain whether the person(s) making the request is (are) a shareholder or a representative of Linamar's shareholders and the level of shareholdings held or represented;
- ◆ Identify the persons wishing to attend the meeting;
- ◆ Provide a description of the topics to be discussed; and
- ◆ Describe any intention or arrangements for communicating the nature and results of the meeting to other persons.

The Board has the right to decline requests for such meetings for any reason it deems appropriate, including where the proposed topics are not appropriate and in order to limit the number of such meeting requests to a reasonable level and prioritize acceptances based on the interests of all shareholders. The Chair of the Board will determine which directors will attend any such meeting.

Topics suitable for Board – shareholder communications include:

- \* Board structure and composition;
- \* Board or director performance;
- \* Process for evaluating CEO performance;
- \* Executive compensation philosophy and structure;

- \* Board and CEO succession planning process;
- \* Corporate governance practices and disclosure;
- \* Board involvement in strategy development and oversight;
- \* Capital allocation philosophy; and
- \* Risk management oversight

Where a meeting request is granted, the Corporate Secretary will either directly contact the person(s) making the request to confirm arrangements for the meeting or be informed of the arrangements by the Chair of the Board.

The Company's Corporate Secretary or the Investor Relations Department may be asked to attend the meeting in order to confirm compliance with Linamar's obligations respecting fair disclosure and the maintenance and assessment of disclosure controls and procedures. Where the agenda involves particularly sensitive matters, the Chair may grant a shareholder request to have any such meeting held in the absence of all members of management, although if such a request is granted generally the Directors will adopt a "listen-only" approach and shareholders should be aware that the Directors in attendance at the meeting reserve the right to review the matters discussed with management.