

GRI Index





GRI Index 2025

According to GRI 1: Foundation 2021

	STANDARD	DISCLOSURE	REFERENCE 2025	ADDITIONAL INFORMATION AND REASONS FOR OMISSION	MATERIAL ASPECT	CONTRIBUTION TO THE SDGS
GRI 2: General Disclosures 2021	THE ORGANIZATION AND ITS REPORTING PRACTICES					
	2-1	Organizational details	KPI Annex > Organizational KPI's			
	2-2	Entities included in the organization's sustainability reporting	Annual Report - About Nemak's Sustainability Reporting (Page 15)			
	2-3	Reporting period, frequency and contact point	Annual Report - About Nemak's Sustainability Reporting (Page 15)			
	2-4	Restatements of information	Not disclosed	No information has been restated for the 2024 reporting year		
	2-5	External assurance	Insert link to external assurance report	External verification of Nemak's Scope 1 and 3 GHG emissions from 2018 - 2024		
	ACTIVITIES AND WORKERS					
	2-6	Activities, value chain and other business relationships	Annual Report (Page 4, 6, 16)			Workers in the Value Chain
	2-7	Employees	Annual Report - Characteristics of Nemak's Workforce (Page 100)			Own Workforce
			Annual Report - Metrics related to Diversity & Inclusion (Page 116)			
	2-8	Workers who are not employees	KPI Annex - Social KPI Annex - Social			
	GOVERNANCE					
	2-9	Governance structure and composition	Annual Report - Sustainability Governance (Page 31) Annual Report - Board of Directors (Page 127)		Nemak reports its governance structure including its committees.	
2-11	Chair of the highest governance body	Annual Report - Management Team (Page 128) Annual Report - Sustainability Governance (Page 31)				



GRI 2: General Disclosures 2021	2-12	Role of the highest governance body in setting purpose, values, and strategy	Annual Report - Sustainability Governance (Page 31)		
	2-13	Delegation of responsibility for managing impacts	Annual Report - Sustainability Governance (Page 31)		
	2-14	Role of the highest governance body in sustainability reporting	Annual Report - Organizational Structures (Page 34) Annual Report - Sustainability Governance (Page 31)		
	2-15	Conflicts of interest	Annual Report - Business Ethics (Page 89)	Nemak's Global Code of Conduct is approved by the CEO Business ethics	
	2-16	Communication of critical concerns	Not disclosed		
	2-17	Collective knowledge of the highest governance body	Not disclosed		
	2-18	Evaluation of the performance of the highest governance body	Not disclosed		
	2-19	Remuneration policies	Annual Report - Incentive Schemes (Page 35)	Nemak reports that it has integrated the achievement of climate-related targets into its compensation via annual performance-related bonuses.	
	2-20	Process to determine remuneration	Not disclosed		
	2-21	Annual total compensation ratio	Not disclosed		
	STRATEGY, POLICIES AND PRACTICES				
	2-22	Statement of sustainable development strategy	Annual Report - NEMAK's Sustainability Strategy (Page 20)		
2-23	Policy Commitments	Annual Report - Policies related to Climate Change Mitigation, Pollution & Circular Economy (Page 39)			
		Annual Report - Policies related to Responsible Supply Chain Management & Business Ethics (Page 76)			
		Annual Report - Business Ethics (Page 89)			
		Annual Report - Anti-Competitive Behavior (Page 92)			
		Annual Report - Policies related to Own Workforce and Affected Communities (Page 97)			
		Annual Report - Working Conditions & Employee Well-being (Page 107)			
		Annual Report - Diversity & Inclusion (Page 112)			
Annual Report - Communities & Corporate Citizenship (Page 120)					



GRI 2: General Disclosures 2021	2-24	Embedding policy commitments	Annual Report - Policies related to Responsible Supply Chain Management & Business Ethics (Page 76)		
			Annual Report - Policies related to Own Workforce and Affected Communities (Page 97)		
	2-25	Process to remediate negative impacts	Annual Report - Whistleblower Protection (Page 93)		Business Ethics
			Annual Report - Process to Remediate Negative Impacts (Page 121)		
	2-26	Mechanisms for seeking advice and raising concerns	Annual Report - Channels for Suppliers to Raise Concerns (Page 83)		Own Workforce & Business Ethics
			Annual Report - Anti-Corruption and Bribery (Page 92)		
			Annual Report - Whistleblower Protection (Page 93)		
			Annual Report - Channels for Own Workforce to Raise Concerns (Page 101)		
	2-27	Compliance with laws and regulations	Annual Report - Business Ethics (Page 89)		Business Ethics
	2-28	Membership associations	KPI Annex > Organizational KPI's		
STAKEHOLDER ENGAGEMENT					
2-29	Approach to stakeholder engagement	Annual Report - Interests and Views of Stakeholders (Page 28-29)			
		Annual Report - Processes for Engaging with Own Workforce and Workers' Representatives (Page 99)			
2-30	Collective bargaining agreements	Annual Report - Working Conditions & Employee Well-being (Page 107)	76% of employees are covered by a collective bargaining agreement.		Own workforce
		Annual Report - Collective Bargaining Coverage and Social Dialogue (Page 111)			



DISCLOSURES ON MATERIAL TOPICS			
GRI 3: Material Topics 2021	3-1	Process to determine material topics	Annual Report - ESG Impact, Risk & Opportunity Management (Page 25)
	3-2	List of material topics	Annual Report - Summary of Nematik's Material Impacts, Risks and Opportunities (Page 26)
GRI 101: Biodiversity 2024			
New: Material Topics GRI 100	3-3	Management of material topics	Annual Report - Biodiversity (Page 74)
	101-1	"Policies to halt and reverse biodiversity loss"	Annual Report - Biodiversity (Page 74)
	101-4	Identification of biodiversity impacts	Annual Report - Biodiversity (Page 74)
	GRI 102: Climate Change 2025		
	3-3	Management of material topics	Annual Report - Climate Mitigation Actions (Page 50)
	102-1	Transition plan for climate change mitigation	Annual Report - Policies related to Climate Change Mitigation, Pollution & Circular Economy (Page 39)
			Annual Report - Climate Transition Plan (Page 41)
			Annual Report - Emission Targets & Timeline (Page 48)
			Annual Report - Actions towards Scope 1 & 2 Decarbonization (Page 50)
			Annual Report - Actions towards Scope 3 Decarbonization (Page 52)
102-4	GHG emissions reduction targets and progress	Annual Report - Climate-Related Risks (Page 56) Annual Report - Summary of Nematik's Climate Targets (Page 49)	
102-5	Scope 1 GHG emissions	Annual Report - Methodology for Emissions Calculations (Page 54) Annual Report - Metrics related to Scope 1, 2 & 3 Emissions (Page 53)	
102-6	Scope 2 GHG emissions	KPI Annex > Environmental Annual Report - Metrics related to Scope 1, 2 & 3 Emissions (Page 53)	
102-7	Scope 3 GHG emissions	KPI Annex > Environmental Annual Report - Metrics related to Scope 1, 2 & 3 Emissions (Page 53)	
102-8	GHG emissions intensity	KPI Annex > Environmental KPI Annex > Environmental	



New: Material Topics GRI 100	GRI 103: Energy 2025			
	3-3	Management of material topics	Annual Report - Climate Mitigation Actions (Page 50)	
	103-1	Energy policies and commitments	Annual Report - Policies related to Climate Change Mitigation, Pollution & Circular Economy (Page 39)	
	103-2	Energy consumption and self-generation within the organization	Annual Report - Energy Consumption (Page 55)	
	103-4	Energy intensity	KPI Annex > Environmental	
	103-5	Reduction in energy consumption	Annual Report - Energy Consumption (Page 55)	
Material topics: GRI 200 Economic	GRI 201: ECONOMIC PERFORMANCE 2016			
	201-1	Direct economic value generated and distributed	Annual Report - Financial Highlights (Page 5)	
	201-2	Financial implications and other risks and opportunities due to climate change	Not disclosed	Nemak currently does not publicly report on the costs of actions taken to manage climate change risks or opportunities in the sustainability report, except for in the CDP. Nemak will integrate these in the reporting in the future.
	GRI 203: INDIRECT ECONOMIC IMPACTS 2016			
	3-3	Management of material topics	No longer material	Corporate citizenship
	203-1	Infrastructure investments and services supported	No longer material	
	GRI 205: ANTI-CORRUPTION 2016			
	3-3	Management of material topics	Annual Report - Business Ethics (Page 89)	Business ethics
	205-2	Communication and training about anti-corruption policies and procedures	Annual Report - Policies related to Responsible Supply Chain Management & Business Ethics (Page 76) Annual Report - Anti-Corruption and Bribery (Page 92)	Nemak only reports that all salaried employees receive training in the Global Anti-Corruption Policy, it does not report the number or percentage of employees.
	205-3	Confirmed incidents of corruption and actions taken	Annual Report - Incidents of Non-compliance, Corruption or Bribery (Page 93) KPI Annex > Governance & Supply Chain	Any confirmed cases are dealt with appropriately on an case-to-case basis. In 2022, there have been no legal cases regarding corruption against Nemak or its employees.
	GRI 206: ANTI-COMPETITIVE BEHAVIOR 2016			
	3-3	Management of material topics	Annual Report - Business Ethics (Page 89)	Business ethics
206-1	Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	Annual Report - Anti-Competitive Behavior (Page 92) KPI Annex > Governance & Supply Chain		



Material topics: GRI 300 Environmental	GRI 301: MATERIALS 2016				
	3-3	Management of material topics	Annual Report - Circular Economy (Page 59)		Circular Economy
			Annual Report - Targets related to Resource Inflows (Page 60)		Goal: 12 Responsible consumption and production
	301-1	Materials used by weight or volume	Annual Report - Action related to Resource Inflows (Page 61) Annual Report - Metrics related to Resource Inflows (Page 62)		
	301-2	Recycled input materials used	KPI Annex > Environment Annual Report - Metrics related to Resource Inflows (Page 62)		
			KPI Annex > Environment		
	GRI 302: ENERGY 2016				
	3-3	Management of material topics	No longer applicable - this GRI Standard has been replaced by GRI 103		Climate Change
	302-1	Energy consumption within the organization	No longer applicable - this GRI Standard has been replaced by GRI 103	Nemak has 17% of total electricity consumption from renewable sources globally.	Goal 13: Climate Action
	302-3	Energy intensity	No longer applicable - this GRI Standard has been replaced by GRI 103		
	302-4	Reduction of energy consumption	No longer applicable - this GRI Standard has been replaced by GRI 103	Nemak reports its energy consumption within and outside the organization comparable to last two years, but does not report explicitly on energy reductions achieved.	
	GRI 303: WATER EFFLUENTS 2018				
	3-3	Management of material topics	Annual Report - Water Management (Page 72)		
	303-1	Interactions with water as a shared resource	Annual Report - Water Management (Page 72)	Since water is not considered a main resource in its operations, Nemak does not report on its process for setting water-related goals and targets related to water and effluents' management.	
	303-2	Management of water discharge-related impacts	Annual Report - Water Management (Page 72)		
303-3	Water withdrawal	Annual Report - Metrics related to Water (Page 73) KPI Annex > Environment			
303-4	Water discharge	Annual Report - Metrics related to Water (Page 73)	Priority substances are not reported.		
303-5	Water consumption	KPI Annex > Environment Annual Report - Metrics related to Water (Page 73)			
		KPI Annex > Environment			



GRI 304: BIODIVERSITY 2016								
Material topics: GRI 300 Environmental	3-3	Management of material topics	No longer applicable - this GRI Standard has been replaced by GRI 101					
	304-1	Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas	No longer applicable - this GRI Standard has been replaced by GRI 101					
	304-2	Significant impacts of activities, products, and services on biodiversity	No longer applicable - this GRI Standard has been replaced by GRI 101					
	GRI 305: EMISSIONS 2016							
	3-3	Management of material topics	No longer applicable - this GRI Standard has been replaced by GRI 102				Climate Change	Goal 13: Climate Action
	305-1	Direct (Scope 1) GHG emissions	No longer applicable - this GRI Standard has been replaced by GRI 102		Nemak reports gross direct (Scope 1) GHG emissions following the WRI/WBCSD GHG Protocol Corporate Accounting and Reporting Standard.			
	305-2	Energy indirect (Scope 2) GHG	No longer applicable - this GRI Standard has been replaced by GRI 102		Nemak reports the gross location-based energy indirect (Scope 2) and gross market-based energy indirect (Scope 2) GHG emissions following the WRI/WBCSD GHG Protocol Corporate Accounting and Reporting Standard.			
	305-3	Other indirect (Scope 3) GHG emissions	No longer applicable - this GRI Standard has been replaced by GRI 102		Nemak reports gross other indirect (Scope 3) GHG emissions (&categories) following the WRI/WBCSD GHG Protocol Corporate Accounting and Reporting Standard.			
	305-5	Reduction of GHG emissions	No longer applicable - this GRI Standard has been replaced by GRI 102		Nemak reports reduction of GHG emissions following the WRI/WBCSD GHG Protocol Corporate Accounting and Reporting Standard.			
305-7	Nitrogen oxides (NOX), sulfur oxides (SOX), and other significant air emissions	Annual Report - Targets related to Pollution and Metrics related to Pollution (Page 69) KPI Annex > Environment						
GRI 306: WASTE 2020								
3-3	Management of material topics	Annual Report - Circular Economy (Page 59)				Circular Economy	Goal 12: Responsible consumption and production	
306-1	Waste generation and significant waste-related impact	Annual Report - Actions related to Waste Management (Page 71)		No impacts reported				
306-2	Management of significant waste-related impacts	Annual Report - Circular Economy (Page 59, Page 71)						



Material topics: GRI 300 Environmental	306-3	Waste generated	Annual Report - Metrics related to Waste Management (Page 71) KPI Annex > Environment			
	306-4	Waste diverted from disposal	Annual Report - Metrics related to Waste Management (Page 71) KPI Annex > Environment			
	306-5	Waste directed to disposal	Annual Report - Metrics related to Waste Management (Page 71) KPI Annex > Environment			
	GRI 308: SUPPLIER ENVIRONMENTAL ASSESSMENT 2016					
	3-3	Management of material topics	Annual Report - Actions related to Responsible Supply Chain Management (Page 84)		Workers in the Value Chain & Circular Economy	Goal 12: Responsible consumption and production
	308-1	New suppliers that were screened using environmental criteria	Annual Report - Progress in Responsible Supply Chain Management (Page 85) KPI Annex > Governance & Supply Chain	Nemak screens suppliers using EcoVadis criteria, however does not report the percentage of new suppliers that were screened using environmental criteria.		
	308-2	Negative environmental impacts in the supply chain and actions taken	No negative impacts reported	Nemak has identified critical suppliers with the greatest impact in terms of their CO2 emissions and pollution in the most relevant purchasing categories, but does not report the number of suppliers assessed or identified.		
GRI 401: EMPLOYMENT 2016						
Material topics: GRI 400 Social	3-3	Management of material topics	Annual Report - Working Conditions & Employee Well-being (Page 107)		Own Workforce	
	401-1	New employee hires and employee turnover	Annual Report - Characteristics of Nemak's Workforce (Page 100) KPI Annex > Social			
	401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	Annual Report - Working Conditions & Employee Well-being (Page 107) Annual Report - Actions related to Working Conditions & Employee Well-Being (Page 108) Annual Report - Adequate Wages, Social Protection & Work-Life Balance (Page 110)	Nemak does not list benefits by significant locations of operation and does not report whether benefits are provided to temporary or part-time employees.		
	401-3	Parental leave	KPI Annex > Social			



GRI 403: OCCUPATIONAL HEALTH AND SAFETY 2018

Material topics: GRI 400 Social	3-3	Management of material topics	Annual Report - Health & Safety (Page 103)		Own Workforce
	403-1	Occupational health and safety management system	Annual Report - Health & Safety (Page 103)		
	403-2	Hazard identification, risk assessment, and incident investigation	Annual Report - Actions related to Health & Safety (Page 104)		
	403-3	Occupational health services	Annual Report - Health & Safety (Page 103)		
	403-4	Worker participation, consultation, and communication on occupational health and safety	Annual Report - Employee Participation in Occupational Health & Safety (Page 105)	Nemak does not report on how often formal joint management-worker health and safety committees meet.	
	403-5	Worker training on occupational health and safety	Annual Report - Employee Participation in Occupational Health & Safety (Page 105)	Nemak does not report on OHS training for workers who are not employees but whose work and/or workplace is controlled by the organization.	
	403-6	Promotion of worker health	Annual Report - Employee Participation in Occupational Health & Safety (Page 105)		
	403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	Annual Report - Actions related to Health & Safety (Page 104)		
	403-8	Workers covered by an occupational health and safety management system	Annual Report - Health & Safety (Page 103)	100% of Nemak's employees are covered by its OHSMS (23,970 employees). The number and percentage of all employees and workers who are not employees but whose work and/or workplace is controlled by the organization covered by OHSMS is not reported.	
	403-9	Work-related injuries	Annual Report - Metrics related to Health & Safety (Page 106) KPI Annex >Social	Nemak does not report the number and rate of injuries and fatalities for all workers who are not employees but whose work and/or workplace is controlled by the organization is not reported. Main type of work-related accidents by employees are hand and finger-related injuries, minor concussions, bruises and burns.	
403-10	Work-related ill health	Annual Report - Metrics related to Health & Safety (Page 106) KPI Annex >Social			



Material topics: GRI 400 Social	GRI 404: TRAINING AND EDUCATION 2016				
	3-3	Management of material topics	Annual Report - Learning & Development (Page 117)		Own Workforce
	404-1	Average hours of training per year per employee	Annual Report - Metrics related to Learning & Development (Page 119)		Goal 4: Quality education
	404-2	Programs for upgrading employee skills and transition assistance programs	KPI Annex >Social Annual Report - Metrics related to Learning & Development (Page 119)	Nemak does not report on transition assistance programs provided to facilitate continued employability and the management of career endings resulting from retirement or termination of employment.	
	404-3	Percentage of employees receiving regular performance and career development reviews	Annual Report - Metrics related to Learning & Development (Page 119) KPI Annex >Social		
	GRI 405: DIVERSITY AND EQUAL OPPORTUNITY 2016				
	3-3	Management of material topics	Annual Report - Diversity & Inclusion (Page 112)		Own Workforce
	405-1	Diversity of governance bodies and employees	Annual Report - Metrics related to Diversity & Inclusion (Page 116) KPI Annex >Social	Nemak does not report percentages in other diversity indicators such as minority or vulnerable groups.	
	GRI 406: NON-DISCRIMINATION 2016				
	3-3	Management of material topics	Annual Report - Organization & Responsibilities (Page 96)		Business ethics
	406-1	Incidents of discrimination and corrective actions taken	Annual Report - Incidents, Complaints Severe Human Rights Impacts (Page 102) KPI Annex >Social	For reasons of confidentiality, Nemak does not publish any statistical information about cases of discrimination.	
	GRI 407: FREEDOM OF ASSOCIATION AND COLLECTIVE BARGAINING 2016				
	3-3	Management of material topics	Annual Report - Working Conditions & Employee Well-being (Page 107)		Own Workforce & Business ethics
	407-1	Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	Annual Report - Collective Bargaining Coverage and Social Dialogue (Page 111)	During the reporting period, Nemak has not identified any risks in the area of freedom of association and collective bargaining within its current procedures/operations or its suppliers.	
GRI 408: CHILD LABOR					
3-3	Management of material topics	Annual Report - Organization & Responsibilities (Page 96)		Own Workforce & Business Ethics	
408-1	Operations and suppliers at significant risk for incidents of child labor	Annual Report - Policies related to Own Workforce and Affected Communities (Page 97)	During the reporting period, Nemak has not identified any risks in the area of child labor within its current procedures/operations or its suppliers.		



Material topics: GRI 400 Social	GRI 409: FORCED AND COMPULSORY LABOR 2016			
	3-3	Management of material topics	Annual Report - Organization & Responsibilities (Page 96)	Own Workforce & Business Ethics
	409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labor	Annual Report - Policies related to Own Workforce and Affected Communities (Page 97)	During the reporting period, Nemak has not identified any risks in the areas of forced labor within its current procedures/ operations or its suppliers.
	GRI 413: LOCAL COMMUNITIES 2016			
	3-3	Management of material topics	Annual Report - Communities & Corporate Citizenship (Page 120)	Affected Communities
	413-1	"Operations with local community engagement, impact assessments, and development programs"	Annual Report - Processes for Engaging with Communities (Page 121)	
	413-2	"Operations with significant actual and potential negative impacts on local communities"	KPI Annex >Social No longer material	
	GRI 414: SUPPLIER SOCIAL ASSESSMENT 2016			
	3-3	Management of material topics	Annual Report - Actions related to Responsible Supply Chain Management (Page 84)	Workers in the Value Chain
	414-1	New suppliers that were screened using social criteria	Annual Report - Progress in Responsible Supply Chain Management (Page 85)	Nemak screens suppliers using EcoVadis criteria, however does not report the percentage of new suppliers that were screened using social criteria.
	414-2	Negative social impacts in the supply chain and actions taken	KPI Annex > Governance & Supply Chain Annual Report - Responsible Supply Chain (Page 79)	
	GRI 415: PUBLIC POLICY 2016			
	415-1	Political contributions	Annual Report - Political Influence & Lobbying Activities (Page 93)	
	GRI 416: CUSTOMER HEALTH AND SAFETY 2016			
416-1	Assessment of the health and safety impacts of product and service categories		Nemak's products are aluminum parts for the automotive industry, such as cylinder heads, shock towers or battery housings. According to the current state of knowledge, the substance aluminum does not pose any danger during further processing. At the same time, Nemak cannot influence the safety impact at the Company's customers, but its products itself do not pose any risk for health and safety. The health and safety of the end product also lies with the OEM. Consequently, the indicator is not applicable to Nemak.	

SASB Standards





SASB Standards

The Sustainable Industry Classification System® (SICS®) defines the “Auto parts” sector standard from the transportation industry as the relevant SASB standard for Nemak.

SASB CODE	INDICATOR	DESCRIPTION	REFERENCE 2025	ADDITIONAL INFORMATION AND REASON FOR OMISSION
TR-AP-130a.1	Energy Management	(1) Total energy consumed, (2) percentage grid electricity, (3) percentage renewable	Nemak's Annual Report 2025 (Pag 55) KPI Annex > Environment	
TR-AP-150a.1	Waste Management	(1) Total amount of waste from manufacturing, (2) percentage hazardous, (3) percentage recycled	Nemak's Annual Report 2025 (Pg 70 & 71)	
TR-AP-250a.1	Product Safety	Number of recalls issued, total units recalled	Nemak's Annual Report 2025 (Pg 88)	Nemaks products are aluminium parts for the automotive industry, such as cylinder heads, shock towers or battery housings. According to the current state of knowledge, the substance aluminum does not pose any danger during further processing. At the same time, Nemak cannot influence the safety impact at the Company's customers, but its products itself do not pose any risk for health and safety. The health and safety of the end product also lies with the OEM. Consequently, the indicator is not applicable to Nemak.
TR-AP-410a.1	Design for Fuel Efficiency	Revenue from products designed to increase fuel efficiency and/or reduce emissions		Due to the design of Nemak's products in the field of lightweight, all products increase fuel efficiency. Thus, all of Nemak's revenues are generated from fuel efficiency products.
TR-AP-440a.1	Materials Sourcing	Description of the management of risks associated with the use of critical materials	Nemak's Annual Report 2025 (Pag 26, 60, 80)	Nemak strictly prohibits the use, sourcing and procurement of conflict minerals, as defined by the OECD as namely tin, tungsten, gold and tantalum. It is also committed to not sourcing aluminum from conflict countries, as defined by the OECD and the U.S. regulations. The Purchasing Department is responsible for ensuring that suppliers comply with all applicable legal requirements, maintain up-to-date permits, and adhere to all guidelines outlined in Nemak's Global Business Code for Suppliers.
TR-AP-440b.1	Materials Efficiency	Percentage of products sold that are recyclable		As Nemak's products are made from aluminum only, they are 100% recyclable.
TR-AP-440b.2	Materials Efficiency	Percentage of input materials from recycled or remanufactured content	KPI Annex > Environment	
TR-AP-520a.1	Competitive Behavior	Total amount of monetary losses as a result of legal proceedings associated with anticompetitive behavior regulations	KPI Annex > Governance & Supply Chain	
TR-AP-000.A	Activity metric	Number of parts produced	KPI Annex >Organizational KPI's	
TR-AP-000.B	Activity metric	Weight of parts produced	KPI Annex >Organizational KPI's	
TR-AP-000.C	Activity metric	Area of manufacturing plants	KPI Annex > Organizational KPI's	

KPI Annex





Organizational

GRI 2-1

ORGANIZATIONAL DETAILS	2025	2024	2023
Financial Details			
Number of countries of operations	14	14*	15
Total number of operations (number of sites)	42	37*	38
Area of manufacturing plants in square meter	1,079,340	1,079,340	1,007,941
Total debt (in millions \$USD)	1,402	1,532	1,556
Total equity (in millions \$USD)	1,669	1,656	1,770
Total turnover (Net sales) (in millions \$USD)	4,931	4,907	4,993
Products			
Number of parts produced	38414805	39,487,537	42,039,994
Weight of parts produced	524947	537,392	572,070
share of products that increase fuel efficiency	100%	100%	100%
share of products that are recyclable	100%	100%	100%

*In 2024, Nemak sold its facility in Russia. For the purpose of reporting, it is still included in all other sustainability data seeing as the transaction was completed only at the end of the however it has been excluded from the data disclosed above.

GRI 2-28

External initiatives and memberships of Nemaks sites on a local level*
Can recycling campaign "Dame Lata", Reforestation of 500 trees in Arteaga Coahuila, Races with benefit, Cancer Association Donation, Computer equipment donation to Alfa Foundation, Building a home for a vulnerable family, Food Donation: 2,000+ vulnerable people benefited, Toy Donation, Local business support in events, Inclusive business support, In kind donations, Nemak in your school, School for parents, School's revamp, Scholarships: 93 students benefited, Chamber of Commerce(FRA), Participation of CLE, Coordinadores Locales de Educació, Donations to education institutes, firefighters, local retirement centers, Plant visitations, tours and training for education institutes (ARG), Donations for Brazil flood victims(BRA), Chamber of Commerce, City Schools Foundation, East Alabama Rural Training & Innovation Hub, County Career Tech Advisory Board, Childhood Food Solutions, Sylacauga Alliance for Family Enhancement, Sylacauga Industrial Development Board, Chamber of Commerce(US), Chamber of Commerce in Chomutov + in Most Donations to non-profit organizations (disables, children, fire-fighters etc.)(CZR), club of Honorary Blood Donors, member of the silesian employers' association LEWIATAN HSE manager membership in the National Association of Occupational Health and Safety Employees cluster member of Silesia Automotive & Advanced Manufacturing" (SA&AM)(POL)

*Please note that this list is not comprehensive and may exclude data available to the local level only.

R&D SPENDING	2025	2024
Spending for R&D total (in millions of USD)	42,257,000	15,960,000
Total number of employees employed in R&D	29	30
male	27	28
female	2	2
Number of patents filed	8	10

QUALITY OF PRODUCTS	2025	2024
Percentage of Nemak facilities that are certified with a widely accepted products safety / quality standard (Automotive IATF16949 standard)	100%	100%
Percentage of Category 1 suppliers (material required for production) that are certified with a widely accepted product safety/quality standard (e.g. HACCP, ISO 9001, or equivalent)	100%	100%



Environment

GRI 301-1, GRI 301-2			
RAW MATERIAL INPUTS (EXCLUDES SEMI-FINISHED GOODS SUCH AS COMPONENT, EXTRUSIONS AND STAMPINGS)	2025	2024	2023
Total weight of materials used (in tons)	1,062,423	1,046,092	1,104,747
Total recycled input material (in tons)	692,794	692,620	747,368
as a %	65%	66%	68%
Total non-recycled input materials (in tons)	369,630	353,472	357,380
as a %	35%	34%	32%
Aluminium Alloys & Scrap (Total material purchased in tons)	659,068	692,434	727,387
% of secondary aluminium	61%	63%	64%
Primary Foundry Alloys	227,625	217,691	221,438
Recycled input	0	0	0
Non-recycled	227,625	217,691	221,438
Secondary Foundry Alloys	215,904	234,989	226,586
Recycled input	215,904	234,989	226,586
Non-recycled	0	0	0
Master Alloys	35,378	40,283	46,946
Recycled input	3,854	3,369	6,228
Non-recycled	31,524	36,915	40,718
Scrap	180,160	199,471	232,418
Recycled input	180,160	199,471	232,418
Non-recycled	0	0	0

GRI 301-1, GRI 301-2			
RAW MATERIAL INPUTS (EXCLUDES SEMI-FINISHED GOODS SUCH AS COMPONENT, EXTRUSIONS AND STAMPINGS)	2025	2024	2023
Production Material (Total material purchased in tons)	403,356	353,657	377,360
Liners	32,467	32,696	32,647
Recycled input	32,467	32,696	32,647
Non-recycled	0	0	0
Resin & Amine	18,260	13,578	14,390
Recycled input	0	0	0
Non-recycled	18,260	13,578	14,390
Sand	260,408	222,095	249,490
Recycled input	260,408	222,095	249,490
Non-recycled	0	0	0
Adhesives	30	28	32
Recycled input	0	0	0
Non-recycled	30	28	32
Industrial Gases (N2, O2, CO2 & Chlorine)	92,191	85,260	80,802
Recycled input	0	0	0
Non-recycled	92,191	85,260	80,802



GRI 103-2, GRI 103-4			
ENERGY CONSUMPTION IN GJ	2025	2024	2023
Total energy consumption (in GJ)	15,637,996	16,349,179	16,943,404
Direct Use (Scope 1)	11,241,499	11,811,777	12,243,780
Natural Gas Consumption in GJ	10,714,516	11,178,646	11,546,438
Gasoline Consumption in GJ	2,052	4,338	4,282
LPG Consumption in GJ	369,747	454,574	509,042
Diesel Consumption in GJ	139,747	151,803	159,116
Fuel Oil Consumption in GJ	15,437	22,416	24,902
Indirect Use (Scope 2)	4,396,497	4,537,402	4,699,624
Electricity Consumption in GJ	4,372,796	4,516,712	4,663,523
from non-renewable sources	3,228,645	3,149,882	3,880,569
purchased renewable energy (in GJ)	1,144,151	1,366,830	782,954
renewable electricity purchased vs total electricity consumption (as a %)	26%	30%	17%
Refrigeration Consumption in GJ	0	0	1,987
Compressed air in GJ	0	0	10,003
District Heating Consumption in GJ	23,701	20,690	24,111
Energy intensity (GJ/ Million \$US revenues)	3.171	3.332	3.393
Energy intensity (GJ/ton of goods produced)	29.79	30.42	29.62

ENERGY CONSUMPTION IN MWH	2025	2024	2023
Total energy consumption (in MWh)	4,343,891	4,541,442	4,706,505
Direct Use (Scope 1)	3,122,641	3,281,052	3,401,053
Natural Gas Consumption	2,976,257	3,105,182	3,207,346
Gasoline Consumption	570	1,205	1,189
LPG Consumption	102,708	126,271	141,401
Diesel Consumption	38,819	42,167	44,199
Fuel Oil Consumption	4,288	6,227	6,917
Indirect Use (Scope 2)	1,221,250	1,260,391	1,305,452
Electricity Consumption	1,214,666	1,254,643	1,295,424
from non-renewable sources	896,847	874,968	1,077,937
purchased renewable energy	317,820	379,675	217,487
renewable electricity purchased vs total electricity consumption (as a %)	26%	30%	17%
Refrigeration Consumption	-	-	552
Compressed air in GJ	-	-	2,779
District Heating Consumption in GJ	6,584	5,747	6,698

GRI 103-5		
IMPROVEMENTS IN ENERGY EFFICIENCY	2025	2024
Number of Energy Efficiency initiatives implemented in reporting period	92	84
Energy reduction through projects and efficiency measures in GJ	202,269	547,210
Estimated CO2 reduction from implemented energy efficiency projects (calculated using average emissions factor for CO2 produced/GJ used)	12,000	32,000



GRI 303-3, GRI 303-4, GRI 303-5	2025	2024	2023
WATER WITHDRAWALS, DISCHARGE AND WITHDRAWALS (IN MEGALITRES)			
Water withdrawals (in Megalitres)			
Water withdrawal totals	8,283	8,603	9,088
thereof surface water	159	91	0
thereof freshwater	80	91	-
thereof other water	80	-	-
thereof groundwater	1,475	1,574	1,524
thereof freshwater	1,199	1,191	1,170
thereof other water	276	284	258
thereof third party withdrawal	6,649	6,938	7,564
thereof freshwater	6,085	6,500	7,067
thereof other water	563	438	497
Water withdrawal from water stressed areas (in Megalitres)			
Water withdrawal from' areas with water stress	1,099	1,088	1,082
thereof surface water	0	0	0
thereof freshwater	-	-	-
thereof other water	-	-	-
thereof groundwater	308	284	310
thereof freshwater	32	-	52
thereof other water	276	284	258
thereof third party withdrawal	791	804	772
thereof freshwater	260	390	320
thereof other water	531	415	452

*Nemak classifies the following sites as water stressed: Monterray, Monclova, Saltillo, Tennessee, Turkey, Wernigerode & Chennai

Water discharge (in megalitres)			
Water discharge total	6,953	7,483	7,805
thereof surface water		0	0
thereof groundwater	973	1,051	1,046
thereof seawater		0	0
thereof produced water	-	18	17
thereof third party discharge	5,980	6,414	6,742
Water discharge by freshwater and other water	6,957	7,483	7,805
thereof freshwater	6,720	6,925	7,501
thereof other water	237	558	304
Water discharge from areas with water stress	353	484	269
thereof freshwater	147	0	0
thereof other water	206	484	269
Water consumption, storage & recycling (in megalitres)			
Total water consumption (in megalitres)	1,228	1,287	1,283
Total water consumption from areas with water stress (in megalitres)	-	871	813
Water intensity (Megalitre consumed/Million \$USD Revenue)	0.249	0.262	0.257
Total water stored (in megalitres)	1	5	5
Volume of water recycled/reused (in megalitres)	15,303	19,386	
Water Pollutants Released (in tons)			
Water pollutants released	277	266	254
Types of water pollutants released	COD, BOD ₅ , SS, Cu, Cr, Cr ⁶⁺ , Toxic Cyanides, Total Cyanides, pH, Al, Fe, Ba, Pb, NH ₄ -N, NO ₂ -N, P, C10-C40, Soluble Inorganic Salts, Extractable Substances, Monohydric Phenols		

GRI 102-5, GRI 102-6, GRI 102-7, GRI 102-8	2025	2024	2023
EMISSIONS IN TONS CO2E			
GHG emissions			
Scope 1	613,763	642,074	666,448
Scope 2 location based	499,485	517,313	536,162
Scope 2 market based	365,906	336,285	409,152
Scope 3	3,399,158	3,595,182	3,931,752
Total Scope 1-3 location based	4,512,406	4,754,569	5,134,362
Total Scope 1-3 market based	4,378,827	4,573,541	5,007,353
GHG intensity (using Scope 2 market based emissions)			
GHG intensity (Total CO ₂ eq/Million \$USD Revenue)*	888	932	1,003
GHG intensity, (Total CO ₂ eq/tons produced)	8.34	8.51	8.75
Scope 3 intensity, (Scope 3 CO ₂ eq/Million \$USD Revenue)*	689	733	787
Scope 3 intensity, tons produced	6.48	6.69	6.87



GRI 102-7			
SCOPE 3 EMISSIONS BY CATEGORY IN TCO2E	2025	2024	2023
Total Scope 3 Emissions	3,399,158	3,595,182	3,931,752
Purchased goods	2,862,620	2,991,666	3,270,821
Capital goods	75,165	125,286	152,929
Fuel and energy-related activities	223,022	234,389	245,040
Upstream transport	76,988	77,154	86,194
Downstream transport	76,360	78,141	85,287
Others	85,003	88,546	91,481
Upstream Scope 3 emissions	3,286,521	3,479,724	3,808,498
Downstream Scope 3 emissions	112,637	115,458	123,254

GRI 102-4		
EMISSION REDUCTION TARGETS	2025	2024
*additional information on Nemak's progress towards its emissions reduction targets can be found in the 2024 Annual Report		
Progress against GHG emission targets		
Target Scope 1+2 Emission reduction by 2030, based on 2019	28%	28%
% of Scope 1+2 SBTi target achieved	79%	79%
Target Scope 3 Emission reduction by 2030, based on 2019	14%	14%
% of Scope 3 SBTi target achieved	93%	71%

GRI 305-7			
OTHER EMISSIONS IN TONS*	2025	2024	2023
NOx Emissions	960	526	578
SOx Emissions	16	20	137
Persistent organic pollutants (POP) Emissions	0	0	0
Volatile organic compounds (VOC) Emissions	153	132	170
Hazardous air pollutants (HAP) Emissions	91	5	4
Particulate matter (PM) Emissions	1049	1248	828

*Other emissions data is incomplete as not all sites report/have available this information.



GRI 306-3, GRI 306-4, GRI 306-5

WASTE RELATED METRICS	2025	2024	2023
Waste diverted from disposal total	106,871	184,425	184,425
hazardous waste	26,138	20,813	20,813
<i>prepared for reuse</i>	2,978	1,177	1,177
onsite	0	0	0
offsite	2,978	1,177	1,177
<i>prepared for recycling</i>	3,409	3,936	3,936
onsite	0	0	0
offsite	3,409	3,936	3,936
<i>other recovery options</i>	19,751	15,700	15,700
onsite	0	0	0
offsite	19,751	15,700	15,700
non-hazardous waste	80,733	163,612	163,612
<i>prepared for reuse</i>	444	36,483	36,483
onsite	7	12	12
offsite	437	36,471	36,471
<i>prepared for recycling</i>	76,043	116,168	116,168
onsite	0	0	-
offsite	76,043	116,168	116,168
<i>other recovery options</i>	4,246	10,960	10,960
onsite	0	0	0
offsite	4,246	10,960	10,960

GRI 306-3, GRI 306-4, GRI 306-5

WASTE RELATED METRICS	2025	2024	2023
Total Waste directed to disposal	274,598	143,385	187,352
hazardous waste	91,294	64,559	67,942
<i>directed to incineration (with energy recovery)</i>	4,879	1,817	1,656
onsite	0	0	0
offsite	4,879	1,817	1,656
<i>directed to incineration (without energy recovery)</i>	138	531	607
onsite	0	0	0
offsite	138	531	607
<i>directed to landfilling</i>	43,738	53,281	57,105
onsite	0	0	0
offsite	43,738	53,281	57,105
<i>other (or unknown) disposal methods</i>	42,538	8,930	8,574
onsite	0	0	0
offsite	42,538	8,930	8,574
non-hazardous waste	183,305	78,826	119,410
<i>directed to incineration (with energy recovery)</i>	302	625	276
onsite	0	0	0
offsite	302	625	276
<i>directed to incineration (without energy recovery)</i>	1	570	30
onsite	0	0	0
offsite	1	570	30
<i>directed to landfilling</i>	168,528	71,453	85,533
onsite	0	0	0
offsite	168,528	71,453	85,533
<i>other (or unknown) disposal methods</i>	14,474	6,177	33,571
onsite	0	0	0
offsite	14,474	6,177	33,571

ENVIRONMENTAL RISK ASSESSMENT

	2025	2024
Percentage of all operational sites for which an environmental risk assessment has been conducted (as required by ISO14001)	100%	100%



Social

GRI 2-7, GRI 2-8, GRI 405-1

EMPLOYEE DATA (IN HC)	2025	2024
Total number of employees	23,388	23,052
Total number of external employees	846	935
Employees by Gender		
Male	19,860	19,876
Female	3,528	3,176
Employees by Age		
< 30 years old	5,824	5,484
30 - 50 years old	13,270	13,386
> 50 years old	4,294	4,182
Employees by Position		
<i>Executive</i>	9	10
Male	9	10
Female	0	0
<i>Top Management (with APB)</i>	107	94
Male	95	83
Female	12	11
<i>Management (with APB)</i>	514	530
Male	402	427
Female	112	103
<i>Administration & Shopfloor</i>	2,735	2,922
Male	2,016	2,141
Female	719	781
<i>Operators (hourly)</i>	20,023	19,496
Male	17,338	17,215
Female	2,685	2,281

Employees by Country

Argentina	73	75
Austria	322	343
Brazil	1242	1,208
China	685	700
Czech Republic	369	379
Germany	1635	1,777
Hungary	1067	1,014
India	287	300
Mexico	12357	11,250
Poland	1138	1,185
Russia	0	138
Slovakia	1016	1,167
Spain	450	454
Turkey	857	913
USA	1890	2,149

Employees by Function

Executive Management (including assistants)	14	17
male	9	11
female	5	6
Business Development	29	20
male	20	11
female	9	9
Commercial (Revenue Generating Positions)	91	97
male	64	67
female	27	30
<i>Managers in Commercial (Revenue Generating Positions)</i>	48	49
male	41	42
female	7	7
Manufacturing	19,367	19,052
male	16966	16,958
female	2401	2,094
Engineering	1,061	1,096
male	953	995
female	108	101
<i>Research and Development (as part of engineering count)</i>	29	30
male	27	28
female	2	2

HSE	289	287
male	198	198
female	91	89
Quality	1,505	1,462
male	1161	1,146
female	344	316
Finance	297	303
male	130	128
female	167	175
HR	334	312
male	103	92
female	231	220
Information Technology	129	129
male	107	107
female	22	22
Purchasing	267	273
male	156	162
female	111	111
Sustainability	5	4
male	2	1
female	3	3



Employees by Contract Type and Gender		
Employees with full time contract total	23,330	22,979
male	19,841	19,845
female	3,489	3,134
Employees with part time contract total	58	73
male	19	31
female	39	42
Employees with a permanent contract total	23,194	22,727
male	19,715	19,600
female	3,479	3,127
Employees with a temporary contract total	194	325
male	145	276
female	49	49

Employees by Contract Type and Region		
Employees with a full time contract total		
Mexico	12,357	11,250
Europe	6,798	7,297
Asia	972	1,000
South America (excl. Mexico)	1,315	1,283
US	1,888	2,149
Employees with part time contract total		
Mexico	0	0
Europe	56	73
Asia	0	0
South America (excl. Mexico)	0	0
US	2	0
Employees with a permanent contract total		
Mexico	12,357	11,250
Europe	6,800	7,285
Asia	886	760
South America (excl. Mexico)	1,315	1,283
US	1,836	2,149
Employees with a temporary contract total		
Mexico	0	0
Europe	54	85
Asia	86	240
South America (excl. Mexico)	0	0
US	54	0

Employees by nationality		
Mexican	23,388	23,052
Share of total	54%	49%
European	5,889	7,309
Share of total	26%	32%
United States	1,123	1,184
Share of total	5%	5%
South America (excl. Mexico)	1,009	1,305
Share of total	4%	6%
Asian	1,902	1,030
Share of total	8%	4%
Other (or not disclosed)	1,087	955
Share of total	5%	4%
Employees by diversity category		
Employees with disabilities*	87	211
male	78	178
female	9	33

*In some countries, the number of employees with disabilities is undisclosed due to data security. This KPI therefore remains incomplete.



GRI 2-30 NUMBER OF WORKERS COVERED BY COLLECTIVE BARGAINING, BY COUNTRY	2025		2024	
	# OF EMPLOYEES (IN HC)	AS A % OF TOTAL EMPLOYEES IN THAT COUNTRY	# OF EMPLOYEES (IN HC)	AS A % OF TOTAL EMPLOYEES IN THAT COUNTRY
Argentina	73	100%	73	97%
Austria	322	100%	343	100%
Brazil	1,245	100%	1,206	100%
China	0	0%	0	0%
Czech Republic	369	100%	379	100%
Germany	1,458	89%	1,559	88%
Hungary	108	10%	1,023	101%
India	0	0%	0	0%
Mexico	10,960	89%	9,631	86%
Poland	1,095	96%	1,150	97%
Russia	0	#DIV/0!	0	0%
Slovakia	1,016	100%	1,167	100%
Spain	445	99%	347	76%
Turkey	738	86%	791	87%
USA	972	51%	1,108	52%
Total	18,801	80%	18,777	81%

GRI 405-1 WOMEN AT NEMAK	2025	2024
Average years females are employed at Nemak	4.9	5.9
Percentage of women working in IT, Engineering (Research & Development; Programming/Coding)	11%	10%
Number of women in STEM-related functions (IT, Engineering (Research & Development; Programming/Coding))	131	123
Gender pay gap (assuming 100% as the average pay of male colleagues)	2.70%	4%
Women by employment category		
Women as executives	0	0
Share of women	0%	0%
Women in top management	12	11
Share of women	11%	12%
Women in management positions	112	103
Share of women	22%	19%
Women in management positions in revenue-generating functions (Commercial, Marketing, Sales)	7	7
Share of women	15%	14%
Women employed below management level	3,404	3,062
Share of women	15%	14%

WEP, Bloomberg and Forward Faster

PROMOTIONS BY LEVEL AND GENDER	2025	2024
Promotions for salaried employees		
Total number of employees promoted in reporting year	348	369
Promotion rate	10%	2%
Employee promotions to executive level	4	0
male	4	0
female	0	0
Employees promoted to top management level	8	18
male	7	15
female	1	3
Employees promoted to management level	77	54
male	60	40
female	17	14
Employees promoted below management level	259	297
male	192	226
female	67	71



GRI 401-1			
TURNOVER		2025	2024
Total employee departures		6,352	6,517
Turnover by Contract Type			
Employees who left the company with a salaried contract total		316	452
turnover rate salaried in percent		9%	13%
Employees who left the company with a hourly contract total		6,042	6,065
turnover rate hourly in percent		30%	31%
Employees who left the company with a permanent contract total		6,296	6,461
turnover rate permanent in percent		27%	28%
Employees who left the company with a temporary contract total		62	56
turnover rate temporary in percent		32%	17%
Turnover by Nature of Departure			
Employees who left the company voluntarily total (excluding internal mobility and transfers)		3781	3,973
male		3050	3,182
female		731	791
Employees who left the company mandated total		2529	2,544
male		2149	2,145
female		380	399
Voluntary turnover rate (Voluntary departures/total internal employees)		16%	17%
Mandated turnover rate (Mandated departures/total internal employees)		11%	11%
Employee turnover (all types) by age group (age of date of termination)			
< 30 years old		3,057	3,112
turnover rate in percent < 30 years old		52%	57%
30 - 50 years old		2,870	2,997
turnover rate in percent 30 - 50 years old		22%	22%
> 50 years old		425	408
turnover rate in percent > 50 years old		10%	10%
Employee turnover by gender			
Male		5,199	5,327
turnover rate male employees		26%	27%
Female		1,111	1,190
turnover rate female employees		31%	37%

GRI 401-1			
TURNOVER		2025	2024
Employee turnover by region			
Mexico (HC)		4,523	4,544
turnover rate Mexico in percent		37%	40%
Europe (HC)		928	888
turnover rate Europe in percent		14%	12%
Asia (HC)		103	93
turnover rate Asia in percent		11%	9%
South America (excl. Mexico) (HC)		331	151
turnover rate South America (excl. Mexico) in percent		25%	12%
US (HC)		425	841
turnover rate US in percent		22%	39%

GRI 401-1			
NEW HIRES		2025	2024
Total New Hires		7076	5,764
By age group (age when the employee was hired)			
< 30 years old		4,014	3,062
30 - 50 years old		2,794	1,041
> 50 years old		268	1,661
By gender			
male		5,588	4,576
female		1,488	1,188
By region			
Mexico		5,786	3,865
Europe		644	915
Asia		84	118
South America (excl. Mexico)		365	443
US		197	423



GRI 401-3		
PARENTAL & FAMILY RELATED LEAVE	2025	2024
Number of employee entitled to take family related leave	23,388	23,052
Male	19,860	19,876
Female	3,528	3,176
<i>as a % of total employees</i>	100%	100%
Number of employees who took family related leave	683	1,077
Male	541	824
<i>as a % of male employees entitled to take leave</i>	3%	4%
Female	142	253
<i>as a % of female employees entitled to take leave</i>	4%	8%
Number of employees who remained at the Company for more than 1 year after returning from paternity leave	198	555
Male	171	496
Female	27	59

GRI 403-9		
WORK-RELATED INJURIES	2025	2024
Recordable Injuries for Nematik employees		
Number of recordable injuries at the workplace - employees	248	326
recordable injuries with serious consequences (excl. fatalities)	-	1
recordable injuries with lost time	79	113
fatalities	1	0
recordable injuries involving men	198	285
recordable injuries involving women	50	41
Total number of lost days due to recordable injuries at the workplace for employees	2,672	2,821
Number of hours worked total (employees)	46,221,830	47,879,272
Recordable Incident Rate (employees)	1.11	1.42
Lost time case rate (per 100 employees)	0.34	0.47
Recordable Injuries for workers at the company's workplace who are not employees		
Number of recordable injuries at the workplace - non employees	8	13
recordable injuries with serious consequences (excl. fatalities)	0	0
recordable injuries with lost time	6	9
fatalities	-	1
recordable injuries involving men	7	13
recordable injuries involving women	1	0
Total number of lost days due to recordable injuries at the workplace involving non employees	168	231
Number of hours worked total (non-employees)	336,957	4,312,651
Recordable Incident Rate (non-employees)	4.75	0.65
Lost time case rate (per 100 non-employees)	3.56	0.42

GRI 403-10		
WORK-RELATED ILL HEALTH	2025	2024
Health incidents for employees		
Number of work-related illness reported	65	19
thereof illness that resulted in fatalities	0	0
Health incidents for workers at the company's workplace who are not employees		
Number of work-related illness reported	0	1
thereof illness that resulted in fatalities	0	0
Health and Management System		
Percentage of employees covered by a health and safety management system	100%	100%
Main causes of Accidents		
The incidents that usually happen in the company have to do with our identified areas of high-risk related to material and tool handling, equipment and machinery movement, mobile equipment, and handling of dangerous substances.		

GRI 404-1		
TRAINING	2025	2024
Average hours of training by gender		
male	30.2	26.1
female	42.0	37.2
Average hours of training by employee category*		
Executives & Top Management	11.6	17.6
Management	34.4	24.3
Administration & shopfloor	21.5	22.4
Operators	33.5	28.6
Development programs		
% of employees participating in employee development programmes (trainings, professional development plans etc.)	103%	98%
Total number of employees participating in employee development programmes	24,172	22,530
Training costs		
Training costs total (US\$)	3,375,979	3,382,703
Number of employees covered in training costs	24,172	22,530
Average training costs by employees (US\$)	\$139.66	\$149.68
Total hours of training spent on human rights issues	690	958



GRI 404-3			
PERFORMANCE APPRAISAL IN % (ONLY FOR SALARIED EMPLOYEES)			
	2025	2024	
Number of employees who receive performance reviews	3,203	3,308	
as a % of all salaried workers	96%	100%	
By Gender			
Males who receive performance reviews	2,433	2,527	
% of males receiving reviews	12%	13%	
Females who receive performance reviews	769	782	
% of females receiving reviews	22%	25%	
By Employee Category			
Executives who receive reviews (CEO, VP)	8	9	
% of executive receiving reviews	89%	90%	
Top management who receives reviews (Dir, Sr. Mgr., Plant Mgr.)	94	91	
% of top management receiving reviews	88%	97%	
Management who receives reviews (ABPs excluding CEO, VP, Dir, Sr. Mgr. and Plant Mgr.)	487	518	
% of management receiving reviews	95%	98%	
Employees below management level who receives reviews (admin, shopfloor & operators)	2,614	2,690	
% of employees below management receiving reviews	11%	12%	

GRI 406-1			
DISCRIMINATION			
	2025	2024	
Total number of incidents of discrimination	8	6	
females	3	2	
males	1	2	
other	4	0	
Number of incidents related to gender discrimination	2	2	
Number of incidents involving external employees	0	0	
Number of remediation plans being implemented	0	0	
Number of remediation plans that have been implemented , with results reviewed through routine internal management review process	1	3	
Number of incidents no longer subject to action	6	3	

GRI 413-1			
INVESTMENTS IN PHILANTHROPIC ACTIVITIES			
	2025	2024	
Monetary investments in citizenship/ philanthropic activities total (in US\$)	2,135,431	2,462,965	
thereof cash contributions	1,983,865	2,307,573	
thereof monetary contributions to projects/partnerships	60,976	58,895	
thereof products/services	-	0	
thereof inkind giving	90,590	96,497	
thereof others	0	0	
Time investments in citizenship / philanthropic activities total in hours	4,713	2,165	
thereof for projects/partnerships	1,672	1,292	
Total number of benefited people in HC	72000+	70000+	
thereof males	5500+	5000+	
thereof females	5000+	5000+	
thereof individuals considered as vulnerble	0	700+	



Governance & Supply Chain

GRI 308-1	2025	2024	2023
ENVIRONMENTAL SCREENING OF SUPPLIERS			
Total suppliers screened on environmental criteria as of end of reporting year	263	266	226
Number of suppliers assessed for environmental impacts in reporting year	33	42	50
Number of suppliers assessed in 2025 identified as having significant actual and potential negative environmental impacts	4	19	12
thereof percentage of suppliers with which improvements were agreed upon as a result of assessment	100%	100%	100%
thereof percentage of suppliers with which relationships were terminated as a result of assessment	0	0	0
Percentage of new suppliers, that were screened using environmental criteria	100%	100%	100%

GRI 414-1	2025	2024	2023
SOCIAL SCREENING OF SUPPLIERS			
Number of suppliers considered to have significant risk for incidents of: human rights based on industry of operation or geography & therefore subject to human rights reviews	330	314	Not reported (new KPI)
Total suppliers screened on social criteria as of end of reporting year	263	266	226
Number of suppliers assessed for social impacts in reporting year	36	42	50
Number of suppliers identified as having significant actual and potential negative social impacts	5	18	14
thereof percentage of suppliers with which improvements were agreed upon as a result of assessment	100%	100%	100%
thereof percentage of suppliers with which relationships were terminated as a result of assessment	0	0	0
Percentage of new suppliers, that were screened using social criteria	100%	100%	100%
Percentage of Category 1 suppliers (material required for production) that are certified with a widely accepted product safety/quality standard (e.g. HACCP, ISO 9001, or equivalent)	100%	100%	100%

*(blue values in bold- historical data has been updated based on newly validated information from EcoVadis platform)

PAYMENT TERMS	2025	2024
Average number of days to pay invoice from date when contractual or statutory term of payment starts to be calculated	77	76
Percentage of payments aligned with standard payment terms (60 days)	58%	55%
Number of outstanding legal proceedings for late payments	0	0

Not reported
(new KPI)

COMPLIANCE	2025	2024
Business Ethics		
Number of sites which underwent audits in relation to the topic of business ethics as a % of all sites	64%	53%
% of all sites with an ethics certification, such as ISO 27001 or ISO 37001	67%	41%
% of risky trading partners covered by a due diligence process on corruption or information security	100%	100%
Share of workforce trained in core compliance pillars	93% of salaried employees	97% of salaried employees

Grievance Mechanisms	2025	2024
Number of complaints filed through channels for people in own workforce to raise concerns	268	242
Number of grievances related to workplace violence	23	40
in reference to violence towards women	10	10
in reference to violence towards men	2	30
gender not specified	11	0
Number of complaints filed to National Contact Points for OECD Multinational Enterprises	0	0



HUMAN RIGHTS	2025	2024
% significant investment agreements and contracts that include human rights clauses	100%	100%
Amount of material fines, penalties, and compensation for damages as result of violations regarding social and human rights factors	0	0
Number of severe human rights issues and incidents connected to own workforce	0	0
Therefore cases of non respect of UN Guiding Principles and OECD Guidelines for Multinational Enterprises	0	0
Therefore material fines, penalties & compensation for severe human rights issues and incidents connected to own workforce	0	0
Human Rights Risk assessment	2025	2024
Total number of Sites that have undergone human rights reviews or human rights impact assessments to date (completed in previous 3 years)		
Argentina		0
Austria	1	0
Brazil	0	1
China	1	0
Czech Republic	1	0
Germany	3	2
Hungary	1	1
India	1	0
Mexico	8	4
Poland	1	1
Russia		0
Slovakia	1	1
Spain	1	0
Turkey	1	1
USA		0
Total percentage of operations that have undergone human rights reviews or human rights impact assessments	54%	30%

*Human Rights reviews and assessments are considered as completed through internal or external ASI or RBA third party assurance.



GRI 205-3, GRI 206-1, GRI 415-1

LITIGATION & LEGAL ACTIONS	2025	2024
Litigation		
Number of material violations of laws and regulations during the reporting period	0	0
thereof instances for which fines were incurred	0	0
thereof instances for which monetary sanctions were incurred	0	0
Number of critical concerns referred to the highest level of management	0	0
	During the reporting period, 10 critical concerns were referred to the highest level of management. These concerns included: <ul style="list-style-type: none"> ▪ 8 related to workplace safety breaches that resulted in civil liability claims against the company ▪ 1 related to a non-compliance with aluminum import process in the United States ▪ 1 related to alleged incorrect VAT credits and cost deductions in Brasil 	
Total number of incidents of non-compliance with regulations and/or voluntary codes concerning marketing communications, including advertising, promotion, and sponsorship	0	0
Anti-competitive behavior		
Number of legal actions pending or completed during the reporting period regarding anti-competitive behavior and violations of anti-trust and monopoly legislation in which the organization has been identified as a participant.	0	0
Number of pending investigations	0	0
Total amount of monetary losses as a result of legal proceedings associated with anticompetitive behavior regulations	0	0
Amount of fines and settlements related to anti-trust/ anti competitive practices	0	0

ANTI-CORRUPTION & BRIBERY	2025	2024
Number of salaried employees who received anti-corruption and bribery training	93%	100%*
Number of employees in high risk functions	3342	3502
% of member of administrative, management & supervisory bodies who have completed training	95%	97%*
Number of substantiated cases of corruption and bribery	0	0
Number of pending investigations	0	0
Number of critical concerns referred to the highest level of management	0	0
Number of convictions for violation of anti-corruption and anti- bribery laws	0	0
Amount of fines for violation of anti-corruption and anti-bribery laws	0	0
Number of cases where employees were dismissed due to corruption cases	0	6
LOBBYING		
Total monetary amount of contributions to political organizations/campaigns	0	0
*Salaried employees are required to complete anti-corruption & bribery training every two years. New employees are required to complete the training as part of the onboarding process.		

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