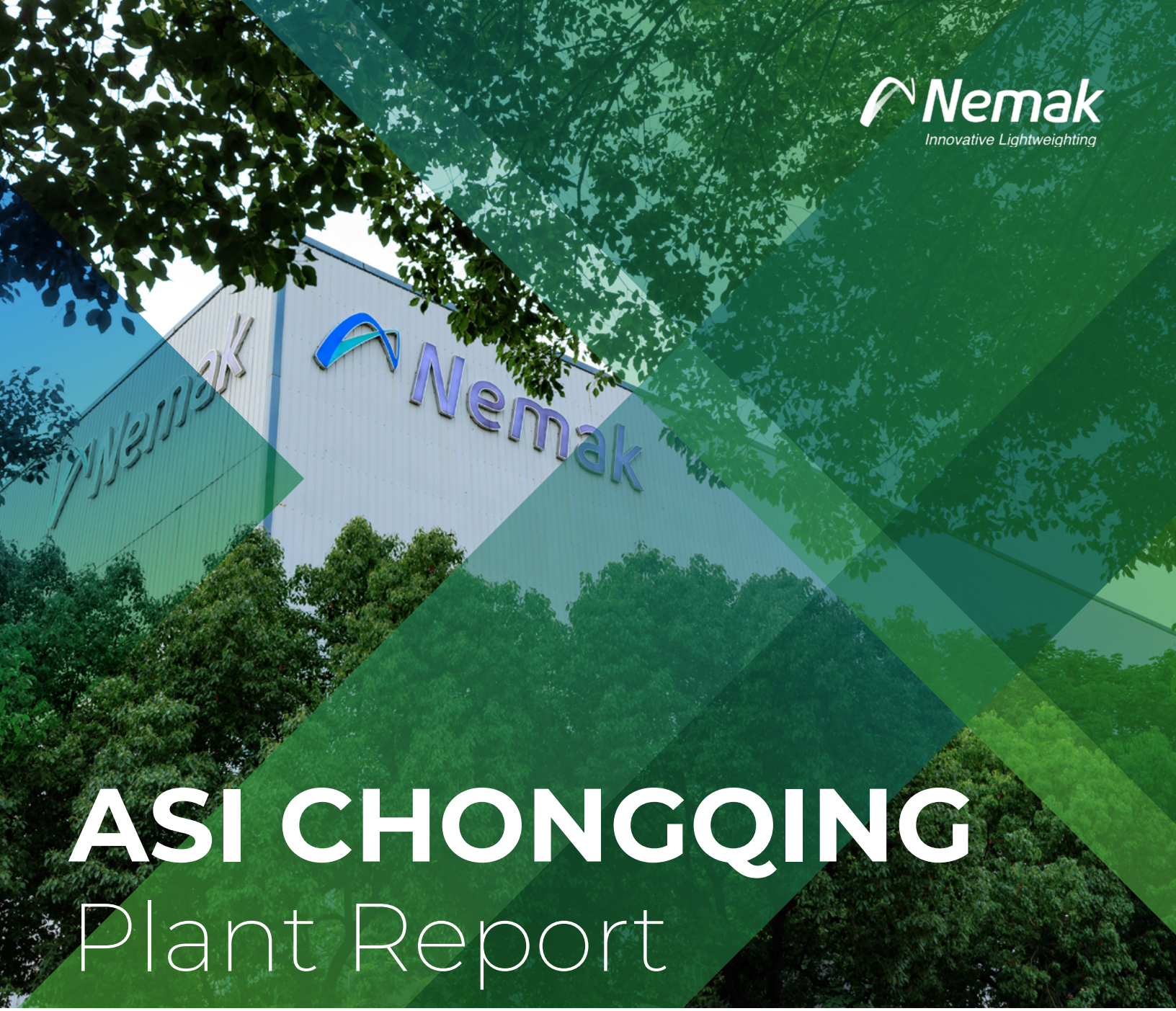

Nemak
Innovative Lightweighting

ASI CHONGQING
Plant Report

Introduction

Nemak, S.A.B. de C.V. (“Nemak”) is a leading provider of innovative lightweighting solutions for the global automotive industry, specializing in the development and manufacturing of aluminum components for e-mobility, structure & chassis, and ICE powertrain applications. In 2025, the Company employed approximately 23,400 people at 44 production facilities worldwide. For more details about the Company, please refer to Nemak’s most recent version of the Annual Report.

This report has been created for Nemak Chongqing located in China, with the main address of No.9 Chang Mao Road Yuzui town Chongqing Jiangbei district 40113 P.R. China. Therefore, all information disclosed in this report is only relevant for the scope of the location, unless otherwise specified.

In this report, the period (".") is used as the decimal separator.

Policy and Management

Impact Assessments

At Nemak's location in Chongqing, Environmental and Social Impact Assessments for new projects or major changes to the existing facilities are conducted. Such environmental and social impact assessments strive to identify and addresses risks associated with developments, expansions, expansions and significant changes to Nemak's Site in Chongqing.

Since June 2022 (start of ASI membership), the site has undergone the following major changes or new projects:

	Project
Name	Energy-saving and consumption-reducing technological upgrades for emission reduction
Date	January 2023 – May 2025
Short Description	• Establish an energy management center • Retrofit factory area streetlights • Upgrade workshop lighting to LED • Catalytic combustion for aluminum melting • Phase out high-energy-consuming water pumps • Shut down the Exhaust gas extraction system of No. 2 • Variable frequency drive retrofit for Exhaust gas extraction system of No. 1/3/4 • Servo energy-saving retrofit for No. 9 Casting machine • Implement MBR membrane in wastewater treatment station • Reuse treated water (reclaimed water system) in wastewater treatment station
Significant Impacts	• Reduce emissions of PM2.5, SOx, NOx and other waste gases • Reduce energy consumption intensity and cut greenhouse gas emissions
Mitigation Actions	/

Human Rights Impact Assessments

Since June 2022 (start of ASI membership), Nemak's site in Chongqing has not undergone any major changes or expansions that might affect human rights of its workers or the communities within its area of social influence.

Impacts on Communities:

The area of social influence for Nemak Chongqing is defined as the area within 5 km radius from the site:

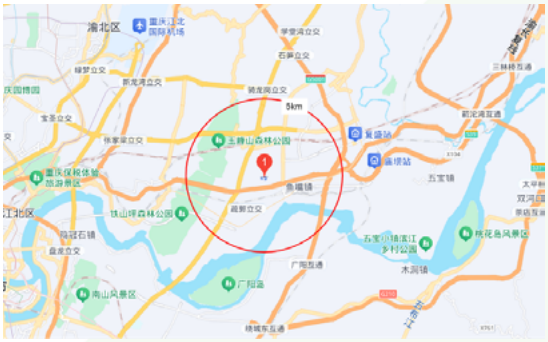

Figure 1: Area of influence for Nemak Chongqing (5 Km radius)

A Corporate Citizenship materiality assessment has been conducted through interviews with several internal and external stakeholders, within its area of influence, to identify the needs of the communities which Nemak could support as well as potential negative impacts which Nemak could avoid and mitigate.

Nemak Chongqing regularly engages with the local communities through initiatives such as:

- Factory Tours: Inviting community residents to visit the company enhances transparency and trust.
- Regularly disclose corporate information on the public website.

Nemak recognizes and regularly evaluates both the actual and potential impacts of its operations on local communities, particularly in relation to environmental and natural resource considerations. Although Nemak has not identified any significant actual or potential negative impacts on local communities, the company remains committed to proactively addressing potential risks. To this end, Nemak continuously monitors key environmental parameters—such as air emissions, noise, odors, water discharges, and waste—and ensures full compliance with legal requirements, consistently maintaining values within permitted limits.

Since June 2022 (start of ASI membership), Nemak's site in Chongqing has not incurred any substantial fines, judgments, penalties, or non-monetary sanctions for violations of applicable laws.

Emergency Response Plan

While Nemak Chongqing prioritizes transparency in its operations, the site's Emergency Response Plan is not fully disclosed in this report due to confidentiality reasons. However, the plan has been diligently prepared according to ISO 45001, Environmental Risk Assessment & Environmental Emergency Response Plan Standard and related legislation, submitted to local authorities, and is available upon request for interested parties.

The description below is an overview of the Emergency Response Plan:
The Emergency Plan is prepared by Plant Management team and regularly reviewed. The following emergency conditions are evaluated, and action plans are defined for the Emergency Team and for employees and visitors.

Emergency 1 :	Fire
Emergency 2 :	Industrial Accident
Emergency 3 :	Radiation Accident
Emergency 4 :	Earthquake
Emergency 5 :	Flood
Emergency 6 :	Storm
Emergency 7 :	Environmental Accident
Emergency 8 :	Work at Height Accident
Emergency 9 :	Confined Space Accident
Emergency 10 :	Dangerous Goods Transportation Accident
Emergency 11 :	Pandemic

The Emergency Team is organized according to legislation. Annual internal and external trainings are defined for this team. Annual drills are realized for different shifts. Evacuation, injury, fire, spill, etc case emergency team and other employee's response tested and reported as a result of drill.

Plant has fire extinguishers, sprinkler, hydrant and other firefighting equipment with proper number and type. The hazardous materials, waste, chemicals are separately conditioned and stocked on site. Inventory and transfer are also arranged according to legislation and risk.

Material Stewardship

Environmental Life Cycle Assessment

In general, Nemak relies on the ISO 14040/44 (Life Cycle Assessment -LCA methodology) to estimate through internal tools a product carbon footprint (PCF) considering a Cradle-to-Gate scope to guide its Sustainability Strategy and improve its understanding of the environmental impacts of its products throughout the entire value chain. The Cradle-to-Gate approach measures each product's environmental and climate impacts from the extraction of raw materials to delivery to customers. Nemak has successfully conducted LCAs for its product categories and aims to have completed Cradle-to-Gate LCAs for all electrified portfolio products by 2030. At the same time, Nemak actively provides key customers with information about the carbon footprints of products, demonstrating its ability to apply LCA methodologies on demand. For Nemak Chongqing, Cradle-to-Gate-LCA have been completed for the majority of its products. Due to confidentiality, Nemak does not disclose the results of the assessments, which can be provided to relevant stakeholders upon request.

Collection and recycling of products at end-of-life

To comply with the audit standards of the Aluminum Stewardship Initiative (ASI), Nemak CHQ has specifically formulated a Strategy Plan for Waste Aluminum Recycling and Utilization. This plan aims to build a system of "Precise Recycling – Efficient Regeneration – Low-Carbon Application", which not only meets ASI standards and customer needs but also further enhances the company's ESG (Environmental, Social, and Governance) competitiveness. The core objectives are to establish an ASI closed-loop management system, achieve 100% coverage of cooperation with core suppliers, and realize cost reduction and carbon emission reduction effects through ASI certification.

Base on ASI requirements and Nemak CHQ strategy, for pre-consumer aluminum scrap, strict classification will be carried out according to sources, and the specifications for re-melting acceptance and proportioning requirements will be clarified; for post-consumer aluminum scrap, a full-life-cycle tracking mechanism and supply chain collaboration model will be established. Meanwhile, through internal publicity and education as well as industry exchange activities that should be promoted to achieve effective implementation.

Greenhouse Gas Emissions

Energy Consumption & GHG Emissions

Nemak acknowledges the environmental impact of its operations and is actively engaged in initiatives to enhance energy efficiency. In line with its commitment to sustainability, Nemak Chongqing closely monitors its energy consumption and continually explores innovative methods to reduce its carbon footprint. The following table provides a breakdown of the energy consumption data, highlighting the contribution from various energy sources.

GRI 302-1

ENERGY CONSUMPTION OF GJ	2025
Total Energy consumption	**226,279**
Direct use	**146,528**
Natural gas	145,393
LPG	18
Diesel	1,117
Indirect use	**79,751**
Electricity consumption (non-renewable)	79,751
Renewable energy	0

Building upon its commitment to sustainability, Nemak Chongqing extends its transparency to encompass Greenhouse Gas (GHG) emissions. Acknowledging the interconnected relationship between energy consumption and environmental impact, the company diligently tracks its emissions data. The table below indicates the GHG emissions (in tons CO2e), categorizing them into Scope 1 and Scope 2. Scope 3 emissions (global) is available in Nemak's Annual Report.

GRI 305-1/2/3

EMISSIONS IN TONS CO_2E	2025
Total**	**20,554**
Scope 1*	7,393
Scope 2 (market-based)	13,161
Scope 2 (location-based)	13,161

**Scope 1 covers fuels, excluding process and refrigerants emissions.*
***Total uses Scope 2 market-based emissions.*
Scope 1 and 2 emissions for all reported years have been verified by a third party.

GHG emissions reduction

As an organization, Nemak has defined Science Based Targets to reduce its Scope 1&2 emissions by 28%, using a 2019 baseline. On a plant level, Nemak Chongqing aspires to the same level of ambition. To achieve this target, specific initiatives such as energy efficiency and purchase of renewable energy have been identified. The figure below illustrates Nemak Chongqing emissions pathway to achieve the 28% reduction goal by 2030.

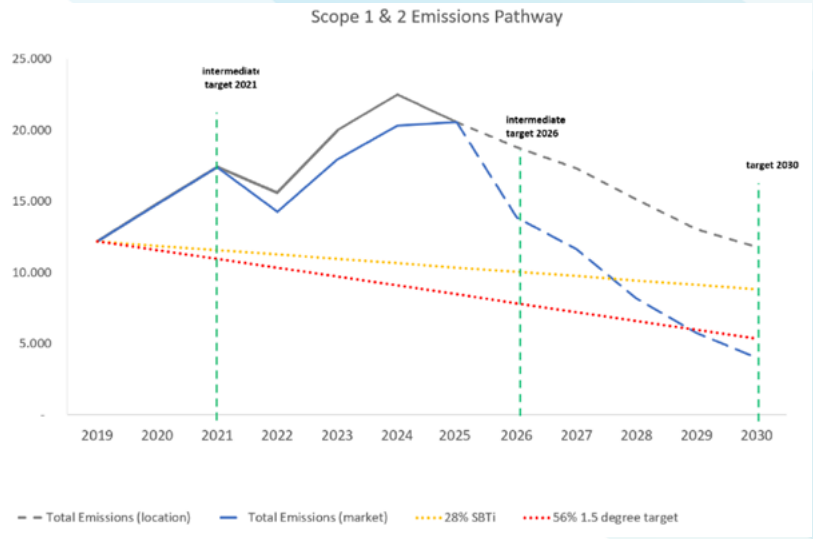

Figure 2: Scope 1&2 Emissions Pathway for Nemak Chongqing in tCO2e

To achieve its emissions reduction targets, Nemak Chongqing has identified twelve of initiatives energy efficiency and renewable energy initiatives to be executed in the next years, with an expected CO2 savings of 28%.

Over the past years, emissions levels at Nemak Chongqing have decreased. Some of the main levers to achieve these improvements were:

- Developed digital energy metering system to further improve energy fine management. Use digital energy metering system to monitor and analyse electricity unit consumption, quick define the key points and take actions.
- Use high efficiency water pumps replace high energy consumption pumps in water station.
- Electrical forklifts replace diesel forklifts for Apr 2023.
- Renovation of water pump constant pressure devices from May 2023.
- High efficiency LED for workshop lighting
- New DCM equipped servo pump system saving 40% power.
- Converter control for chiller
- Automatic change to warming pattern of melting tower
- Factory lighting converted to photovoltaic streetlights
- Converter control for exhausting system
- Constant pressure control for comprised air system
- Workshop lighting illuminance automatic control

In addition to the 2030 target, Nemak supports the comprehensive transition plan and the long-term strategy to limit global warming to 1.5 °C and aims to achieve net zero emissions by 2050.

Net-Zero Plan 2050

Category	Measures	Planned implementation by	Estimated CO2-Reduction %
Energy Efficiency	1. Reduce natural gas consumption in melting by utilizing direct molten aluminum supply 2. Energy-saving retrofits for high-power consumption equipment (e.g. Casting main oil pumps, chilled circulation units)	2030	30
Fuel Switch	3. Increase the renewable energy quota allocation for State Grid 4. Factories utilize solar and other alternative energy sources	2040	40
Management improvement	5. Procurement of new equipment shall comply with low energy consumption requirements 6. Interdepartmental collaborative audits minimize energy inefficiencies	2050	30

In addition to the absolute reduction targets for Scope 1 and 2, the figure below shows Nemak Chongqing's emissions reduction path in intensity values (t CO2 / t Aluminum produced). The targets are based on the ASI Entity GHG Pathways Method.

The chart shows both Nemak's historical emissions (from 2019 to 2025) and a projection up to 2030.
In addition to Scope 1 and 2 emissions, Scope 3 emissions are also of central importance for Nemak, especially category 3.1, which accounts for the largest share of emissions (83% of Scope 3 emissions in 2024).
The graph below shows the global reduction pathway for Scope 3.1 emissions (intensity values: t CO2 / t aluminum), and the targets are based on the ASI Entity GHG Pathways Method.

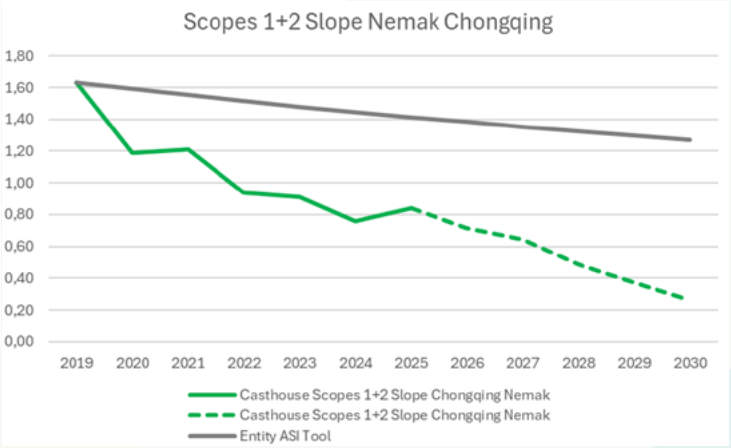

Figure 3: Pathway of Scope 1&2 emissions intensity (tCO2/t aluminum) for Nemak Chongqing

In addition to Scope 1 and 2 emissions, Scope 3 emissions are also of central importance for Nemak, especially category 3.1, which accounts for the largest share of emissions (78% of Scope 3 emissions in 2025).
The graph below shows the global reduction pathway for Scope 3.1 emissions (intensity values: t CO2 / t aluminum), and the targets are based on the ASI Entity GHG Pathways Method.

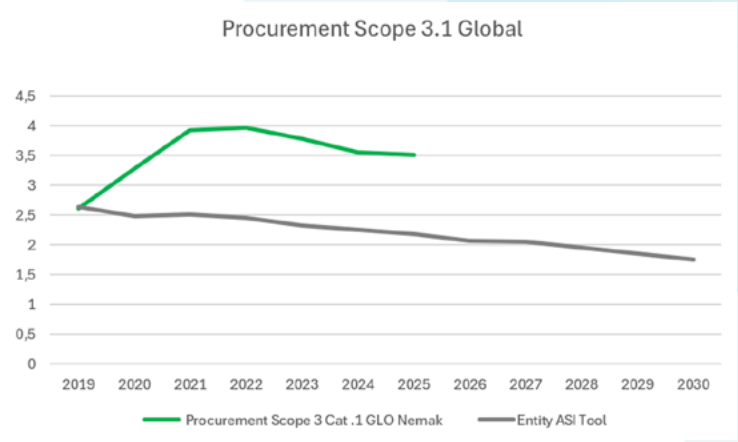

Figure 4: Pathway of Scope 3.1 emissions intensity (tCO2/t aluminum) for Nemak Global

Nemak's Scope 3.1 emissions have an average emission intensity of 3.51 t CO2 / t Al. Reduction measures include the purchase of “green” primary aluminum, i.e. material produced using green electricity in the electrolysis process, as well as increasing the secondary aluminium rate by supplying high-quality scrap.

Emissions, Effluents and Waste

Emissions to Air at Nemak Chongqing

In addition to GHG emissions, Nemak Chongqing diligently monitors other air emissions as part of its comprehensive environmental management strategy. Recognizing the importance of maintaining air quality standards, both at the regulatory and community levels, the company remains steadfast in its commitment to mitigating potential environmental impacts. By closely monitoring these emissions and implementing proactive measures, Nemak Chongqing endeavors to ensure compliance with legal regulations and safeguard the well-being of both the environment and surrounding communities.

The table below includes an extract of the most relevant air emissions.

GRI302-7

OTHER EMISSIONS IN TONS	2025
NOx Emissions	3.638
SO2 Emissions	0.422
Volatile organic compounds (VOC) Emissions	0.120
Particulate matter (PM) Emissions	1.772

To minimize the exposure to and impacts from Emissions to Air, the following measures are in place:

- The waste gas is treated and discharged up to the standard.
- Equip the production equipment with waste gas treatment facilities.
- Regularly disclose corporate environmental protection information on the public website.
- Regular maintain of waste gas treatment facilities.

Water Management

At Nemak Chongqing, water is used for chiller. The following table breaks down the water withdrawal and discharges for Nemak Chongqing in 2025. All water intake is sourced from municipal water supply. Through water conservation measures and other initiatives, the freshwater consumption is planned to be reduced by 8% by 2030.

GRI303-3/4

DETAILS ON WATER WITHDRAWAL AND DISCHARGE IN MEGALITERS	2025
Water withdrawal total	**79.6**
surface water	0
groundwater	0
seawater	0
produced water	0
municipal water	79.6
Water discharge total	**11.3**
Water consumption total	**68.2**

Discharges to Water

The discharge water analysis is described in the following table:

LIMIT	INDICATOR	UNIT	2025 MEASURING
6-9	pH	pH	7.20
-	Color (Apparent Color)	PCU	3.00
500	Chemical Oxygen Demand (COD)	mg/L	100.000
300	Biochemical Oxygen Demand (5-day, BOD_5)	mg/L	21.40
400	Suspended Solids (SS)	mg/L	12.00
-	Ammonia Nitrogen (NH_3-N)	mg/L	1.31
20	Petroleum Hydrocarbons (Oil & Grease)	mg/L	0.13
20	Anionic Surfactants (AS)	mg/L	0.05
-	Total Phosphorus (TP)	mg/L	0.05
-	Total Nitrogen (TN)	mg/L	1.88

To minimize the exposure to and impacts from Discharge to Water, Nemak Chongqing has established a sewage treatment station to treat wastewater and regularly monitor pollutants to ensure that it meets the discharge standards. wastewater is eventually discharged into the GuoYuan Port Sewage Treatment Plant (a municipal sewage treatment ficility).

Assessment and Management of Water

The Company performs a water risk assessment by using the Aqueduct tool, developed by the World Resources Institute, to identify water-stressed zones where the Company has operations. In the reporting year, the water risk at Nemak Chongqing has been identified as low-medium (see Figure below).

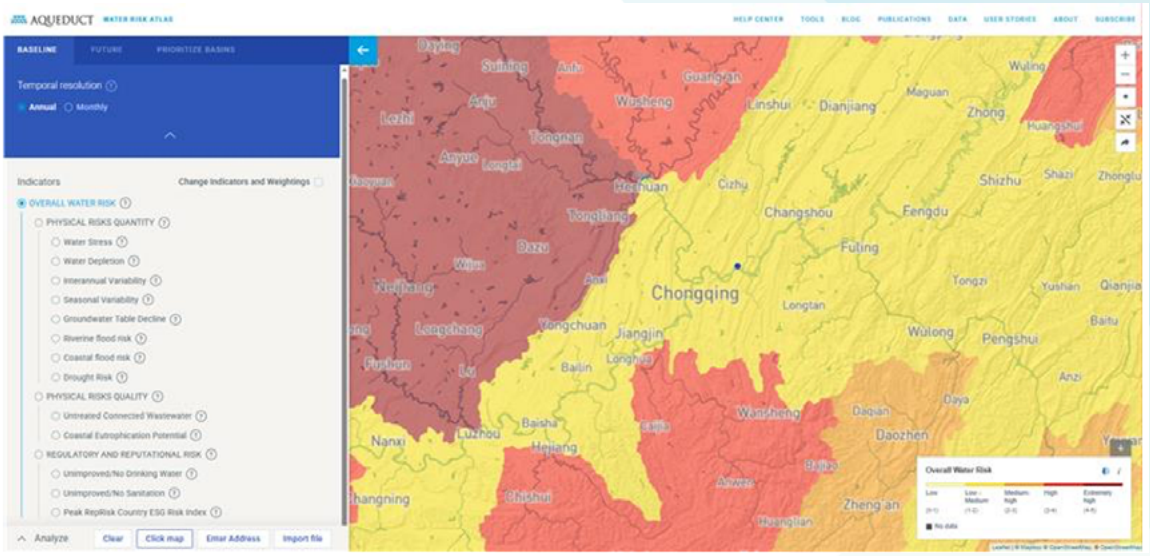

Figure 3: Aqueduct Water Risk Map for Nemak Chongqing

Nemak Chongqing has also defined a target to reduce its water consumption by Intermediate-water Reuse of the Sewage Treatment Station. The treated effluent from the sewage treatment plant undergoes further purification through a reclaimed water reuse system, after which the purified water is directed into the cooling tower for on-site production use,achieving a water saving ratio exceeding 55%.

Assessment and Management of Spills and Leakage

Hazard identification and risk evaluation were performed regarding possible spillage (for solids/liquids) and leakage (for liquids/gases) scenarios.

LEAKAGE TYPE	RISK LOCATION	POSSIBLE LEAKED SUBSTANCES	RISK/ LEAKAGE CAUSE	DEGREE OF ENVIRONMENTAL HARM	JUDGEMENT BASIS (L-V)	RISK EVALUATION				RISK LEVEL	EXISTING PREVENTION AND CONTROL MEASURES	EFFECTIVE NESS
						L	E	C	D			
Solid	Waste Warehouse	Metal waste, packaging waste, etc.	Accumulation and sliding due to improper storage, packaging damage	Soil Pollution	V	3	6	3	54	IV	Set up reasonable stacking areas, regulary check packaging integrity	Effective
Solid	Production Workshop	Waste, slag, etc. generated during the production process	Scattering due to equipment failure, improper operation	Soil Pollution	V	6	6	3	108	III	Timely cleaning, set up special collection containers	Effective
Solid	Transport Vehicles	Various solid wastes	Vehicle jolting during transportation, irregular loading	Soil Pollution	V	1	1	7	7	V	Standardize loading, regulary check transport vehicles	Effective
Liquid	Storage Area	Various oils, chemical solvents, etc.	Tank corrosion, valve damage, pipeline rupture	Soil and water pollution	V	1	1	7	7	V	Regularly detect tanks and pipelines, set up anti-leakage enclosures	Effective
Liquid	Connections of Production Equipment	Coolant, lubricant oil, hydraulic oil, etc.	Sealing element aging, connection loosening	Soil and water pollution	V	6	3	7	126	III	Regularly replace sealing elements, strengthen equipment inspection	Effective
Liquid	Wastewater Treatment Facilities	Wastewater during the treatment process	Facility damage, pipeline bloackage and overflow	Soil and water pollution	V	3	1	15	45	IV	Regulary maintain facilities, set up emergency collection ponds	Effective
Gas	Gas Storage Tank	Oxygen, acetylene, various industral gases, etc.	Tank corrosion, valve leakage, over-pressure explosion	Atmospheric pollution, explotion, fire	V	1	1	40	40	IV	Regularly detect tanks and valves, set up gas leakage detection and alarm devices	Effective
Gas	Pipeline Transportation System	Natural gas, compressed air, etc.	Pipeline corrosion, improper device sealing, abnormal pressure	Atmospheric pollution, explotion, fire	V	1	1	40	40	IV	Strengthen pipeline inspection and maintenance, detect and regulary monitor	Effective
Gas	Waste Gas Treatment Facilities	Industrial waste gas during the treatment process	Pipeline corrosion, loose interfaces, man-made damage	Atmospheric pollution	V	3	1	4	21	IV	Strengthen pipeline inspection and maintenance, detect and regulary monitor	Effective

To prevent, detect, and remediate spills and leakages, Nemak Chongqing has implemented a management plan comprising the following measures:

- Establish a dedicated hazardous waste storage warehouse with hardened flooring, equipped with collection channels and containment sumps.
- Designate proper solid waste storage zones, conduct regular packaging integrity inspections, enforce standardized loading procedures, and perform periodic transport vehicle checks.
- Store all chemicals and petroleum products on spill-containment pallets with secondary leak-proof emergency materials provision.
- Strengthen pipeline inspection and maintenance protocols, enhance equipment sealing and pressure monitoring systems, implement regular tank/valve integrity testing, and install gas leak detection alarms.

Since June 2022, Nemak Chongqing did not have any material spill or leakage incident.

Waste Management

As a responsible steward, Nemak strives to minimize the environmental impact of its products and maximize material efficiency. In alignment with the Company's Standard for Waste Management, Nemak Chongqing recovers, recycles, and/or reuses aluminum, wherever possible. The site continuously works on minimizing waste disposal and finding opportunities to reuse and recycle resources.

The generated waste at Nemak Chongqing is summarized in the table below and all hazardous wastes are handed over to qualified enterprises for disposal.

GRI 306-5/5

WASTE GENERATED IN TONS			
Waste diverted from disposal	**total**	**onsite**	**offsite**
thereof non-hazardous materials	**1,957.19**	**381.21**	**1,957.19**
prepared for recycling (General industrial waste)	381.21	381.21	
other recovery options (Aluminum chip)	1,575.98		1,575.98
thereof hazardous materials	**1,129.86**	**1,129.86**	
prepared for recycling (Hazardous waste)	65.16	65.16	
other recovery options (Waste aluminum dross)	1,064.70	1,064.70	

As environmental challenges intensify, reducing emissions of exhaust gases, wastewater and solid waste has emerged as a critical mission for sustainable development. Nemak Chongqing's Five-Year Waste Mitigation Strategy, through systematic planning and targeted measures, aims to achieve substantial reductions in pollutant discharges, enhance environmental quality, and promote coordinated economic-environmental development.

Biodiversity

Biodiversity management

Nemak is committed to conserving and promoting biodiversity across all sites. A Global Biodiversity Policy is in force since 2023 and meets the requirements of international standards for biodiversity, including Global

Reporting Initiative (GRI) disclosure 304. A supporting Biodiversity Procedure is in place to facilitate the assessment of operations, analysis of risks, development of action plans to mitigate risks, and reporting the results of conservation and preservation efforts.

In 2025, Nemak Chongqing conducted a Biodiversity assessment covering the scope of direct operations. The analysis was conducted using Integrated Biodiversity Assessment Tool (IBAT) and Species Threat Abatement and Restoration (STAR) methodologies.

The results indicated that Nemak Chongqing has no significant impacts related to key biodiversity or protected areas.

Local laws regarding biodiversity protection were taken into consideration for the analysis of the IBAT results. Nemak Chongqing is not directly dependent on Ecosystem Services, although it relies on the availability of natural resources such as minerals, bauxite etc.

Protected Area

According to the company's environmental impact assessment report and biodiversity assessment report, the company is not located within a protected area and has no protected areas in its vicinity. The company commits to not conducting exploration or constructing new projects within protected areas.

Human Rights Due Diligence

Nemak has established comprehensive human rights-related policies that cover issues such as forced labor, prohibition of child labor and protection of minors, prohibition of violence and harassment, prohibition of discrimination, respect for freedom of association, freedom of expression, communication, and participation, and these policies are well enforced. The Human Resources Department regularly organizes training on the code of conduct for all employees at Nemak, effectively strengthening the awareness of human rights protection.

Nemak has established a diversified communication and complaint channels, such as a suggestion mailbox, a transparency hotline, and satisfaction surveys, which effectively protect the rights of employees, actively promote company improvements, and fully mobilize employees' enthusiasm for participation and supervision. Nemak respects and safeguards the legal rights of every employee, with no incidents related to violations of human rights policies. In the future, Nemak will continue to focus on human rights protection work, promptly improve issues identified during assessments, continuously enhance the level of human rights protection, and ensure that company operations comply with global human rights standards.

Gender Equity and Women's Empowerment

Female employees take up 38% of positions in executive levels. Focused on the development of key competences and skills of female talent to continue growing in the organization.

Acknowledging the different challenges of our female talent in the workplace, while ensuring the mentors take specific measures to support, advocate and sponsor their female mentees.

Women Belong Members and Allies conduct a series of sessions focused on identifying challenges for the community and then learn how to overcome them.

Local event such as women's Day activities and women belong programs where female talent get together to connect and build a sense of community and engagement.

Affected populations and organizations

Corporate Citizenship has been identified as a material topic within Nemak's Sustainability Strategy. The purpose of this policy is to establish a reference framework, guidelines and responsibilities of corporate social responsibility within Nemak. This policy is in line with Nemak's Values and Code of Conduct, and it is complemented by other policies and guidelines, such as HSE, Governance & Compliance, and HR policies. This Policy also aligns with the principles contained in the International Bill of Human Rights and Sustainable Development Goals (SDGs). This policy applies to all Nemak employees, suppliers, communities & other stakeholders, establishing relationships of stability and equality. Achieve Nemak's corporate interests and its strategic goals while contributing to its communities.

Nemak commits to comply with applicable national and international laws and regulations in all regions where it operates. All Nemak employees taking part in Corporate Citizenship initiatives, directly or indirectly, commit to maintain corporate governance practices and respect all Nemak policies and procedures including its Code of Conduct.

Donations from Nemak must comply with applicable fiscal laws and regulations (in every city and country where we operate). Nemak commits not to use charities for tax evasion and tax fraud.
Identify significant impacts from its operations and community needs and define measures to mitigate the risks and explore opportunities to respect and support the communities' livelihoods.

Conflict-Affected and High-Risk Areas

In conflict-affected and high-risk areas, the company ensures that it does not contribute to armed conflict or human rights violations.

The company conducts annual reviews to determine whether it has operations or direct raw material suppliers in conflict-affected or high-risk areas. The company is committed to avoiding direct or indirect involvement in conflict through its business relationships. If the company sources raw materials from relevant regions, it conducts due diligence and risk assessments to identify potential adverse human rights impacts and high risks of contributing to conflict. This includes evaluating the risks that suppliers may pose in terms of fueling conflict or adverse human rights violations, particularly the risk of providing direct or indirect support to illegal armed groups. These assessments serve as a basis for supplier evaluation.

Occupational Health & Safety

The Company measures its safety performance using the Total Recordable Incident Rate (TRIR), which specifies the frequency of injuries requiring medical treatment beyond first aid for every 100 employees. Each location sets annual targets, which should not exceed the previous year's TRIR, Lost Time Case Rate (LTC) and Days Away, Restricted or Transferred (DART). The latter metric refers to injuries that result in days away from work, job restrictions or job transfers. At a company-wide level, Nemak also strives to deliver year-over-year improvements.

The OH&S indicators at Nemak Chongqing are summarized in the table below:

GRI

Health and safety metrics		
Lagging KPIs	**2025**	**2024**
Total recordable incidents	**0**	**0**
Accidents with Medical Treatment	0	0
Accidents with lost time	0	0
Fatalities	0	0
Total recordable incidents rate	0	0
Lost time case rate	0	0
Leading KPIs		
Preventive health care – Total examinations carried out	175	158
OH&S Initial Trainings Participants (% of workforce)	100	100
OH&S Specialized Trainings Participants (% of workforce)	100	100

Comparative Analysis

Nemak conducted a comparative analysis of its Occupational Health & Safety (OH&S) data to foster a culture of workplace safety and well-being. By scrutinizing incident rates, near-misses, and adherence to safety protocols, Nemak strives to identify trends, areas for improvement, and best practices. This commitment underscores the company's dedication to prioritizing the health and safety of its employees across all operational facets.

For comparative analysis, the table aligns key Occupational Health & Safety (OH&S) metrics, from the year 2024, at a global level, compared to peer businesses within the Aluminum market:

HEALTH AND SAFETY METRICS			
	Average Peer Businesses**	Nemak (global)***	Nemak (Chongqing)
Total Recordable Incidents (TRI)	**243**	**339**	**2**
Accidents with lost time (LTI)	159	122	
Fatalities	0.5	1.00	0
Total Recordable Incidents Rate (TRIR)*	6.36	5.18	0
Lost Time Case Rate (LTIR)	4.01	2.23	0

** Total recordable incidents per 1 million Hours Worked*
***Based on benchmarking with Peer businesses based on public data from 2024*
**** Data consider employees and contractors of Nemak*