

# GRI INDEX

GRI Standards	Page or answer	Material aspect	Contribution to the SDGs	Status	
<b>GRI 101: Foundational aspects</b>					
<b>GRI 102: General content</b>					
<b>ORGANIZATIONAL PROFILE</b>					
<b>1. Strategy and Analysis</b>					
GRI 102: Generals Disclosures	102-14	Explanation of the material topic and its Boundary.	Pages 6, 7 and 8.	Fully	
	102-15	The management approach and its components.	Pages 6, 7 and 8.	Fully	
	<b>2. Perfil de la compañía</b>				
	102-1	Energy consumption within the organization	Nemak, S.A.B. de C.V. Pages 2 and 3 and 24	Fully	
	102-2	Energy consumption outside of the organization	Page 4.	Fully	
	102-3	Energy intensity	García, Nuevo León, México.	Fully	
	102-4	Location of operations	16 countries. Page 3.	Fully	
	102-5	Ownership and legal form	Nemak, S.A.B. de C.V.	Fully	
	102-6	Markets served	Page 3.	Fully	
	102-7	Scale of the organization	Pages 2 and 3.	Fully	
	102-8	Information on employees and other workers	23,224 direct employees in 2019.	Fully	
	102-9	Supply chain	Pages 13 and 16	Relations with costumers and suppliers	Partially
	102-10	Significant changes to the organization and its supply chain	Pages 6, 7 and 8.	Fully	
	102-11	Precautionary Principle or approach	Pages 6, 7, 8 and 13.	Relations with stakeholders; Responsibility on materials	Fully
102-12	External initiatives	As a leading provider of automotive lightweighting solutions, Nemak seeks to align its efforts around Environmental, Social, Economic, and Governance topics towards an agenda of global scale. To this end, Nemak continued using the United Nations' Sustainable Development Goals as guidance for its journey towards stronger corporate citizenship. In particular, the company remained focused on four objectives – #4 Quality Education; #9 Industry, Innovation and Infrastructure; #12 Responsible Consumption and Production; and, #13 Climate Action – that have a high level of compatibility with Nemak's operational dynamics, providing new windows of opportunity for contributing substantially towards a better and more sustainable future.	Relationship with NGOs and regulatory agencies	Goal 17: Partnerships for the goals	Fully



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102-13	Membership of associations	Continuing its efforts to strengthen its sustainability practices, in 2019 the Company made a commitment, through the global Science Based Targets Initiative, to set greenhouse reduction targets. It was also selected to be part of two leading sustainability indices: the Dow Jones Sustainability MILA Pacific Alliance Index, and the London Stock Exchange's FTSE4Good Index Series.	Relationship with NGOs and regulatory agencies	Goal 17: Partnerships for the goals	Fully
<b>3. Ethics and Integrity</b>					
102-16	Values, principles, standards, and norms of behavior	<a href="https://www.nemak.com/en/about-us/?sc=0">https://www.nemak.com/en/about-us/?sc=0</a>		Goal 16: Peace, justice and strong institutions	Fully
102-17	Internal and external pro ethics mechanisms related to enhance the integrity of the organization	As part of ALFA, Nemak has an Integrity and Transparency Helpline to provide transparency, trust and security to its relationships with stakeholders. Please go to <a href="http://www.nemak.com">www.nemak.com</a> .		Goal 16: Peace, justice and strong institutions	Fully
<b>4. Governance</b>					
102-18	Governance structure	Pages 21 and 23.	Relations with shareholders		Fully
102-19	Delegating authority	Page 23.	Relations with shareholders		Fully
102-20	Executive-level responsibility for economic, environmental, and social topics	Page 23.	Relations with shareholders		Fully
102-21	Consulting stakeholders on economic, environmental, and social topics	Page 13.	Relations with shareholders	Goal 16: Peace, justice and strong institutions	Fully
102-22	Composition of the highest governance body and its committees	Page 23. <a href="https://www.nemak.com/en/about-us/?sc=0#boardOfDirectors">https://www.nemak.com/en/about-us/?sc=0#boardOfDirectors</a>	Relations with shareholders	"Goal 5: Gender equality Goal 16: Peace, justice and strong institutions"	Fully
102-23	Chair of the highest governance body	Page 23.	Relations with shareholders	Goal 16: Peace, justice and strong institutions	Fully
102-24	Nominating and selecting the highest governance body	Page 23.	Relations with shareholders	"Goal 5: Gender equality Goal 16: Peace, justice and strong institutions"	Fully
102-25	Conflicts of interest	Page 23.	Relations with shareholders	Goal 16: Peace, justice and strong institutions	Fully
102-26	Role of highest governance body in setting purpose, values, and strategy	Page 23.	Relations with shareholders		Fully

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	102-27	Collective knowledge of highest governance body	Each year, the learning dynamic within Nematik is strengthened in all areas of the company, including our management team. This year, thanks to the materiality process carried out in 2015, which directly involved managers and whose results were presented to them as a way of informing Nematik's future strategy as a whole, we managed to strengthen the company's sustainability strategy. In addition, we continue to participate in the Alfa Sustainability Week, which allowed us to share best practices and knowledge transfer.	Relations with shareholders	Goal 4: Quality education	Fully
	102-28	Evaluating the highest governance body's performance	There are several evaluation methods for directors that measure various factors: attendance to meetings of the Board and the committees to which they belong, up to their participation in the deliberations and the effectiveness of the strategic decisions taken.	Relations with shareholders		Fully
	102-29	Identifying and managing economic, environmental, and social impacts	This information is considered confidential.	Relations with shareholders	Goal 16: Peace, justice and strong institutions	Fully
	102-30	Effectiveness of risk management processes	The Board of Directors follows the procedures in accordance with those established by the corporate governance standards contemplated in the Mexican Securities Market Law and the Code of Best Corporate Practices. In addition, it relies on the Audit, Corporate Practices and Planning and Finance committees to review the company's strategy, administration and results, which include environmental and social issues. The evaluation is based on the fulfillment of Alpek's criteria, its commercial strategy and its investment policy: businesses related to current operations, strengthening of the competitive position, attractive markets (profitability and growth), generation of synergies and guarantee of the Competitiveness of the value chain.	Relations with shareholders		Fully
	102-31	Review of economic, environmental, and social topics	These issues are considered and analyzed at the meetings of the Board of Directors, which are bimonthly and are held six times a year. It is important to note that the guidelines established in the ALFA Code of Ethics and the 10 principles of the United Nations Global Compact are considered in all decisions and actions taken by the members of the Board.	Relations with shareholders		Fully
	102-32	Highest governance body's role in sustainability reporting	Page 23.	Relations with shareholders		Fully
	102-33	Communicating critical concerns	From the establishment of the figure in charge of sustainability aspects in the company, it is responsible for communicating the concerns to the governing body.	Relations with shareholders		Fully



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102-34	Nature and total number of critical concerns	This information is considered confidential.	Relations with shareholders		Fully
102-35	Remuneration policies	This information is considered confidential.	Relations with shareholders		Fully
102-36	Process for determining remuneration	This information is considered confidential.	Relations with shareholders		Fully
102-37	Stakeholders' involvement in remuneration	This information is considered confidential.	Relations with shareholders	Goal 16: Peace, justice and strong institutions	Fully
102-38	Annual total compensation ratio	This information is considered confidential.	Relations with shareholders		Fully
102-39	Percentage increase in annual total compensation ratio	This information is considered confidential.	Relations with shareholders		Fully
<b>5. Stakeholder Engagement</b>					
102-40	List of stakeholder groups	Page 13.	Relationship with NGOs and regulatory agencies	Goal 17: Partnerships for the goals	Fully
102-41	Percentage of employees in collective bargaining agreements	83.7% globally.	Labor practices	Goal 8: Decent work and economic growth	Fully
102-42	Identifying and selecting stakeholders	Page 13.	Relationship with NGOs and regulatory agencies	Goal 17: Partnerships for the goals	Fully
102-43	Approach to stakeholder engagement	Page 13.	Labor practices; Relationship with NGOs and regulatory agencies; Relations with clients and suppliers	Goal 17: Partnerships for the goals	Fully
102-44	Key topics and concerns raised	Page 13.	Relationship with NGOs and regulatory agencies	Goal 17: Partnerships for the goals	Fully
<b>6. Reporting Practices</b>					
102-45	Entities included in the consolidated financial statements	Information can be consulted from p. 25 of the report.	Relations with stakeholders		Fully
102-46	Defining report content and topic Boundaries	Page 13.			Fully
102-47	List of material topics	Page 13.			Fully
102-48	Restatements of information	There are no reestaments of information.			Fully
102-49	Changes in reporting	Pages 6, 7 and 8.			Fully
102-50	Reporting period	1sth of december to 31sth of december 2019.			Fully
102-51	Date of most recent report	February 28th, 2019.			Fully
102-52	Reporting cycle	Annual.			Fully
102-53	Contact point for questions regarding the report	Ing. Ricardo Martínez, Global Communications Manager, Nematik, Tel: +528187485281.			Fully



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	102-54	Claims of reporting in accordance with the GRI Standards	This is our fifth year of reporting under the Global Reporting Initiative methodology, and the third in its standards version. The chosen option for reporting is Core.			Fully
	102-55	GRI content index	Present.			Fully
	102-56	External assurance	No external verification.			Fully
<b>Economic Performance</b>						
<b>201: Economic Performance</b>						
GRI 103: Management Approach 2016	GRI 103-1	Explanation of the material topic and its Boundary.	Pages 5, 12 and 72.	Wealth distribution; Climate change and emissions strategy; Labor practices; Relationship with NGOs and regulatory agencies	Goal 2: Zero Hunger Goal 5: Gender equality Goal 7: Affordable and clean energy Goal 8: Decent work and economic growth Goal 9: Industry, innovation and infrastructure	Fully
	GRI 103-2	The management approach and its components.				
	GRI 103-3	Evaluation of the management approach.				
	201-1	Direct economic value generated and distributed	Page 5.	Wealth distribution	Goal 2: Zero Hunger Goal 5: Gender equality Goal 7: Affordable and clean energy Goal 8: Decent work and economic growth Goal 9: Industry, innovation and infrastructure	Fully
	201-2	Financial implications and other risks and opportunities due to climate change	Pages 9 and 12.	Wealth distribution; Climate change and emissions strategy	Goal 13: Climate action	Fully
	201-3	Defined benefit plan obligations and other retirement plans	Page 72.	Labor practices	Goal 8: Decent work and economic growth	Fully
	201-4	Financial assistance received from government	Nemak does not receive any financial contribution from governments. It only happens at the Győr plant in Hungary, where tax relief money is being used from 2015 to 2020, in the construction of a skating rink for the Győr community with a total investment of 1,120,000 euros.	Relationship with NGOs and regulatory agencies		Fully
<b>202: Market Presence</b>						
GRI 103: Management Approach 2016	GRI 103-1	Explanation of the material topic and its Boundary.	Pages 14 and 17.	Labor practices	Goal 8: Decent work and economic growth	Fully
	GRI 103-2	The management approach and its components.				
	GRI 103-3	Evaluation of the management approach.				

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	202-1	Ratios of standard entry level wage by gender compared to local minimum wage	Pages 16 and 17.	Labor practices		Fully
	202-2	Proportion of senior management hired from the local community	Page 14.		Goal 8: Decent work and economic growth	Fully
<b>203: Indirect Economic Impacts</b>						
GRI 103: Management Approach 2016	GRI 103-1	Explanation of the material topic and its Boundary.	Page 13.	Wealth distribution	Goal 2: Zero Hunger Goal 5: Gender equality Goal 7: Affordable and clean energy Goal 9: Industry, innovation and infrastructure Goal 11: Sustainable cities and communities	Fully
	GRI 103-2	The management approach and its components.				
	GRI 103-3	Evaluation of the management approach.				
	203-1	Infrastructure investments and services supported	The investment in actions to improve community infrastructure was approximately US \$ 138,000, in actions such as improvement of electrical installations, Nematik cup, digital pedagogy study, and the Nematik talent laboratory.	Wealth distribution	Goal 2: Zero Hunger Goal 5: Gender equality Goal 7: Affordable and clean energy Goal 9: Industry, innovation and infrastructure Goal 11: Sustainable cities and communities	Fully
	203-2	Significant indirect economic impacts	There is no information available by the end of the year.	Wealth distribution	Goal 1: No poverty Goal 2: Zero Hunger Goal 3: Good health and well-being Goal 8: Decent work and economic growth Goal 10: Reduced inequalities Goal 17: Partnerships for the goals	Fully
<b>204: Procurement Practices</b>						
GRI 103: Management Approach 2016	GRI 103-1	Explanation of the material topic and its Boundary.	Pages 16 and 34	Relations with costumers and suppliers	Goal 12: Responsible consumption and production	Fully
	GRI 103-2	The management approach and its components.				
	GRI 103-3	Evaluation of the management approach.				
	204-1	Proportion of spending on local suppliers	66% local supply.	Relations with costumers and suppliers	Goal 12: Responsible consumption and production	"Fully



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<b>205: Anti-corruption</b>						
GRI 103: Management Approach 2016	GRI 103-1	Explanation of the material topic and its Boundary.	Non material for our operations	Goal 16: Peace, justice and strong institutions	Fully	
	GRI 103-2	The management approach and its components.				
	GRI 103-3	Evaluation of the management approach.				
	205-1	Operations assessed for risks related to corruption	All our plants	Goal 16: Peace, justice and strong institutions	Fully	
	205-2	Communication and training about anti-corruption policies and procedures	In 2019 we developed our Anti-corruption Policy. More information on the training on this Policy will be provided throughout 2020.	Goal 16: Peace, justice and strong institutions	Fully	
	205-3	Confirmed incidents of corruption and actions taken	In 2019, 256 complaints related to noncompliance with NEMAK's policies and values were filed (including 3 corruption cases). 88% of cases were addressed and investigated, and the rest remain under investigation. 38 people were separated from the company as a consequence, and 3 business relations were terminated.	Goal 16: Peace, justice and strong institutions	Fully	
<b>206: Anti-competitive Behaviour</b>						
GRI 103: Management Approach 2016	GRI 103-1	Explanation of the material topic and its Boundary.		Relationship with NGOs and regulatory agencies	Goal 16: Peace, justice and strong institutions	Fully
	GRI 103-2	The management approach and its components.				
	GRI 103-3	Evaluation of the management approach.				
	206-1	Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	In 2019 there was no legal action related to this aspect.	Relationship with NGOs and regulatory agencies	Goal 16: Peace, justice and strong institutions	"Fully
<b>Environment</b>						
<b>301: Materials</b>						
GRI 103: Management Approach 2016	GRI 103-1	Explanation of the material topic and its Boundary.	Page 15.	Climate change and emissions strategy	Goal 8: Decent work and economic growth Goal 12: Responsible consumption and production	Fully
	GRI 103-2	The management approach and its components.				
	GRI 103-3	Evaluation of the management approach.				



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301-1 301-2 301-3	Materials used by weight or volume	Aluminum: 462,000 tons of aluminum (between scrap, lingots and aluminum from recycled sources).	Climate change and emissions strategy	Goal 8: Decent work and economic growth Goal 12: Responsible consumption and production	Fully	
	Recycled input materials used	Aluminum: 65% came from recycled sources. In average, from 2019, 80% of aluminum used is from recycled sources.	Climate change and emissions strategy	Goal 8: Decent work and economic growth Goal 12: Responsible consumption and production	Fully	
	Reclaimed products and their packaging materials	NA.	Climate change and emissions strategy	Goal 8: Decent work and economic growth Goal 12: Responsible consumption and production	Fully	
<b>302: Energy</b>						
GRI 103: Management Approach 2016	GRI 103-1	Explanation of the material topic and its Boundary.	Page 14.	Energy efficiency	Goal 7: Affordable and clean energy Goal 8: Decent work and economic growth Goal 12: Responsible consumption and production Goal 13: Climate action	Fully
	GRI 103-2	The management approach and its components.				
	GRI 103-3	Evaluation of the management approach.				
	302-1	Energy consumption within the organization	Page 14.	Energy efficiency	Goal 7: Affordable and clean energy Goal 8: Decent work and economic growth Goal 12: Responsible consumption and production Goal 13: Climate action	Fully
	302-2	Energy consumption outside of the organization		Energy efficiency	Goal 7: Affordable and clean energy Goal 8: Decent work and economic growth Goal 12: Responsible consumption and production Goal 13: Climate action	Fully
	302-3	Energy consumption outside of the organization		Energy efficiency	Goal 7: Affordable and clean energy Goal 8: Decent work and economic growth Goal 12: Responsible consumption and production Goal 13: Climate action	Fully



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	302-4	Reduction of energy consumption	"Page 14."	Energy efficiency	Goal 7: Affordable and clean energy Goal 8: Decent work and economic growth Goal 12: Responsible consumption and production Goal 13: Climate action	Fully
<b>303: Water and Effluents</b>						
GRI 103: Management Approach 2018	GRI 103-1	Explanation of the material topic and its Boundary.	Page 15.	Water management	Goal 6: Clean water or sanitation	Fully
	GRI 103-2	The management approach and its components.				
	GRI 103-3	Evaluation of the management approach.				Fully
	303-1	Interactions with water as a shared resource	Page 15.	Water management	Goal 6: Clean water or sanitation	Fully
	303-2	Management of water discharge-related impacts	Page 15.	Water management	Goal 6: Clean water or sanitation	Fully
	303-3	Water withdrawal	Page 15.	Water management	Goal 6: Clean water or sanitation Goal 8: Decent work and economic growth Goal 12: Responsible consumption and production	Fully
	303-4	Water discharge	In 2019, water discharges from our operations were distributed as follows: 6,665 ML to wells; 24.4 ML to rivers; 687 ML to municipal sewage y 172.8 ML to others. The quality of the discharged water was carried out in accordance with the regulations of each country in which we operate.	Water management	Goal 6: Clean water or sanitation	Fully
	303-5	Water consumption	Page 15.	Water management	Goal 6: Clean water or sanitation	Fully
<b>304: Biodiversity</b>						
GRI 103: Management Approach 2016	GRI 103-1	Explanation of the material topic and its Boundary.	Non material for our operations.		Goal 6: Clean water or sanitation Goal 14: Life below water Goal 15: Life on land	Fully
	GRI 103-2	The management approach and its components.				
	GRI 103-3	Evaluation of the management approach.				



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304-1	Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas	Nemak Mexico and Dillingen (Germany) are located in areas of high biodiversity. Nemak Monterrey operates in Yuca plant a preservation program in its 7,500 m <sup>2</sup> . The Nemak plant in Saltillo, which is not near a protected area, carries out conservation activities in a 1.5-hectare nursery.	Goal 6: Clean water or sanitation Goal 14: Life below water Goal 15: Life on land	Fully		
	Significant impacts of activities, products, and services on biodiversity	Nemak operations do not affect these areas.	Goal 6: Clean water or sanitation Goal 14: Life below water Goal 15: Life on land	Fully		
	Habitats protected or restored	See standard 304-1.	Goal 6: Clean water or sanitation Goal 14: Life below water Goal 15: Life on land	Fully		
	IUCN Red List species and national conservation list species with habitats in areas affected by operations	Our operations do not affect vulnerable or endangered species.	Goal 6: Clean water or sanitation Goal 14: Life below water Goal 15: Life on land	Fully		
<b>305: Emissions</b>						
GRI 103: Management Approach 2016	GRI 103-1	Explanation of the material topic and its Boundary.	Non material for our operations.	Climate change and emissions strategy	Goal 3: Good health and well-being Goal 12: Responsible consumption and production Goal 13: Climate action Goal 14: Life below water Goal 15: Life on land	Fully
	GRI 103-2	The management approach and its components.				
	GRI 103-3	Evaluation of the management approach.				
	305-1	Direct (Scope 1) GHG emissions	Pages 15 and 16.	Climate change and emissions strategy	Goal 3: Good health and well-being Goal 12: Responsible consumption and production Goal 13: Climate action Goal 14: Life below water Goal 15: Life on land	Fully



GRI Standards		Page or answer	Material aspect	Contribution to the SDGs	Status
305-2	Energy indirect (Scope 2) GHG emissions	Pages 15 and 16.	Climate change and emissions strategy	Goal 3: Good health and well-being Goal 12: Responsible consumption and production Goal 13: Climate action Goal 14: Life below water Goal 15: Life on land	Fully
305-3	Other indirect (Scope 3) GHG emissions	There is no information available by the end of the year.	Climate change and emissions strategy	Goal 3: Good health and well-being Goal 12: Responsible consumption and production Goal 13: Climate action Goal 14: Life below water Goal 15: Life on land	Fully
305-4	GHG emissions intensity	Pages 15 and 16.	Climate change and emissions strategy	Goal 3: Good health and well-being Goal 12: Responsible consumption and production Goal 13: Climate action Goal 14: Life below water Goal 15: Life on land	Fully
305-5	Reduction of GHG emissions	Pages 15 and 16.	Climate change and emissions strategy	Goal 3: Good health and well-being Goal 12: Responsible consumption and production Goal 13: Climate action Goal 14: Life below water Goal 15: Life on land	Fully
305-6	Emissions of ozone-depleting substances (ODS)	Nemak does not emit these substances.	Climate change and emissions strategy	Goal 3: Good health and well-being Goal 12: Responsible consumption and production Goal 13: Climate action Goal 14: Life below water Goal 15: Life on land	Fully



GRI Standards	Page or answer	Material aspect	Contribution to the SDGs	Status	
305-7	Nitrogen oxides (NOX), sulfur oxides (SOX), and other significant air emissions Pages 15 and 16.	Climate change and emissions strategy	Goal 3: Good health and well-being Goal 13: Climate action Goal 14: Life below water Goal 15: Life on land	Fully	
<b>306: Effluents and Waste</b>					
GRI 103: Management Approach 2016	GRI 103-1	Explanation of the material topic and its Boundary.		Fully	
	GRI 103-2	The management approach and its components.		Fully	
	GRI 103-3	Evaluation of the management approach.		Fully	
	306-2	Waste by type and disposal method 34,207 tons are reused; 35,409 tons were recovered; 1,578 tons are incinerated; 25,902 were sent to landfills and 14,048 were eliminated by other methods.		Goal 3: Good health and well-being Goal 6: Clean water or sanitation Goal 12: Responsible consumption and production	Fully
	306-3	Significant spills In 2019 there were no spills from our operations.		Goal 3: Good health and well-being Goal 6: Clean water or sanitation Goal 12: Responsible consumption and production Goal 14: Life below water	Fully
	306-4	Transport of hazardous waste 11,812 tons of hazardous waste transported, 260 exported, 638 tons treated.		Goal 3: Good health and well-being Goal 12: Responsible consumption and production	Fully
306-5	Water bodies affected by water discharges and/or runoff In 2019 there were no bodies of water or habitats affected by Nemak's operations.		Goal 6: Clean water or sanitation Goal 12: Responsible consumption and production Goal 15: Life on land	Fully	



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<b>307: Environmental Compliance</b>						
GRI 103: Management Approach 2016	GRI 103-1	Explanation of the material topic and its Boundary.	Pages 14 and 15.	Environmental management	Goal 12: Responsible consumption and production Goal 16: Peace, justice and strong institutions	Fully
	GRI 103-2	The management approach and its components.				
	GRI 103-3	Evaluation of the management approach.				
	307-1	Non-compliance with environmental laws and regulations	In 2019 there were no sanctions regarding this aspect.	Environmental management	Goal 12: Responsible consumption and production Goal 16: Peace, justice and strong institutions	Fully
<b>308: Supplier Environmental Assessment</b>						
GRI 103: Management Approach 2016	GRI 103-1	Explanation of the material topic and its Boundary.	Pages 14, 15 and 16.	Environmental management; Relations with costumers and suppliers	Goal 12: Responsible consumption and production	Fully
	GRI 103-2	The management approach and its components.				
	GRI 103-3	Evaluation of the management approach.				
	308-1	New suppliers that were screened using environmental criteria.	1,043 total suppliers, not just new. 89% of them have signed the Nematik Suppliers Code of Ethics.	Environmental management; Relations with costumers and suppliers	Goal 12: Responsible consumption and production	Fully
	308-2	Negative environmental impacts in the supply chain and actions taken.	No negative impacts were found.	Environmental management; Relations with costumers and suppliers	Goal 12: Responsible consumption and production	Fully
<b>Social</b>						
<b>401: Employment</b>						
GRI 103: Management Approach 2016	GRI 103-1	Explanation of the material topic and its Boundary.	Page 13.	Labor practices	Goal 5: Gender equality Goal 8: Decent work and economic growth	Partially
	GRI 103-2	The management approach and its components.				
	GRI 103-3	Evaluation of the management approach.				



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	401-1	New employee hires and employee turnover.	Recruitment index: 1.76; Rotation rate: 2.20.	Labor practices	Goal 5: Gender equality Goal 8: Decent work and economic growth	Fully
	401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees.	Plant workers have bonuses, vacation bonuses, pantry bonuses, savings funds, recognition for years of Service and pension plan. Temporary and part-time employees do not have the pension plan.	Labor practices	Goal 8: Decent work and economic growth	Fully
	401-3	Parental leave.	In 2019, a total of 8 women and 656 men took their respective maternity and paternity leave. There is no return and retention rate.	Labor practices	Goal 5: Gender equality Goal 8: Decent work and economic growth	Partially
<b>402: Labor / management realtions</b>						
GRI 103: Management Approach 2016	GRI 103-1	Explanation of the material topic and its Boundary.		Labor practices	Goal 8: Decent work and economic growth	Fully
	GRI 103-2	The management approach and its components.				
	GRI 103-3	Evaluation of the management approach.				
	402-1	Minimum notice periods regarding operational changes	The minimum term is two weeks.	Labor practices	Goal 8: Decent work and economic growth	Fully
<b>403: Occupational Health and Safety</b>						
GRI 103: Management Approach 2018	403-1	Occupational health and safety management system.	All our plants have certifications in health and safety management systems, either OSHAS or ISO 14001.	Health and safety	Goal 8: Decent work and economic growth	Fully
	403-2	Hazard identification, risk assessment, and incident investigation.	In accordance with the established management systems, the appropriate risk identification procedure is carried out at each plant. For direct workers (scope 1), some of these actions are: start the day with the identification that the safety team is complete and in optimal conditions; Walk through the plant for risk identification; Documented procedures on how to act if one is detected; Review Checklist (Pause Think, Act). For indirect workers but who are in our facilities (scope 2), the same applies, in addition to having evaluations that we perform on their employers so that they provide adequate safety measures. Not all plants carry out this exercise with Scope 2 workers. All workers must report the incident or risk immediately to take corrective action.	Health and safety	Goal 3: Good health and well-being Goal 8: Decent work and economic growth	Fully



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403-3	Occupational health services.	Page 17. COMPLEMENT: Health monitoring is carried out (annual and monthly, depending on the plant), where health risks are identified (from the most common diseases, such as diabetes, cancer, high blood pressure, or chronic diseases) , vaccination campaigns are implemented for seasonal diseases and information is sent through various channels about the importance of being healthy. There is at least one nurse per plant, and all legal regulations are complied with to ensure the worker's health. The confidentiality of the worker who attends the check and review is ensured by keeping his data in the HSE Global department, and of each plant, in strict privacy. This is dictated in the management systems implemented, and is even by law. Nematik meets all the regulatory requirements of each country.	Health and safety	Goal 3: Good health and well-being Goal 8: Decent work and economic growth	Fully
403-4	Worker participation, consultation, and communication on occupational health and safety.	Workers have various means of communication to convey any concern or need in occupational health and safety issues. No worker starts working at the plant if he does not take an induction course to his work and the risks that it may have.	Health and safety	Goal 8: Decent work and economic growth	Fully
403-5	Worker training on occupational health and safety.	In 2019, specific trainings were carried out for each site, according to the country where it is located, from the HSE Global department. Some were: Implementation of the KANBAN system for health issues; Preventive and correct use of chemicals, heavy machinery, training in ergonomics and physical health; prevention against diseases of the countries (dengue, for example); LOTO System training; first aid, fire behavior; among others.	Health and safety	Goal 3: Good health and well-being Goal 8: Decent work and economic growth	Fully
403-6	Promotion of worker health.	Page 17.	Health and safety	Goal 3: Good health and well-being Goal 8: Decent work and economic growth	Fully
403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships.	Page 17.	Health and safety	Goal 3: Good health and well-being Goal 8: Decent work and economic growth	Fully
403-8	Workers covered by an occupational health and safety management system.	100% of our employees are covered by our plans established in the health and safety systems.	Health and safety	Goal 3: Good health and well-being Goal 8: Decent work and economic growth	Fully
403-9	Work-related injuries	Page 17.	Health and safety	Goal 3: Good health and well-being Goal 8: Decent work and economic growth	Fully



GRI Standards		Page or answer	Material aspect	Contribution to the SDGs	Status	
	403-10	Work-related ill health	Page 17.	Health and safety	Goal 3: Good health and well-being Goal 8: Decent work and economic growth	Fully
<b>404: Training and Education</b>						
GRI 103: Management Approach 2016	GRI 103-1	Explanation of the material topic and its Boundary.	Page 17 and 13	Labor practices	Goal 4: Quality education Goal 5: Gender equality Goal 8: Decent work and economic growth	Fully
	GRI 103-2	The management approach and its components.				
	GRI 103-3	Evaluation of the management approach.				
	404-1	Average hours of training per year per employee.	Page 17 and 13	Labor practices	Goal 4: Quality education Goal 5: Gender equality Goal 8: Decent work and economic growth	Fully
	404-2	Programs for upgrading employee skills and transition assistance programs.	Page 17 and 13	Labor practices	Goal 8: Decent work and economic growth	Fully
	404-3	Percentage of employees receiving regular performance and career development reviews.	93% of male staff; 53% of female staff; 69% of non-unionized staff; 62% of unionized staff.	Labor practices	Goal 5: Gender equality Goal 8: Decent work and economic growth	Fully
<b>405: Diversity and Equal Opportunities</b>						
GRI 103: Management Approach 2016	GRI 103-1	Explanation of the material topic and its Boundary.	Page 17, 13	Labor practices, Wealth distributions	Goal 5: Gender equality Goal 8: Decent work and economic growth Goal 10: Reduced inequalities	Fully
	GRI 103-2	The management approach and its components.				
	GRI 103-3	Evaluation of the management approach.				
	405-1	Diversity of governance bodies and employees.	Page 17, 13	Labor practices	Goal 5: Gender equality Goal 8: Decent work and economic growth	Fully
<b>406: Non-discrimination</b>						
GRI 103: Management Approach 2016	GRI 103-1	Explanation of the material topic and its Boundary.	Page 17.	Labor practices	Goal 5: Gender equality Goal 8: Decent work and economic growth Goal 16: Peace, justice and strong institutions	Fully
	GRI 103-2	The management approach and its components.				
	GRI 103-3	Evaluation of the management approach.				
	GRI 406-1	Incidents of discrimination and corrective actions taken.	In 2019 there were no cases of discrimination in our operations.	Labor practices	Goal 5: Gender equality Goal 8: Decent work and economic growth Goal 16: Peace, justice and strong institutions	Fully



GRI Standards		Page or answer		Material aspect	Contribution to the SDGs	Status
<b>407: Freedom of associations and collective bargaining</b>						
GRI 103: Management Approach 2016	GRI 103-1	Explanation of the material topic and its Boundary.	Pages 13 and 16.	Relations with costumers and suppliers	Goal 8: Decent work and economic growth	Fully
	GRI 103-2	The management approach and its components.				
	GRI 103-3	Evaluation of the management approach.				
	407-1	Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk.	None identified. 1,043 total suppliers, not just new. 89% of them have signed the Nematik Suppliers Code of Ethics.	Relations with costumers and suppliers	Goal 8: Decent work and economic growth	Fully
<b>408: Child Labor</b>						
GRI 103: Management Approach 2016	GRI 103-1	Explanation of the material topic and its Boundary.	Pages 13 and 16.	Relations with costumers and suppliers	Goal 8: Decent work and economic growth Goal 16: Peace, justice and strong institutions	Fully
	GRI 103-2	The management approach and its components.				
	GRI 103-3	Evaluation of the management approach.				
	408-1	Operations and suppliers at significant risk for incidents of child labor.	None identified. 1,043 total suppliers, not just new. 89% of them have signed the Nematik Suppliers Code of Ethics.	Relations with costumers and suppliers	Goal 8: Decent work and economic growth Goal 16: Peace, justice and strong institutions	Fully
<b>409: Forced or Compulsory Labor</b>						
GRI 103: Management Approach 2016	GRI 103-1	Explanation of the material topic and its Boundary.	Pages 13 and 16.	Relations with costumers and suppliers	Goal 8: Decent work and economic growth	
	GRI 103-2	The management approach and its components.				
	GRI 103-3	Evaluation of the management approach.				
	GRI 409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labor.	None identified. 1,043 total suppliers, not just new. 89% of them have signed the Nematik Suppliers Code of Ethics.	Relations with costumers and suppliers	Goal 8: Decent work and economic growth	
<b>410: Security Practices</b>						
GRI 103: Management Approach 2016	GRI 103-1	Explanation of the material topic and its Boundary.	Non material for our operations.		Goal 16: Peace, justice and strong institutions	Fully
	GRI 103-2	The management approach and its components.				
	GRI 103-3	Evaluation of the management approach.				
	410-1	Security personnel trained in human rights policies or procedures.	In 2019, 27% of security personnel were trained in this area.		Goal 16: Peace, justice and strong institutions	Fully



GRI Standards	Page or answer	Material aspect	Contribution to the SDGs	Status	
<b>411: Rights of Indigenous People</b>					
GRI 103: Management Approach 2016	GRI 103-1	Explanation of the material topic and its Boundary.	Non material for our operations.	Goal 2: Zero Hunger	Fully
	GRI 103-2	The management approach and its components.			
	GRI 103-3	Evaluation of the management approach.			
	GRI 411-1	Incidents of violations involving rights of indigenous peoples.	In 2019, these types of cases were not identified.	Goal 2: Zero Hunger	Fully
<b>412: Human Rights Assessments</b>					
GRI 103: Management Approach 2016	GRI 103-1	Explanation of the material topic and its Boundary.	Non material for our operations.		Fully
	GRI 103-2	The management approach and its components.			
	GRI 103-3	Evaluation of the management approach.			
	GRI 412-2	Employee training on human rights policies or procedures.	In 2019, 24% of employees had specific training on the topic of Human Rights. However, 100% of them have signed the Nematik Code of Ethics. In 2019 we publish our Human Rights Policy, in 2020 we will report progress in the sense of training.		Fully
<b>413: Local Communities</b>					
GRI 103: Management Approach 2016	GRI 103-1	Explanation of the material topic and its Boundary.	Non material for our operations.	Goal 1: No poverty Goal 2: Zero Hunger	Fully
	GRI 103-2	The management approach and its components.			
	GRI 103-3	Evaluation of the management approach.			
	413-1	Operations with local community engagement, impact assessments, and development programs.	Pages 18, 19 and 20.		Fully
	413-2	Operations with significant actual and potential negative impacts on local communities.	Pages 18, 19 and 20.	Goal 1: No poverty Goal 2: Zero Hunger	Fully



GRI Standards	Page or answer		Material aspect	Contribution to the SDGs	Status
<b>414: Supplier Social Assessment</b>					
GRI 103: Management Approach 2016	GRI 103-1	Explanation of the material topic and its Boundary.	Page 16.	Relations with costumers and suppliers	Fully
	GRI 103-2	The management approach and its components.			
	GRI 103-3	Evaluation of the management approach.			
	414-1	New suppliers that were screened using social criteria.	1,043 total testers, not just new. 89% of them have signed the Nema Suppliers Code of Ethics.	Relations with costumers and suppliers	Goal 5: Gender equality Goal 8: Decent work and economic growth Goal 16: Peace, justice and strong institutions
	414-2	Negative social impacts in the supply chain and actions taken.	No negative impacts were found.	Relations with costumers and suppliers	Goal 5: Gender equality Goal 8: Decent work and economic growth Goal 16: Peace, justice and strong institutions
<b>415: Public Policy</b>					
GRI 103: Management Approach 2016	GRI 103-1	Explanation of the material topic and its Boundary.			Fully
	GRI 103-2	The management approach and its components.			
	GRI 103-3	Evaluation of the management approach.			
	415-1	Political contributions.	Nemak does not grant contributions to parties or political representatives.		Goal 16: Peace, justice and strong institutions
<b>416: Customer Health and Safety</b>					
GRI 103: Management Approach 2016	GRI 103-1	Explanation of the material topic and its Boundary.	Pages 9, 10 and 11.	Relations with costumers and suppliers	Fully
	GRI 103-2	The management approach and its components.			
	GRI 103-3	Evaluation of the management approach.			
	416-1	Assessment of the health and safety impacts of product and service categories.	100% of the products offered by Nemak are subject to constant evaluations of improvements in health and safety impacts.	Relations with costumers and suppliers	Fully
	416-2	Incidents of non-compliance concerning the health and safety impacts of products and services.	In 2019 there were no cases of non-compliance with this concept.	Relations with costumers and suppliers	Goal 16: Peace, justice and strong institutions



GRI Standards	Page or answer		Material aspect	Contribution to the SDGs	Status	
<b>417: Marketing and Labeling</b>						
GRI 103: Management Approach 2016	GRI 103-1	Explanation of the material topic and its Boundary.	Non material for our operations.	Goal 12: Responsible consumption and production Goal 16: Peace, justice and strong institutions	Fully	
	GRI 103-2	The management approach and its components.				
	GRI 103-3	Evaluation of the management approach.				
	417-1	Requirements for product and service information and labeling.	Our product is not for use by the consumer, however, our client is provided with all the necessary information about the product for its correct and safe use when integrating it with the other components.	Goal 12: Responsible consumption and production Goal 16: Peace, justice and strong institutions	Fully	
	417-2	Incidents of non-compliance concerning product and service information and labeling.	In 2019 there were no cases of non-compliance with this concept.	Goal 16: Peace, justice and strong institutions	Fully	
	417-3	Incidents of non-compliance concerning marketing communications.	NA.		Fully	
<b>418: Customer Privacy</b>						
GRI 103: Management Approach 2016	GRI 103-1	Explanation of the material topic and its Boundary.	Page 16.	Relations with costumers and suppliers	Goal 16: Peace, justice and strong institutions	Fully
	GRI 103-2	The management approach and its components.				
	GRI 103-3	Evaluation of the management approach.				
	418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data.	In 2019 there were no claims based on the violation of privacy and breaches of customer data.	Relations with costumers and suppliers	Goal 16: Peace, justice and strong institutions	Fully
<b>419: Social-economic compliance</b>						
GRI 103: Management Approach 2016	GRI 103-1	Explanation of the material topic and its Boundary.			Goal 16: Peace, justice and strong institutions	Fully
	GRI 103-2	The management approach and its components.				
	GRI 103-3	Evaluation of the management approach.				
	419-1	Non-compliance with laws and regulations in the social and economic area.	In 2019 there were no breaches of the laws in the social and economic fields.		Goal 16: Peace, justice and strong institutions	Fully

