



GRI Index 2021

GRI Index 2021

According to GRI 102-55

	STANDARD	DISCLOSURE	REFERENCE	LINK	ADDITIONAL INFORMATION AND REASONS FOR OMISSION	MATERIAL ASPECT	CONTRIBUTION TO THE SDGS
GRI 102: General disclosures	ORGANIZATIONAL PROFILE ORGANIZATIONAL PROFILE						
	102-1	Name of the organization	Annual Report, page 2	https://investorcloud.s3.amazonaws.com/nemak/InformacionFinanciera/ReportesAnuales/IA-2021-en.pdf#page=2			
	102-2	Activities, brands, products, and services	Annual Report, page 4	https://investorcloud.s3.amazonaws.com/nemak/InformacionFinanciera/ReportesAnuales/IA-2021-en.pdf#page=4			
				https://investorcloud.s3.amazonaws.com/nemak/InformacionFinanciera/ReportesAnuales/IA-2021-en.pdf			
	102-3	Location of headquarters	García, Nuevo León, México.				
	102-4	Location of operations	Annual Report, page 3	https://investorcloud.s3.amazonaws.com/nemak/InformacionFinanciera/ReportesAnuales/IA-2021-en.pdf#page=3	Nemak is active in a total of 15 countries.		
	102-5	Ownership and legal form	Nemak, S.A.B. de C.V.				
	102-6	Markets served	Annual Report, page 3	https://investorcloud.s3.amazonaws.com/nemak/InformacionFinanciera/ReportesAnuales/IA-2021-en.pdf#page=3			
	102-7	Scale of the organization	Annual Report, page 2	https://investorcloud.s3.amazonaws.com/nemak/InformacionFinanciera/ReportesAnuales/IA-2021-en.pdf#page=2			
	102-8	Information on employees and other workers	SR > People and Communities, page 38 KPI Annex > Organizational profile	https://investorcloud.s3.amazonaws.com/nemak/InformacionFinanciera/ReportesAnuales/IA-2021-en.pdf#page=38			
102-9	Supply chain	SR > Value chain engagement and business integrity > Responsible Supply Chain Management, page 55	https://investorcloud.s3.amazonaws.com/nemak/InformacionFinanciera/ReportesAnuales/IA-2021-en.pdf#page=55			Supply Chain Management	

GRI 102: General disclosures	ORGANIZATIONAL PROFILE ORGANIZATIONAL PROFILE				
	102-10	Significant changes to the organization and its supply chain	AR > Letter to Shareholder, page 6 -8 SR > Value chan engagement and business integrity > Responsible Supply Chain Management, page 55	https://investorcloud.s3.amazonaws.com/nemak/InformacionFinanciera/ReportesAnuales/IA-2021-en.pdf#page=6 ; https://investorcloud.s3.amazonaws.com/nemak/InformacionFinanciera/ReportesAnuales/IA-2021-en.pdf#page=55	Supply Chain Management
	102-11	Precautionary Principle or approach	AR > Letter to Shareholder, page 6-8 SR > Sustainability Strategy > Sustainability Roadmap, page 14 - 16	https://investorcloud.s3.amazonaws.com/nemak/InformacionFinanciera/ReportesAnuales/IA-2021-en.pdf#page=6 ; https://investorcloud.s3.amazonaws.com/nemak/InformacionFinanciera/ReportesAnuales/IA-2021-en.pdf#page=14	
	102-12	External initiatives	KPI Annex > Organizational profile		
	102-13	Membership of associations	KPI Annex > Organizational profile		
	STRATEGY				
	102-14	Statement from senior decision-maker	"AR > Letter to Shareholder, page 6 - 8	https://investorcloud.s3.amazonaws.com/nemak/InformacionFinanciera/ReportesAnuales/IA-2021-en.pdf#page=6	
	102-15	Key impacts, risks, and opportunities	AR > Letter to Shareholder, page 6 -8 SR > Environment and climate > Climate-related risks and opportunities, page 27 -30	https://investorcloud.s3.amazonaws.com/nemak/InformacionFinanciera/ReportesAnuales/IA-2021-en.pdf#page=6 ; https://investorcloud.s3.amazonaws.com/nemak/InformacionFinanciera/ReportesAnuales/IA-2021-en.pdf#page=27	
	ETHICS AND INTEGRITY				
	102-16	Values, principles, standards, and norms of behavior	"SR > Sustainability Strategy > Sustainability Roadmap, page 14-17	https://investorcloud.s3.amazonaws.com/nemak/InformacionFinanciera/ReportesAnuales/IA-2021-en.pdf#page=14	https://www.nemak.com/en/about-us/?s
	CORPORATE GOVERNANCE				
	102-18	Governance structure	AR > Corporate Governance, page 61-65 SR > Sustainability strategy > Sustainable leadership > Key roles and responsabilites, page 18-20	https://investorcloud.s3.amazonaws.com/nemak/InformacionFinanciera/ReportesAnuales/IA-2021-en.pdf#page=61 https://investorcloud.s3.amazonaws.com/nemak/InformacionFinanciera/ReportesAnuales/IA-2021-en.pdf#page=18	Sustainable leadership



CORPORATE GOVERNANCE						
GRI 102: General disclosures	102-19	Delegating authority	"AR > Corporate Governance, page 61 -65 SR > Sustainability strategy > Sustainable leadership > Key roles and responsibilities, page 18-20"	https://investorcloud.s3.amazonaws.com/nemak/InformacionFinanciera/ReportesAnuales/IA-2021-en.pdf#page=61 ; https://investorcloud.s3.amazonaws.com/nemak/InformacionFinanciera/ReportesAnuales/IA-2021-en.pdf#page=18	Sustainable leadership	
	102-20	Executive-level responsibility for economic, environmental, and social topics	"AR > Corporate Governance, page 61 -65 SR > Sustainability strategy > Sustainable leadership > Key roles and responsibilities, page 18-20"	https://investorcloud.s3.amazonaws.com/nemak/InformacionFinanciera/ReportesAnuales/IA-2021-en.pdf#page=61 ; https://investorcloud.s3.amazonaws.com/nemak/InformacionFinanciera/ReportesAnuales/IA-2021-en.pdf#page=18	Sustainable leadership	
	102-22	Composition of the highest governance body and its committees	"AR > Corporate Governance, page 61 -65 SR > Sustainability strategy > Sustainable leadership > Key roles and responsibilities, page 18-20"	https://investorcloud.s3.amazonaws.com/nemak/InformacionFinanciera/ReportesAnuales/IA-2021-en.pdf#page=61 ; https://investorcloud.s3.amazonaws.com/nemak/InformacionFinanciera/ReportesAnuales/IA-2021-en.pdf#page=18	The average tenure of board members is 7.5 years.	Sustainable leadership
	102-25	Conflicts of interest	"AR > Corporate Governance, page 61 -65 SR > Sustainability strategy > Sustainable leadership > Key roles and responsibilities, page 18-20"	https://investorcloud.s3.amazonaws.com/nemak/InformacionFinanciera/ReportesAnuales/IA-2021-en.pdf#page=61 ; https://investorcloud.s3.amazonaws.com/nemak/InformacionFinanciera/ReportesAnuales/IA-2021-en.pdf#page=18		Goal 16: Peace, justice and strong institutions
	102-26	Role of highest governance body in setting purpose, values, and strategy	AR > Corporate Governance, page 61 -65	https://investorcloud.s3.amazonaws.com/nemak/InformacionFinanciera/ReportesAnuales/IA-2021-en.pdf#page=61		
	102-29	Identifying and managing economic, environmental, and social impacts	SR > Sustainability strategy > Sustainable leadership > Key roles and responsibilities, page 18-20	https://investorcloud.s3.amazonaws.com/nemak/InformacionFinanciera/ReportesAnuales/IA-2021-en.pdf#page=18	Sustainable leadership	
	102-31	Review of economic, environmental, and social topics	SR > Sustainability strategy > Sustainable leadership > Key roles and responsibilities, page 18 -20	https://investorcloud.s3.amazonaws.com/nemak/InformacionFinanciera/ReportesAnuales/IA-2021-en.pdf#page=18	Sustainable leadership	



STAKEHOLDER ENGAGEMENT					
GRI 102: General disclosures	102-40	List of stakeholder groups	SR > Sustainability strategy > Materiality assessment and stakeholder dialogue > Stakeholder engagement, page 22-23	https://investorcloud.s3.amazonaws.com/nemak/InformacionFinanciera/ReportesAnuales/IA-2021-en.pdf#page=22	
	102-41	Collective bargaining agreements	SR > People and Communities > Well-Being and Talent Development > Employee Well-Being > Management approach, page 40	https://investorcloud.s3.amazonaws.com/nemak/InformacionFinanciera/ReportesAnuales/IA-2021-en.pdf#page=40	Goal 8: Decent work and economic growth
	102-42	Identifying and selecting stakeholders	SR > Sustainability strategy > Materiality assessment and stakeholder dialogue > Stakeholder engagement, page 22 -23	https://investorcloud.s3.amazonaws.com/nemak/InformacionFinanciera/ReportesAnuales/IA-2021-en.pdf#page=22	
	102-43	Approach to stakeholder engagement	SR > Sustainability strategy > Materiality assessment and stakeholder dialogue > Stakeholder engagement, page 22 -23	https://investorcloud.s3.amazonaws.com/nemak/InformacionFinanciera/ReportesAnuales/IA-2021-en.pdf#page=22	
	102-44	Key topics and concerns raised	SR > Sustainability strategy > Materiality assessment and stakeholder dialogue > Stakeholder engagement, page 22 -23	https://investorcloud.s3.amazonaws.com/nemak/InformacionFinanciera/ReportesAnuales/IA-2021-en.pdf#page=22	
	REPORTING PRACTICE				
	102-45	Entities included in the consolidated financial statements	SR > Value chain engagement and business integrity > Report Profile, page 58	https://investorcloud.s3.amazonaws.com/nemak/InformacionFinanciera/ReportesAnuales/IA-2021-en.pdf#page=58	
	102-46	Defining report content and topic Boundaries	SR > Sustainability Strategy > Reporting Structure, page 13	https://investorcloud.s3.amazonaws.com/nemak/InformacionFinanciera/ReportesAnuales/IA-2021-en.pdf#page=13	
			SR > Sustainability Strategy > Materiality assessment and stakeholder dialogue, page 21	https://investorcloud.s3.amazonaws.com/nemak/InformacionFinanciera/ReportesAnuales/IA-2021-en.pdf#page=21	
	102-47	List of material topics	SR > Sustainability Strategy > Materiality assessment and stakeholder dialogue, page 21	https://investorcloud.s3.amazonaws.com/nemak/InformacionFinanciera/ReportesAnuales/IA-2021-en.pdf#page=21	
102-48	Restatements of information	SR > Value chain engagement and business integrity > Report Profile, page 58	https://investorcloud.s3.amazonaws.com/nemak/InformacionFinanciera/ReportesAnuales/IA-2021-en.pdf#page=58		
102-49	Changes in reporting	SR > Sustainability Strategy > Materiality assessment and stakeholder dialogue, page 21	https://investorcloud.s3.amazonaws.com/nemak/InformacionFinanciera/ReportesAnuales/IA-2021-en.pdf#page=21		



REPORTING PRACTICE					
GRI 102: General disclosures	102-50	Reporting period	SR > Value chain engagement and business integrity > Report Profile, page 58	https://investorcloud.s3.amazonaws.com/nemak/InformacionFinanciera/ReportesAnuales/IA-2021-en.pdf#page=58	
	102-51	Date of most recent report	SR > Value chain engagement and business integrity > Report Profile, page 58	https://investorcloud.s3.amazonaws.com/nemak/InformacionFinanciera/ReportesAnuales/IA-2021-en.pdf#page=58	
	102-52	Reporting cycle	SR > Value chain engagement and business integrity > Report Profile, page 58	https://investorcloud.s3.amazonaws.com/nemak/InformacionFinanciera/ReportesAnuales/IA-2021-en.pdf#page=58	
	102-53	Contact point for questions regarding the report	SR > Value chain engagement and business integrity > Report Profile, page 58	https://investorcloud.s3.amazonaws.com/nemak/InformacionFinanciera/ReportesAnuales/IA-2021-en.pdf#page=58	
	102-54	Claims of reporting in accordance with the GRI Standards	SR > Sustainability Strategy > Reporting Structure , page 13	https://investorcloud.s3.amazonaws.com/nemak/InformacionFinanciera/ReportesAnuales/IA-2021-en.pdf#page=13	
	102-55	GRI content index	GRI Index		
	102-56	External assurance	Annual Report	https://investorcloud.s3.amazonaws.com/nemak/InformacionFinanciera/ReportesAnuales/IA-2021-en.pdf	No external verification yet. Scope 1 -2 emissions currently under verification and reporting will be available within 2022.
GRI 201: ECONOMIC PERFORMANCE 2016					
Material topics: GRI 200 Economic	103-1, 103-2, 103-3	Management approach	AR > Operating Summary, page 59	https://investorcloud.s3.amazonaws.com/nemak/InformacionFinanciera/ReportesAnuales/IA-2021-en.pdf#page=59	Goal 8: Decent work and economic growth
	201-1	Direct economic value generated and distributed	AR > Operating Summary, page 59	https://investorcloud.s3.amazonaws.com/nemak/InformacionFinanciera/ReportesAnuales/IA-2021-en.pdf#page=59	
	201-2	Financial implications and other risks and opportunities due to climate change	“AR> Lightweighting Developments, page 9-11 SR > Environment and climate > Climate protection and climate innovation > Climate-related risks and opportunities, page 27-30”	https://investorcloud.s3.amazonaws.com/nemak/InformacionFinanciera/ReportesAnuales/IA-2021-en.pdf#page=9 ; https://investorcloud.s3.amazonaws.com/nemak/InformacionFinanciera/ReportesAnuales/IA-2021-en.pdf#page=27	
GRI 202: MARKET PRESENCE 2016					
	202-1	Ratios of standard entry level wage by gender compared to local minimum wage			Local minimum wages are respected at each of Nematik’s operations.



Material topics: GRI 200 Economic	GRI 202: MARKET PRESENCE 2016				
	202-2	Proportion of senior management hired from the local community			The percentage of senior management hired from local community is 13,3%.
	GRI 203: INDIRECT ECONOMIC IMPACTS 2016				
	103-1, 103-2, 103-3	Management approach	SR > People and communities > Corporate citizenship, page 47 -48	https://investorcloud.s3.amazonaws.com/nemak/InformacionFinanciera/ReportesAnuales/IA-2021-en.pdf#page=47	Corporate citizenship
	203-1	Infrastructure investments and services supported	SR > People and communities > Corporate citizenship page 47 -48	https://investorcloud.s3.amazonaws.com/nemak/InformacionFinanciera/ReportesAnuales/IA-2021-en.pdf#page=47	
	GRI 205: ANTI-CORRUPTION 2016				
	103-1, 103-2, 103-3	Management approach	SR > Value chain engagement and business integrity > Anti-bribery and corruption, page 50	https://investorcloud.s3.amazonaws.com/nemak/InformacionFinanciera/ReportesAnuales/IA-2021-en.pdf#page=50	Business ethics
	205-2	Communication and training about anti-corruption policies and procedures	SR > Value chain engagement and business integrity > Anti-bribery and corruption, page 50	https://investorcloud.s3.amazonaws.com/nemak/InformacionFinanciera/ReportesAnuales/IA-2021-en.pdf#page=50	
	205-3	Confirmed incidents of corruption and actions taken			The total number of confirmed incidents of corruption is not a figure that the Company tracks. Any confirmed cases are dealt with appropriately on a case-to-case basis. In 2021, there have been no legal cases regarding corruption against Nematik or its employees.
	GRI 206: ANTI-COMPETITIVE BEHAVIOR 2016				
	103-1, 103-2, 103-3	Management approach	SR > Value chain engagement and business integrity > Anti-competitive behavior, page 51	https://investorcloud.s3.amazonaws.com/nemak/InformacionFinanciera/ReportesAnuales/IA-2021-en.pdf#page=51	Business ethics
	206-1	Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	SR > Value chain engagement and business integrity > Anti-competitive behavior, page 51	https://investorcloud.s3.amazonaws.com/nemak/InformacionFinanciera/ReportesAnuales/IA-2021-en.pdf#page=51	



Material topics: GRI 300 Environmental	GRI 301: MATERIALS 2016					
	103-1, 103-2, 103-3	Management approach	"SR > Environment and climate > Circularity > Waste management and hazardous materials, page 35 SR > Value chain engagement and business integrity > Responsible supply chain management, page 55 -57"	https://investorcloud.s3.amazonaws.com/nemak/InformacionFinanciera/ReportesAnuales/IA-2021-en.pdf#page=35 ; https://investorcloud.s3.amazonaws.com/nemak/InformacionFinanciera/ReportesAnuales/IA-2021-en.pdf#page=55	Circularity	Goal: 12 Responsible consumption and production
	301-1	Materials used by weight or volume	"SR > Environment and climate > Circularity > Waste management and hazardous materials, page 35 KPI Annex > Environment"	https://investorcloud.s3.amazonaws.com/nemak/InformacionFinanciera/ReportesAnuales/IA-2021-en.pdf#page=35		
	301-2	Recycled input materials used	"SR > Environment and climate > Circularity > Waste management and hazardous materials, page 35 KPI Annex > Environment"	https://investorcloud.s3.amazonaws.com/nemak/InformacionFinanciera/ReportesAnuales/IA-2021-en.pdf#page=35		
	GRI 302: ENERGY 2016					
	103-1, 103-2, 103-3	Management approach	"SR > Environment and climate > Climate protection and climate innovation, page 25 -26 SR > Environment and climate > Climate protection and climate innovation > Energy, page 34"	https://investorcloud.s3.amazonaws.com/nemak/InformacionFinanciera/ReportesAnuales/IA-2021-en.pdf#page=25 ; https://investorcloud.s3.amazonaws.com/nemak/InformacionFinanciera/ReportesAnuales/IA-2021-en.pdf#page=34	Climate protection	Goal 13: Climate Action
	302-1	Energy consumption within the organization	"SR > Environment and climate > Climate protection and climate innovation > Energy > Nemak's ambition, page 34 KPI Annex > Environment"	https://investorcloud.s3.amazonaws.com/nemak/InformacionFinanciera/ReportesAnuales/IA-2021-en.pdf#page=34		
	302-3	Energy intensity	KPI Annex > Environment			
	302-4	Reduction of energy consumption	"SR > Environment and climate > Climate protection and climate innovation > Energy > Nemak's ambition, page 34 KPI Annex > Environment"	https://investorcloud.s3.amazonaws.com/nemak/InformacionFinanciera/ReportesAnuales/IA-2021-en.pdf#page=34		
	GRI 303: WATER EFFLUENTS 2018					
	103-1, 103-2, 103-3	Management approach	"SR > Environment and climate > Circularity > Water management, page 36	https://investorcloud.s3.amazonaws.com/nemak/InformacionFinanciera/ReportesAnuales/IA-2021-en.pdf#page=36	Water management	Goal 12: Responsible consumption and production
	303-1	Interactions with water as a shared resource	"SR > Environment and climate > Circularity > Water management, page 36	https://investorcloud.s3.amazonaws.com/nemak/InformacionFinanciera/ReportesAnuales/IA-2021-en.pdf#page=36		



Material topics: GRI 300 Environmental	GRI 303: WATER EFFLUENTS 2018					
	303-2	Management of water discharge-related impacts	"SR > Environment and climate > Circularity > Water management, page 36	https://investorcloud.s3.amazonaws.com/nemak/InformacionFinanciera/ReportesAnuales/IA-2021-en.pdf#page=36		
	303-3	Water withdrawal	"SR > Environment and climate > Circularity > Water management > Management approach, page 36 KPI Annex > Environment"	https://investorcloud.s3.amazonaws.com/nemak/InformacionFinanciera/ReportesAnuales/IA-2021-en.pdf#page=36		
	303-4	Water discharge	"SR > Environment and climate > Circularity > Water management > Management approach, page 36 KPI Annex > Environment"	https://investorcloud.s3.amazonaws.com/nemak/InformacionFinanciera/ReportesAnuales/IA-2021-en.pdf#page=36		
	303-5	Water consumption	"SR > Environment and climate > Circularity > Water management > Management approach, page 36 KPI Annex > Environment"	https://investorcloud.s3.amazonaws.com/nemak/InformacionFinanciera/ReportesAnuales/IA-2021-en.pdf#page=36		
	GRI 305: EMISSIONS 2016					
	103-1, 103-2, 103-3	Management approach	"SR > Environment and climate > Climate protection and climate innovation > Emissions, page 31-33 SR > Environment and climate > Climate protection and climate innovation, page 28-29"	https://investorcloud.s3.amazonaws.com/nemak/InformacionFinanciera/ReportesAnuales/IA-2021-en.pdf#page=31 ; https://investorcloud.s3.amazonaws.com/nemak/InformacionFinanciera/ReportesAnuales/IA-2021-en.pdf#page=28	Climate protection	Goal 13: Climate Action
	305-1	Direct (Scope 1) GHG emissions	SR > Environment and climate > Climate protection and climate innovation > Emissions > Management approach, page 31	https://investorcloud.s3.amazonaws.com/nemak/InformacionFinanciera/ReportesAnuales/IA-2021-en.pdf#page=31		
	305-2	Energy indirect (Scope 2) GHG	SR > Environment and climate > Climate protection and climate innovation > Emissions > Management approach, page 31	https://investorcloud.s3.amazonaws.com/nemak/InformacionFinanciera/ReportesAnuales/IA-2021-en.pdf#page=31		
	305-3	Other indirect (Scope 3) GHG emissions	SR > Environment and climate > Climate protection and climate innovation > Emissions > Management approach, page 31	https://investorcloud.s3.amazonaws.com/nemak/InformacionFinanciera/ReportesAnuales/IA-2021-en.pdf#page=31		
	305-5	Reduction of GHG emissions	SR > Environment and climate > Climate protection and climate innovation > Emissions > Management approach, page 31	https://investorcloud.s3.amazonaws.com/nemak/InformacionFinanciera/ReportesAnuales/IA-2021-en.pdf#page=31		
	305-7	Nitrogen oxides (NOX), sulfur oxides (SOX), and other significant air emissions	KPI Annex > Environment			



Material topics: GRI 300 Environmental	GRI 306: WASTE 2020					
	103-1, 103-2, 103-3	Management approach	SR > Environment and climate > Circularity > Waste management and hazardous materials, page 35	https://investorcloud.s3.amazonaws.com/nemak/InformacionFinanciera/ReportesAnuales/IA-2021-en.pdf#page=35	Waste management and hazardous materials	Goal 12: Responsible consumption and production
	306-3	Waste generated	SR > Environment and climate > Circularity > Waste management and hazardous materials, page 35	https://investorcloud.s3.amazonaws.com/nemak/InformacionFinanciera/ReportesAnuales/IA-2021-en.pdf#page=35		
	306-4	Waste diverted from disposal	"SR > Environment and climate > Circularity > Waste management and hazardous materials, page 35 KPI Annex > Environment"	https://investorcloud.s3.amazonaws.com/nemak/InformacionFinanciera/ReportesAnuales/IA-2021-en.pdf#page=35		
	306-5	Waste directed to disposal	"SR > Environment and climate > Circularity > Waste management and hazardous materials, page 35 KPI Annex > Environment"	https://investorcloud.s3.amazonaws.com/nemak/InformacionFinanciera/ReportesAnuales/IA-2021-en.pdf#page=35		
Material topics: GRI 400 Social	GRI 308: SUPPLIER ENVIRONMENTAL ASSESSMENT 2016					
	103-1, 103-2, 103-3	Management approach	SR > Value chain engagement and business integrity > Supplier environmental assessment, page 57	https://investorcloud.s3.amazonaws.com/nemak/InformacionFinanciera/ReportesAnuales/IA-2021-en.pdf#page=57	Supply chain management	Goal 12: Responsible consumption and production
	308-1	New suppliers that were screened using environmental criteria	SR > Value chain engagement and business integrity > Supplier environmental assessment, page 57	https://investorcloud.s3.amazonaws.com/nemak/InformacionFinanciera/ReportesAnuales/IA-2021-en.pdf#page=57		
Material topics: GRI 401 Social	GRI 401: EMPLOYMENT 2016					
	103-1, 103-2, 103-3	Management approach	"SR > People and communities, page 38 - 48 SR > People and communities > Well-being and talent development > Employee well-being , page 40 -41"	https://investorcloud.s3.amazonaws.com/nemak/InformacionFinanciera/ReportesAnuales/IA-2021-en.pdf#page=38 ; https://investorcloud.s3.amazonaws.com/nemak/InformacionFinanciera/ReportesAnuales/IA-2021-en.pdf#page=40		
	401-1	New employee hires and employee turnover	"SR > People and communities, page 38 -48 SR > People and communities > Well-bering and talent development > Employee development, page 41 KPI Annex > Social	https://investorcloud.s3.amazonaws.com/nemak/InformacionFinanciera/ReportesAnuales/IA-2021-en.pdf#page=38 ; https://investorcloud.s3.amazonaws.com/nemak/InformacionFinanciera/ReportesAnuales/IA-2021-en.pdf#page=41		
401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	SR > People and communities > Well-being and talent development > Employee well-being, page 40	https://investorcloud.s3.amazonaws.com/nemak/InformacionFinanciera/ReportesAnuales/IA-2021-en.pdf#page=40			



GRI 403: OCCUPATIONAL HEALTH AND SAFETY 2018					
Material topics: GRI 400 Social	103-1, 103-2, 103-3	Management approach	SR > People and communities > Occupational health and safety, page 44 -46	https://investorcloud.s3.amazonaws.com/nemak/InformacionFinanciera/ReportesAnuales/IA-2021-en.pdf#page=44	Occupational health and safety
	403-1	Occupational health and safety management system	SR > People and communities > Occupational health and safety, page 44- 46	https://investorcloud.s3.amazonaws.com/nemak/InformacionFinanciera/ReportesAnuales/IA-2021-en.pdf#page=44	
	403-2	Hazard identification, risk assessment, and incident investigation	SR > People and communities > Occupational health and safety > Risk identification and assessment, page 45	https://investorcloud.s3.amazonaws.com/nemak/InformacionFinanciera/ReportesAnuales/IA-2021-en.pdf#page=45	
	403-3	Occupational health services	SR > People and communities > Occupational health and safety > Occupational health services, page 45	https://investorcloud.s3.amazonaws.com/nemak/InformacionFinanciera/ReportesAnuales/IA-2021-en.pdf#page=45	
	403-4	Worker participation, consultation, and communication on occupational health and safety	SR > People and communities > Occupational health and safety > Employee participation in occupational health services, page 45	https://investorcloud.s3.amazonaws.com/nemak/InformacionFinanciera/ReportesAnuales/IA-2021-en.pdf#page=45	
	403-5	Worker training on occupational health and safety	SR > People and communities > Occupational health and safety > Employee training in occupational health and services, page 45	https://investorcloud.s3.amazonaws.com/nemak/InformacionFinanciera/ReportesAnuales/IA-2021-en.pdf#page=45	
	403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	SR > People and communities > Occupational health and safety > Employee training in occupational health and services, page 45	https://investorcloud.s3.amazonaws.com/nemak/InformacionFinanciera/ReportesAnuales/IA-2021-en.pdf#page=45	
	403-9	Work-related injuries	SR > People and communities > Occupational health and security > Nemak's ambition, page 45	https://investorcloud.s3.amazonaws.com/nemak/InformacionFinanciera/ReportesAnuales/IA-2021-en.pdf#page=45	



Material topics: GRI 400 Social	GRI 404: TRAINING AND EDUCATION 2016					
	103-1, 103-2, 103-3	Management approach	SR > People and communities > Well-being and talent development > Employee development, page 41	https://investorcloud.s3.amazonaws.com/nemak/InformacionFinanciera/ReportesAnuales/IA-2021-en.pdf#page=41	Training and development	Goal 4: Quality education
	404-1	Average hours of training per year per employee	SR > People and communities > Well-being and talent development > Employee development, page 41	https://investorcloud.s3.amazonaws.com/nemak/InformacionFinanciera/ReportesAnuales/IA-2021-en.pdf#page=41		
	404-3	Percentage of employees receiving regular performance and career development reviews	SR > People and communities > Well-being and talent development > Employee development, page 41	https://investorcloud.s3.amazonaws.com/nemak/InformacionFinanciera/ReportesAnuales/IA-2021-en.pdf#page=41		
	GRI 405: DIVERSITY AND EQUAL OPPORTUNITY 2016					
	103-1, 103-2, 103-3	Management approach	SR > People and communities > Diversity and inclusion, page 42 -43	https://investorcloud.s3.amazonaws.com/nemak/InformacionFinanciera/ReportesAnuales/IA-2021-en.pdf#page=42	Diversity and inclusion	
	405-1	Diversity of governance bodies and employees	"SR > People and communities > Diversity and inclusion, page 42 - 43 KPI Annex > Social"	https://investorcloud.s3.amazonaws.com/nemak/InformacionFinanciera/ReportesAnuales/IA-2021-en.pdf#page=42		
	GRI 406: NON-DISCRIMINATION 2016					
	103-1, 103-2, 103-3	Management approach	SR > People and communities > Diversity and inclusion, page 42 -43	https://investorcloud.s3.amazonaws.com/nemak/InformacionFinanciera/ReportesAnuales/IA-2021-en.pdf#page=42	Business ethics	
	406-1	Incidents of discrimination and corrective actions taken			For reasons of confidentiality, Nematik does not publish any statistical information about cases of discrimination.	
	GRI 407: FREEDOM OF ASSOCIATION AND COLLECTIVE BARGAINING 2016					
	103-1, 103-2, 103-3	Management approach	SR > Value chain engagement and business integrity > Human rights > Freedom of association and bargaining, page 54	https://investorcloud.s3.amazonaws.com/nemak/InformacionFinanciera/ReportesAnuales/IA-2021-en.pdf#page=54	Business ethics	
	407-1	Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk			During the reporting period, Nematik has not identified any risks in the area of freedom of association and collective bargaining within its current procedures/ operations.	



Material topics: GRI 400 Social	GRI 408: CHILD LABOR				
	103-1, 103-2, 103-3	Management approach	SR > Value chain engagement and business integrity > Human rights > Forced and child labor, page 54	https://investorcloud.s3.amazonaws.com/nemak/InformacionFinanciera/ReportesAnuales/IA-2021-en.pdf#page=54	Business ethics
	408-1	Operations and suppliers at significant risk for incidents of child labor			During the reporting period, Nemak has not identified any risks in the area of child labor within its current procedures/ operations.
	GRI 409: FORCED AND COMPULSORY LABOR 2016				
	103-1, 103-2, 103-3	Management approach	SR > Value chain engagement and Business integrity > Human rights > Forced and child labor, page 54	https://investorcloud.s3.amazonaws.com/nemak/InformacionFinanciera/ReportesAnuales/IA-2021-en.pdf#page=54	Business ethics
	409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labor			During the reporting period, Nemak has not identified any risks in the areas of forced labor within its current procedures/ operations.
	GRI 412: HUMAN RIGHTS ASSESSMENT 2016				
	103-1, 103-2, 103-3	Management approach	SR > Value chain engagement and Business integrity > Human rights, page 53	https://investorcloud.s3.amazonaws.com/nemak/InformacionFinanciera/ReportesAnuales/IA-2021-en.pdf#page=53	
	412-1	Operations that have been subject to human rights reviews or impact assessments	SR > Value chain engagement and Business integrity > Human rights, page 53	https://investorcloud.s3.amazonaws.com/nemak/InformacionFinanciera/ReportesAnuales/IA-2021-en.pdf#page=53	
	412-2	Employee training on human rights policies or procedures			There is no stand-alone training module for human rights yet. However, human rights are part of the regular Code of Conduct training.
	GRI 413: LOCAL COMMUNITIES 2016				
	103-1, 103-2, 103-3	Management approach	SR > People and communities > Corporate citizenship, page 47 -48	https://investorcloud.s3.amazonaws.com/nemak/InformacionFinanciera/ReportesAnuales/IA-2021-en.pdf#page=47	Corporate citizenship
	413-1	“Operations with local community engagement, impact assessments, and development programs”	SR > People and communities > Corporate citizenship, page 47 -48	https://investorcloud.s3.amazonaws.com/nemak/InformacionFinanciera/ReportesAnuales/IA-2021-en.pdf#page=47	



Material topics:
GRI 400 Social

GRI 414: SUPPLIER SOCIAL ASSESSMENT 2016					
103-1, 103-2, 103-3	Management approach	SR > Value chain engagement and business integrity > Human rights, page 53	https://investorcloud.s3.amazonaws.com/nemak/InformacionFinanciera/ReportesAnuales/IA-2021-en.pdf#page=53		Business ethics
414-1	New suppliers that were screened using social criteria	SR > Value chain engagement and business integrity > Human rights, page 53	https://investorcloud.s3.amazonaws.com/nemak/InformacionFinanciera/ReportesAnuales/IA-2021-en.pdf#page=53	32% of all Nematik suppliers were screened using social criteria, including 12,78% of all new suppliers in 2021.	
GRI 416: CUSTOMER HEALTH AND SAFETY 2016					
416-1	Assessment of the health and safety impacts of product and service categories			Nemaks 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, Nematik 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 Nematik.	
GRI 419: SOCIOECONOMIC COMPLIANCE 2016					
103-1, 103-2, 103-3	Management approach	SR > Value chain engagement and business integrity > Socioeconomic compliance, page 50	https://investorcloud.s3.amazonaws.com/nemak/InformacionFinanciera/ReportesAnuales/IA-2021-en.pdf#page=50		Business ethics
419-1	Non-Compliance with laws and regulations in the social and economic area	SR > Value chain engagement and business integrity > Socioeconomic compliance, page 50	https://investorcloud.s3.amazonaws.com/nemak/InformacionFinanciera/ReportesAnuales/IA-2021-en.pdf#page=50	To the Company's knowledge, there have been no instances of non-compliance with laws or regulations during 2021 that have caused economic impacts relevant to its business, operations or results.	



SASB Standards

The Sustainable Industry Classification System® (SICS®) defines the “Auto parts” sector standard from the transportation industry as the relevant SASB standard for Nematik. For more detailed information, see: https://www.sasb.org/wp-content/uploads/2018/11/Auto_Parts_Standard_2018.pdf

SASB CODE	INDICATOR	DESCRIPTION	REFERENCE/ PAGE SUSTAINABILITY REPORT 2020	ADDITIONAL INFORMATION AND REASONS FOR OMISSION
TR-AP-130a.1	Energy Management	(1) Total energy consumed, (2) percentage grid electricity, (3) percentage renewable	SR > Environment and climate > Energy > Nematik's ambition	
TR-AP-150a.1	Waste Management	(1) Total amount of waste from manufacturing, (2) percentage hazardous, (3) percentage recycled	SR > Environment and climate > Circularity > Waste management and hazardous materials > Management approach	
TR-AP-250a.1	Product Safety	Number of recalls issued, total units recalled		Nematik's 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, Nematik 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 Nematik.
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 Nematik's products in the field of lightweight, all products increase fuel efficiency. Thus, all of Nematik'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	SR > Environment and climate > Circularity > Waste management and hazardous materials > Management approach	
TR-AP-440b.1	Materials Efficiency	Percentage of products sold that are recyclable	SR > Environment and climate > Climate protection and climate innovation > Emissions > Management approach	As Nematik'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	SR > Environment and climate > Circularity > Waste management and hazardous materials > Management approach	
TR-AP-520a.1	Competitive Behavior	Total amount of monetary losses as a result of legal proceedings associated with anticompetitive behavior regulations	SR > Value chain engagement and business integrity > Anti-competitive behavior	
TR-AP-000.A	Activity metric	Number of parts produced		35.7 million equivalent Units
TR-AP-000.B	Activity metric	Weight of parts produced		485,797 metric tons.
TR-AP-000.C	Activity metric	Area of manufacturing plants	Annual Report	



KPI Annex

ORGANIZATIONAL

GRI 102-7

Total number of operations	38
Net sales	US\$3.8 B
Total debt	Total Liabilities: US\$3.2 B / Net Debt: US\$1.3 B
Total equity	US\$1.7 B
Total turnover	US\$3.8 B
Quantity of products	35.7 million equivalent Units

GRI 102-7

NUMBER OF EMPLOYEES BY FUNCTION IN HC

Executive Management	15
Business Development	15
Commercial	101
Manufacturing	16935
Engineering	1086
HSE	242
Quality	1385
Finance	280
HR	287
Information Technology	103
Purchasing	258
Sustainability	3

NUMBER OF EMPLOYEES BY EMPLOYEE CATEGORY

Executives	8
Top management	92
Junior management positions	1,061
Employees below management level	19,549

GRI 102-12/13

EXTERNAL INITIATIVES AND MEMBERSHIPS OF NEMAKS SITES ON A LOCAL LEVEL

Alfa Fundación, Autismo ABP, DIF, Formando Emprendedores A.B.P, IRPAC, CLAUT Responsabilidad Social, Lea Artibai Ikastetxea School, FVEM (Basque Metal Federation), Council of Etxebarria, Innovabide, CRUZ ROJA, Okáčik OZ, Spoza Žiar nad Hronom, MO RZ Žiar, Svetielko nádeje, Úsmev ako dar, Daruj nádej OZ, Asociácia Marfanovho syndrómu, Bieg Zbója, Association Destination-Mountains, BBTS Włókniarz, Children's Dream Foundation, City Sports Club, Łęki Voluntary Fire Brigade, Primary School in Kozy, LUKS Groniczek, Non-public Primary School in Kozy, Oncology Hospital, Secondary School in Kęty, Industrie- und Handelskammer (IHK), Arbeitgeberverband, Barren County Chamber of Commerce, Kentucky State Chamber, Business Solutions Team, Inspire Sheboygan, Dickson County Chamber of Commerce and Tennessee College of Applied Sciences, Sylacauga Chamber of Commerce, Alabama SHRM, South Talladega Personelle Association, fire brigade, Ronald McDonald child welfare, Ö-Tafel, parents' association ASO6, SOS child welfare organization, Askö Donau, Klick - Kleinmünchner Interessensgemeinschaft Kaufmannschaft und Kultur, Cancer Aid for Children, Volkshilfe, Austrian Handicapped Sports Association, FH Wels Förderverein, Chamber of Commerce in Most, Chamber of Commerce in Chomutov, Union of Industry and Transport CZR

ENVIRONMENT

GRI 301-1/2

MATERIALS USED TOTAL IN T	
Materials used total	658,589
thereof share renewable sources	0
thereof share non-renewable sources	640,932
thereof recycled input materials	439,926
MATERIALS USED BY TYPE	
Aluminium	611,868
thereof recycled input materials	435,384
Master Alloys	29,064
thereof recycled input materials	4,542
Liners	17,657
thereof recycled input materials	0

GRI 302-1/4

ENERGY CONSUMPTION M GJ			
	2021	2020	2019
Total Energy consumption**	15.61	14.55	17.51
Direct use	11.42	10.60	12.77
Natural gas	10.63	10.24	12.40
LGP	0.33	0.19	0.19
Gasoline	0.14	0.00	0.00
Diesel	0.32	0.13	0.17
Fuel Oil	0.00	0.03	-
Indirect use	4.19	3.95	4.74
Electricity consumption (non-renewable)	3.65	3.45	4.26
District heating	0.10	0.06	0.01
District cooling	0.00	-	-
Renewable energy	0.44	0.43	0.48
Self generated renewable energy	0.00	0.00	0.00
Others	-	-	-
Energy intensity*	0.0041	0.0046	0.0043

*Energy intensity is the total energy consumed per total revenues in US\$.

**Energy consumption reflects estimations, in 2022 Nematik is performing the exercise of third-party verification for 2018-2021 data.

GRI 302-7

OTHER EMISSIONS IN TONS*	
NOx Emissions	410
SOx Emissions	390
Persistent organic pollutants (POP) Emissions	0.65
Volatile organic compounds (VOC) Emissions	138
Hazardous air pollutants (HAP) Emissions	142
Particulate matter (PM) Emissions	187

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

GRI 303-3/4

DETAILS ON WATER WITHDRAWAL AND DISCHARGE IN 2021 IN K MEGALITERS	
Water withdrawal total from areas without water stress	7.12
thereof surface water	5.28
thereof groundwater	1.03
thereof seawater	0.00
thereof produced water	0.00
thereof third party withdrawal	0.81
Water withdrawal from areas with water stress total	0.82
thereof surface water	0.04
thereof groundwater	0.22
thereof seawater	0.00
thereof produced water	0.00
thereof third party withdrawal	0.55
Water discharge total	6.89
thereof surface water	5.34
thereof groundwater	0.94
thereof seawater	0.00
thereof produced water	0.00
thereof third party discharge	0.62
Water discharge by fresh water and other waste	6.89
Total water consumption	1.04

GRI 306-5/5

WASTE MANAGEMENT			
Waste diverted from disposal	TOTAL	ONSITE	OFFSITE
thereof non-hazardous materials	622	444	177
prepared for reuse	458	405	53
prepared for recycling	154	38	116
other recovery options	9	1	8
thereof hazardous materials	156	136	20
prepared for reuse	0	0	0
prepared for recycling	10	2	8
other recovery options	147	134	12
WASTE DIRECTED TO DISPOSAL			
thereof non-hazardous materials	102	4	98
directed to incineration with energy recovery	0	0	0
directed to incineration without energy recovery	1	0	1
directed to landfilling	96	4	92
other disposal methods	5	0	5
thereof hazardous materials	60	1	59
directed to incineration with energy recovery	1	1	0
directed to incineration without energy recovery	2	0	2
directed to landfilling	6	0	5
other disposal methods	52	0	52



SOCIAL

GRI 401-2

TURNOVER		
Employees who left the company with a permanent contract total	3729	HC
Turnover rate permanent	18.09	
Employees who left the company with a temporary contract total	122	HC
Turnover rate temporary	128.42	
BY AGE GROUP (AGE OF DATE OF TERMINATION)		
< 30 years old	1878	HC
30 - 50 years old	1628	HC
> 50 years old	345	HC
BY GENDER		
female	333	HC
male	3518	HC
BY REGION		
Mexico	2354	HC
Europe	690	HC
Asia	130	HC
South America	109	HC
US	568	HC

NEW HIRES		
Total number of new hires in 2021	3141	
Total number of open salary positions in 2021	648	HC
Percentage of open SALARY positions filled internally	53%	
Internal hiring rate for SALARY positions	1.655	
BY AGE GROUP (AGE WHEN THE EMPLOYEE WAS HIRED)		
< 30 years old	1900	HC
30 - 50 years old	1140	HC
> 50 years old	101	HC
BY GENDER		
female	422	HC
male	2719	HC
other	0	HC
BY REGION		
Mexico	1613	HC
Europe	806	HC
Asia	98	HC
South America	75	HC
US	549	HC

GRI 404-1

TRAINING IN HRS	
AVERAGE HOURS OF TRAINING BY GENDER	
female	17.10
male	17.40
AVERAGE HOURS OF TRAINING BY EMPLOYEE CATEGORY	
Executives	7.32
Top management	15.90
Junior management positions	19.20
Management positions in revenue-generating functions	9.00
Employees below management level	14.30



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