

## Global Diversity & Inclusion Policy

MARCH 2021

### 1. Purpose & Scope

1.1 Nemak's Corporate Values state that the company will be respectful and responsible towards its people, the environment, and the communities in which it operates, as it strives to further its business. The company is therefore committed to fostering, cultivating and preserving a culture of diversity and inclusion.

Nemak's Global Diversity and Inclusion Policy aligns with its values, Code of Conduct, Business Code of Suppliers and business policies covering diversity and employee relations.

This Policy also reflects the principles contained in the International Bill of Human Rights, the International Labor Organization's Declaration on Fundamental Principles and Rights at Work, the United Nations Global Compact, the UN's Sustainable Development Goals (SDGs) and the UN's Guiding Principles on Business and Human Rights.

1.2 The Global Diversity and Inclusion Policy applies to all Nemak employees, contractors and joint venture employees over whom Nemak has management control.

### 2. Definitions

#### Corporate Statement on Diversity and Inclusion

Nemak is dedicated to developing solutions that make sustainable mobility possible, and it is committed to working together across disciplines to drive innovation and shape the future of automotive lightweighting.

Without embracing diversity, however, none of Nemak's goals would be possible. Diversity and Inclusion play a fundamental role in everything Nemak does, and are the underlying platform on which its culture and values are built.

As a key player for the global automotive industry, Nemak serves a wide variety of customers across the globe, facing an exceptionally diverse business environment. Diversity drives the company forward, leading to a competitive advantage that allows Nemak to exceed the expectations of its stakeholders.

#### D&I at Nemak means:

**Diversity:** employees' differences in age, race, disability, ethnicity, family or marital status, gender identity or expression, language, national origin, physical and mental ability, political affiliation, race, religion, sexual orientation, socio-economic status, veteran status, and other characteristics are what make Nemak's employees unique.

**Inclusion:** the behaviors, processes and procedures that recognize, understand and value differences, promote authenticity and provide a sense of belonging. Inclusion is also about leveraging those differences to foster innovation, trust, and collaboration, and to drive business growth.

### 3. General Guidelines

#### Workplace Diversity

Nemak is committed to maintaining and promoting a workplace free of discrimination and harassment by actively promoting programs devoted to further develop all aspects of Diversity and Inclusion in the workplace.

#### Recruitment and Selection

Nemak is committed to providing equal employment opportunities and to attracting a qualified and diverse pool of global talent. This includes how the company sources and assesses talent during every step of the recruitment process, from job postings to strategic partnerships, interviews and assessments. The company actively identifies and prevents discrimination, and supports the integration of diverse candidates with different experiences and perspectives that will enable Nemak to thrive in a rapidly changing and complex business environment.

Nemak's employment decisions are based on legitimate business considerations, such as experience, skills, education, performance, and commitment to Nemak's culture.

#### Career Opportunities

Nemak is committed to creating equal opportunities for employees' career development based on their performance, abilities, and commitment to the organization and its values. All employees have the opportunity to pursue an enriching work experience aligned with their individual aspirations and company goals.

Nemak conducts performance reviews, talent pool nominations, succession planning, and career dialogues on a bias-free basis.

#### Learning & Development

Nemak believes that every employee possesses a unique and diverse set of skills. Every employee has opportunities to learn and grow at the company based on their skills and unique characteristics.

The company focuses on developing individual strengths to enhance growth for both the employee and Nemak. Alongside every learning solution, the company fosters knowledge transfer across all departments to make sure expertise is accessible to anyone, anytime and anywhere.

#### Communication

The Company frequently engages in communication sessions with all its stakeholders to listen to any of their comments or concerns related to Diversity and Inclusion. Nemak also provides equitable communication spaces, tools and support, such as round tables, dialogues with top executives, for any issues that might arise from its D&I agenda.

#### Compensation and Benefits

Nemak provides a fair, equitable and consistent approach to compensation decisions throughout the talent management process. The company's compensation decisions aim to ensure fair pay among employees using a standardized job valuation methodology that is applied across all regions without any bias, compensation systems do not differentiate on anything other than what is job related. Nemak continually evaluates its practices to make sure any potential bias is identified so that the necessary corrective measures can be implemented.

#### Avoiding Complicity

Nemak upholds zero tolerance to wrongful acts by others that are inconsistent with, or disrespectful of, Nemak's policies, international norms of behavior or local laws. Functional areas must assess if, through association with third parties, they could be at risk of being complicit, and they must take preventive measures.

## 4. Responsibility of Implementation

People who fall under the scope of this Policy are responsible for implementing and:

- Treating others with dignity and respect at all times
- Exhibiting conduct that reflects inclusion during work, at work functions on or off the work site, and at all other company-sponsored and participative events
- Escalating local or regional scenarios that require differentiated treatment

In addition, people who fall under the scope of this policy are subject to disciplinary actions ranging from a warning to termination of employment or contract. The severity of such disciplinary actions will depend on the seriousness of the breach and on whether the breach was due to error, willful misconduct, or negligent action. Civil and criminal penalties may be pursued if any law has been violated.

## 5. Contact Information

Nemak expects employees to report all known or suspected violations of this Policy. All stakeholders may raise concerns or report violations without fear of reprisal through one of the following channels:

- Their direct manager or next-level manager
- The Human Resources manager or director
- Nemak Governance and Compliance department ([governance@nemak.com](mailto:governance@nemak.com))

Nemak commits to observing international whistleblower protection standards or laws. Retaliation against a person for reporting an issue in good faith is a violation of our Global Code of Conduct.

## 6. Revisions

0, March - 2021

## 7. Approved by

Armando Tamez – CEO – March – 2021