

Bloomberg Gender Equality Index (GEI) Survey





At Nemak Diversity drives us forward



Built on the ESG pillars, Nemak's sustainability framework covers environmental, social, and government topics which are the most material topics for the organization. In the E (Environment)-pillar we have climate protection, circularity, and innovation and products as our top 3 material topics. In the S (Social)-pillar, this is Health and Safety, Diversity and Inclusion, Well-being and Corporate Citizenship. In the Value Chain Engagement and Business Integrity Pillar, we have Responsible Sourcing, Sustainable Leadership, and Business Ethics. What's important to note is that all these pillars are interconnected, and our progress overall is just as important as our progress in any of the individual topics.



Diversity and Inclusion

CORPORATE STATEMENT

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.

STRATEGY

Nemak's transformation journey has many fronts; one is how we make solid strides towards becoming a more diverse, equitable, and inclusive company.

Over the past years, we have set solid foundations for our Diversity and Inclusion strategy and implementation roadmap for the years ahead. We have established clear milestones, ensuring steady and meaningful progress towards our goals.

However, our goal does not rely on having a collection of models, key performance indicators, or numbers linked to Diversity. Instead, we will succeed in our D&I journey once we have made out of Nemak a workplace where everyone feels that all individual characteristics are valued and has a strong sense of belonging.

I BELONG



Bloomberg Gender Equality Index 2024

SECTION	KPI	DEFINITION	NEMAK RESULT	DOCUMENT PAGE AND LINK EXPLANATION
Leadership	Percentage of women on company board	Percentage of women on the board directors, of the total board size that are responsible for the supervision of management, as of fiscal year-end.* This includes full-time directors only. Deputy members of the board and alternate directors will not be counted. Additional directors will be counted. If the company has both a supervisory board and a management board, this will refer to the directors on the supervisory board. Company secretaries (or board observers or censors) will not be counted.	15%	See more detail in our Investors website, Board of Directors https://investors.nemak.com/gobierno/consejo_administracion
	Chairperson is a woman	Indicates whether the board chair, or equivalent is a woman. For European companies with a supervisory board and a management board, this field looks at the chairperson on the supervisory board.	No	See more detail in our 2022 Annual Report, Page 6. https://investorcloud.s3.amazonaws.com/nemak/InformacionFinanciera/ReportesAnuales/IA-2022-en.pdf
	Gender balance in board leadership	Percentage of the various committees of the board of directors chaired/co-chaired by a woman.	0%	At Nemak we only have one committee of three members, the Audit and Corporate Governance Committee, which is comprised of all men. See more detail in our Investors website https://investors.nemak.com/gobierno/aspectos_destacados and in our Annual Report, Pages 84 and 85 https://investorcloud.s3.amazonaws.com/nemak/InformacionFinanciera/ReportesAnuales/IA-2022-en.pdf
	Chief executive officer (CEO) is a woman	Indicates whether the chief executive officer (CEO), or equivalent, is a woman. For European companies with a supervisory board and a management board, this field refers to the CEO of the management board or equivalent.	No	See more detail in our 2022 Annual Report, Page 6. https://investorcloud.s3.amazonaws.com/nemak/InformacionFinanciera/ReportesAnuales/IA-2022-en.pdf
	Woman chief financial officer (CFO) or equivalent	Indicates whether the chief financial officer (CFO), or equivalent, is a woman.	No	See more detail in our 2022 Annual Report, Page 86. https://investorcloud.s3.amazonaws.com/nemak/InformacionFinanciera/ReportesAnuales/IA-2022-en.pdf

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Leadership	Percentage of women executive officers	Percentage of women executives of the company, or members of equivalent management/executive body, of the number of executives as of fiscal year-end. Executives are as defined by the company or as individuals that form the company executive committee/board or management committee/board or equivalent.*	14.9%	See more detail in our 2022 Annual Report, Page 62. https://investorcloud.s3.amazonaws.com/nemak/InformacionFinanciera/ReportesAnuales/IA-2022-en.pdf
	Chief diversity officer (CDO)	Chief diversity officer (CDO), or officer reporting to the executive team (within two levels of executive management), dedicated primarily to diversity and inclusion (D&I) strategy at the company as of fiscal year-end. Can refer to a chief human resources officer (CHRO) ONLY in the case that they have a primary business function of developing and maintaining the company's D&I strategies.	Yes	The responsibility for all diversity- and inclusion related measures is anchored in Nemak's Human Resources department, which works closely with the Chief Executive Officer (CEO) and the Talent Attraction department. In the reporting period, Nemak defined its diversity and inclusion goals for the coming years based on five milestones: building foundations and basics, creating a common awareness, focusing on integrating diversity and inclusion into the Company's culture, processes and systems, and implementing diversity and inclusion as a core element of Nemak's sustainable performance and innovation. See more detail in our 2021 Annual Report, Page 42. https://investorcloud.s3.amazonaws.com/nemak/InformacionFinanciera/ReportesAnuales/IA-2021-en.pdf
Talent Pipeline	Percentage of women in total management	Percentage of women in management who have senior-level, middle or lower-level supervisory responsibilities of total management.*	18.6%*	
	Percentage of women in senior management	Percentage of women in management who have senior-level supervisory responsibilities and are positioned in the management hierarchy within two levels of executive management of total management.*	5.9%*	
	Percentage of women in middle management	Percentage of women in management who have middle- or lower-level supervisory responsibilities and are positioned in the management hierarchy three or more levels from executive management of total middle management.*	20.2%*	
	Percentage of women in non-managerial positions	Percentage of women employees in non-managerial roles, of total non-managerial positions at fiscal year-end. Refers to women who work directly on a team as an individual contributor and have no responsibility as a manager to others.*	25.7%*	

*Includes salaried positions only.

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Talent Pipeline	Percentage of women in total workforce	Percentage of women in the total workforce, of the total number of company employees.*	12%	See more detail in our 2022 Annual Report, Page 62. https://investorcloud.s3.amazonaws.com/nemak/InformacionFinanciera/ReportesAnuales/IA-2022-en.pdf
	Percentage of women total promotions	Percentage of women promoted of total promotions during fiscal year-end. Refers to women that were promoted or underwent career advancement out of total employees promoted.*	27%*	See more detail in our 2022 Annual Report, Page 62. https://investorcloud.s3.amazonaws.com/nemak/InformacionFinanciera/ReportesAnuales/IA-2022-en.pdf
	Percentage of Women IT/ Engineering	Percentage of women working in functional roles with IT (Information Technology) and/or Engineering (Research & Development; Programming/Coding) responsibilities at the company, of the total employees working in these roles.*	16.5%*	
	Percentage of new hires are women	Percentage of women new hires, of the total number of new hires.*	29.7%*	
	Percentage of women attrition	Percentage of women employees that left the company, of the total employees that left the company.*	14.8%	At Nemak 14.8% of female talent from our hourly and salary teams have left the company, and 14.2% of them correspond only to our hourly scope.
	Time-bound action plan with targets to increase the representation of women in leadership positions	Indicates whether the company shares a publicly quantitative, time-bound action plan with targets to increase the representation of women in leadership positions. Employees in leadership positions (which may include management with senior level responsibilities) or employees with supervisory responsibilities for one or more direct reports.	Yes	Building upon its membership in the UN Global Compact, Nemak joined the initiative's Target Gender Equality program in 2021 to set and deliver on ambitious corporate targets for female representation and leadership. In 2022, Nemak also became a signatory to the UN's Women's Empowerment Principles (WEPs), to promote gender equality and female empowerment at work, in the market, and in the community. . The Company is establishing a leadership program to develop key skills so women can move up the organizational ladder. See more detail in our 2022 Annual Report, Page 62. https://investorcloud.s3.amazonaws.com/nemak/InformacionFinanciera/ReportesAnuales/IA-2022-en.pdf

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Talent Pipeline	Time-bound action plan with targets to increase the representation of women in the company	Indicates whether the company shares a publicly quantitative, time-bound action plan with targets to increase the representation of women positions in the company.	Yes	At Nemak, our goal is not to blindly pursue a collection of indicators of a number, or simple representation, but to recognize that a team built upon differences and diverse perspectives only makes us stronger. The Company's goal is to further increase the proportion of women at all levels of the organization by 2030. The Company is committed to creating a set of action plans aligned with the UN's WEPs. See more detail in our 2022 Annual Report Page 60 and 62. https://investorcloud.s3.amazonaws.com/nemak/InformacionFinanciera/ReportesAnuales/IA-2022-en.pdf
	Adjusted mean gender pay gap	Gender pay gap with reasonable adjustments made to consider role, location and tenure.	Not Available	Nemak is currently working to integrate all information, systems and records in compliance with local regulations in order to be able to report on a global scale. A set of actions is in progress for locations where compensation information is available focused on audit and remediate gender pay gaps.
Pay	Global mean (average) raw gender pay gap	Raw gender pay gap measures the difference in total compensation between women and men, without adjusting for factors such as job function, level, education, performance, location, etc.	4.67	Information for Mexico, USA, Brazil and China up to September 2024. Nemak is currently working to integrate all information, systems and records in compliance with local regulations in order to be able to report on a global scale. A set of actions is in progress for locations where compensation information is available focused on audit and remediate gender pay gaps.
	Time-bound action plan to close its gender pay gap	Indicates whether the company shares a publicly quantitative, time-bound action plan to close its gender pay gap.	Not Available	Nemak is dedicated to advancing fairness and equality, a stance reflected in its consistent approach to compensation. A standardized job valuation methodology across all regions ensures fair pay among employees, while a compensation policy guarantees competitive remuneration. Nemak is also defining a policy to review and remediate any pay inequities.
	Executive compensation linked to gender diversity or diversity, equity and inclusion (DEI)	Indicates whether a company's executive compensation, either short term or long term, is linked to gender diversity. This can include representation of women, the gender pay gap, etc.	Not Available	

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Inclusive culture	Number of weeks of fully paid primary parental leave offered	Indicates the number of weeks of fully paid primary parental leave (or maternity leave) for employees globally (provided by the firm and/or government). Primary caregiver is the person with primary responsibility for childcare or is the designated primary custodial parent. If the company offers maternity parental leave policies, we accept responses to primary parental leave policy questions according to the company's maternity leave policy.	6	Nemak is currently working on a standardized global approach to paid primary parental leave, however the company respects all legal requirements regarding maternity leave accordingly. The maximum duration of fully paid primary parental leave available company-wide is 26 weeks.
	Number of weeks of fully paid secondary parental leave offered	Indicates the number of weeks of fully paid secondary parental leave (or paternity leave) for employees globally (provided by firm and/or government). Secondary caregiver is the second parent who has a lesser responsibility for childcare duties. If the company offers paternity parental leave policies, we accept responses to secondary parental leave policy questions according to the company's paternity leave policy.	0.7	While Nemak doesn't possess a standardized global approach to paid secondary parental leave, all days offered across the globe follow the legal requirements. The maximum duration of full paid secondary leave available company-wide is 26 weeks. Nemak promotes equality through our commitment with The Women's Empowerment Principles (WEPs), as we work towards gender equality in the workplace.
	Parental leave retention rate	Percentage of women employees that remained employed by the company 12 months after their return from parental leave out of all women employees that used parental leave during previous fiscal year	100%	
	Back-up family care services or subsidies through the company	Indicates whether the company offers back-up family care to assist when there is a gap in regular care arrangements, or a subsidy to assist with the cost of care of a family member, to employees. Flexible spending accounts (FSAs), to which the company does not contribute, do not qualify as a family care subsidy. Can include support offered through government services.	Yes	Nemak strives to improve the well-being of employees and their families, and at some locations offers its employees benefits that go above and beyond the minimum regulations and requirements. For example, it provides daycare, lactation rooms, parental leave, and flexible work schedules for employees caring for family members. See more detail in our 2022 Annual Report, Page 56. https://investorcloud.s3.amazonaws.com/nemak/InformacionFinanciera/ReportesAnuales/IA-2022-en.pdf
	Flexible working policy	The company offers an option to control the start or end times of the workday or workweek (e.g. flextime) or offers an option to control the location where employees work (e.g. telecommuting, work from home). This should exclude any COVID-19 related policies. Telecommuting is the option of employees to control the location of their work; commonly referred to as work from home.	Yes	Nemak doesn't possess a standardized policy of flexible working. Each Business Unit and Global function communicate their guidelines to transition to a mobile work scheme. The guidelines for flexible work adapt to the region's needs and market conditions, and takes in consideration the different job functions.

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Inclusive culture	Employee resource groups for women	Indicates whether the company has any employee resource groups or "Communities" focused on recruiting, retaining and developing women.	Yes	In 2022, Nemak took further steps to execute its Global Diversity and Inclusion Policy. For instance, the Company launched its first Business Resource Group, 'Women Belong,' which fosters the retention and engagement of female talent. See more detail in our 2022 Annual Report, Page 62. https://investorcloud.s3.amazonaws.com/nemak/InformacionFinanciera/ReportesAnuales/IA-2022-en.pdf
	Unconscious bias training	Indicates whether the company offered all employees unconscious bias training to raise self-awareness of implicit bias and provide tools or strategies to reduce discriminatory behaviours. Unconscious bias refers to a preference for or against a person, perspective, or group that one is not aware of but, nevertheless, is communicated through statements or actions. Unconscious bias training aims to remove barriers to inclusion, engagement and performance by understanding our individual biases and providing knowledge to mitigate this inequity.	Yes	In 2021 Nemak conducted global Diversity and Inclusion training sessions for employees in 15 countries and 11 languages. The learning objectives focused on strengthening the link between diversity and inclusion and Nemak's corporate value, uncovering employees' unconscious biases, and broadening their horizons regarding diversity and inclusion issues. Following the initial sessions, 795 managers worldwide received unconscious bias training and learned how to identify and minimize its impact in the three key processes of talent acquisition, performance evaluation and talent management. See more detail in our 2021 Annual Report, Page 43. https://investorcloud.s3.amazonaws.com/nemak/InformacionFinanciera/ReportesAnuales/IA-2021-en.pdf
	Annual anti-sexual harassment training	Indicates whether a company requires all employees to complete anti-sexual harassment training at least once a year. Anti-sexual harassment training explains the company's anti-sexual harassment policies, provides specific examples of inappropriate conduct and describes the processes and procedures for bringing a complaint	No	We support work environments that are free of hostility, and physical or verbal harassment. We do not tolerate under any circumstance, harassment of any kind: sexual, workplace, or physical, among others; Nemak employees are encouraged to report through the Transparency Hotline any situation that is not achieving the transparency and security standards that the company seeks to embody. See more detail in our 2022 Annual Report, Page 61 and 78. https://investorcloud.s3.amazonaws.com/nemak/InformacionFinanciera/ReportesAnuales/IA-2022-en.pdf and in the Nemak Code of Conduct https://www.nemak.com/media/2592/code-of-conduct-en-pdf

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