

GRI INDEX

GRI Index 2024

According to GRI 1: Foundation 2021

	Standard	Disclosure	Reference	Additional information and reasons for omission	Material aspect	Contribution to the SDGs
GRI 2: General Disclosures 2021	THE ORGANIZATION AND ITS REPORTING PRACTICES					
	2-1	Organizational details	Annual Report (Pg 3)			
	2-2	Entities included in the organization's sustainability reporting	Annual Report (Pg 19)			
	2-3	Reporting period, frequency and contact point	Annual Report (Pg 19)			
	2-4	Restatements of information	N/A	No information has been restated for the 2024 reporting year		
	2-5	External assurance	Nemak.com > Sustainability > Policies and Documents (https://www.nemak.com/sustainability/?sc=0#sustainabilityPolicies)	External verification of Nemak's Scope 1 and 3 GHG emissions from 2018 - 2024		
	ACTIVITIES AND WORKERS					
	2-6	Activities, value chain and other business relationships	Annual Report (Pg 3, 4, 6, 15)		Workers in the Value Chain	
	2-7	Employees	Annual Report - Characteristics of Nemak's Employees (Pg 94)		Own Workforce	
			Annual Report - Metrics related to Diversity & Inclusion (Pg 109)			
			KPI Annex - Social			
	GOVERNANCE					
	2-9	Governance structure and composition	Annual Report - Sustainability Governance (Pg 30 & 31)	Nemak reports its governance structure including its committees.		
			Annual Report - Board of Directors (Pg 123)			
2-11	Chair of the highest governance body	Annual Report - Sustainability Governance (Pg 30 & 31)				

GRI 2: General Disclosures 2021

2-12	Role of the highest governance body in setting purpose, values, and strategy	Annual Report - Sustainability Governance (Pg 30 & 31)		
2-13	Delegation of responsibility for managing impacts	Annual Report - Sustainability Governance (Pg 30 - 32)		
2-14	Role of the highest governance body in sustainability reporting	Annual Report - Sustainability Governance (Pg 30 & 31)		
2-15	Conflicts of interest	Annual Report - Business Ethics (Pg 79)	Nemak’s Global Code of Conduct is approved by the CEO	Business ethics
2-19	Remuneration policies	Annual Report - Incentive Schemes (Pg 33)	Nemak reports that it has integrated the achievement of climate-related targets into its compensation via annual performance-related bonuses.	
STRATEGY, POLICIES AND PRACTICES				
2-22	Statement of sustainable development strategy	Annual Report (Pg 21)		
2-23	Policy Commitments	Annual Report - Policies related to Climate Change Mitigation, Pollution & Circular Economy (Pg 37)		
		Annual Report - Policies related to Workers in the Value Chain & Business Ethics (Pg 71)		
		Annual Report - Business Ethics (Pg 79)		
		Annual Report - Anti-Competitive Behaviour (Pg 83)		
		Annual Report - Policies related to Own Workforce and Affected Communities (Pg 91)		
		Annual Report - Working Conditions & Employee Well-Being (Pg 101)		
		Annual Report - Diversity & Inclusion (Pg 105)		
2-24	Embedding policy commitments	Annual Report - Communities & Corporate Citizenship (Pg 114)		
		Annual Report - Policies related to Workers in the Value Chain & Business Ethics (Pg 71)		
		Annual Report - Policies related to Own Workforce and Affected Communities (Pg 91)		

GRI 2: General Disclosures 2021	2-25	Process to remediate negative impacts	Annual Report - Whistleblower Protection (Pg 84)			Business Ethics
	2-26	Mechanisms for seeking advice and raising concerns	Annual Report - Processes to remediate negative impacts and channels for Workers in the Value Chain to raise concerns (Pg 76)			Own Workforce & Business Ethics
			Annual Report - Anti-Corruption and Bribery (Pg 82)			
			Annual Report - Whistleblower Protection (Pg 84)			
			Annual Report - Processes to remediate negative impacts and channels for Own Workforce to raise concerns (Pg 95)			
	2-27	Compliance with laws and regulations	Annual Report - Business Ethics (Pg 79)			Business Ethics
	2-28	Membership associations	KPI Annex > Organizational KPI's			
	STAKEHOLDER ENGAGEMENT					
	2-29	Approach to stakeholder engagement	Annual Report - Interests and Views of Stakeholders (Pg 24 & 25)			
			Annual Report - Processes for engaging with Workers in the Value Chain (Pg 74)			
Annual Report - Processes for engaging with Own Workforce and Workers' Representatives about impacts (Pg 93)						
2-30	Collective bargaining agreements	Annual Report - Working Conditions & Employee Well-Being (Pg 101)	76% of employees are covered by a collective bargaining agreement.	Own workforce		
		Annual Report - Collective Bargaining coverage and Social Dialogue (Pg 104)				
GRI 3: Material Topics 2021	DISCLOSURES ON MATERIAL TOPICS					
	3-1	Process to determine material topics	Annual Report - ESG Impact Risk & Opportunity Management (Pg 28)			
	3-2	List of material topics	Annual Report - Material ESG Impacts, Risks & Opportunities (Pg 29)			

Material topics: GRI 200 Economic	GRI 201: ECONOMIC PERFORMANCE 2016			
	3-3	Management of material topics	Annual Report (Pg 6)	Goal 8: Decent work and economic growth
	201-1	Direct economic value generated and distributed	Annual Report (Pg 5)	
	201-2	Financial implications and other risks and opportunities due to climate change	Annual Report - Nemak's TCFD Index (Pg 45 - 47)	Nemak currently does not publicly report on the costs of actions taken to manage climate change risks or opportunities in the sustainability report, except for in the CDP. Nemak will integrate these in the reporting in the future.
	GRI 203: INDIRECT ECONOMIC IMPACTS 2016			
	3-3	Management of material topics	Annual Report - Communities & Corporate Citizenship (Pg 114)	Corporate citizenship
	203-1	Infrastructure investments and services supported	Annual Report - Taking action on material impacts on Affected Communities (Pg 118)	
	GRI 205: ANTI-CORRUPTION 2016			
	3-3	Management of material topics	Annual Report - Policies related to Workers in the Value Chain & Business Ethics (Pg 71)	Business ethics
			Annual Report - Taking action on material impacts on Workers in the Value Chain (Pg 77)	
			Annual Report - Business Ethics (Pg 79)	
	205-2	Communication and training about anti-corruption policies and procedures	Annual Report - Anti-Corruption and Bribery (Pg 82)	Nemak only reports that all salaried employees receive training in the Global Anti-Corruption Policy, it does not report the number or percentage of employees.
	205-3	Confirmed incidents of corruption and actions taken	Annual Report - Incidents of non-compliance, corruption or bribery (Pg 84)	Any confirmed cases are dealt with appropriately on an case-to-case basis. In 2022, there have been no legal cases regarding corruption against Nemak or its employees.
	GRI 206: ANTI-COMPETITIVE BEHAVIOR 2016			
	3-3	Management of material topics	Annual Report - Business Ethics (Pg 79)	Business ethics
	206-1	Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	Annual Report - Anti-Competitive Behavior (Pg 83)	

Material topics: GRI 300 Environmental	GRI 301: MATERIALS 2016					
	3-3	Management of material topics	Annual Report - Circular Economy (Pg 56)		Circular Economy	Goal: 12 Responsible consumption and production
			Annual Report - Targets related to Resource Inflows (Pg 58) and Action Related to Resource Inflows (Pg 58)			
	301-1	Materials used by weight or volume	Annual Report - Metrics related to Resource Inflows (Pg 59) KPI Annex > Environment			
	301-2	Recycled input materials used	Annual Report - Metrics related to Resource Inflows (Pg 59) KPI Annex > Environment			
	GRI 302: ENERGY 2016					
	3-3	Management of material topics	Annual Report - Targets related to Climate Change (Pg 48)		Climate Change	Goal 13: Climate Action
			Annual Report - Climate Mitigation Actions (Pg 49)			
	302-1	Energy consumption within the organization	Annual Report - Energy Consumption Mix (Pg 55) KPI Annex > Environment	Nemak has 17% of total electricity consumption from renewable sources globally.		
	302-3	Energy intensity	KPI Annex > Environment			
	302-4	Reduction of energy consumption	Annual Report - Energy Consumption Mix (Pg 55) KPI Annex > Environment	Nemak reports its energy consumption within and outside the organization comparable to last two years, but does not report explicitly on energy reductions achieved.		
	GRI 303: WATER EFFLUENTS 2018					
	3-3	Management of material topics	Annual Report - Water Management (Pg 66)			
	303-1	Interactions with water as a shared resource	Annual Report - Water Management (Pg 66)	Since water is not considered a main resource in its operations, Nemak does not report on its process for setting water-related goals and targets related to water and effluents' management.		
	303-2	Management of water discharge-related impacts	Annual Report - Water Management (Pg 66)			
	303-3	Water withdrawal	Annual Report - Metrics related to Water (Pg 67) KPI Annex > Environment			
	303-4	Water discharge	Annual Report - Metrics related to Water (Pg 67) KPI Annex > Environment	Priority substances are not reported.		
	303-5	Water consumption	Annual Report - Metrics related to Water (Pg 67) KPI Annex > Environment			

Material topics: GRI 300 Environmental	GRI 304: BIODIVERSITY 2016				
	3-3	Management of material topics	Annual Report - Biodiversity (Pg 68)		
	304-1	Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas	Annual Report - Biodiversity (Pg 68)		
	304-2	Significant impacts of activities, products, and services on biodiversity	Annual Report - Biodiversity (Pg 68)		
	GRI 305: EMISSIONS 2016				
	3-3	Management of material topics	Annual Report - Nemak’s Decarbonization Model (Pg 43)		Climate Change
			Annual Report - Targets Related to Climate Change (Pg 48)		Goal 13: Climate Action
			Annual Report - Climate Mitigation Actions (Pg 49)		
	305-1	Direct (Scope 1) GHG emissions	Annual Report - Nemak’s Scope 1, 2 & 3 Emissions (Pg 53) KPI Annex > Environment	Nemak reports gross direct (Scope 1) GHG emissions following the WRI/WBCSD GHG Protocol Corporate Accounting and Reporting Standard.	
	305-2	Energy indirect (Scope 2) GHG	“Annual Report - Nemak’s Scope 1, 2 & 3 Emissions (Pg 53) KPI Annex > Environment	Nemak reports the gross location-based energy indirect (Scope 2) and gross market-based energy indirect (Scope 2) GHG emissions following the WRI/WBCSD GHG Protocol Corporate Accounting and Reporting Standard.	
	305-3	Other indirect (Scope 3) GHG emissions	Annual Report - Nemak’s Scope 1, 2 & 3 Emissions (Pg 53) KPI Annex > Environment	Nemak reports gross other indirect (Scope 3) GHG emissions (&categories) following the WRI/WBCSD GHG Protocol Corporate Accounting and Reporting Standard.	
	305-5	Reduction of GHG emissions	Annual Report - Nemak’s Decarbonization Model (Pg 43)	Nemak reports reduction of GHG emissions following the WRI/WBCSD GHG Protocol Corporate Accounting and Reporting Standard.	
			Annual Report - Nemak’s Actions towards Scope 1 & 2 Decarbonization (Pg 50 & 51)		
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				
	3-3	Management of material topics	Annual Report - Circular Economy (Pg 56) Annual Report - Actions related to Waste Management (Pg 61)	Circular Economy	Goal 12: Responsible consumption and production
	306-1	Waste generation and significant waste-related impact	Annual Report - Resource Inflows (Pg 57)		
	306-2	Management of significant waste-related impacts	Annual Report - Circular Economy (Pg 56) Annual Report - Actions related to Waste Management (Pg 61)		
	306-3	Waste generated	Annual Report - Metrics related to Waste Management (Pg 62) KPI Annex > Environment		
	306-4	Waste diverted from disposal	Annual Report - Metrics related to Waste Management (Pg 62) KPI Annex > Environment		
	306-5	Waste directed to disposal	Annual Report - Metrics related to Waste Management (Pg 62) KPI Annex > Environment		
	GRI 308: SUPPLIER ENVIRONMENTAL ASSESSMENT 2016				
	3-3	Management of material topics	Annual Report - Taking action on material impacts on Workers in the Value Chain (Pg 77)	Workers in the Value Chain & Circular Economy	Goal 12: Responsible consumption and production
	308-1	New suppliers that were screened using environmental criteria	Annual Report - Taking action on material impacts on Workers in the Value Chain (Pg 78) KPI Annex > Suppliers	Nemak screens suppliers using EcoVadis criteria, however does not report the percentage of new suppliers that were screened using environmental criteria.	
	308-2	Negative environmental impacts in the supply chain and actions taken	Annual Report - Processes for engaging with Workers in the Value Chain (Pg 74)	Nemak has identified critical suppliers with the greatest impact in terms of their CO2 emissions and pollution in the most relevant purchasing categories, but does not report the number of suppliers assessed or identified.	

Material topics: GRI 400 Social	GRI 401: EMPLOYMENT 2016			
	3-3	Management of material topics	Annual Report - Working Conditions & Employee Well-Being (Pg 101)	Own Workforce
	401-1	New employee hires and employee turnover	Annual Report - Characteristics of Nemak's Employees (Pg 94) KPI Annex >Social	
	401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	Annual Report - Working Conditions & Employee Well-Being (Pg 101) Annual Report - Adequate Wages, Social Protection & Work-Life Balance (Pg 104)	Nemak does not list benefits by significant locations of operation and does not report whether benefits are provided to temporary or part-time employees.
	GRI 403: OCCUPATIONAL HEALTH AND SAFETY 2018			
	3-3	Management of material topics	Annual Report - Health & Safety (Pg 97) Annual Report - Actions related to Health & Safety (Pg 98)	Own Workforce
	403-1	Occupational health and safety management system	Annual Report - Health & Safety (Pg 97)	
	403-2	Hazard identification, risk assessment, and incident investigation	Annual Report - Actions related to Health & Safety (Pg 98)	
	403-3	Occupational health services	Annual Report - Health & Safety (Pg 97)	
	403-4	Worker participation, consultation, and communication on occupational health and safety	Annual Report - Employee participation in Occupational Health & Safety (Pg 99)	Nemak does not report on how often formal joint management-worker health and safety committees meet.
	403-5	Worker training on occupational health and safety	Annual Report - Employee participation in Occupational Health & Safety (Pg 99)	"Nemak does not report on OHS training for workers who are not employees but whose work and/or workplace is controlled by the organization."
	403-6	Promotion of worker health	Annual Report - Employee participation in Occupational Health & Safety (Pg 99)	
	403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	Annual Report - Actions related to Health & Safety (Pg 98)	

Material topics: GRI 400 Social	403-8	Workers covered by an occupational health and safety management system	Annual Report - Health & Safety (Pg 97) KPI Annex >Social	100% of Nemak's employees are covered by its OHSMS (23,970 employees). The number and percentage of all employees and workers who are not employees but whose work and/or workplace is controlled by the organization covered by OHSMS is not reported.	
	403-9	Work-related injuries	Annual Report - Metrics related to Health & Safety (Pg 100) KPI Annex >Social	Nemak does not report the number and rate of injuries and fatalities for all workers who are not employees but whose work and/or workplace is controlled by the organization is not reported. Main type of work-related accidents by employees are hand and finger-related injuries, minor concussions, bruises and burns.	
	403-10	Work-related ill health	Annual Report - Metrics related to Health & Safety (Pg 100) KPI Annex >Social		
	GRI 404: TRAINING AND EDUCATION 2016				
	3-3	Management of material topics	Annual Report - Training & Development (Pg 110 - 112)		Own Workforce Goal 4: Quality education
	404-1	Average hours of training per year per employee	Annual Report - Metrics related to Training and Skills Development (Pg 113) KPI Annex >Social		
	404-2	Programs for upgrading employee skills and transition assistance programs	Annual Report - Metrics related to Training and Skills Development (Pg 113)	Nemak does not report on transition assistance programs provided to facilitate continued employability and the management of career endings resulting from retirement or termination of employment.	
	404-3	Percentage of employees receiving regular performance and career development reviews	Annual Report - Metrics related to Training and Skills Development (Pg 113)		
	GRI 405: DIVERSITY AND EQUAL OPPORTUNITY 2016				
	3-3	Management of material topics	Annual Report - Diversity & Inclusion (Pg 105)		Own Workforce
	405-1	Diversity of governance bodies and employees	Annual Report - Metrics related to Diversity & Inclusion (Pg 109) KPI Annex >Social Operating Summary > Board of Directors	Nemak does not report percentages in other diversity indicators such as minority or vulnerable groups.	
	GRI 406: NON-DISCRIMINATION 2016				
	3-3	Management of material topics	Annual Report - Accelerating Equity Organization & Responsibilities (Pg 90)		Business ethics
	406-1	Incidents of discrimination and corrective actions taken	Annual Report - Incidents, complaints, and severe human rights impacts (Pg 96)	For reasons of confidentiality, Nemak does not publish any statistical information about cases of discrimination.	

Material topics: GRI 400 Social	GRI 407: FREEDOM OF ASSOCIATION AND COLLECTIVE BARGAINING 2016			
	3-3	Management of material topics	Annual Report - Working Conditions & Employee Well-Being (Pg 101)	Own Workforce & Business ethics
	407-1	Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	Annual Report - Collective Bargaining coverage and Social Dialogue (Pg 104)	During the reporting period, Nemak has not identified any risks in the area of freedom of association and collective bargaining within its current procedures/operations or its suppliers.
	GRI 408: CHILD LABOR			
	3-3	Management of material topics	Annual Report - Accelerating Equity Organization & Responsibilities (Pg 90)	Own Workforce & Business Ethics
			Annual Report - Policies related to Own Workforce and Affected Communities (Pg 91)	
	408-1	Operations and suppliers at significant risk for incidents of child labor	Annual Report - Policies related to Own Workforce and Affected Communities (Pg 91)	During the reporting period, Nemak has not identified any risks in the area of child labor within its current procedures/ operations or its suppliers.
	GRI 409: FORCED AND COMPULSORY LABOR 2016			
	3-3	Management of material topics	Annual Report - Accelerating Equity Organization & Responsibilities (Pg 90)	Own Workforce & Business Ethics
			Annual Report - Policies related to Own Workforce and Affected Communities (Pg 91)	
	409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labor	Annual Report - Policies related to Own Workforce and Affected Communities (Pg 91)	During the reporting period, Nemak has not identified any risks in the areas of forced labor within its current procedures/ operations or its suppliers.
	GRI 413: LOCAL COMMUNITIES 2016			
	3-3	Management of material topics	Annual Report - Communities & Corporate Citizenship (Pg 114)	Affected Communities
	413-1	Operations with local community engagement, impact assessments, and development programs	Annual Report - Processes for engaging with Affected Communities about impacts (Pg 117)	
			Annual Report - Taking action on material impacts on Affected Communities (Pg 118)	
	413-2	Operations with significant actual and potential negative impacts on local communities	Annual Report - Actual & potential impacts on Affected Communities (Pg 116)	

Material topics: GRI 400 Social	GRI 414: SUPPLIER SOCIAL ASSESSMENT 2016			
	3-3	Management of material topics	Annual Report - Taking action on material impacts on Workers in the Value Chain (Pg 77)	Workers in the Value Chain
	414-1	New suppliers that were screened using social criteria	Annual Report - Taking action on material impacts on Workers in the Value Chain (Pg 78) KPI Annex > Governance and Supply Chain	Nemak screens suppliers using EcoVadis criteria, however does not report the percentage of new suppliers that were screened using social criteria.
	GRI 415: PUBLIC POLICY 2016			
	415-1	Political contributions	Annual Report - Political influence and lobbying activities (Pg 84) KPI Annex > Governance	
	GRI 416: CUSTOMER HEALTH AND SAFETY 2016			
	416-1	Assessment of the health and safety impacts of product and service categories		Nemak's 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, Nemak cannot influence the safety impact at the Company's customers, but its products themselves 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 Nemak.

SABS STANDARDS

```
#include <stdint.h>
int main(int argc, char **argv) {
    int64_t src = argc;
    int64_t dst;
    __asm__ volatile(
        "lzcnt %1, %0\n"
        : "=r"(dst)
        : "r"(src)
        : "cc"
    );
    return (int)dst;
}
```

```
int solution(int, unsigned long long, unsigned long long, unsigned long long) {
    int solution(int, unsigned long long, unsigned long long, unsigned long long) {
        int i;
        for (i = 0; i < 1000000; i++) {
            if (i % 1000000 == 0) {
                printf("%d\n", i);
            }
        }
        return i;
    }
}
```

```
#define ASM_VMX_VMRCA7_RAX_RAX 0x0f, 0x7b, 0xd0
static __always_inline unsigned long long vmx_read(unsigned long field) {
    unsigned long value;
    __asm__ volatile ("vmrca7 %0, %1" : "=r"(value) : "r"(field));
    return value;
}
```



SASB Standards

The Sustainable Industry Classification System® (SICS®) defines the “Auto parts” sector standard from the transportation industry as the relevant SASB standard for Nemak.

https://www.sasb.org/wp-content/uploads/2018/11/Auto_Parts_Standard_2018.pdf

SASB Code	Indicator	Description	Reference	Additional Information and reason for omission
TR-AP-130a.1	Energy Management	(1) Total energy consumed, (2) percentage grid electricity, (3) percentage renewable”	Nemak’s Annual Report 2024 (Pg 55) KPI Annex > Environment	
TR-AP-150a.1	Waste Management	(1) Total amount of waste from manufacturing, (2) percentage hazardous, (3) percentage recycled	Nemak’s Annual Report 2024 (Pg 62)	
TR-AP-250a.1	Product Safety	Number of recalls issued, total units recalled	Nemak’s Annual Report 2024 (Pg 88)	Nemaks products are aluminium parts for the automotive industry, such as cylinder heas, 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, Nemak 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 Nemak.
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 Nemak’s products in the field of lightweight, all products increase fuel efficiency. Thus, all of Nemak’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	Nemak’s Annual Report 2024 (Pg 29, 57,75)	Nemak strictly prohibits the use, sourcing and procurement of conflict minerals, as defined by the OECD as namely tin, tungsten, gold and tantalum. It is also committed to not sourcing aluminum from conflict countries, as defined by the OECD and the U.S. regulations. The Purchasing Department is responsible for ensuring that suppliers comply with all applicable legal requirements, maintain up-to-date permits, and adhere to all guidelines outlined in Nemak’s Global Business Code for Suppliers.
TR-AP-440b.1	Materials Efficiency	Percentage of products sold that are recyclable		As Nemak’s products are made from aluminum only, they are 100% recycable.
TR-AP-440b.2	Materials Efficiency	Percentage of input materials from recycled or remanufactured content	KPI Annex > Environment	
TR-AP-520a.1	Competitive Behavior	Total amount of monetary losses as a result of legal proceedings associated with anticompetitive behavior regulations	KPI Annex > Business Ethics	
TR-AP-000.A	Activity metric	Number of parts produced	KPI Annex >Organizational KPI’s	
TR-AP-000.B	Activity metric	Weight of parts produced	KPI Annex >Organizational KPI’s	
TR-AP-000.C	Activity metric	Area of manufacturing plants	KPI Annex > Organizational KPI’s	

KPI ANNEX



Organizational

GRI 2-1			
Organizational details	2024	2023	2022
Financial Details			
Number of countries of operations	14*	15	15
Total number of operations (number of sites)	37*	38	38
Area of manufacturing plants in square meter	1,079,340	1,007,941	979,271
Total debt (in millions \$USD)	1,532	1,556	1,236
Total equity (in millions \$USD)	1,656	1,770	1,728
Total turnover (Net sales) (in millions \$USD)	4,907	4,993	4,667
Products			
Number of parts produced	39,487,537	42,039,994	39,488,426
Weight of parts produced	537,392	572,070	537,506
share of products that increase fuel efficiency	100%	100%	100%
share of products that are recyclable	100%	100%	100%
*In 2024, Nemak sold its facility in Russia. For the purpose of reporting, it is still included in all other sustainability data seeing as the transation was completed only at the end of the however it has been excluded from the data disclosed above.			

GRI 2-28	
External initiatives and memberships of Nemaks sites on a local level*	
Casa del Migrante, Chamber of Commerce (Saltillo), Coordinadores Locales de Educació, Chamber of Commerce (Alabama), City Schools Foundation, East Alabama Rural Training & Innovation Hub, County Career Tech Advisory Board, Childhood Food Solutions, Chamber of Commerce (Kentucky), Chambor of Commerce (Chomutov & Most), Chamber of Labor (Linz), Chamber of Commerce (Linz), Unions member of the Silesian employers’ association LEWIATAN and cluster of „Silesia Automotive & Advanced Manufacturing” (SA&AM), Club of Honorary Blood Donors, MESS (Employer Union), Lösev (Cancer Aid for Children), Ege Orman Vakfı (Plant a Sapling) Chamber of Commerce and Industry (Wernigorode), Metal and Electrical Industry Association, Association of the Automotive Industry, Addiction Working Group, Harz AG, Govt High School (Hanumanthapuram), Govt Higher Secondary School (Manampathi), Sai Education Trust, Suyam Charitable Trust, Madras East Lions Charitable Trust, Ashwin Maharaj Foundation, The Dementia Care Foundation, Rotary Club of Madras, East Trust Thuvakkam NGO, Swabodhini Charitable Trust, Kiran Nidhi Sansthan-Girl child – Forestation, Pitchandikulam Forest Consultants	
*Please note that this list is not comprehensive and may exclude data available to the local level only.	

R&D Metrics	2024
Spendings for R&D total (in USD)	15,960,000
Total number of employees employed in R&D	30
male	28
female	2
Number of patents filed	11
Quality of products	
Percentage of Nemak facilities that are certified with a widely accepted products safety / quality standard (Automotive IATF16949 standard)	100%
Percentage of Category 1 suppliers (material required for production) that are certified with a widely accepted product safety/quality standard (e.g. HACCP, ISO 9001, or equivalent)	100%

Environment

GRI 301-1, GRI 301-2			
Raw material inputs (excludes semi-finished goods such as component, extrusions and stampings)	2024	2023	2022
Total weight of materials used (in tons)	1,033,065	1,082,557	1,012,722
Total recycled input material (in tons)	678,756	748,408	721,114
as a %	66%	69%	71%
Total non-recycled input materials (in tons)	354,309	334,149	291,609
as a %	34%	31%	29%
Aluminium Alloys & Scrap (Total material purchased in tons)	679,408	705,197	672,336
% of secondary aluminium	62%	66%	70%
Primary Foundry Alloys	219,254	205,302	169,780
Recycled input	0	0	0
Non-recycled	219,254	205,302	169,780
Secondary Foundry Alloys	227,732	241,585	235,907
Recycled input	227,732	241,585	235,907
Non-recycled	0	0	0
Master Alloys	45,728	39,985	35,540
Recycled input	9,539	6,362	4,772
Non-recycled	36,189	33,623	30,768
Scrap	186,693	218,325	231,109
Recycled input	186,693	218,325	231,109
Non-recycled	0	0	0

GRI 301-1, GRI 301-2			
Raw material inputs (excludes semi-finished goods such as components, extrusions and stampings)	2024	2023	2022
Production Material (Total material purchased in tons)	353,657	377,360	340,387
Liners	32,696	32,647	32,110
Recycled input	32,696	32,647	32,110
Non-recycled	0	0	0
Resin & Amine	13,578	14,390	13,090
Recycled input	0	0	0
Non-recycled	13,578	14,390	13,090
Sand	222,095	249,490	217,216
Recycled input	222,095	249,490	217,216
Non-recycled	0	0	0
Adhesives	28	32	37
Recycled input	0	0	0
Non-recycled	28	32	37
Industrial Gases (N2, O2, CO2 & Chlorine)	85,260	80,802	77,934
Recycled input	0	0	0
Non-recycled	85,260	80,802	77,934

GRI 302-1, GRI 302-3			
Energy consumption in GJ	2024	2023	2022
Total energy consumption (in GJ)	16,349,180	16,943,404	16,014,494
Direct Use (Scope 1)	11,811,778	12,243,780	11,608,721
Natural Gas Consumption in GJ	11,178,646	11,546,438	11,048,092
Gasoline Consumption in GJ	4,338	4,282	3,895
LPG Consumption in GJ	454,574	509,042	405,258
Diesel Consumption in GJ	151,803	159,116	151,311
Fuel Oil Consumption in GJ	22,417	24,902	167
Indirect Use (Scope 2)	4,537,402	4,699,624	4,405,772
Electricity Consumption in GJ	4,516,712	4,663,523	4,336,113
from non-renewable sources	3,147,894	3,880,570	3,604,528
purchased renewable energy	1,368,818	782,954	731,585
renewable electricity purchased vs total electricity consumption (as a %)	30%	17%	17%
Refrigeration Consumption in GJ	0	1,987	1,960
District Heating Consumption in GJ	20,690	24,111	67,699
Energy intensity (GJ/ Million \$US revenues)	3,332	3,393	3,431
Energy intensity (GJ/ton of goods produced)	30.42	29.62	29.79

Energy consumption in MWh	2024	2023	2022
Total energy consumption (in MWh)	4,541,442	4,706,505	4,448,474
Direct Use (Scope 1)	3,281,052	3,401,053	3,224,647
Natural Gas Consumption	3,105,182	3,207,346	3,068,917
Gasoline Consumption	1,205	1,189	1,082
LPG Consumption	126,271	141,401	112,572
Diesel Consumption	42,167	44,199	42,031
Fuel Oil Consumption	6,227	6,917	46
Indirect Use (Scope 2)	1,260,391	1,305,452	1,223,827
Electricity Consumption	1,254,643	1,295,424	1,204,477
from non-renewable sources	874,416	1,077,937	1,001,259
purchased renewable energy	380,228	217,487	203,218
renewable electricity purchased vs total electricity consumption (as a %)	30%	17%	17%
Refrigeration Consumption	0	552	544
District Heating Consumption	5,747	6,698	18,805

GRI 302-4	
Improvements in Energy Efficiency	2024
Number of Energy Efficiency initiatives implemented in reporting period	84
Energy reduction through projects and efficiency measures in GJ	547,210
Estimated CO2 reduction from implemented energy efficiency projects (calculated using average emissions factor for CO2 produced/GJ used)	32,000

GRI 303-3, GRI 303-4, GRI 303-5			
Water withdrawals, discharge and withdrawals (in megalitres)	2024	2023	2022
Water withdrawals (in megalitres)			
Water withdrawal totals	8,505	9,088	7,593
thereof surface water	91	0	0
thereof groundwater	1,475	1,524	1,391
thereof third party withdrawal	6,938	7,564	6,203
Water withdrawal from water stressed areas (in megalitres)			
Water withdrawal from areas with water stress	1,088	1,082	783
thereof surface water	0	0	0
thereof groundwater	284	310	284
thereof third party withdrawal	804	772	499
*Nemak classifies the following sites as water stressed: Monterray, Monclova, Saltillo, Tennessee, Turkey, Chennai			
Water discharge (in megalitres)			
Water discharge total	7,483	7,805	6,481
thereof groundwater	1,051	1,046	1,129
thereof produced water	18	17	14
thereof third party discharge	6,414	6,742	5,338
Water discharge by freshwater and other water	7,483	7,805	Data previously not reported
thereof freshwater	6,925	7,501	
thereof other water	558	304	
Water discharge from areas with water stress	484	269	
thereof freshwater	0	0	
thereof other water	484	269	
Water consumption, storage & recycling (in megalitres)			
Total water consumption (in megalitres)	1,287	1,283	1,112
Total water consumption from areas with water stress (in megalitres)	871	813	653
Water intensity (megalitre consumed/million \$USD revenue)	0.262	0.257	0.238
Total water stored (in megalitres)	5	5	Data previously not reported
Volume of water recycled/reused (in megalitres)	19,386		
Water Pollutants Released (in tons)			
Water pollutants released	266	254	Data previously not reported
Types of water pollutants released	COD, BOD ₅ , SS, Cu, Cr, Cr ⁶⁺ , Toxic Cyanides, Total Cyanides, pH, Al, Fe, Ba, Pb, NH ₄ -N, NO ₂ -N, P, C10-C40, Soluble Inorganic Salts, Extractable Substances, Monohydric Phenols		

GRI 305-1, GRI 305-2, GRI 305-3, GRI 305-4			
Emissions in tons CO2e	2024	2023	2022
GHG emissions			
Scope 1	642,074	666,448*	630,313
Scope 2 location based	517,313	539,221	493,904
Scope 2 market based	336,285	409,151	377,036
Scope 3	3,552,801	3,931,752	4,176,353
Total Scope 1-3 location based	4,712,187	5,137,421	5,300,570
Total Scope 1-3 market based	4,531,159	5,007,352	5,183,702
GHG intensity (using Scope 2 market based emissions)			
GHG intensity (Total CO2eq/million \$USD revenue)**	923	1,003	1,111
GHG intensity, (Total CO2eq/tons produced)	8.43	8.75	9.64
Scope 3 intensity, (Scope 3 CO2eq/million \$USD revenue)**	724	787	895
Scope 3 intensity, tons produced	6.61	6.87	7.77
*Historical data was reported with a minor conversion error resulting in an understatement of the value by 90 tons CO2e. Seeing as the difference from previously reported values is below 5%, the reissuance of verification statements was not mandated.			
**Total calculated using Scope 2 market based emissions.			

GRI 305-3			
Scope 3 emissions by category in tons CO2e	2024	2023	2022
Total Scope 3 emissions	3,552,801	3,931,752	4,176,353
Purchased goods	2,960,628	3,270,821	3,415,155
Capital goods	113,943	152,929	228,156
Fuel and energy-related activities	234,389	245,040	233,693
Upstream transport	77,154	86,194	120,833
Downstream transport	78,141	85,287	82,453
Others	88,546	91,481	96,063
Upstream Scope 3 emissions	3,437,343	3,808,498	4,057,162
Downstream Scope 3 emissions	115,458	123,254	119,192

GRI 305-5	
Emission reduction targets	2024
*additional information on Nemak's progress towards its emissions reduction targets can be found in the 2024 Annual Report	
Progress against GHG emission targets	
Target Scope 1+2 Emission reduction by 2030, based on 2019	28%
% of Scope 1+2 SBTi target achieved	79%
Target Scope 3 Emission reduction by 2030, based on 2019	14%
% of Scope 3 SBTi target achieved	71%

GRI 305-7			
Other emissions in tons*	2024	2023	2022
NOx Emissions	526	578	462
SOx Emissions	20	137	128
Persistent organic pollutants (POP) Emissions	0	0	0
Volatile organic compounds (VOC) Emissions	132	170	130
Hazardous air pollutants (HAP) Emissions	5	4	27
Particulate matter (PM) Emissions	1248	828	843
*Other emissions data is incomplete as not all sites report/have available this information.			

GRI 306-3, GRI 306-4, GRI 306-5			
Waste related metrics (in metric tons)	2024	2023	2022
Waste diverted from disposal total	817,989	782,865	706,752
hazardous waste	20,813	18,539	19,562
prepared for reuse	1,177	900	290
onsite	0	0	-
offsite	1,177	900	290
prepared for recycling	3,936	4,833	6,756
onsite	0	0	3,435
offsite	3,936	4,833	3,322
other recovery options	15,700	12,806	12,516
onsite	0	0	-
offsite	15,700	12,806	12,516
non-hazardous waste	797,176	764,327	687,190
prepared for reuse	670,047	649,667	609,035
onsite	633,576	610,398	566,256
offsite	36,471	39,269	42,779
prepared for recycling	116,168	91,921	47,429
onsite	0	710	21,614
offsite	116,168	91,211	25,816
other recovery options	10,960	22,740	30,725
onsite	0	-	-
offsite	10,960	22,740	30,725

GRI 306-3, GRI 306-4, GRI 306-5			
Waste related metrics (in metric tons)	2024	2023	2022
Total waste directed to disposal	143,385	187,352	175,035
hazardous waste	64,559	67,942	63,018
directed to incineration (with energy recovery)	1,817	1,656	1,417
onsite	0	0	118
offsite	1,817	1,656	1,299
directed to incineration (without energy recovery)	531	607	537
onsite	0	0	0
offsite	531	607	537
directed to landfilling	53,281	57,105	4,006
onsite	0	0	218
offsite	53,281	57,105	3,788
other (or unknown) disposal methods	8,930	8,574	57,058
onsite	0	0	0
offsite	8,930	8,574	57,058
non-hazardous waste	78,826	119,410	112,017
directed to incineration (with energy recovery)	625	276	255
onsite	0	0	124
offsite	625	276	131
directed to incineration (without energy recovery)	570	30	12
onsite	0	0	0
offsite	570	30	12
directed to landfilling	71,453	85,533	82,847
onsite	0	0	4,805
offsite	71,453	85,533	78,041
other (or unknown) disposal methods	6,177	33,571	28,903
onsite	0	0	0
offsite	6,177	33,571	28,903

Environmental risk assessment		2024
Percentage of all operational sites for which an environmental risk assessment has been conducted (as required by ISO14001)		100%

Social

GRI 2-7, GRI 2-8, GRI 405-1	
Employee data (in HC)	2024
Total number of employees	23,052
Total number of external employees	935
Employees by gender	
Male	19,876
Female	3,176
Employees by age	
< 30 years old	5,484
30 - 50 years old	13,386
> 50 years old	4,182
Employees by position	
Executive	10
Male	10
Female	0
Top Management (with APB)	94
Male	83
Female	11
Management (with APB)	530
Male	427
Female	103
Administration & Shopfloor	2,922
Male	2,141
Female	781
Operators (hourly)	19,496
Male	17,215
Female	2,281

GRI 2-7, GRI 2-8, GRI 405-1	
Employee data (in HC)	2024
Employees by Country	
Argentina	75
Austria	343
Brazil	1,208
China	700
Czech Republic	379
Germany	1,777
Hungary	1,014
India	300
Mexico	11,250
Poland	1,185
Russia	138
Slovakia	1,167
Spain	454
Turkey	913
USA	2,149

GRI 2-7, GRI 2-8, GRI 405-1	
Employee data (in HC)	2024
Employees by function	
Executive Management (including assistants)	17
male	11
female	6
Business Development	20
male	11
female	9
Commercial (revenue generating positions)	97
male	67
female	30
Managers in Commerical (revenue generating positions)	49
male	42
female	7
Manufacturing	19,052
male	16,958
female	2,094
Engineering	1,096
male	995
female	101
Research and Development (as part of engineering count)	30
male	28
female	2

GRI 2-7, GRI 2-8, GRI 405-1	
Employee data (in HC)	2024
HSE	287
male	198
female	89
Quality	1,462
male	1,146
female	316
Finance	303
male	128
female	175
HR	312
male	92
female	220
Information Technology	129
male	107
female	22
Purchasing	273
male	162
female	111
Sustainability	4
male	1
female	3

GRI 2-7, GRI 2-8, GRI 405-1	
Employee data (in HC)	2024
Employees by contract type and gender	
Employees with full time contract total	22,979
male	19,845
female	3,134
Employees with part time contract total	73
male	31
female	42
Employees with a permanent contract total	22,727
male	19,600
female	3,127
Employees with a temporary contract total	325
male	276
female	49
Employees by contract type and region	
Employees with a full time contract total	
Mexico	11,250
Europe	7,297
Asia	1,000
South America (excl. Mexico)	1,283
US	2,149
Employees with part time contract total	
Mexico	0
Europe	73
Asia	0
South America (excl. Mexico)	0
US	0
Employees with a permanent contract total	
Mexico	11,250
Europe	7,285
Asia	760
South America (excl. Mexico)	1,283
US	2,149

GRI 2-7, GRI 2-8, GRI 405-1	
Employee data (in HC)	2024
Employees with a temporary contract total	
Mexico	0
Europe	85
Asia	240
South America (excl. Mexico)	0
US	0
Employees by nationality	23,052
Mexican	11,269
Share of total	49%
European	7,309
Share of total	32%
United States	1,184
Share of total	5%
South America (excl. Mexico)	1,305
Share of total	6%
Asian	1,030
Share of total	4%
Other (or not disclosed)	955
Share of total	4%
Employees by diversity category	
Employees with disabilities*	211
male	178
female	33
*In some countries, the number of employees with disabilities is undisclosed due to data security. This KPI therefore remains incomplete.	

GRI 2-30		
Number of workers covered by Collective Bargaining, by country	# of employees (in HC)	as a % of total employees in that country
Argentina	73	97%
Austria	343	100%
Brazil	1,206	100%
China	0	0%
Czech Republic	379	100%
Germany	1,559	88%
Hungary	1,023	101%
India	0	0%
Mexico	9,631	86%
Poland	1,150	97%
Russia	0	0%
Slovakia	1,167	100%
Spain	347	76%
Turkey	791	87%
USA	1,108	52%
Total	18,777	81%

Women at Nemak	2024
Average years females are employed at Nemak	5.9
Percentage of women working in IT, Engineering (Research & Development; Programming/Coding)	10%
Number of women in STEM-related functions (IT, Engineering (Research & Development; Programming/Coding)	123
Gender pay gap (assuming 100% as the average pay of male colleagues)	4%
Women by employment category	
Women as executives	0
Share of women	0%
Women in top management	11
Share of women	12%
Women in management positions	103
Share of women	19%
Women in management positions in revenue-generating functions (Commercial, Marketing, Sales)	7
Share of women	14%
Women employed below management level	3,062
Share of women	14%

WEP, Bloomberg and Forward Faster	2024
Promotions by level and gender	
Promotions for salaried employees	
Total number of employees promoted in reporting year	369
Promotion rate	2%
Employee promotions to executive level	0
male	0
female	0
Employees promoted to top management level	18
male	15
female	3
Employees promoted to management level	54
male	40
female	14
Employees promoted below management level	297
male	226
female	71

GRI 401-1	
Turnover	2024
Total employee departures	6,873
Turnover by contract type	
Employees who left the company with a salaried contract total	452
turnover rate salaried in percent	13%
Employees who left the company with a hourly contract total	6,065
turnover rate hourly in percent	31%
Employees who left the company with a permanent contract total	6,461
turnover rate permanent in percent	28%
Employees who left the company with a temporary contract total	56
turnover rate temporary in percent	6%
Turnover by nature of departure	
Employees who left the company voluntarily total (excluding internal mobility and transfers)	3,973
male	3,182
female	791
Employees who left the company mandated total	2,544
male	2,145
female	399
Voluntary turnover rate (Voluntary departures/total internal employees)	17%
Mandated turnover rate (Mandated departures/total internal employees)	11%
Employee turnover (all types) by age group (age of date of termination)	
< 30 years old	3,112
turnover rate in percent	13%
30 - 50 years old	2,997
turnover rate in percent	13%
> 50 years old	408
turnover rate in percent	2%
Employee turnover by gender	
Male	5,327
turnover rate in percent	23%
Female	1,190
turnover rate in percent	5%

GRI 401-1	
Turnover	2024
Employee turnover by region	
Mexico (HC)	4,544
turnover rate Mexico in percent	40%
Europe (HC)	888
turnover rate Europe in percent	12%
Asia (HC)	93
turnover rate Asia in percent	9%
South America (excl. Mexico) (HC)	151
turnover rate South America (excl. Mexico) in percent	12%
US (HC)	841
turnover rate US in percent	39%
All turnover values exclude employees who left the organization due to retirement or death.	

GRI 401-1	
New hires	2024
Total new hires	5,764
By age group (age when the employee was hired)	
< 30 years old	3,062
30 - 50 years old	1,041
> 50 years old	1,661
By gender	
male	4,576
female	1,188
By region	
Mexico	3,865
Europe	915
Asia	118
South America (excl. Mexico)	443
US	423

GRI 401-3	
Parental & family related leave	2024
Number of employee entitled to take family related leave	23,052
Male	19,876
Female	3,176
as a % of total employees	100%
Number of employees who took family related leave	1,077
Male	824
as a % of male employees entitled to take leave	4%
Female	253
as a % of female employees entitled to take leave	8%
Number of employees who remained at the Company for more than 1 year after returning from paternity leave	555
Male	496
Female	59

GRI 403-9	
Work-related injuries	2024
Recordable injuries for Nemak employees	
Number of recordable injuries at the workplace - employees	326
recordable injuries with serious consequences (excl. fatalities)	1
recordable injuries with lost time	113
fatalities	0
recordable incidents involving men	285
recordable injuries involving women	41
Total number of lost days due to recordable injuries at the workplace for employees	2,821
Number of hours worked total (employees)	47,879,272
Recordable Incident Rate (employees)	1.42
Lost time case rate (per 100 employees)	0.47
Recordable injuries for workers at the company's workplace who are not employees	
Number of recordable injuries at the workplace - non employees	13
recordable injuries with serious consequences (excl. fatalities)	0
recordable injuries with lost time	9
fatalities	1
recordable injuries involving men	15
recordable injuries involving women	0
Total number of lost days due to recordable injuries at the workplace involving non employees	231
Number of hours worked total (non-employees)	4,312,651
Recordable incident rate (non-employees)	0.65
Lost time case rate (per 100 non-employees)	0.42

GRI 403-10	
Work-related ill health	
Health incidents for employees	
Number of work-related illness reported	19
thereof illness that resulted in fatalities	0
Health incidents for workers at the company's workplace who are not employees	
Number of work-related illness reported	1
thereof illness that resulted in fatalities	0
Health and Management System	
Percentage of employees covered by a health and safety management system	100%
Main causes of Accidents	
The incidents that usually happen in the company have to do with our identified areas of high-risk related to material and tool handling, equipment and machinery movement, mobile equipment, and handling of dangerous substances.	
GRI 404-1	
Training	2024
Average hours of training by gender	
male	26.11
female	37.19
Average hours of training by employee category*	
Executives & Top Management	18.25
Management	24.23
Administration & shopfloor	22.36
Operators	28.59
Development programs	
% of employees participating in employee development programmes (trainings, professional development plans etc.)	98%
Total number of employees participating in employee development programmes	22,530
Training costs	
Training costs total (US\$)	3,382,703
Number of employees covered in training costs	22,530
Average training costs by employees (US\$)	\$149.68
Total hours of training spent on human rights issues	958

GRI 404-3	
Performance appraisal	2024
Number of employees who receive performance reviews	3,308
as a % of all salaried workers	94%
By Gender	
Males who receive performance reviews	2,527
as a % of all male employees	13%
Females who receive performance reviews	782
as a % of all female employees	25%
By employee category	
Executives who received reviews (CEO, VP)	9
% of executives receiving reviews	90%
Top management who recieved reviews (Dir, Sr. Mgr., Plant Mgr.)	91
% of top management receiving reviews	97%
Management who recieves reviewed	518
% of management receiving reviews	98%
Employees below management level who recieved reviews (admin, shopfloor & operators)	2,690
% of employees below management receiving reviews	12%

GRI 406-1	
Discrimination	2024
Total number of incidents of discrimination	6
females	2
males	2
other (or not disclosed)	2
Number of incidents related to gender discrimination	2
Number of incidents involving external employees	0
Number of remediation plans being implemented	0
Number of remediation plans that have been implemented , with results reviewed through routine internal management review process	3
Number of incidents no longer subject to action	3

GRI 413-1	
Investments in philanthropic activities	2024
Monetary investments in citizenship/ philanthropic activities total (in US\$)	2,462,965
thereof cash contributions	2,307,573
thereof monetary contributions to projects/partnerships	58,895
thereof products/services	0
thereof inkind giving	96,497
thereof others	0
Time investments in citizenship / philanthropic activities total in hours	2,165
thereof for projects/partnerships	1,292
Total number of benefited people in HC	70000+
thereof males	5000+
thereof females	5000+
thereof individuals considered as vulnerble	700+

Governance & Supply Chain

GRI 308-1		
Environmental screening of suppliers	2024	2023
Total suppliers screened on environmental criteria as of end of reporting year	266	226*
Number of suppliers assessed for environmental impacts in reporting year	42	50*
Number of suppliers assessed in 2024 identified as having significant actual and potential negative environmental impacts	19	12*
thereof percentage of suppliers with which improvements were agreed upon as a result of assessment	100%	100%
thereof percentage of suppliers with which relationships were terminated as a result of assessment	0	0
Percentage of new suppliers, that were screened using environmental criteria	100%	100%
*Historical data has been updated based on newly validated information from EcoVadis platform)		

GRI 414-2		
Social screening of suppliers	2024	2023
Number of suppliers considered to have significant risk for incidents of: human rights based on industry of operation or geography & therefore subject to human rights reviews	314	Not reported (new KPI)
Total suppliers screened on social criteria as of end of reporting year	266	226*
Number of suppliers assessed for social impacts in reporting year	42	50*
Number of suppliers identified as having significant actual and potential negative social impacts	18	14*
thereof percentage of suppliers with which improvements were agreed upon as a result of assessment	100%	100%
thereof percentage of suppliers with which relationships were terminated as a result of assessment	0	0
Percentage of new suppliers, that were screened using social criteria	100%	100%
Percentage of Category 1 suppliers (material required for production) that are certified with a widely accepted product safety/quality standard (e.g. HACCP, ISO 9001, or equivalent)	100%	100%
*Historical data has been updated based on newly validated information from EcoVadis platform)		

Payment terms		
Average number of days to pay invoice from date when contractual or statutory term of payment starts to be calculated	76	Not reported (new KPI)
Percentage of payments aligned with standard payment terms (60 days)	66%	
Number of outstanding legal proceedings for late payments	0	

Compliance	2024
Business Ethics	
Number of sites which underwent audits in relation to the topic of business ethics as a % of all sites	953%
% of all sites with an ethics certification, such as ISO 27001 or ISO 37001	41%
% of risky trading partners covered by a due diligence process on corruption or information security	100%
Share of workforce trained in core compliance pillars	97% of salaried employees
Grievance mechanisms	
Number of complaints filed through channels for people in own workforce to raise concerns	242
Number of grievances related to workplace violence	40
in reference to violence towards women	10
in reference to violence towards men	30
Number of complaints filed to National Contact Points for OECD Multinational Enterprises	0

Human rights	2024
% significant investment agreements and contracts that include human rights clauses	100%
Amount of material fines, penalties, and compensation for damages as result of violations regarding social and human rights factors	0
Number of severe human rights issues and incidents connected to own workforce	0
therefore cases of non respect of UN Guiding Principles and OECD Guidelines for Multinational Enterprises	0
therefore material fines, penalties & compensation for severe human rights issues and incidents connected to own workforce	0
Human rights risk assessment	2024
Operations that have undergone human rights reviews or human rights impact assessments, in:	
Argentina	0
Austria	0
Brazil	1
China	0
Czech Republic	0
Germany	2
Hungary	1
India	0
Mexico	4
Poland	1
Russia	0
Slovakia	1
Spain	0
Turkey	1
USA	0
Total percentage of operations that have undergone human rights reviews or human rights impact assessments	30%
*Human rights reviews and assessments are considered as completed through internal or external ASI or RBA third party assurance.	

GRI 205-3, GRI 206-1	
Litigation & legal actions	2024
Litigation	
Number of material violations of laws and regulations during the reporting period	0
thereof instances for which fines were incurred	0
thereof instances for which monetary sanctions were incurred	0
Number of critical concerns referred to the highest level of management	0
Total number of incidents of non-compliance with regulations and/or voluntary codes concerning marketing communications, including advertising, promotion, and sponsorship	0
Anti-competetive behavior	
Number of legal actions pending or completed during the reporting period regarding anti-competitive behavior and violations of anti-trust and monopoly legislation in which the organization has been identified as a participant.	0
Number of pending investigations	0
Total amount of monetary losses as a result of legal proceedings associated with anticompetitive behavior regulations	0
Amount of fines and settlements related to anti-trust/ anti competitive practices	0
Anti-corruption & bribery	
Number of salaried employees who received anti-corruption and bribery training	100%*
Number of employees in high risk functions	3502
% of member of administrative, management & supervisory bodies who have completed training	97%*
Number of substantiated cases of corruption and bribery	0
Number of pending investigations	0
Number of critical concerns referred to the highest level of management	0
Number of convictions for violation of anti-corruption and anti- bribery laws	0
Amount of fines for violation of anti-corruption and anti- bribery laws	0
Number of cases where employees were dismissed due to corruption cases	1
Lobbying	
Total monetary amount of contributions to political organizations/campaigns	0
*Salaried employees are required to complete anti-corruption & bribery training every two years. New employees are required to complete the training as part of the onboarding process.	

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Stock exchange and ticker

Nemak S.A.B. de C.V.

Trades on the Mexican Stock Exchange under
the ticker "Nemak"



