

# GRI Index

**according to GRI 1: Foundation 2021**

	Standard	Disclosure	Reference	Additional information and reasons for omission	Material aspect	Contribution to the SDGs	
<b>GRI 2: General Disclosures 2021</b>	<b>THE ORGANIZATION AND ITS REPORTING PRACTICES</b>						
	2-1	Organizational details	Annual Report (Pg 3)				
	2-2	Entities included in the organization's sustainability reporting	Annual Report (Pg 3)				
	2-3	Reporting period, frequency and contact point	Annual Report (Pg 16,155)				
	2-4	Restatements of information	Annual Report (Pg 31)	Nemak restatet it's GHG emission in scope 1-3 from 2019 -2022 and updated ist science based targets accoridingly.			
	2-5	External assurance	Annual Report (Pg 34) <a href="https://www.nemak.com/sustainability/#sustainabilityPolicies">https://www.nemak.com/sustainability/#sustainabilityPolicies</a>				
	<b>ACTIVITIES AND WORKERS</b>						
	2-6	Activities, value chain and other business relationships	Annual Report (Pg 2,3,6,59,60)			Supply chain management	
	2-7	Employees	Annual Report (Pg 77)				
	<b>GOVERNANCE</b>						
	2-9	Governance structure and composition	Annual Report (Pg 26,93,97)				
	2-12	Role of highest governance body in setting purpose, values, and strategy	Annual Report (Pg 26,97)			Sustainable leadership	
	2-13	Delegation of responsibility for managing impacts	Annual Report (Pg 26,97)				
	2-15	Conflicts of interest	Annual Report (Pg 67,69,97)	Nemak's Global Code of Conduct is approved by the CEO			
	2-19	Remuneration policies	Annual Report (Pg 35)	Nemak reports that it has integrated the achievement of climate-related targets into its compensation via annual performance-related bonuses.			
	<b>STRATEGY, POLICIES AND PRACTICES</b>						
	2-22	Statement of sustainable development strategy	Annual Report (Pg 9 - 14)				
	2-23	Policy Commitments	Annual Report (Pg 33,52,58,62,64,68,70, 71,76,78,79)				
	2-24	Embedding policy commitments	Annual Report (Pg 58,62,64,66,70,81)				
	2-25	Process to remediate negative impacts	Annual Report (Pg 63, 64,70)				
	2-26	Mechanisms for seeking advice and raising concerns	Annual Report (Pg 58,64,70,79,85)				
	2-27	Compliance with laws and regulations	Annual Report (Pg 68,69)				
	2-28	Membership associations	KPI Annex, Organizational KPI's				
	<b>STAKEHOLDER ENGAGEMENT</b>						
	2-29	Approach to stakeholder engagement	Annual Report (Pg 23)				
	2-30	Collective bargaining agreements	Annual Report (Pg 65)	76% of employees are covered by a collective bargaining agreement.			
	<b>GRI 3: Material Topics 2021</b>	<b>DISCLOSURES ON MATERIAL TOPICS</b>					
		3-1	Process to determine material topics	Annual Report (Pg 21)			
3-2		List of material topics	Annual Report (Pg 22)				

	Standard	Disclosure	Reference	Additional information and reasons for omission	Material aspect	Contribution to the SDGs
	<b>GRI 201: ECONOMIC PERFORMANCE 2016</b>					
	3-3	Management of material topics	Annual Report (Pg 6-8)			
	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 (Pg 37) Nemak's TCFD Index (Annual Report, Pg 38-41)	Nemak does report on the costs of actions taken to manage climate change risks or opportunities in the sustainability report, except for in the CDP, which is publicly available. Nemak will integrate these in the reporting in the future.		Goal 8: Decent work and economic growth
	<b>GRI 202: MARKET PRESENCE 2016</b>					
	202-2	Proportion of senior management hired from the local community	Not applicable	During the reporting period 2023, Nemak does not publish this indicator, as it is not considered GRI core. However, during the reporting period 2022, the percentage of senior management hired from local community was 69%		
<b>Material topics: GRI 200 Economic</b>	<b>GRI 203: INDIRECT ECONOMIC IMPACTS 2016</b>					
	3-3	Management of material topics	Annual Report (Pg 87-89)			
	203-1	Infrastructure investments and services supported	Annual Report (Pg 88-89)		Corporate citizenship	
	<b>GRI 205: ANTI-CORRUPTION 2016</b>					
	3-3	Management of material topics	Annual Report (Pg 70)			
	205-2	Communication and training about anti-corruption policies and procedures	Annual Report (Pg 70)		Business ethics	
	205-3	Confirmed incidents of corruption and actions taken	Annual Report (Pg 70)			
	<b>GRI 206: ANTI-COMPETITIVE BEHAVIOR 2016</b>					
	3-3	Management of material topics	Annual Report (Pg 71)			
	206-1	Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	Annual Report (Pg 71)	Any employees or contractors in breach of the Anti-Corruption policy face disciplinary action, ranging from a warning to the termination of their employment or contract. Nemak expects its employees to report all known or suspected violations of the policy via the Transparency Hotline.	Business ethics	

	Standard	Disclosure	Reference	Additional information and reasons for omission	Material aspect	Contribution to the SDGs
Material topics: GRI 300 Environmental	GRI 301: MATERIALS 2016					
	3-3	Management of material topics	Annual Report (Pg 49)		Circularity	Goal: 12 Responsible consumption and production
	301-1	Materials used by weight or volume	KPI Annex > Environment			
	301-2	Recycled input materials used	KPI Annex > Environment			
	GRI 302: ENERGY 2016					
	3-3	Management of material topics	Annual Report (Pg 46)		Climate protection	Goal 13: Climate Action
	302-1	Energy consumption within the organization	Annual Report (Pg 46) KPI Annex > Environment	Nemak has 17% of total electricity consumption from renewable sources globally.		
	302-2	Energy consumption outside of the organization	Not applicable	Nemak does not collect data specifically related to the energy consumption outside of organization, rather it directly requests for Scope 1 and 2 reporting from its suppliers.		
	302-3	Energy intensity	Annual Report (Pg 45) KPI Annex > Environment	GJ intensity per tonne produced in 2023 dropped by 1%, in relation to that of 2022.		
	302-4	Reduction of energy consumption	Annual Report (Pg 47) KPI Annex > Environment	Nemak reports its energy consumption within 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 (Pg 48,51)		Circularity	Goal: 12 Responsible consumption and production
	303-1	Interactions with water as a shared resource	Annual Report (Pg 51)			
	303-2	Management of water discharge-related impacts	Annual Report (Pg 51)			
	303-3	Water withdrawal	Annual Report (Pg 51) KPI Annex > Environment			
	303-4	Water discharge	Annual Report (Pg 51) KPI Annex > Environment	Priority substances are not reported.		
303-5	Water consumption	Annual Report (Pg 51) KPI Annex > Environment				
GRI 304: BIODIVERSITY 2016						
3-3	Management of material topics	Annual Report (Pg 52)		Climate protection	Goal 13: Climate Action	
304-1	Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas	Annual Report (Pg 52)				
304-2	Significant impacts of activities, products, and services on biodiversity	Annual Report (Pg 52)				

	Standard	Disclosure	Reference	Additional information and reasons for omission	Material aspect	Contribution to the SDGs
<b>Material topics: GRI 300 Environmental</b>	<b>GRI 305: EMISSIONS 2016</b>					
	3-3	Management of material topics	Annual Report (Pg 42)			
	305-1	Direct (Scope 1) GHG emissions	Annual Report (Pg 44) 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 (Pg 44) 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 (Pg 44,45) KPI Annex > Environment	Nemak reports gross other indirect (Scope 3) GHG emissions (&categories) following the WRI/WBCSD GHG Protocol Corporate Accounting and Reporting Standard.	Climate protection	Goal 13: Climate Action
	305-4	GHG emissions intensity	Annual Report (Pg 45) KPI Annex > Environment			
	305-5	Reduction of GHG emissions	Annual Report (Pg 42,44,45,47)	Nemak reports reduction of GHG emissions following the WRI/WBCSD GHG Protocol Corporate Accounting and Reporting Standard.		
	305-6	Emissions of ozone-depleting substances (ODS)	Not applicable	Nemak does not report this as it is not relevant for the organizations processes		
	305-7	Nitrogen oxides (NOX), sulfur oxides (SOX), and other significant air emissions	KPI Annex > Environment			
		<b>GRI 306: WASTE 2020</b>				
	3-3	Management of material topics	Annual Report (Pg 49)			
	306-1	Waste generation and significant waste-related impact	Annual Report (Pg 48,49)			
	306-2	Management of significant waste-related impacts	Annual Report (Pg 49)		Waste management and hazardous materials	Goal 12: Responsible consumption and production
	306-3	Waste generated	Annual Report (Pg 50)			
	306-4	Waste diverted from disposal	Annual Report (Pg 50) KPI Annex > Environment			
	306-5	Waste directed to disposal	Annual Report (Pg 50) KPI Annex > Environment			

	Standard	Disclosure	Reference	Additional information and reasons for omission	Material aspect	Contribution to the SDGs
<b>Material topics: GRI 300 Environmental</b>	<b>GRI 308: SUPPLIER ENVIRONMENTAL ASSESSMENT 2016</b>					
	3-3	Management of material topics	Annual Report (Pg 59,61)			
	308-1	New suppliers that were screened using environmental criteria	Annual Report (Pg 61)	Nemak rigorously assessed 55 new suppliers through EcoVadis in 2023, taking the complete number of supplier assessments to 224, equating to 62 % of spend. EcoVadis screening includes environmental criteria.	Supply chain management	Goal 12: Responsible consumption and production
	308-2	Negative environmental impacts in the supply chain and actions taken	Annual Report (Pg 59)	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.		
<b>Material topics: GRI 400 Social</b>	<b>GRI 401: EMPLOYMENT 2016</b>					
	3-3	Management of material topics	Annual Report (Pg 76,78)			
	401-1	New employee hires and employee turnover	Annual Report (Pg 78)			
	401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	Annual Report (Pg 76)	Nemak does not list benefits by significant locations of operation and does not report whether benefits are provided to temporary or part-time employees.	Employee Well-being	
	<b>GRI 403: OCCUPATIONAL HEALTH AND SAFETY 2018</b>					
	3-3	Management of material topics	Annual Report (Pg 83)			
	403-1	Occupational health and safety management system	Annual Report (Pg 83)			
	403-2	Hazard identification, risk assessment, and incident investigation	Annual Report (Pg 83,86)			
	403-3	Occupational health services	Annual Report (Pg 76)			
	403-4	Worker participation, consultation, and communication on occupational health and safety	Annual Report (Pg 86)	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 (Pg 76)	Nemak does not report on OHS training for workers who are not employees but whose work and/or workplace is controlled by the organization.	Occupational health and safety	
	403-6	Promotion of worker health	Annual Report (Pg 76)			
	403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	Annual Report (Pg 83,86)			
403-8	"Workers covered by an occupational health and safety management system"	Annual Report (Pg 83)	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.			

Standard	Disclosure	Reference	Additional information and reasons for omission	Material aspect	Contribution to the SDGs
403-9	Work-related injuries	Annual Report (Pg 84)	Nemak does not report the number and rate of injuries and fatalities for workers who are not employees. Main type of work-related accidents by employees are hand and finger-related injuries, minor concussions, bruises and burns.	Occupational health and safety	
<b>GRI 404: TRAINING AND EDUCATION 2016</b>					
3-3	Management of material topics	Annual Report (Pg 78,86)			
404-1	Average hours of training per year per employee	Annual Report (Pg 78)			
404-2	Programs for upgrading employee skills and transition assistance programs	Annual Report (Pg 78)	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.	Training and development	Goal 4: Quality education
404-3	Percentage of employees receiving regular performance and career development reviews	Annual Report (Pg 78) KPI Annex > Social			
<b>GRI 405: DIVERSITY AND EQUAL OPPORTUNITY 2016</b>					
3-3	Management of material topics	Annual Report (Pg 79,80)			
405-1	Diversity of governance bodies and employees	Annual Report (Pg 81) KPI Annex > Social	Nemak does not report percentages in other diversity indicators such as minority or vulnerable groups.	Diversity and inclusion	
<b>GRI 406: NON-DISCRIMINATION 2016</b>					
3-3	Management of material topics	Annual Report (Pg 79,80)			
406-1	Incidents of discrimination and corrective actions taken	Annual Report (Pg 82)		Business ethics	
<b>GRI 407: FREEDOM OF ASSOCIATION AND COLLECTIVE BARGAINING 2016</b>					
3-3	Management of material topics	Annual Report (Pg 64)			
407-1	Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk		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.	Business ethics	
<b>GRI 408: CHILD LABOR</b>					
3-3	Management of material topics	Annual Report (Pg 64)			
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 or its suppliers.	Business ethics	
<b>GRI 409: FORCED AND COMPULSORY LABOR 2016</b>					
3-3	Management of material topics	Annual Report (Pg 64)			
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 or its suppliers.	Business ethics	

Material topics:  
GRI 400 Social

	Standard	Disclosure	Reference	Additional information and reasons for omission	Material aspect	Contribution to the SDGs
	<b>GRI 413: LOCAL COMMUNITIES 2016</b>					
	3-3	Management of material topics	Annual Report (Pg 87)			
	413-1	Operations with local community engagement, impact assessments, and development programs	Annual Report (Pg 88)		Corporate citizenship	
	<b>GRI 414: SUPPLIER SOCIAL ASSESSMENT 2016</b>					
	3-3	Management of material topics	Annual Report (Pg 59,61,64)			
	414-1	New suppliers that were screened using social criteria	Annual Report (Pg 61)	Nemak rigorously assessed 55 new suppliers through EcoVadis in 2023, taking the complete number of supplier assessments to 224, equating to 62 % of spend. EcoVadis screening includes environmental criteria.	Responsible supply chain management & Business ethics	
<b>Material topics: GRI 400 Social</b>	<b>GRI 415: PUBLIC POLICY 2016</b>					
	415-1	Political contributions	Annual Report (Pg 71)		Business ethics	
	<b>GRI 416: CUSTOMER HEALTH AND SAFETY 2016</b>					
	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, 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.		



# 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](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	Annual Report (Pg 46) KPI Annex > Environment	
TR-AP-150a.1	Waste Management	(1) Total amount of waste from manufacturing, (2) percentage hazardous, (3) percentage recycled	Annual Report (Pg 50) KPI Annex > Environment	
TR-AP-250a.1	Product Safety	Number of recalls issued, total units recalled		Nemaks 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, 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. For more information on Nemak's Product Quality standards, please refer to Nemak's 2023 Annual Report (Pg 56).
TR-AP-410a.1	Design for Fuel Efficiency	Revenue from products designed to increase fuel efficiency and/or reduce emissions"	Annual Report (Pg 3)	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	Annual Report (Pg 50,62)	
TR-AP-440b.1	Materials Efficiency	Percentage of products sold that are recyclable		As Nemak's products are made from aluminum, they are 100% recyclable.
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	Annual Report (Pg 69)	In 2023, Nemak did not have any litigations nor investigations about anti-trust or anti-competitive practices, corruptions or bribery.
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	2023	2022
Number of countries	15	15
Total number of operations (number of sites)	38	38
Net sales (in billions of USD dollars)	4.993	4.667
Total debt (in billions of USD dollars)	1.556	1.236
Total equity (in billions of USD dollars)	1.770	1.728
Total turnover (in billions of USD dollars)	4.993	4.667
Number of parts produced (in units eq)	42,039,994	39,488,426
share of products that increase fuel efficiency	100%	100%
share of products that are recyclable	100%	100%
Weight of parts produced (in tons)	572,070	537,506
Area of manufacturing plants in square meter	1,007,941	979,271

## GRI 2-28

### External initiatives and memberships of Nemaks sites on a local level\*

Autismo ABP, Manitas pintando arcoíris, Unidas Contigo, Cero pobreza, Amour21, Cancer association, Etxebarria and Markina's Town Hall, Markina School, Lea Artibai Association, Oká ik OZ, Spoza Žiar nad Hronom, MO RZ Žiar, Svetielko nádeje, Úsmev ako dar, Daruj nádej OZ, Asociácia Marfanovho syndrómu, Teatr Polski, Teatr Banialuka, Bieg Zbója, Akademia Techniczno-Humanistyczna, Biegniemy z Maj , Akademia Górniczo-Hutnicza - Bal Odlewnika, Stowarzyszenie Destination-Mountains, BBTS Włóknarz, Fundacja Dzieci ce Marzenia, Miejski Klub Sportowy, Szpital Onkologiczny, Szpital Wojewódzki, Polski Czerwony Krzy , V Liceum Ogólnokształc ce, Industrie- und Handelskammer, Arbeitgeberverband, fire brigade, Ronald McDonald child welfare, NGO "Ö-Tafel", parents' association ASO6, SOS child welfare organization, football club Askö Donau, local community "Klikk - Kleinmünchner Interessensgemeinschaft Kaufmannschaft und Kultur", Cancer Aid for Children, Austrian charity "Volkshilfe", Austrian Handicapped Sports Association, FH Wels Förderverein, Chamber of Commerce in Most, Chamber of Commerce in Chomutov, Union of Industry and Transport CZR

\*As of February 2023

R&D	2023
Spending for R&D total (in millions of USD)	\$54,020,000
Total number of employees employed in R&D	30
female	2
male	28
Number of patents filed	9

## Quality of products

	2023
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 301-1/2	2023	2022	2021
Materials used total in tons	737,552	704,646	658,589
thereof share renewable sources	0	0	0
thereof share non-renewable sources	737,552	704,646	640,932
thereof share recycled input materials	484,817	471,930	439,926
thereof share non-recycled input materials	252,735	232,716	201,006
<b>Materials used by type (t)</b>			
Aluminium	665,555	637,139	611,868
thereof recycled input materials	446,159	435,050	435,384
thereof non-recycled input materials	219,396	202,089	176,483
Master Alloys	39,570	35,384	29,064
thereof recycled input materials	6,231	4,757	4,542
thereof non-recycled input materials	33,339	30,627	25,552
Liners	32,427	32,123	17,657
thereof recycled input materials	32,427	32,123	17,657
thereof non-recycled input materials	0	0	0

GRI 305-1/2/3/5				
Emissions in tons CO2e	2023	% change from previous year	2022	2021
<b>GHG emissions</b>				
Scope 1	666,356	6%	630,313	607,167
Scope 2 location based	536,162	9%	493,904	480,826
Scope 2 market based	409,151	9%	377,036	390,829
Scope 3	3,931,752	-6%	4,176,353	3,884,050
Total Scope 1-3 market based	5,007,260	-3%	5,183,702	4,882,046
<b>GHG intensity</b>				
GHG intensity (Total CO2eq/Million \$USD Revenue)*	1,003	-10%	1,111	1,285
GHG intensity, (Total CO2eq/tons produced)	8.75	-9%	9.64	10.05
Scope 3 intensity, (Scope 3 CO2eq/Million \$USD Revenue)*	787	-12%	895	1,022
Scope 3 intensity, tons produced	6.87	-12%	7.77	7.99

\*Reporting metric has changed from dollar revenue to million dollar revenue, in comparison to the 2022 Nematik GRI Annex.

<b>GRI 302-1/4</b>			
<b>Energy consumption Millions of GJ</b>	<b>2023</b>	<b>2022</b>	<b>2021</b>
Total energy consumption (inside organization)	16.93	16.01	15.33
Direct use (Scope 1)	12.24	11.61	11.14
Natural gas	11.55	11.05	10.61
LPG	0.51	0.41	0.23
Gasoline	0.00	0.00	0.14
Diesel	0.16	0.15	0.15
Fuel Oil	0.02	0.00	0.00
Indirect use (Scope 2)	4.69	4.41	4.19
Electricity consumption (non-renewable)	3.88	3.60	3.61
District heating	0.02	0.07	0.09
District cooling	0.002	0.002	0.002
Renewable energy	0.78	0.73	0.49
Energy intensity (GJ/ Million \$US revenues)	3,391	3,431	4,034
Energy intensity (GJ/tons produced)	29.60	29.79	31.55

<b>GRI 302-4</b>	
<b>Improvements in Energy Efficiency</b>	<b>2023</b>
Number of Energy Efficiency initiatives implemented in 2023	more than 80
% reduction in energy intensity per unit produced, 2023 vs 2022	1%
Energy reduction through projects and efficiency measures in GJ (estimated based on improvements in energy intensity)	112,000
Total investment into energy efficiency	\$USD 3.1 Million

<b>GRI 302-2</b>		
<b>Scope 3 Emissions by category in tCO2e</b>	<b>2023</b>	<b>2022</b>
Purchased goods	3,270,821	3,415,155
Capital goods	152,929	228,156
Fuel and energy-related activities	245,040	233,693
Upstream transport	86,194	120,833
Downstream transport	85,287	82,453
Others	91,481	96,063
Upstream Scope 3 emissions	3,808,498	4,057,162
Downstream Scope 3 emissions	123,254	119,192

<b>GRI 302-7</b>		
<b>Other emissions in tons*</b>	<b>2023</b>	<b>2022</b>
NOx Emissions	578	462
SOx Emissions	137	128
Persistent organic pollutants (POP) Emissions	0	0
Volatile organic compounds (VOC) Emissions	170	130
Hazardous air pollutants (HAP) Emissions	4	27
Particulate matter (PM) Emissions	828	843

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

<b>GRI 305-5</b>	
<b>Emission reduction targets</b>	<b>2023</b>
Target Scope 1+2 Emission reduction by 2030, based on 2019	28%
% of Scope 1+2 SBTi target achieved	54%
Target Scope 3 Emission reduction by 2030, based on 2019	14%
% of Scope 3 SBTi target achieved	4%

<b>GRI 303-3/4</b>			
<b>Details on water withdrawal, discharge and consumption in k megaliters</b>	<b>2023</b>	<b>2022*</b>	<b>2021*</b>
Water withdrawal total	9.08	7.59	7.93
thereof surface water	0.00	0.00	0.00
thereof groundwater	1.52	1.11	1.28
thereof seawater	0.00	0.00	0.00
thereof produced water	0.00	0.00	0.00
thereof third party withdrawal**	7.56	6.20	6.64
Water withdrawal from areas with water stress total**	1.08	0.78	0.82
thereof surface water	0.00	0.00	0.04
thereof groundwater	0.31	0.28	0.22
thereof seawater	0.00	0.00	0.00
thereof produced water	0.00	0.00	0.00
thereof third party withdrawal	0.77	0.59	0.55
Water discharge total	7.80	6.48	6.88
thereof surface water	0.00	0.00	0.11
thereof groundwater	1.04	1.13	0.94
thereof seawater	0.00	0.00	0.00
thereof produced water	0.02	0.01	0.00
thereof third party discharge	6.47	5.34	5.85
Water consumption total	1.28	1.11	1.04
Total water consumption from areas with water stress**	0.81	0.65	0.58
Water intensity (total water consumption / total revenue in million USD)	0.26	0.24	0.27
<b>Water storage***</b>			
Total water stored in storage	0.01		
<b>Water recycling***</b>			
Total water recycled / reused	0.30		
<b>Water pollutants***</b>			
Water pollutants (in tonnes)	254		

\* Source of water withdrawals for 2021 and 2022 were previously reported incorrectly and values have therefore been adjusted in 2023.

\*\*Total water withdrawal and consumption from areas of water stress includes locations in very high water stress and high stressed areas. For a list of these locations, please refer to Nemak's 2023 Annual Report (Pg 51)

\*\*\*Nemak only began reporting these indicators in 2023

<b>GRI 306-5/5</b>			
<b>Waste management in tons</b>	<b>2023</b>		
	<b>total</b>	<b>onsite</b>	<b>offsite</b>
<b>Waste diverted from disposal</b>			
thereof non-hazardous materials	764,327	611,108	153,219
prepared for reuse	649,667	610,398	39,269
prepared for recycling	91,921	710	91,211
other recovery options	22,740	0	22,740
thereof hazardous materials	10,015	0	10,015
prepared for reuse	0	0	0
prepared for recycling	4,833	0	4,833
other recovery options	5,183	0	5,183
<b>Waste directed to disposal</b>			
thereof non-hazardous materials	119,410	0	119,410
directed to incineration I with energy recovery	276	0	276
directed to incineration I without energy recovery	30	0	30
directed to landfilling	85,533	0	85,533
other disposal methods	33,571	0	33,571
thereof hazardous materials	75,565	0	75,565
directed to incineration I with energy recovery	1,656	0	1,656
directed to incineration I without energy recovery	607	0	607
directed to landfilling	4,009	0	4,009
other disposal methods	69,294	0	69,294

<b>Environmental risk assessment</b>	<b>2023</b>
Percentage of all operational sites for which an environmental risk assessment has been conducted (as required by ISO14001)	100%

# Social

<b>GRI 2-7/8, 405-1</b>	
<b>Employee data (in HC)</b>	<b>2023</b>
Total number of employees	24,076
Total number of employees (in FTE)	24,069
Total number of external employees	1,014
<b>Employees by nationality*</b>	
Mexican	12,181
Share of total	51%
European	7,295
Share of total	30%
United States	2,541
Share of total	11%
South America (excl. Mexico)	1,013
Share of total	4%
Asian	1,010
Share of total	4%
Other	36
Share of total	0.1%
<b>Employees by diversity category</b>	
Employees with disabilities**	204

\*In 2023, data for Poland, Germany and Slovakia was collated in the category of European employees.  
 \*\*In some countries, the number of employees with disabilities is undisclosed due to data security. This KPI therefore remains incomplete.

<b>GRI 405-1</b>	
<b>Employees by category and function in HC</b>	<b>2023</b>
<b>Employees by employee category</b>	
Executives	10
Share female executives	0%
Share male executives	100%
Top management	107
Share female executives	11%
Share male executives	89%
Management positions	1,182
Share female executives	18%
Share male executives	82%
Management positions in revenue-generating functions (Commercial, Marketing, Sales)	50
Employees below management level	22,777

<b>GRI 405-1</b>	
<b>Employees by category and function in HC</b>	<b>2023</b>
<b>Employees by function</b>	
Executive Management (including Executive Assistants)	15
female	5
male	10
Business Development	18
female	9
male	9
Commercial	104
female	33
male	71
Manufacturing	19,975
female	2,136
male	17,839
Engineering	1,159
female	108
male	1,051
HSE	267
female	73
male	194
Quality	1,477
female	294
male	1,183
Finance	316
female	186
male	130
HR	332
female	230
male	102
Information Technology	121
female	21
male	100
Purchasing	293
female	119
male	174
Sustainability	4
female	4
male	0
Research and Development (included in Engineering count as well)	36
female	3
male	33



<b>GRI 2-7</b>	
<b>Employees by employment contract (by region and gender) in HC</b>	<b>2023</b>
<b>Employees with a permanent contract total</b>	<b>23,617</b>
Mexico	12,031
Share of total	51%
Europe	7,279
Share of total	31%
Asia	728
Share of total	3%
South America (excl. Mexico)	994
Share of total	4%
US	2,585
Share of total	11%
<b>Employees with a temporary contract total</b>	<b>459</b>
Mexico	138
Share of total	30%
Europe	61
Share of total	13%
Asia	260
Share of total	57%
<b>Employees with a permanent contract total</b>	<b>23,671</b>
female	3,138
Share of total	13%
male	20,479
Share of total	87%
<b>Employees with a temporary contract total</b>	<b>459</b>
female	75
Share of total	16%
male	384
Share of total	84%

<b>GRI 2-7</b>	
<b>Employees by employee type (by region and gender) in HC</b>	<b>2023</b>
<b>Employees with full time contract total</b>	<b>24,049</b>
female	3,198
Share of total	13%
male	20,851
Share of total	87%
<b>Employees with part time contract total</b>	<b>27</b>
female	15
Share of total	56%
male	12
Share of total	44%
<b>Employees with full time contract total</b>	<b>24,049</b>
Mexico	12,169
Share of total	51%
Europe	7,313
Share of total	30%
Asia	988
Share of total	4%
South America (excl. Mexico)	994
Share of total	4%
US	2,585
Share of total	11%
<b>Employees with part time contract total</b>	<b>27</b>
Europe	27
Share of total	100%

<b>GRI 2-30</b>		
<b>Employees covered by trade union agreements in 2023</b>	<b>Number</b>	<b>Percentage</b>
<b>Employees covered by a collective bargaining agreement total</b>	<b>18,322</b>	<b>76%</b>
in Mexico	10,105	83%
in Europe	5,924	81%
in Asia	0	0%
in South America (excl. Mexico)	994	98%
in the US	1,299	51%
Collective bargaining negotiations expected in the next 12 months	0	

<b>Women at Nematik</b>	<b>2023</b>
Average years females are employed at Nematik	5.3
Number of women in STEAM-related functions*	129
<b>Women at Nematik by employee category in HC</b>	
Women as executives	0
Share of women	0%
Women in top management	12
Share of women	11%
Women in management positions	212
Share of women	18%
Women in management positions in revenue-generating functions (Commercial, Marketing, Sales)	33
Share of women	66%
Women employed below management level	2,989
Share of women	13%

\*STEAM stands for science, technology, engineering, the arts, and mathematics.

<b>WEP, Bloomberg and Forward Faster</b>	
<b>Gender average ratio of promotions by level</b>	<b>2023</b>
Number of employees promoted in 2023	672
promotion rate	3%
Number of employees promoted to executives in 2023	1
male	1
male promotion rate	100%
Employees promoted to top management in 2023	13
female	5
female promotion rate	38%
male	8
male promotion rate	62%
Employees promoted to management positions in 2023	72
female	17
female promotion rate	24%
male	55
male promotion rate	76%

<b>GRI 401-1</b>	
<b>Turnover</b>	<b>2023</b>
Employees who left the company	7,633
<b>Total turnover rate</b>	
Employees who left the company with a permanent contract total (in HC)	7,557
Turnover rate permanent employees	32%
Employees who left the company with a temporary contract total (in HC)	76
Turnover rate temporary employees	17%
Employees who left the company (salaried)	465
Turnover rate salaried employees	13%
Employees who left the company (hourly)	7,168
Turnover rate hourly employees	35%
<b>Turnover by type</b>	
Employees who left the company voluntarily (HC)	4,941
female	883
male	4,058
Voluntary turnover rate (%)	21%
Employees who left the company mandated (HC)	2,691
female	367
male	2,324
Mandated turnover rate (%)	11%
<b>By age group (age of date of termination)</b>	
< 30 years old (HC)	3,864
turnover rate in percent < 30 years old	16%
30 - 50 years old (HC)	3,150
turnover rate in percent 30 - 50 years old	13%
> 50 years old (HC)	619
turnover rate in percent > 50 years old	3%
<b>By gender</b>	
female (HC)	1,250
turnover rate in percent female employees	5%
male (HC)	6,383
turnover rate in percent male employees	27%
<b>By region</b>	
Mexico (HC)	5,530
turnover rate Mexico in percent	45%
Europe (HC)	848
turnover rate Europe in percent	12%
Asia (HC)	124
turnover rate Asia in percent	12%
South America (excl. Mexico) (HC)	108
turnover rate South America (excl. Mexico) in percent	11%
US (HC)	1,023
turnover rate US in percent	40%

<b>GRI 401-1</b>		
<b>New hires</b>	<b>2023</b>	
Total number of new hires in 2023	4,092	HC
Percentage of open positions filled internally	69%	
<b>By age group (age when the employee was hired)</b>		
< 30 years old	2,207	HC
Share of total	54%	
30 - 50 years old	1,637	HC
Share of total	40%	
> 50 years old	248	HC
Share of total	6%	
<b>By gender</b>		
female	937	HC
Share of total	23%	%
male	3,155	HC
Share of total	77%	%
<b>By region</b>		
Mexico	2,392	HC
Share of total	58%	
Europe	813	HC
Share of total	20%	
Asia	139	HC
Share of total	3%	
South America (excl. Mexico)	141	HC
Share of total	3%	
US	607	HC
Share of total	15%	

<b>GRI 404-1</b>	
<b>Training hours</b>	<b>2023</b>
<b>Average hours of training by gender</b>	
female	35.6
male	30.8
<b>Average hours of training by employee category</b>	
Executives and top management	23.1
Management positions	23.2
Management positions in revenue-generating functions	17.3
Employees below management level	30.9
<b>Development programs</b>	
% of employees participating in employee development programmes (trainings, professional development plans etc.)	89%
Total number of employees participating in employee development programmes	21,529

<b>GRI 404-1</b>	
<b>Training hours (continued)</b>	<b>2023</b>
<b>Others</b>	
Total hours of training spent on human rights issues	2,560
Training costs total (US\$)	6,206,814
Share of employees covered in training costs (%)	89%
Number of employees covered in training costs	21,529
Average training costs by employees (US\$)	258

<b>GRI 404-3</b>	
<b>Performance appraisal in %</b>	<b>2023</b>
Employees who receive regular performance reviews	100%
<b>Regular performance review by gender</b>	
female	100%
male	100%
<b>Regular performance review by employee category</b>	
Executives	100%
Top management	100%
Management positions	100%
Management positions in revenue-generating functions (Commercial, Marketing, Sales)	100%
Employees below management level	100%

<b>GRI 406-1</b>	
<b>Discrimination</b>	<b>2023</b>
<b>Number of incidents of discrimination</b>	
Number of incidents of discrimination	4
thereof incidents related to gender discrimination	0
thereof incidents involving external employees	0
<b>thereof incidents reviewed by organisation</b>	
thereof incidents reviewed by organisation	4
thereof remediation plans being implemented	0
thereof remediation plans that have been implemented , with results reviewed through routine internal management review process	1
thereof incidents no longer subject to action	3
thereof percentage of incidents no longer subject to action	100%

# Corporate Citizenship

GRI 413-1	
Investments in philanthropic activities	2023
Monetary investments in citizenship/ philanthropic activities total (in US\$)	2,166,881
thereof cash contributions	2,077,294
thereof monetary contributions to projects/partnerships	56,913
thereof products/services	0
thereof inkind giving	32,674
thereof others	0
Time investments in citizenship / philanthropic activities total in hours	3,734
thereof employee volunteering during paid working hours	0
projects/partnerships	2,490
Total number of benefitted people in HC	75,000+

Political Contributions		2023
Lobbying		
Total monetary amount of contributions to political organizations/campaigns		0.00

# Occupational Health and Safety

GRI 403-10	
Work-related injuries	2023
Number of accidents at the workplace	335
thereof accidents with serious consequences (excl. fatalities)	50
thereof accidents with lost time	148
thereof fatalities	1
thereof women	82
Total number of lost days due to accidents at the workplace	4,886
Rate of accidents at the workplace, Total Recordable Incident Rate (TRIR) 1.24	1
Number of hours worked total	54,154,692

GRI 403-10	
Type of work-related ill health	2023
Work-related ill health	
Health incidents for employees	
Number of cases of work-related illness reported	18
thereof illness that resulted in fatalities	0
Health incidents for workers at the company's workplace who are not employees	
Number of cases of work-related illness reported	0
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 are mainly related to identified areas of high-risk related to material and tool handling, equipment and machinery movement, mobile equipment, and handling of dangerous substances.	

# Supply Chain Management

GRI 308-1		2023
Environmental screening		
Percentage of new suppliers, that were screened using environmental criteria		100%
Total number of suppliers assessed for environmental impacts		55
Number of suppliers identified as having significant actual and potential negative environmental impacts		16
thereof percentage of suppliers with which improvements were agreed upon as a result of assessment		100%
thereof percentage of suppliers with which relationships were terminated as a result of assessment		0

GRI 414-2		2023
Social screening		
Percentage of new suppliers, that were screened using social criteria		100%
Total number of suppliers assessed for social impacts		55
Number of suppliers identified as having significant actual and potential negative social impacts		12
thereof percentage of suppliers with which improvements were agreed upon as a result of assessment		100%
thereof percentage of suppliers with which relationships were terminated as a result of assessment		0