

GRI Index



GRI Index 2022

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 3)			
	2-3	Reporting period, frequency and contact point	Annual Report (Pg 14, 149)			
	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	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 - 2022		
	ACTIVITIES AND WORKERS					
	2-6	Activities, value chain and other business relationships	SR > Value Chain Engagement and Business Integrity > Value Chain Engagement (Pg 75)			Supply chain management
	2-7	Employees	SR > People and Communities > Well-being and Talent Development > Employee well-being > Progress and measures (Pg 57) KPI Annex > Social			
	GOVERNANCE					
	2-9	Governance structure and composition	SR > Sustainability Strategy > Sustainable Leadership > Key roles and responsibilites (Pg 23)	Nemak reports its governance structure including its committees.		Sustainable leadership
	2-12	Role of highest governance body in setting purpose, values, and strategy	SR > Sustainability Strategy > Sustainable Leadership > Key roles and responsibilites (Pg 23)			Sustainable leadership
	2-13	Delegation of responsibility for managing impacts	SR > Sustainability Strategy > Sustainable Leadership > Key roles and responsibilites (Pg 23)			Sustainable leadership

GRI 2: GENERAL DISCLOSURES 2021

2-15	Conflicts of interest	SR > Value Chain Engagement and Business Integrity > Business Integrity (Pg 69) SR > Value Chain Engagement and Business Integrity > Business Integrity > Compliance > Progress and measures (Pg 70)	Nemak's Global Code of Conduct is approved by the CEO
2-19	Remuneration policies	SR > Environment and Climate Innovation > Environmental Protection and Climate Innovation > Nemak's ambition (pg 30)	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	AR > Lightweight Developments (Pg 9 - 11)	
2-23	Policy Commitments	SR > Environment and Climate Innovation > Overall management approach (Pg 28) SR > People and Communities > Well- Being and Talent Development > Diversity and Inclusion > Management Approach (Pg 61) SR > Value Chain Engagement and Business Integrity (Pg 68) SR > Value Chain Engagement and Business Integrity > Business Integrity > Compliance > Management approach (Pg 70) SR > Value Chain Engagement and Business Integrity > Business Integrity > Anti-bribery and corruption > Management approach (Pg 71) SR > Value Chain Engagement and Business Integrity > Value Chain Engagement > Human rights > Management approach (Pg 77) SR > Value Chain Engagement and Business Integrity > Value Chain Engagement > Responsible supply chain management > Management approach (Pg 79) SR > People and Communities > Diversity and Inclusion > Management approach	

GRI 2: GENERAL DISCLOSURES 2021

2-24	Embedding policy commitments	<p>SR > Environment and Climate Innovation > Overall management approach (Pg 28)</p> <p>SR > People and Communities > Well- Being and Talent Development > Diversity and Inclusion > Management Approach (Pg 61)</p> <p>SR > Value Chain Engagement and Business Integrity (Pg 68)</p> <p>SR > Value Chain Engagement and Business Integrity > Business Integrity > Compliance > Management approach (Pg 70)</p> <p>SR > Value Chain Engagement and Business Integrity > Business Integrity > Anti-bribery and corruption > Management approach (Pg 71)</p> <p>SR > Value Chain Engagement and Business Integrity > Value Chain Engagement > Human rights > Management approach (Pg 77)</p> <p>SR > Value Chain Engagement and Business Integrity > Value Chain Engagement > Responsible supply chain management > Management approach (Pg 79)</p> <p>SR > People and Communities > Diversity and Inclusion > Management approach</p>
2-25	Process to remediate negative impacts	<p>SR > Value Chain Engagement and Business Integrity > Value Chain Engagement > Responsible supply chain management > Progress and measures (Pg 80)</p>
2-26	Mechanisms for seeking advice and raising concerns	<p>SR > People and Communities > Diversity and Inclusion > Management approach (pg 61)</p> <p>SR > People and Communities > Occupational Health and Safety > Employee participation in occupational health and safety (Pg 66)</p> <p>SR > Value Chain Engagement and Business Integrity (Pg 68)</p> <p>SR > Value Chain Engagement and Business Integrity > Business Integrity > Anti-bribery and corruption > Management approach (Pg 71)</p> <p>SR > Value Chain Engagement and Business Integrity > Value Chain Engagement > Human rights > Management approach (Pg 77)</p>

GRI 3: MATERIAL TOPICS 2021	2-27	Compliance with laws and regulations	SR > Value Chain Engagement and Business Integrity > Business Integrity > Compliance > Management approach & Progress and measures (Pg 70)	
	2-28	Membership associations	KPI Annex > Organizational KPI's	
	STAKEHOLDER ENGAGEMENT			
	2-29	Approach to stakeholder engagement	SR > Sustainability Strategy > Materiality Assessment and Stakeholder Dialogue > Stakeholder engagement (Pg 20)	
	2-30	Collective bargaining agreements	SR > People and Communities > Well-being and Talent Development > Employee well-being > Management approach (Pg 56)	76% of employees are covered by a collective bargaining agreement.
	DISCLOSURES ON MATERIAL TOPICS			
MATERIAL TOPICS: GRI 200 ECONOMIC	3-1	Process to determine material topics	SR > Sustainability Strategy > Materiality Assessment and Stakeholder Dialogue (Pg 19)	
			SR > Sustainability Strategy > Materiality Assessment and Stakeholder Dialogue > Material topics (Pg 19)	
	3-2	List of material topics	SR > Sustainability Strategy > Materiality Assessment and Stakeholder Dialogue > Material topics (Pg 19)	
GRI 201: ECONOMIC PERFORMANCE 2016				
	3-3	Management of material topics	AR > page 6	Goal 8: Decent work and economic growth
	201-1	Direct economic value generated and distributed	AR > page 5	
	201-2	Financial implications and other risks and opportunities due to climate change	SR > Environment and Climate Innovation > Environmental Protection and Climate Innovation > Climate-related risks and opportunities > Climate scenario modeling (Pg 33) SR > Environment and Climate Innovation > Environmental Protection and Climate Innovation > Climate-related risks and opportunities > Nemak's TCFD Index (Pg 35 - 39)	
GRI 202: MARKET PRESENCE 2016				
	202-2	Proportion of senior management hired from the local community	KPI Annex > Social > New Hires	Percentage of senior management hired from local community in total is 69%

MATERIAL TOPICS: GRI 200 ECONOMIC

GRI 203: INDIRECT ECONOMIC IMPACTS 2016

3-3	Management of material topics	SR > People and Communities > Corporate Citizenship > Management approach (Pg 67)	Corporate citizenship
203-1	Infrastructure investments and services supported	SR > People and Communities > Corporate Citizenship > Progress and measures (Pg 67)	

GRI 205: ANTI-CORRUPTION 2016

3-3	Management of material topics	SR > Value Chain Engagement and Business Integrity > Business Integrity > Anti-bribery and corruption > Management approach (Pg 71)	Business ethics
205-2	Communication and training about anti-corruption policies and procedures	SR > Value Chain Engagement and Business Integrity > Business Integrity > Anti-bribery and corruption > Progress and measures (Pg 71)	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	SR > Value Chain Engagement and Business Integrity > Business Integrity > Anti-bribery and corruption > Progress and measures (Pg 71)	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	SR > Value Chain Engagement and Business Integrity > Business Integrity > Anti-competitive behavior > Management approach (Pg 72)	Business ethics
206-1	Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	SR > Value Chain Engagement and Business Integrity > Business Integrity > Anti-competitive behavior > Progress and measures (Pg 72)	

GRI 301: MATERIALS 2016

3-3	Management of material topics	SR > Environment and Climate Innovation > Circularity > Waste management and hazardous materials > Management approach (Pg 46)	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	SR > Environment and Climate Innovation > Environmental Protection and Climate Innovation > Energy > Management approach (Pg 43)	Climate protection	Goal 13: Climate Action
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MATERIAL TOPICS: GRI 300 ENVIRONMENTAL



MATERIAL TOPICS: GRI 300 ENVIRONMENTAL

302-1	Energy consumption within the organization	SR > Environment and Climate Innovation > Environmental Protection and Climate Innovation > Energy > Progress and measures (Pg 44) KPI Annex > Environment	Nemak has 17% of total electricity consumption from renewable sources globally.
302-2	Energy consumption outside of the organization	“KPI Annex > Environment	
302-3	Energy intensity	SR > Environment and Climate Innovation > Environmental Protection and Climate Innovation > Energy > Progress and measures (Pg 44) KPI Annex > Environment	
302-4	Reduction of energy consumption	KPI Annex > Environment SR> Environment and Climate Innovation > Environmental Protection and Climate Innovation > Greenhouse Gas Emissions > Progress and measures (Pg 42)	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	SR > Environment and Climate Innovation > Circularity > Water management > Management approach (Pg 48)	
303-1	Interactions with water as a shared resource	SR > Environment and Climate Innovation > Circularity > Water management > Management approach & Progress and measures (Pg 48 - 49)	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	SR >Environment and Climate Innovation > Circularity > Water management > Management approach (Pg 48)	
303-3	Water withdrawal	SR > Environment and Climate Innovation > Circularity > Water management > Progress and measures (Pg 49) KPI Annex > Environment	
303-4	Water discharge	SR > Environment and Climate Innovation > Circularity > Water management > Progress and measures (Pg 49) KPI Annex > Environment	Priority substances are not reported.
303-5	Water consumption	SR > Environment and Climate Innovation > Circularity > Water management > Progress and measures (Pg 49) KPI Annex > Environment	



MATERIAL TOPICS: GRI 300 ENVIRONMENTAL

GRI 304: BIODIVERSITY 2016				
3-3	Management of material topics	SR > Environment and Climate Innovation > Environmental Protection and Climate Innovation > Biodiversity > Management approach (Pg 44)		
GRI 305: EMISSIONS 2016				
3-3	Management of material topics	SR > Environment and Climate Innovation > Environmental Protection and Climate Innovation > Greenhouse gas emissions > Management approach (Pg 40)	Climate protection	Goal 13: Climate Action
305-1	Direct (Scope 1) GHG emissions	SR > Environment and Climate Innovation > Environmental Protection and Climate Innovation > Greenhouse gas emissions > Progress and measures (Pg 42)		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	SR > Environment and Climate Innovation > Environmental Protection and Climate Innovation > Greenhouse gas emissions > Progress and measures (Pg 42)		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	SR > Environment and Climate Innovation > Environmental Protection and Climate Innovation > Greenhouse gas emissions > Progress and measures (Pg 42)		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	SR > Environment and Climate Innovation > Environmental Protection and Climate Innovation > Greenhouse gas emissions > Progress and measures (Pg 42)		Nemak reports reduction of GHG emissions following the WRI/WBCSD GHG Protocol Corporate Accounting and Reporting Standard.
305-7	Nitrogen oxides (NOX), sulfur oxides (SOX), and other significant air emissions	KPI Annex > Environment		
GRI 306: WASTE 2020				
3-3	Management of material topics	SR > Environment and Climate Innovation > Circularity > Waste management and hazardous materials > Management approach (Pg 46)	Waste management and hazardous materials	Goal 12: Responsible consumption and production
306-1	Waste generation and significant waste-related impact	SR > Environment and Climate Innovation > Circularity (Pg 45)		
306-2	Management of significant waste-related impacts	SR > Environment and Climate Innovation > Circularity > Waste management and hazardous materials > Management approach (Pg 46)		



	306-3	Waste generated	SR > Environment and Climate Innovation > Circularity > Waste management and hazardous materials > Progress and measures (Pg 47)		
	306-4	Waste diverted from disposal	SR > Environment and Climate Innovation > Circularity > Waste management and hazardous materials > Progress and measures (Pg 47) KPI Annex > Environment		
	306-5	Waste directed to disposal	SR > Environment and Climate Innovation > Circularity > Waste management and hazardous materials > Progress and measures (Pg 47) KPI Annex > Environment		
GRI 308: SUPPLIER ENVIRONMENTAL ASSESSMENT 2016					
MATERIAL TOPICS: GRI 300 ENVIRONMENTAL	3-3	Management of material topics	SR > Value Chain Engagement and Business Integrity > Value Chain Engagement > Overall management approach (Pg 76) SR > Value Chain Engagement and Business Integrity > Value Chain Engagement > Responsible supply chain management > Management approach (Pg 79)	Supply chain management	Goal 12: Responsible consumption and production
	308-1	New suppliers that were screened using environmental criteria	SR > Value Chain Engagement and Business Integrity > Value Chain Engagement > Overall management approach (Pg 76) SR > Value Chain Engagement and Business Integrity > Value Chain Engagement > Responsible supply chain management > Progress and measures (Pg 80)		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	SR > Value Chain Engagement and Business Integrity > Value Chain Engagement (Pg 75)		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.
GRI 401: EMPLOYMENT 2016					
MATERIAL TOPICS: GRI 400 SOCIAL	3-3	Management of material topics	SR > People and Communities > Well-being and Talent Development > Employee well-being > Management approach (Pg 56) SR > People and Communities > Well-being and Talent Development > Employee development > Management approach (Pg 58)		

**MATERIAL TOPICS:
GRI 400 SOCIAL**

401-1	New employee hires and employee turnover	SR > People and Communities > Well-being and Talent Development > Employee development > Progress and measures (Pg 58) KPI Annex > Social	
401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	SR > People and Communities > Well-being and Talent Development > Employee well-being > Management approach (Pg 56)	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	SR > People and Communities > Well-being and Talent Development > Employee well-being > Management approach (Pg 56) SR > People and Communities > Occupational Health and Safety > Management approach (Pg 63)	Occupational health and safety
403-1	Occupational health and safety management system	SR > People and Communities > Occupational Health and Safety > Management approach (Pg 63)	
403-2	Hazard identification, risk assessment, and incident investigation	SR > People and Communities > Occupational Health and Safety > Management approach (Pg 63) SR > People and Communities > Occupational Health and Safety > Employee participation in occupational health and safety (Pg 66)	
403-3	Occupational health services	SR > People and Communities > Well-being and Talent Development > Employee well-being > Occupational health services (Pg 56)	
403-4	Worker participation, consultation, and communication on occupational health and safety	SR > People and Communities > Occupational Health and Safety > Employee participation in occupational health and safety (Pg 66)	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	SR > People and Communities > Occupational Health and Safety > Employee training in occupational health and safety (Pg 66)	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	SR > People and Communities > Well-being and Talent Development > Employee well-being > Occupational health services (Pg 56)	



**MATERIAL TOPICS:
GRI 400 SOCIAL**

403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	SR > People and Communities > Occupational Health and Safety > Employee training in occupational health and safety (Pg 66)		
403-8	Workers covered by an occupational health and safety management system	SR > People and Communities > Occupational Health and Safety > Management approach (Pg 63)	100% of Nematik'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	SR > People and Communities > Occupational Health and Safety > Management approach & Progress and measures (Pg 63)	Nematik 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.	
GRI 404: TRAINING AND EDUCATION 2016				
3-3	Management of material topics	SR > People and Communities > Well-being and Talent Development > Employee development > Management approach (Pg 58)		Training and development Goal 4: Quality education
		SR > Value Chain Engagement and Business Integrity > Business Integrity > Information and Cyber Security > Management approach (Pg 73)		
404-1	Average hours of training per year per employee	"SR > People and Communities > Well-being and Talent Development > Employee development > Progress and measures (Pg 58) KPI Annex > Social "		
404-2	Programs for upgrading employee skills and transition assistance programs	SR > Value Chain Engagement and Business Integrity > Business Integrity > Information and Cyber Security > Progress and measures (Pg 74) SR > People and Communities > Well-being and Talent Development > Employee development > Progress and measures (Pg 58)	Nematik 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	"SR > People and Communities > Well-being and Talent Development > Employee development > Progress and measures (Pg 58) KPI Annex > Social "		



GRI 405: DIVERSITY AND EQUAL OPPORTUNITY 2016

3-3	Management of material topics	SR > People and Communities > Diversity and Inclusion > Management approach (Pg 61)		Diversity and inclusion
405-1	Diversity of governance bodies and employees	SR > People and Communities > Diversity and Inclusion > Progress and measures (Pg 61) KPI Annex > Social	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	SR > People and Communities > Diversity and Inclusion > Management approach (Pg 62)		Business ethics
406-1	Incidents of discrimination and corrective actions taken		For reasons of confidentiality, Nemak does not publish any statistical information about cases of discrimination.	

GRI 407: FREEDOM OF ASSOCIATION AND COLLECTIVE BARGAINING 2016

3-3	Management of material topics	SR > Value Chain Engagement and Business Integrity > Value Chain Engagement > Human rights > Management approach (Pg 77)		Business ethics
407-1	Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk		During the reporting period, 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	SR > Value Chain Engagement and Business Integrity > Value Chain Engagement > Human rights > Management approach (Pg 77)		Business ethics
408-1	Operations and suppliers at significant risk for incidents of child labor		During the reporting period, Nemak has not identified any risks in the area of child labor within its current procedures/operations or its suppliers.	

GRI 409: FORCED AND COMPULSORY LABOR 2016

3-3	Management of material topics	SR > Value Chain Engagement and Business Integrity > Value Chain Engagement > Human rights > Management approach (Pg 77)		Business ethics
409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labor		During the reporting period, Nemak has not identified any risks in the areas of forced labor within its current procedures/ operations or its suppliers.	

**MATERIAL TOPICS:
GRI 400 SOCIAL**

GRI 413: LOCAL COMMUNITIES 2016

3-3	Management of material topics	SR > People and Communities > Corporate Citizenship > Management approach (Pg 67)	Corporate citizenship
413-1	Operations with local community engagement, impact assessments, and development programs and development programs	SR > People and Communities > Corporate Citizenship > Management approach & Progress and measures (Pg 67)	

GRI 414: SUPPLIER SOCIAL ASSESSMENT 2016

3-3	Management of material topics	SR > Value Chain Engagement and Business Integrity > Value Chain Engagement > Overall management approach (Pg 76) SR > Value Chain Engagement and Business Integrity > Value Chain Engagement > Human rights > Management approach (Pg 77)	Business ethics
414-1	New suppliers that were screened using social criteria	SR > Value Chain Engagement and Business Integrity > Value Chain Engagement > Overall management approach (Pg 76) SR > Value Chain Engagement and Business Integrity > Value Chain Engagement > Human rights > Progress and measures (Pg 78)	Nemak screens suppliers using EcoVadis criteria, however does not report the percentage of new suppliers that were screened using social criteria.

GRI 416: CUSTOMER HEALTH AND SAFETY 2016

416-1	Assessment of the health and safety impacts of product and service categories		Nemaks products are aluminum parts for the automotive industry, such as cylinder heads, shock towers or battery housings. According to the current state of knowledge, the substance aluminum does not pose any danger during further processing. At the same time, 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.
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SASB CODE Index 2022

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”	SR > Environment and Climate Innovation > Climate Protection and Climate Innovation > Energy > Progress and measures (Pg 44) KPI Annex > Environment	
TR-AP-150a.1	Waste Management	(1) Total amount of waste from manufacturing, (2) percentage hazardous, (3) percentage recycled	SR > Environment and Climate Innovation > Circularity (Pg 45)	
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, Nematik cannot influence the safety impact at the Company's customers, but its products itself do not pose any risk for health and safety. The health and safety of the end product also lies with the OEM. Consequently, the indicator is not applicable to Nematik.
TR-AP-410a.1	Design for Fuel Efficiency	Revenue from products designed to increase fuel efficiency and/or reduce emissions		
TR-AP-440a.1	Materials Sourcing	Description of the management of risks associated with the use of critical materials	SR > Environment and Climate Innovation > Circularity > Waste management and hazardous materials > Management approach (Pg 46)	
TR-AP-440b.1	Materials Efficiency	Percentage of products sold that are recyclable		As Nematik's products are made from aluminum only, they are 100% recyclable.
TR-AP-440b.2	Materials Efficiency	Percentage of input materials from recycled or remanufactured content	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	SR > Value Chain Engagement and Business Integrity > Business Integrity > Anti-competitive behavior > Progress and measures (Pg 72)	
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	Annual Report	

KPI Annex

ORGANIZATIONAL

Organizational KPIs

Total number of operations (number of sites)	38
Net sales (in billions of USD dollars)	4.667
Total debt (in billions of USD dollars)	1.236
Total equity (in billions of USD dollars)	1.728
Total turnover (in billions of USD dollars)	4.667
Number of parts produced (in units eq)	39,500,000
Weight of parts produced (in tons)	537,506

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, Okáčik 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 Mają, Akademia Górniczo-Hutnicza - Bal Odlewnika, Stowarzyszenie Destination-Mountains, BBTS Włóknarz, Fundacja Dziecięce Marzenia, Miejski Klub Sportowy, Szpital Onkologiczny, Szpital Wojewódzki, Polski Czerwony Krzyż, V Liceum Ogólnokształcące, 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

ENVIRONMENT

GRI 301-1/2

Materials used total in tons	2022	2021
Materials used total	704,646	658,589
thereof share renewable sources	0	0
thereof share non-renewable sources	704,646	640,932
thereof recycled input materials	471,930	439,926
Materials used by type		
Aluminium	637,139	611,868
thereof recycled input materials	435,050	435,384
Master Alloys	35,384	29,064
thereof recycled input materials	4,757	4,542
Liners	32,123	17,657
thereof recycled input materials	32,123	17,657

GRI 305-1/2/3/5

Emissions in tons CO ₂ e*				
GHG emissions	2022	% change from previous year	2021	2020
Scope 1	630,313	4%	607,167	575,482
Scope 2 location based	493,904	3%	480,826	486,262
Scope 2 market based	377,036	-4%	390,829	419,024
Scope 3	4,176,353	8%	3,884,050	3,155,352
Total Scope1-3 market-based	5,183,702		4,882,046	4,149,858
GHG intensity				
GHG intensity, (Total CO ₂ eq/ revenue in US\$)	0.0011	-14%	0.0013	0.0013
GHG intensity, tons produced (Total CO ₂ eq/tons produced)	9.65	-4%	10.04	8.70
Scope 3 intensity, revenue in US\$ (Scope 3 emissions/revenue in US\$)	0.0009	-12%	0.0010	0.0010
Scope 3 intensity, tons produced (Scope 3 CO ₂ eq/tons produced)	7.77	-3%	7.99	6.61

* By improving data collection processes for the SBTi, data quality has been improved. Past values have been updated in 2022 and might differ from other publications.

Progress against Science Based Targets		Unit
Emission reduction through projects and efficiency measures	20,000	CO2e
Progress against Scope 1-2 target	20% (2022 vs 2019 baseline)	
Progress against Scope 3 target	-4% (2022 vs 2019 baseline)	

GRI 302-1/4

Energy consumption Millions of GJ			
	2022	2021	2020
Total Energy consumption	16.01	15.33	14.69
Direct use	11.61	11.14	10.66
Natural gas	11.05	10.61	10.30
LGP	0.41	0.23	0.20
Gasoline	0.00	0.14	0.00
Diesel	0.15	0.15	0.12
Fuel Oil	0.00	0.00	0.03
Indirect use	4.41	4.19	4.03
Electricity consumption (non-renewable)	3.60	3.61	3.67
District heating	0.07	0.09	0.06
District cooling	0.00	0.00	-
Renewable energy	0.73	0.49	0.30
Energy intensity in US\$**	0.0034	0.0040	0.0047
Energy intensity for tons produced ***	29.79	31.52	30.78
Total costs for electricity consumption in EUR ***	€ 249,820,870		

* By improving data collection processes for the SBTi, data quality has been improved. Past values have been updated in 2022 and might differ from other publications.

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

*** Nemak only started disclosing this indicator in 2022.

GRI 302-2

Scope 3 Emissions by category in tCO2e		2022
Purchased goods		3,415,155
Capital goods		228,156
Fuel and energy-related activities		233,693
Upstream transport		120,833
Downstream transport		82,453
Others		96,063
Upstream Scope 3 emissions		4,057,162
Downstream Scope 3 emissions		119,192

GRI 302-7

Other emissions in tons*		2022
NOx Emissions		461.68
SOx Emissions		127.98
Persistent organic pollutants (POP) Emissions		0.00
Volatile organic compounds (VOC) Emissions		130.18
Hazardous air pollutants (HAP) Emissions		26.89
Particulate matter (PM) Emissions		842.99

*Other emissions data is incomplete as not all sites report/have available this information. For Mexico, which has the biggest share of other emissions, previous years values are included, as 2022 emission data is only available in summer.

GRI 303-3/4

Details on water withdrawal and discharge in 2021 in k megaliters		2022
Water withdrawal total		7.59
thereof surface water		4.73
thereof groundwater		1.39
thereof seawater		0.00
thereof produced water		0.00
thereof third party withdrawal		1.56
Water withdrawal from areas with water stress total		0.87
thereof surface water		0.00
thereof groundwater		0.28
thereof seawater		0.00
thereof produced water		0.00
thereof third party withdrawal		0.59
Water discharge total		6.48
thereof surface water		4.61
thereof groundwater		1.13
thereof seawater		0.00
thereof produced water		0.01
Water consumption total		0.72
Total water consumption*		1.11
Total water consumption from areas with water stress*		0.65

GRI 306-5/5

Waste management in tons			
Waste diverted from disposal	total	onsite	offsite
thereof non-hazardous materials	687,190	587,870	99,320
prepared for reuse	609,035	566,256	42,779
prepared for recycling	47,429	21,614	25,816
other recovery options	30,725	0	30,725
thereof hazardous materials	19,562	3,435	16,128
prepared for reuse	290	0	290
prepared for recycling	6,756	3,435	3,322
other recovery options	12,516	0	12,516
Waste directed to disposal			
thereof non-hazardous materials	112,017	4,929	107,088
directed to incineration I with energy recovery	255	124	131
directed to incineration I without energy recovery	12	0	12
directed to landfilling	82,847	4,805	78,041
other disposal methods	28,903	0	28,903
thereof hazardous materials	255,260	336	254,924
directed to incineration I with energy recovery	1,417	118	1,299
directed to incineration I without energy recovery	537	0	537
directed to landfilling	54,376	218	54,158
other disposal methods	198,930	0	198,930

SOCIAL

GRI 2-7/8, 405-1

Employee data in HC		2022
Total number of employees		23,970
Total number of employees (in FTE)		23,681
Total number of external employees		1,329
Employees by nationality		
Mexican		12,647
Share of total		53%
United States		2,036
Share of total		8%
Germany		1,788
Share of total		7%
Poland		1,197
Share of total		5%
Slovakia		1,136
Share of total		5%
Brasil		865
Share of total		4%
Other		4,301
Share of total		18%
Employees by diversity category		
Employees with disabilities		100

GRI 405-1

Employees by category and function in HC		2022
Employees by employee category		
Executives		7
Share of total		0.03%
Top management		98
Share of total		0.41%
Management positions		1,063
Share of total		4.43%
Management positions in revenue-generating functions (Commercial, Marketing, Sales)		74
Share of total		0.31%
Employees below management level		22,728
Share of total		94.82%
Employees by function		
Executive Management		14
Share of total		0.06%
Business Development		21
Share of total		0.09%
Commercial		108
Share of total		0.45%
Manufacturing		19,844
Share of total		82.79%
Engineering		1,164
Share of total		4.86%
HSE		256
Share of total		1.07%
Quality		1,522
Share of total		6.35%
Finance		305
Share of total		1.27%
HR		342
Share of total		1.43%
Information Technology		113
Share of total		0.47%
Purchasing		277
Share of total		1.16%
Sustainability		4
Share of total		0.02%

GRI 2-7

Employees by employment contract (by region and gender) in HC	
Employees with a permanent contract total	23,570
Mexico	12,622
Share of total	54%
Europe	7,032
Share of total	30%
Asia	618
Share of total	3%
South America (excl. Mexico)	960
Share of total	4%
US	2,338
Share of total	10%
Employees with a temporary contract total	400
Mexico	0
Share of total	0%
Europe	104
Share of total	26%
Asia	296
Share of total	74%
South America (excl. Mexico)	0
Share of total	0%
US	0
Share of total	0%
Employees with a permanent contract total	23,570
female	2,780
Share of total	12%
male	20,790
Share of total	88%
Employees with a temporary contract total	400
female	78
Share of total	20%
male	322
Share of total	81%

GRI 2-7

Employees by employee type (by region and gender) in HC	
Employees with full time contract total	23,923
female	2,843
Share of total	12%
male	21,080
Share of total	88%
Employees with part time contract total	47
female	15
Share of total	32%
male	32
Share of total	68%
Employees with full time contract total	23,923
Mexico	12,587
Share of total	53%
Europe	7,106
Share of total	30%
Asia	916
Share of total	4%
South America (excl. Mexico)	959
Share of total	4%
US	2,355
Share of total	10%
Employees with part time contract total	47
Mexico	12
Share of total	26%
Europe	29
Share of total	62%
Asia	0
Share of total	0%
South America (excl. Mexico)	0
Share of total	0%
US	6
Share of total	13%

GRI 2-30

Percentage of employees covered by a collective bargaining agreement	76%
Number of employees covered by a collective bargaining agreement	18,149

Women at Nematik

Average years females are employed at Nematik	5.6
Number of women in STEM-related functions	104

Women at Nematik by employee category in HC

Women as executives **0**

Share of women	0%
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Women in top management **6**

Share of women	6%
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Women in management positions **177**

Share of women	17%
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Women in management positions in revenue-generating functions (Commercial, Marketing, Sales) **22**

Share of women	30%
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Women employed below management level **2,653**

Share of women	12%
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GRI 401-2

Turnover

Employees who left the company	5724	HC
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Turnover rate **24**

Employees who left the company with a permanent contract total	5517	HC
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Turnover rate permanent	23
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Employees who left the company with a temporary contract total	207	HC
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Turnover rate temporary	52
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By age group (age of date of termination)

< 30 years old	2942	HC
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Share of total	51%
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30 - 50 years old	2386	HC
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Share of total	42%
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> 50 years old	396	HC
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Share of total	7%
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By gender

female	700	HC
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Share of total	12%
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male	5024	HC
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Share of total	88%
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By region

Mexico	3991	HC
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Share of total	70%
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Europe	767	HC
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Share of total	13%
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Asia	129	HC
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Share of total	2%
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South America	85	HC
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Share of total	1%
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US	752	HC
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Share of total	13%
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GRI 401-1

New hires

Total number of new hires in 2022

Total number of new hires	8,737	HC
Percentage of open salary positions filled internally	57	%

By age group (age when the employee was hired)

< 30 years old	5,382	HC
Share of total	62%	
30 - 50 years old	3,123	HC
Share of total	36%	
> 50 years old	232	HC
Share of total	3%	

By gender

female	1,558	HC
Share of total	18%	
male	7,179	HC
Share of total	82%	

By region

Mexico	6,689	HC
Share of total	77%	
Europe	845	HC
Share of total	10%	
Asia	146	HC
Share of total	2%	
South America	151	HC
Share of total	2%	
US	906	HC
Share of total	10%	

Hiring from local community

Percentage of senior management hired from local community total	69%
Percentage of senior management hired in 2022 from local community	24%

GRI 404-1

Training

Average hours of training by gender

female	30.45
male	28.38

Average hours of training by employee category

Executives & Top Management	15.65
Junior management positions	18.99
Management positions in revenue-generating functions	15.80
Employees below management level	31.53

Others

Total hours of training spent on human rights issues	181,346
Training costs total in US\$	4,600,000
Share of employees covered in training costs in %	91%
Average training costs by employees in US\$	223

GRI 404-3

Performance appraisal in %

Employees who receive regular performance reviews	82.97
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Regular performance review by gender

female	83
male	92

Regular performance review by employee category

Executives	69
Top management	79
Management positions	84
Management positions in revenue-generating functions (Commercial, Marketin, Sales)	77
Employees below management level	91

GRI 403-10**Work-related injuries**

	Internal
Total recordable incidents	301
thereof accidents with serious consequences*	49
thereof accidents with lost time	111
thereof fatalities*	2
Total recordable ill-health	105
thereof illness that resulted in fatalities	0
Total recordable ill-health, external employees	8
thereof illness that resulted in fatalities	0

GRI 413-1**Investments in philanthropic activities**

Monetary investments in citizenship/ philanthropic activities total	231,471.60	US \$
thereof cash contributions	128,683.88	US \$
thereof monetary contributions to projects/partnerships	60,561.42	US \$
thereof products/services	94,514.98	US \$
thereof in-kind giving	34,389.29	US \$
thereof others	0.00	US \$
Time investments in citizenship/ philanthropic activities total	378	hrs
thereof employee volunteering during paid working hours	303	hrs
Local community engagement programmes		
Percentage of operations with implemented local community engagement, impact assessments, and/or development program	80	%

