

Global Wellbeing Policy

September 2025

English

1. Purpose & Scope

- 1.1** Nemak's Corporate Values state that the company will drive business growth while acting safely and responsibly toward its people, society and the environment, as it strives to further its business. The company is therefore devoted to supporting employees' wellbeing by fostering, cultivating and preserving a culture of balance, prevention and health, focused on creating long-term value for its employee base and society.

The company believes that caring for the wellbeing of its employees is not only the right thing to do, but also essential to building a resilient and high-performing organization. A healthy, engaged, and supported workforce enables Nemak to deliver on its 2030 Strategy and drive long-term business success.

Nemak's Global Wellbeing Policy aligns with its values, organizational competencies, Code of Conduct, International Labor Organization Health Promotion and Wellbeing recommendations and standards, United Nations Sustainable Development Goals, Global HSE Policy and other business policies covering human rights and employee relations.

This Policy also reflects Nemak's voluntary commitment to foster employees' wellbeing as a key enabler for business performance by enhancing collaboration and innovation, reducing costs and boosting employee engagement and productivity.

At Nemak, we understand wellbeing and performance go hand in hand. Supporting our people in high-demand environments enables sustainable contribution and resilience, not the absence of effort.

- 1.2** While this policy outlines Nemak's global approach to employee wellbeing, it does not create any legal benefit or replace or override local laws, regulations, or specific policies that may address related topics in more detail. Any local initiative must align with the principles of this Global Wellbeing Policy. Topics such as occupational health, safety, medical services, career development, compensation, or other are addressed in separate standards and policies.
- 1.3** The Global Wellbeing Policy applies to all Nemak employees, contractors, and joint venture employees over whom Nemak has management control.

2. Accountability

- 2.1 Document Owner:** Global TA and D&I
2.2 Accountable: Global HR and Global HSE
2.3 Control and Oversight: Revision every 3 years
2.4 Deliverables: Nemak's voluntary commitment to Wellbeing and to deliver across all Wellbeing pillars

3. Definitions

- 3.1 Wellbeing:** Promotion and maintenance of physical, mental and societal wellbeing. This involves creating an environment where employees are supported to be safe, healthy, satisfied and engaged, extending beyond traditional safety measures to include the overall quality of working life, work organization and the psychological and social aspects of their roles and contributions.
- 3.2 Health:** State of physical, mental, and social wellbeing, and not merely the absence of disease.
- 3.3 Psychological safety:** A shared belief within a team or group that it's safe to take interpersonal risks, like speaking up, asking questions, admitting mistakes, or offering new ideas, without fear of embarrassment, rejection, or retaliation.
- 3.4 Psychological health:** An individual's overall mental and emotional well-being, including the ability to

manage stress, maintain relationships, and function effectively in daily life.

Corporate Statement on Wellbeing

At Nemak, we recognize that our people shape the future of our organization. With People Development as one of our core competencies, we embrace wellbeing as a shared aspiration, one that fuels our purpose while Driving Mobility Forward.

We are committed to cultivating a workplace culture where wellbeing is embedded in our actions. By encouraging mental and physical health, promoting work-life balance, and fostering an environment of learning, recognition, motivation, and empowerment, we enable our people to thrive, personally and professionally.

At our company, we believe that people shape the future of our organization. Together, we are creating a culture where wellbeing is not just an activity but a shared commitment.

4. General Guidelines

Wellbeing is a shared responsibility. While Nemak commits to providing tools, resources, and a supportive environment, the company also encourages employees to take an active role in caring for their own health and supporting others.

This policy sets our global standard. Local teams may implement programs as needed to reflect regional regulations, benefits, and wellbeing needs, while remaining aligned to this global framework.

Roles and responsibilities of Nemak employees:

- Every employee is expected to contribute to a safe and healthy work environment by following established procedures, promoting respectful behaviors, and actively supporting wellbeing practices in line with Nemak's global and local standards.
- Employees are responsible to care for their own physical and mental wellbeing, while also encouraging positive practices among colleagues, and contributing to a work environment where people can perform at their best.
- Employees are encouraged to speak up if they experience or witness situations that may negatively impact individual or team wellbeing.

Roles and responsibilities of Nemak's Management, Supervisors and Team Leaders:

- Leaders are expected to foster a culture where wellbeing and performance go hand in hand, particularly in high-demand environments.
- Management is accountable for promoting psychological safety, enabling access to wellbeing resources, and modeling healthy work behaviors.
- Supervisors are responsible for challenging work dynamics that may negatively affect wellbeing and reinforcing team practices that promote resilience and engagement.
- Leaders must ensure alignment between business goals and wellbeing practices, adapting their approach to support sustainable performance.

Wellbeing Model:

Nemak's Wellbeing Model is built around five interconnected pillars (Mental, Work, Financial, Social, and Physical) the model places wellbeing at the core of the culture, emphasizing the shared responsibility of individuals, teams, and leadership. These pillars guide the efforts to support our people in thriving both personally and professionally and serve as the foundation for the initiatives outlined in this policy.

Wellbeing Pillars:

Mental Wellbeing

The company supports employees' emotional and psychological health, fostering a positive, resilient work environment and offering resources such as educational material and support services.

Work Wellbeing

Nemak is dedicated to creating a healthy and fulfilling work environment that encourages job satisfaction, work-life balance, learning, career growth, and professional development for all its employees.

Financial Wellbeing

Nemak supports financial wellbeing by offering resources for financial education, planning, and personal money management. This pillar focuses on helping employees make informed financial decisions and does not involve changes to compensation or working hours.

Social Wellbeing

Nemak is focused on fostering positive relationships, a sense of community, and support networks among employees, promoting collaboration and inclusiveness.

Physical Wellbeing

Nemak is keen on providing a healthy work environment and encourages practices that support employees' physical health, such as ergonomic workspaces, fitness programs, healthy lifestyle choices and ensuring safe working conditions.

Wellbeing Framework:

Expected Business Outcomes

The company seeks overall health and success in terms of profitability, growth, employee engagement, and its ability to adapt and thrive in a competitive market.

Communication

Nemak promotes awareness regarding its health and wellbeing policies, programs and resources available to employees. Employees are encouraged to seek assistance and support whenever needed, and managers are accessible for discussions regarding wellbeing concerns.

Continuous Measurement and Improvement

Nemak is committed to monitoring organizational wellbeing and initiatives impact, through engagement surveys and anonymized pulse surveys. This data will be used to assess efforts to attract, enable, and retain a motivated workforce, supported by a strong wellbeing foundation. All wellbeing information is handled with confidentiality and disclosed only in alignment with legal requirements and best practices.

Legal Compliance

Nemak practices, programs, and initiatives related to health and well-being is a voluntary commitment, not part of wage or compensation, and must comply with the applicable legislation in each country where Nemak operates, including applicable health, safety, and labor relations standards. All health and wellbeing information is handled with confidentiality and disclosed only in alignment with local legal requirements and best practices.

5. Contact Information

Nemak expects employees to report all known or suspected violations of this policy. All our stakeholders can raise concerns or report violations without fear of retaliation through any of the following channels:

- The direct manager or next-level manager
- The Human Resources manager or director
- The Governance department, as well as the Legal and Compliance department of Nemak by email to (governance@nemak.com)
- Transparency Helpline (<https://secure.ethicspoint.com/domain/media/en/gui/97874/index.html>)

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

6. Revisions

0, September - 2025

7. Approved by

Armando Tamez – CEO – September 2025

8. Related Documents

8.1 [Nemak Code of Conduct](#)

8.2 [Global HSE Policy](#)

8.3 [Global Diversity & Inclusion Policy](#)

8.4 [Human Rights Policy](#)