

ASI CERTIFICATION PERFORMANCE STANDARD



PRESENTED TO

Nemak Pilsting GmbH

CERTIFICATE NUMBER
480

ASI STANDARD
**PERFORMANCE
STANDARD
(V3 2022)**

DATE OF ISSUE
14 JULY 2025

CERTIFICATION LEVEL
**FULL
CERTIFICATION**

DATE OF EXPIRY
13 JULY 2028

ASI ACCREDITED
AUDITING FIRM
**TÜV RHEINLAND
CERT GmbH**

CERTIFIED SINCE
14 JULY 2025

AUTHORISED BY

A handwritten signature in black ink, appearing to be 'J. H.', followed by a long horizontal line.

Aluminium Stewardship Initiative Ltd
ACN 606 661 125, Australia
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*Validity of this Certificate is subject to
continued conformance with the
applicable ASI Standard and can be
verified at
www.aluminium-stewardship.org*

CERTIFICATION SCOPE

Manufacture of Aluminium metal
structure components at Nemak
Pilsting GmbH, Germany.

AUDIT REPORT PERFORMANCE STANDARD

OVERVIEW

MEMBER NAME	Nemak S.A.B de C.V
ENTITY NAME	Nemak Pilsting GmbH
CERTIFICATION SCOPE	Manufacture of Aluminium metal structure components at Nemak Pilsting GmbH, Germany.
SUPPLY CHAIN ACTIVITIES	<ul style="list-style-type: none">Material Conversion
ASI STANDARD	<ul style="list-style-type: none">Performance Standard V3
AUDIT TYPE	<ul style="list-style-type: none">Initial Certification Audit
AUDIT FIRM	TÜV Rheinland Cert GmbH
AUDIT DATE	<ul style="list-style-type: none">12 – 13 December 2024
AUDIT REPORT SUBMISSION	<ul style="list-style-type: none">12 June 2025
AUDIT SCOPE	<p>The Audit Scope includes manufacturing processes for Aluminium metal structure components in Nemak Pilsting GmbH, Germany.</p> <p>The Supply Chain Activities included in the Audit Scope:</p> <ul style="list-style-type: none">Material Conversion <p>All relevant criteria in the ASI Performance Standard were included in the Audit Scope.</p>
AUDIT OUTCOME	<ul style="list-style-type: none">Certification
AUDIT METHODOLOGY DECLARATION	<p>The Auditors confirm that:</p> <ul style="list-style-type: none"><input checked="" type="checkbox"/> The information provided by the Entity is true and accurate to the best knowledge of the Auditor(s) preparing this report.<input checked="" type="checkbox"/> The findings are based on verified Objective Evidence relevant to the time period for the Audit, traceable and unambiguous.<input checked="" type="checkbox"/> The Audit Scope and audit methodology are sufficient to establish confidence that the findings are indicative of the performance of the Entity's defined Certification Scope.<input checked="" type="checkbox"/> The Auditor(s) have acted in a manner deemed ethical, truthful, accurate professional, independent and objective.
CERTIFICATION PERIOD	14 July 2025 – 13 July 2028
NEXT AUDIT TYPE	Surveillance Audit

NEXT AUDIT DATE	14 January 2027
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CERTIFICATE NUMBER	480
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If you have an inquiry or complaint about this Certification, go to the third-party EthicsPoint portal at: <https://aluminium-stewardship.ethicspoint.com/>

EthicsPoint is a comprehensive and confidential reporting tool that enables complaints to be securely raised, managed and responded to. This enables anonymity to be maintained where desired by complainants, or as relevant to whistleblowing situations.

Information is available in five languages – English, French, Chinese, German and Portuguese (Brazil). Translation services provided by EthicsPoint enable complaints and correspondence to be managed in multiple languages.

ENTITY OVERVIEW

Nemak S.A.B de C.V (‘the Group’) is a manufacturer of lightweighting solutions for the automotive industry specialising in the development and manufacturing of Aluminium components for powertrain, e-mobility, and structural applications. In 2022, the Group generated a revenue of US\$4.7 billion and joined the Aluminium Stewardship Initiative (ASI).

Nemak Pilsting GmbH (the ‘Entity’) processes structure components for the automotive industry. The plant area is approximately 17,000 square metres (m²), of which approximately 15,000 m² are buildings. The plant is located in a mixed-use area in the municipality of Pilsting and employs approximately 100 persons.

MATURITY RATINGS

A rating of maturity (low, medium or high) determined by the Auditor that provides a general assessment in terms of systems, Residual Risk and performance assigned to a Sustainability Component.

Maturity ratings are not a direct assessment of conformance to the Standard.

	GOVERNANCE	ENVIRONMENT	SOCIAL	COMBINED RATING
SYSTEMS	Medium	High	Medium	MEDIUM
RISKS	Medium	High	Medium	MEDIUM
PERFORMANCE	High	High	Medium	HIGH
OVERALL	MEDIUM			

FINDINGS

CRITERION	RATING	COMMENT
1. BUSINESS INTEGRITY		
1.1 Legal Compliance	Conformance	<p>Both the Entity and its parent Group have systems, processes, and procedures in place to ensure awareness of and Compliance with Applicable Law and other binding obligations.</p> <p>The audited site is certified against the following Management System standards: ISO 14001 (environment), ISO 27001 and TISAX (IT security), ISO 45001 (occupational health & safety), ISO 50001 (energy), and IATF 16949 standards.</p> <p>Compliance risks have been identified and are systematically managed.</p>
1.2 Anti-Corruption	Conformance	<p>The Entity has established and implemented a system to work against Corruption, Bribery, and other similar practices in all their forms. A global business Code of Conduct and a global Anti-Corruption Policy have been issued, communicated within the Entity, and made publicly available.</p> <p>The Code of Conduct has been translated into several languages and is available at: https://www.nemak.com/media/2592/code-of-conduct-en-pdf.pdf</p> <p>The Anti-Corruption Policy is available at: https://www.nemak.com/media/2577/anti-corruption-policy-public.pdf</p> <p>A documented procedure for identifying and monitoring parts of the business that are inherently of a high Bribery risk has been implemented.</p> <p>Bribery-related risks have been identified and assessed and that personnel are periodically trained in Corruption risks.</p>
1.3a-e Code of Conduct	Conformance	<p>Nemak Corporate has issued and publicly communicated its global Code of Conduct, available in every language where Nemak has operations. The Code of Conduct has been translated into several languages and is available at: https://www.nemak.com/media/2592/code-of-conduct-en-pdf.pdf</p> <p>The Code is also communicated internally through means such as posting on notice boards and the intranet. Training on the Code occurs every two years for existing employees and for every new employee. Employees are required to sign the Code.</p>
2. POLICY AND MANAGEMENT		
2.1a-f Environmental, Social, and Governance Policy	Conformance	<p>The Entity has issued and communicated its Policy statements through various channels including the website, posters, leaflets, and notifications on newly published or updated Policies. Training on the Policies is available for employees.</p> <p>Senior management has endorsed these Policies and provides the necessary resources for their implementation.</p> <p>The Nemak Global Policy documents are available at: https://www.nemak.com/sustainability/#sustainabilityPolicies</p> <p>The Entity has established an Integrated Management System to ensure effective implementation of ASI requirements. Several facets of</p>

CRITERION	RATING	COMMENT
		the Management System have been certified against International Management System Standards ISO 14001, ISO 45001, ISO 50001, and IATF16949.
2.2a-c Leadership	Conformance	The Entity's Site Manager has overall responsibility for the implementation of the ASI requirements and leads communication of the Policies within the Entity. A local ASI Coordinator and the central sustainability team provide implementation support. These roles have been formally defined.
2.3a Environmental and Social Management Systems – Environmental	Conformance	<p>The Entity has implemented and maintains an Environmental and Energy Management System which is certified against ISO 14001 and ISO 50001 by an accredited certification body (TÜV Rheinland Cert).</p> <p>The latest audit report from the certification body did not identify any major non-conformance.</p>
2.3b Environmental and Social Management Systems – Social	Minor Non-Conformance	<p>The Entity has established an active Social Management System as part of its integrated management approach. The System is based on Nemak's Code of Conduct, Global Human Rights Policy, Global Diversity & Inclusion Policy and further Policy documents, which are available at:</p> <p>https://www.nemak.com/sustainability/#sustainabilityPolicies</p> <p>As confirmed through interviews and document review, social risks are systematically identified and assessed. Employees receive regular training on social topics.</p> <p>The Entity's Social Management System however is not adequately documented, and for example, the organisational roles and responsibilities and processes relevant to the Social Management System are absent.</p>
2.4a-e Responsible Sourcing	Conformance	<p>As part of the Nemak Group, the Entity has issued and communicated its Global Business Code for Suppliers and Sustainable Purchasing Policy, available at:</p> <p>https://www.nemak.com/sustainability/#sustainabilityPolicies</p> <p>As part of the Entity's supply chain management, relevant suppliers are systematically assessed and evaluated.</p>
2.5a-g Environmental and Social Impact Assessments	Not Applicable	<p>This Criterion is not applicable to the Entity, as there have been no New Projects or Major Changes to existing Facilities since the Entity joined ASI.</p> <p>However, processes are in place to ensure that Impact Assessments will be conducted for New Projects and Major Changes to existing Facilities.</p>
2.6a-h Human Rights Impact Assessment	Not Applicable	<p>This Criterion is not applicable to the Entity, as there have been no New Projects or Major Changes to existing Facilities since the Entity joined ASI.</p> <p>However, the Entity will follow a global procedure to ensure that Human Rights impacts will be assessed when there are New Projects or Major Changes to existing Facilities. This procedure is supplemented by local tools such as documented risk assessments.</p>

CRITERION	RATING	COMMENT
2.7a-f Emergency Response Plan	Conformance	As confirmed by document review and interviews, the Entity has site-specific Emergency Response Plans (ERPs) in place. Evacuation drills are conducted annually. The ERPs are available on request to relevant Stakeholders, subject to management approval.
2.8a-d Suspended Operations	Minor Non-Conformance	<p>The Nemark Group has implemented a Crisis Manual, which serves to manage resilience aspects on a European level. The Entity has incorporated certain aspects (natural disasters and pandemics) in its emergency plan.</p> <p>However, the Entity did not demonstrate that they have access to the European Crisis Manual and has not established an Entity-specific resilience plan that would address situations where it may have to suspend or significantly alter operations due to factors outside its control, which takes into account Material adverse environmental, social, and governance impacts.</p>
2.9a-b Mergers and Acquisitions	Conformance	The Entity is not in a merger or and acquisition (M&A) or post-merger situation. The Nemark Group however has issued its procedure for managing the Due Diligence process for M&As, which addresses environmental, social and governance issues.
2.10a-b Closure, Decommissioning and Divestment	Conformance	Nemark's Global business development team is responsible for ensuring that environmental, social and governance practices are reviewed in the planning process for Closure, Decommissioning, and Divestment (CDD). A documented process for managing CDD was provided. Management confirmed that there are no plans known to close, decommission or divest the Pilsting facility.
3. TRANSPARENCY		
3.1a-b Sustainability Reporting	Conformance	<p>Nemark's Annual Report contains information on the Group's environmental, social and governance aspects, initiatives, and performance. The Annual Report is available at: https://investors.nemark.com/financiera/informacion_anual</p> <p>The associated Global Reporting Initiative (GRI) Index Report is available at: https://www.nemark.com/media/3174/gri-index-2023.pdf</p>
3.2 Non-compliance and Liabilities	Conformance	<p>The Nemark Group has included a statement in its Annual Report 2023, (page 69), that there were no Material fines, judgments, penalties, or non-monetary sanctions for failure to comply with Applicable Law.</p> <p>The Annual Report is available at: https://investorcloud.s3.amazonaws.com/nemark/InformacionFinanciera/ReportesAnuales/IA-2023-en.pdf</p>
3.3a-c Payments to Governments	Conformance	<p>The Entity's management has confirmed that in accordance with the Anti-Corruption Policy, no payments to governments were made other than taxes, fees and the alike. The Nemark Group has included a statement in its Annual Report 2023 (page 71), that there were no payments to governments and no direct or indirect, financial, or in-kind, political contributions.</p> <p>The Annual Report is available at: https://investorcloud.s3.amazonaws.com/nemark/InformacionFinanciera/ReportesAnuales/IA-2023-en.pdf</p>

CRITERION	RATING	COMMENT
3.4a-f Stakeholder Complaints, Grievances and Requests for Information	Minor Non-Conformance	<p>The Entity has implemented its Complaints Resolution Mechanism and has made the Mechanism available on its website in multiple languages, available at: https://nemak.com/transparency-helpline</p> <p>The design of the Mechanism has considered Guiding Principle 31 of the United Nations 'Guiding Principles on Business and Human Rights'.</p> <p>The Entity however has not made publicly available an adequate description of the Grievance Mechanism.</p>
4. MATERIAL STEWARDSHIP		
4.1a Environmental Life Cycle Assessment	Minor Non-Conformance	<p>The Entity has provided documentation to demonstrate that it has evaluated the life cycle impacts of its major Products. The Life Cycle Assessment (LCA) is based on the 'LCA for Experts' (ex GaBi) software and has been documented.</p> <p>However, not all impact categories as demanded in Nemak's LCA Policy are covered, due to temporary technical limitations.</p>
4.1b-c Environmental Life Cycle Assessment - Disclosure	Conformance	<p>The Entity can provide LCA information to customers upon request, however no requests have been received to date. The LCA outcomes are included in the Annual Report, available at: https://investors.nemak.com/financiera/informacion_anual</p> <p>System boundaries and underlying assumptions are stated in the LCA report.</p>
4.2 Product Design	Not Applicable	<p>This Criterion is not applicable to the Entity, as design decisions are specific by its customers. Products are provided by the customer, processed according to customer specifications, and returned.</p> <p>The Entity however has internal objectives to transform its main processes to enhance circularity and 'net zero' Products.</p>
4.3a-b Aluminium Process Scrap	Conformance	<p>The Entity does not source Aluminium directly, as it only conducts secondary processes on parts which are owned by its customers. All Aluminium Scrap is collected and sent to recycling (either directly or via its customers).</p>
4.4a-c Collection and Recycling of Products at End of Life - Material Conversion and other Manufacturing	Conformance	<p>The Entity's recycling strategy is described and made publicly available in the Annual Report 2023, pages 48-50: https://investorcloud.s3.amazonaws.com/nemak/InformacionFinanciera/ReportesAnuales/IA-2023-en.pdf</p> <p>The Entity does not source Aluminium directly, as it only conducts secondary processes on parts which are owned by its customers.</p>
4.4d Collection and Recycling of Products at End of Life	Conformance	<p>The Entity produces automobile components solely for 'business-to-business' customers. These automobile manufacturers are primarily responsible for recycling of the Products.</p> <p>The Entity is a member of the German Car Manufacturers Association (Verein Deutscher Giessereifachleute e.V.) and is actively working in the trade association.</p> <p>The Nemak Group is also working with customers to promote the circularity of the Products through the development of 'closed-loop' systems.</p>

CRITERION	RATING	COMMENT
5. GREENHOUSE GAS EMISSIONS		
5.1a-b Disclosure of GHG Emissions and Energy Use	Conformance	<p>The Nematik Group has disclosed its Global Greenhouse Gases (GHG) emissions data its Annual Report 2023, pages 44 and 46; https://www.nematik.com/media/3065/ia-2023-en.pdf</p> <p>Entity-specific data for energy use and GHG emissions are available in the 'ASI Pilsting Plant Report', pages 4-5: https://nemak.com/media/3441/asi-pilsting-v2.pdf</p> <p>Material data for scopes 1, 2 and 3 (Categories 1-4) have been independently verified.</p>
5.2a Aluminium Smelter GHG Emissions Intensity – Started production after 2020	Not Applicable	This Criterion is not applicable to the Entity's Certification Scope.
5.2b Aluminium Smelter GHG Emissions Intensity – In production up to and including 2020	Not Applicable	This Criterion is not applicable to the Entity's Certification Scope.
5.3a-e GHG Emissions Reduction Plans	Conformance	<p>The Entity has established a GHG Emissions Reduction Plan with a pathway that is consistent with the ASI methodology for a 1.5°C Warming Scenario: https://nemak.com/media/3441/asi-pilsting-v2.pdf</p> <p>The Nematik Group has completed a validation process with the Science Based Targets initiative (SBTi). After completing a validation process with the Science Based Targets initiative (SBTi), the Nematik Group committed to achieving a 28% absolute reduction in Scopes 1 and 2 GHG emissions (direct and certain indirect emissions, respectively) by 2030, from a 2019 baseline year, and reducing absolute Scope 3 GHG emissions from purchased goods and services by 14% over the same timeframe. These goals also apply to the Entity.</p> <p>Whilst the SBTi targets are set to a 'well-below 2°C' warming scenario, both the Nematik Group and the Entity's overall transition plan and long-term strategy support a 1.5°C scenario, with an aim to be net zero by 2050.</p> <p>The Entity has established a GHG Emissions Reduction Plan and pathway that is accordance with ASI requirements (Scopes 1 & 2). The Entity processes Aluminium on behalf of its customers and therefore has no influence on the Scope 3, Category 1 GHG emissions associated with the material. Nematik's pathway and the 'ASI Pilsting Plant Report' are available at: https://nemak.com/media/3441/asi-pilsting-v2.pdf</p> <p>Further information on Nematik's climate strategy is available in its Annual Report: https://investors.nematik.com/financiera/informacion_anual</p>
5.4 GHG Emissions Management	Conformance	<p>The Entity works systematically to achieve performance aligned to the GHG Emissions Reduction Plan and targets. The direct emissions reduction plan is managed using the ISO 50001 Management System.</p> <p>The Entity aims to deliver an 18% reduction in its Scope 1 and 2 emissions by 2026 relative to a 2019 baseline; and this goal is aligned</p>

CRITERION	RATING	COMMENT
		with its plans to reach a 28% reduction by 2030, all of which were verified by the SBTi.
6. EMISSIONS, EFFLUENTS AND WASTE		
6.1a-f Emissions to Air	Conformance	The Entity has quantified and publicly reports on relevant Emissions to Air which are regularly measured and evaluated. CO ₂ has been identified as the only Material Emissions to Air (emissions emanate from gas burners) and is the only parameter that has been included in the 'ASI Pilsting Plant Report', page 5: https://www.nemak.com/media/3359/2024_asi_pilsting-plant-report.pdf
6.2a-g Discharges to Waters	Conformance	The Entity has publicly disclosed its Discharges to Water in the 'ASI Pilsting Plant Report', page 6: https://nemak.com/media/3441/asi-pilsting-v2.pdf The annual discharge of water (except stormwater) is approximately 6,400 cubic metres per annum, which has been evaluated as not Material.
6.3a-g Assessment and Management of Spills and Leakages	Conformance	The Entity has assessed risks relating to Spills and Leakages which are documented in an environmental register. The site tour and interviews during the Audit indicated that the Entity is prepared for any emergency related to Spills and Leakages.
6.4a-b Public Disclosure of Spills and Leakages	Not Applicable	The Entity has reported that there have not been any Material Spills or Leakage since 2022 in the 'ASI Pilsting Plant Report', page 8: https://nemak.com/media/3441/asi-pilsting-v2.pdf
6.5a-c Waste Management and Reporting	Conformance	The Entity has quantified and publicly disclosed the quantity of Hazardous and non-Hazardous Waste generated from its activities, in the ASI Pilsting Plant Report', page 7: https://nemak.com/media/3441/asi-pilsting-v2.pdf The Entity has documented and provided training on its Waste management strategy, which is designed in accordance with the Waste Mitigation Hierarchy. The strategy is available in the Annual Report 2023, page 49: https://investorcloud.s3.amazonaws.com/nemak/InformacionFinanciera/ReportesAnuales/IA-2023-en.pdf All employees receive training on waste management.
6.6a-g Bauxite Residue	Not Applicable	This Criterion is not applicable to the Entity's Certification Scope.
6.7a-f Spent Pot Lining (SPL)	Not Applicable	This Criterion is not applicable to the Entity's Certification Scope.
6.8a-d Dross	Not Applicable	This Criterion is not applicable to the Entity's Certification Scope.
7. WATER STEWARDSHIP		
7.1a-b Water Assessment and Disclosure	Conformance	The Entity has identified and mapped its water withdrawal and use by source and type. Water consumption is monitored as a KPI within the Environmental Management System.

CRITERION	RATING	COMMENT
		<p>Site specific water assessment and data on water withdrawal and use are disclosed in the 'ASI Pilsting Plant Report', page 6: https://nepak.com/media/3441/asi-pilsting-v2.pdf</p> <p>Water-related risks in Watersheds have been assessed. The study concluded that the Entity has no Material risks to Watersheds in its Area of Influence.</p>
7.2a-e Water Management	Not Applicable	<p>This Criterion is not applicable to the Entity as the Entity's risk assessment identified water-related risks linked to water withdrawal and discharge are low. This rating is supported by data from the World Resources Institute (WRI) Aqueduct Water Risk Atlas (https://www.wri.org) and monthly water analysis reports.</p>
8. BIODIVERSITY AND ECOSYSTEM SERVICES		
8.1a Biodiversity and Ecosystem Services Risk and Impact Assessment	Conformance	<p>The Entity has conducted a Biodiversity and Ecosystem Services risk assessment. The study concluded that there are no Material impacts on Biodiversity from the Entity's activities.</p> <p>Biodiversity management information is available in the 'ASI Pilsting Plant Report', pages 7-8: https://nepak.com/media/3441/asi-pilsting-v2.pdf</p>
8.1b Biodiversity and Ecosystem Services Risk and Impact Assessment - Priority	Not Applicable	<p>This Criterion is not applicable to the Entity, as the Biodiversity risk assessment concluded that the site has no Material impacts on Biodiversity Values. The Entity is not dependent on a specific Ecosystem Services.</p>
8.2a-g Biodiversity Management	Not Applicable	<p>This Criterion is not applicable to the Entity, as the Biodiversity risk assessment concluded that the site has no Material impacts on Biodiversity Values.</p>
8.3a-c Management of Priority Ecosystem Services	Not Applicable	<p>This Criterion is not applicable to the Entity, as the Biodiversity risk assessment concluded that the site has no Material impacts on Biodiversity Values. The Entity is not dependent on Priority Ecosystem Services.</p>
8.4 Alien Species	Conformance	<p>The Entity's Biodiversity assessment did not recommend any actions related to invasive species. As the Entity's product logistics are limited to central Europe and it does not use wooden packaging for raw materials and products, the potential impacts from alien and invasive species are considered not Material.</p>
8.5a-b Commitment to "No Go" in World Heritage Properties	Conformance	<p>The Entity is not located in, or near World Heritage Properties, as confirmed by site visits and the UNESCO Map of World Heritage (https://whc.unesco.org/en/statesparties).</p>
8.6a-d Protected Areas	Conformance	<p>The Entity' and its Area of Influence is not located within or adjacent to a Protected Area.</p>
8.6e Protected Areas - Bauxite Mining	Not Applicable	<p>This Criterion is not applicable to the Entity's Certification Scope.</p>
8.7a-i Mine Rehabilitation	Not Applicable	<p>This Criterion is not applicable to the Entity's Certification Scope.</p>

CRITERION	RATING	COMMENT
9. HUMAN RIGHTS		
9.1a-d Human Rights Due Diligence	Minor Non-Conformance	<p>The Entity adheres to the Nematik Global Human Rights Policy: https://www.nematik.com/media/1646/nematik-global-human-rights-policy.pdf</p> <p>Human Rights are also addressed in other Policy documents (Code of Conduct, Global Diversity & Inclusion Policy, Global Business Code for Suppliers, Sustainable Purchasing Policy, all available at: https://www.nematik.com/sustainability/#sustainabilityPolicies</p> <p>The Entity has conducted a gender-sensitive Human Rights Due Diligence assessment, however, the evaluation of identified risks has not been documented at the site level. The assessment concluded that the Entity did not cause or contribute to salient Human Rights issues.</p>
9.2a-e Gender Equity and Women's Empowerment	Minor Non-Conformance	<p>The Entity is committed to maintaining and promoting a workplace free of Discrimination and Harassment by actively promoting programs devoted to further developing all aspects of diversity and inclusion (D&I) in the workplace. A goal to further increase the proportion of women at all levels of the organisation by 2030 through the D&I program has been established.</p> <p>Information on the effectiveness of the measures taken to promote gender equity is publicly available in the Annual Report 2023, pages 73-82, and the Bloomberg Gender Equality Index Survey: https://investors.nematik.com/financiera/informacion_anual</p> <p>https://nemak.com/media/2777/bloomberg-gei-v2.pdf</p> <p>The Entity as part of the Nematik Group has subscribed to the UN Global Compact and joined the initiative's target gender equality program in 2021 to set and deliver on corporate targets for female representation and leadership. In 2022, Nematik also became a signatory to the UN's Women's Empowerment Principles (WEPs).</p> <p>The Entity however did not sufficiently demonstrate that an effective, comprehensive, documented program is implemented to promote gender equity and women's empowerment in employment practices, training opportunities, awarding of contracts, engagement processes, and management activities.</p>
9.3a-i Indigenous Peoples	Not Applicable	This Criterion is not applicable to the Entity, as Indigenous Peoples or their lands, territories and resources are not directly affected by the Entity's operations.
9.4a Free, Prior, and Informed Consent (FPIC) - New Projects or Major Changes	Not Applicable	This Criterion is not applicable to the Entity, as Indigenous Peoples or their lands, territories and resources are not directly affected by the Entity's operations.
9.4b Free, Prior, and Informed Consent (FPIC) - Bauxite Mining	Not Applicable	This Criterion is not applicable to the Entity's Certification Scope.

CRITERION	RATING	COMMENT
9.4c Free, Prior, and Informed Consent (FPIC) - Demonstrate support	Not Applicable	This Criterion is not applicable to the Entity, as Indigenous Peoples or their lands, territories and resources are not directly affected by the Entity's operations.
9.5a Cultural and Sacred Heritage - Identification	Not Applicable	This Criterion is not applicable to the Entity, there are no sacred or cultural heritage sites on the property or in the vicinity of the site, as confirmed through a document review. The nearest World heritage site (the Roman Lines) is located approximately forty kilometres from the Entity.
9.5b Cultural and Sacred Heritage - Impacts	Not Applicable	This Criterion is not applicable to the Entity, as confirmed by document review, there are no sacred or cultural heritage sites on the property or in the vicinity of the Entity.
9.6a-i Displacement	Not Applicable	This Criterion is not applicable to the Entity, there are no New Projects or Major Changes that require resettlement.
9.7a-h Affected Populations and Organisations	Conformance	The Entity has established a systematic and active approach to 'corporate citizenship', including respecting the rights and interests of Affected Communities. Nematik publicly reports on their corporate citizenship, including the strategy description and initiatives at the Group-level in the Annual Report 2023, page 87: https://www.nematik.com/media/3065/ia-2023-en.pdf
9.8a Conflict-Affected and High-Risk Areas - Strong Management Systems	Conformance	The Entity has demonstrated that there are processes in place to ensure risk-based Due Diligence over its Aluminium supply chain. Management regularly conducts documented risk assessments, and the latest assessment confirmed that the Entity is not sourcing from Conflict-Affected and High-Risk Areas (CAHRAs).
9.8b Conflict-Affected and High-Risk Areas - Identify and assess risks	Conformance	The Entity undertakes an annual assessment of its suppliers' sustainability performance based on critical analysis and priorities. They also identify, track, and act on any potential risks based on their supplier risk management process.
9.8c Conflict-Affected and High-Risk Areas - Strategy to respond to risks	Conformance	The Entity has implemented a strategy to respond to identified risks in their supply chain. Management has confirmed the Entity is not sourcing any metal from CAHRAs.
9.8d Conflict-Affected and High-Risk Areas - Audit of due diligence	Conformance	The Entity's Due Diligence practices were included in this ASI Performance Standard Certification Audit, which addresses this requirement.
9.8e Conflict-Affected and High-Risk Areas - Report annually	Conformance	The Entity reports on its supply chain Due Diligence process and results in the Annual Report 2023, pages 59-60: https://investors.nematik.com/financiera/informacion_anual
9.9 Security practice	Not Applicable	This Criterion is not applicable to the Entity as it does not employ or use security services.

CRITERION	RATING	COMMENT
10. LABOUR RIGHTS		
10.1a-c Freedom of Association and Right to Collective Bargaining	Conformance	<p>The Entity respects the concept of Freedom of Association and the employees' right to Collective Bargaining, as documented in the Global Human Rights Policy, the Code of Conduct, and the Global Business Code for Suppliers. These documents are available at: https://nematik.com/sustainability/?sc=0#sustainabilityPolicies</p> <p>They are regularly reviewed, approximately every two years.</p> <p>Worker representatives confirmed that the Entity does not interfere in their work and Workers' rights are respected.</p>
10.1d Freedom of Association and Right to Collective Bargaining - Alternative means in context of Applicable Law	Not Applicable	This Criterion is not applicable to the Entity, as Freedom of Association and Collective Bargaining is not restricted by law.
10.2a Child Labour	Conformance	<p>In the Nemak Global Human Rights Policy and Global Business Code for Suppliers, it is stated that the use of Child Labour is strictly prohibited, refer to: https://www.nematik.com/sustainability/#sustainabilityPolicies</p> <p>The Entity adheres to all regulations and Applicable Law related to Child Labour and compulsory or Forced Labour and does not employ individuals under the age of 16 years (minimum 18 years in production).</p>
10.3a-c Forced Labour	Conformance	<p>The Entity is not involved in Forced Labour, neither directly nor through labour agencies. Neither deposits nor security payments are required, nor is any form of Debt Bondage permitted.</p> <p>The Entity does not unreasonably restrict the freedom of movement of Workers in the workplace and does not retain original copies of Workers' identity papers, work permits, travel documents or training certificates.</p> <p>Workers may terminate their employment at any time without penalty, given notice of reasonable length. The time for announced termination is defined in the working contracts, based on local law.</p> <p>Nemak Corporate has issued a Modern Slavery Statement (August 2024) which is applicable to the Entity, available at: https://www.nematik.com/media/3311/modern-slavery-statement-2024.pdf</p>
10.4a-c Non-Discrimination	Conformance	<p>The Entity does not tolerate any form of Discrimination or Harassment in the workplace and communicates its approach internally via training and through the Code of Conduct, available at: https://www.nematik.com/sustainability/#sustainabilityPolicies</p> <p>A global compliance hotline has been implemented to report any breaches of the code.</p>
10.5 Communication and engagement	Conformance	The Entity has several channels to communicate with its employees systematically and openly regarding their working conditions and issues. Interviewed Workers confirmed that there is no threat of reprisal, intimidation, or Harassment.

CRITERION	RATING	COMMENT
10.6a-g Violence and Harassment	Minor Non-Conformance	<p>The Entity is committed to maintaining and promoting a workplace free of Discrimination and Harassment by actively promoting programs to further develop all aspects of diversity and inclusion in the workplace. Workers did not report any cases of Violence or Harassment at the workplace in the confidential worker interviews. All employees receive regular training on the Code of Conduct which addresses Violence and Harassment at the workplace.</p> <p>The Entity has issued a documented specific workplace Violence Policy. However, at the time of the Audit, this document was not yet publicly available. The Entity's Violence and Harassment Policy is publicly available at: https://www.nemak.com/sustainability/?psc=0#sustainabilityPolicies</p>
10.7a-c Remuneration	Conformance	<p>Workers receive work contracts prior to, and at the start their employment. The contract details all necessary information including working hours, payment, and vacation. Document review and interviews with Workers, worker representatives and management confirmed that wages exceed the national legal minimum. They are collectively negotiated with the Union present at the Entity's site.</p> <p>Overtime is paid with a premium of at least 25% and salary/wages are paid monthly directly into the employees' bank accounts.</p>
10.8a-c Working Time	Conformance	<p>The Entity provided documented evidence that it complies with Applicable Law and industry standards on standard Working Time, Overtime, public holidays, and vacation.</p> <p>Based on the legal 40-hour working week, Workers do not work more than eight hours per workday with an average over a six-month period. Workers have an average of two days off per seven-day period.</p>
10.9a-b Informing Workers of Rights	Conformance	<p>As confirmed through interviews with Workers and management during the Audit, the Entity's Workers are informed on Human and labour Rights during the onboarding process. All Workers receive documented training on fundamental documents such as the Code of Conduct and policies.</p>
11. OCCUPATIONAL HEALTH AND SAFETY		
11.1a Occupational Health and Safety (OH&S) Management System	Minor Non-Conformance	<p>The Entity has implemented its Occupational Health & Safety (OH&S) Management System which has been certified since 2017 (OHSAS 18001 and subsequently according to ISO 45001) from an accredited certification body. Nemak's Global Health, Safety, and Environmental Policy is supported by the Entity's local OH&S (Occupational Health & Safety) Policy and is available at: https://www.nemak.com/media/2773/hse-policy.pdf</p> <p>However, it was identified for one isolated case, the requirements for escape routes were not met.</p>
11.1b-e Occupational Health and Safety (OH&S) Management System - Reviews and disclosure	Conformance	<p>The Entity is ISO 45001 certified by an accredited certification body. The Entity has implemented and communicated its OH&S Policy and reviews its Management System including its Policy annually. The Policy was last revised in August 2023.</p> <p>Information on the effectiveness of the Entity's OH&S Management System is publicly available, including leading and lagging indicators</p>

CRITERION	RATING	COMMENT
		and a comparative analysis of performance with peer businesses. Refer to 'ASI Pilsting Plant Report', pages 10-11: https://nemak.com/media/3441/asi-pilsting-v2.pdf
11.2 Employee engagement on Health and Safety	Conformance	The Entity has established a joint OH&S committee, which meets quarterly. The minutes of these meetings demonstrate that Workers can raise, discuss and participate in the resolution of OH&S issues with management.

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DOCUMENT CONTROL AND VERSION HISTORY

REVISION	DATE	NOTES
0	15 August 2025	Initial Certification Audit – Full Certification