

# ASI CERTIFICATION PERFORMANCE STANDARD



PRESENTED TO

# Nemak Wernigerode GmbH

CERTIFICATE NUMBER  
**583**

ASI STANDARD  
**PERFORMANCE  
STANDARD  
(V3.1 2023)**

DATE OF ISSUE  
**10 AUGUST 2026**

CERTIFICATION LEVEL  
**FULL  
CERTIFICATION**

DATE OF EXPIRY  
**9 AUGUST 2029**

ASI ACCREDITED  
AUDITING FIRM  
**TÜV RHEINLAND  
CERT GmbH**  
  
CERTIFIED SINCE  
**10 AUGUST 2026**

## AUTHORISED BY

A stylized, handwritten signature in black ink, consisting of a large, flowing 'A' followed by a 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](http://www.aluminium-stewardship.org)*

## CERTIFICATION SCOPE

Production of Aluminium  
components for the automotive  
industry, including engine blocks,  
heads and e-engine housings at  
Wernigerode, Germany.

# AUDIT REPORT PERFORMANCE STANDARD

## OVERVIEW

|                               |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                          |
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| MEMBER NAME                   | Nemak S.A.B de C.V                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                       |
| ENTITY NAME                   | Nemak Wernigerode GmbH                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                   |
| CERTIFICATION SCOPE           | Production of Aluminium components for the automotive industry, including engine blocks, heads and e-engine housings at Wernigerode, Germany.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                            |
| SUPPLY CHAIN ACTIVITIES       | <ul style="list-style-type: none"><li>• Casthouses</li><li>• Material Conversion</li></ul>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                               |
| ASI STANDARD                  | <ul style="list-style-type: none"><li>• Performance Standard V3.1</li></ul>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                              |
| AUDIT TYPE                    | <ul style="list-style-type: none"><li>• Initial Certification Audit</li></ul>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                            |
| AUDIT FIRM                    | TÜV Rheinland Cert GmbH                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                  |
| AUDIT DATE                    | <ul style="list-style-type: none"><li>• 26 – 28 January 2026</li></ul>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                   |
| AUDIT REPORT SUBMISSION       | <ul style="list-style-type: none"><li>• 13 July 2026</li></ul>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                           |
| AUDIT SCOPE                   | <p>The Audit Scope includes the production of Aluminium components for the automotive industry, including engine blocks, heads and e-engine housings at Wernigerode, Germany.</p> <p>The Supply Chain Activities included in the Audit Scope:</p> <ul style="list-style-type: none"><li>• Casthouses</li><li>• Material Conversion</li></ul> <p>All relevant Criteria in the ASI Performance Standard were included in the Audit Scope.</p>                                                                                                                                                                                                                              |
| AUDIT OUTCOME                 | Certification                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                            |
| AUDIT METHODOLOGY DECLARATION | <p>The Auditors confirm that:</p> <ul style="list-style-type: none"><li>☑ The information provided by the Entity is true and accurate to the best knowledge of the Auditor(s) preparing this report.</li><li>☑ The findings are based on verified Objective Evidence relevant to the time period for the Audit, traceable and unambiguous.</li><li>☑ 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.</li><li>☑ The Auditor(s) have acted in a manner deemed ethical, truthful, accurate professional, independent and objective.</li></ul> |
| CERTIFICATION PERIOD          | 10 August 2026 – 9 August 2029                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                           |

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| NEXT AUDIT TYPE | Surveillance Audit |
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| NEXT AUDIT DATE | 10 February 2028 |
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| CERTIFICATE NUMBER | 583 |
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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.

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## ENTITY OVERVIEW

Nemak S.A.B de C.V ('the Group') is a provider of lightweighting solutions for the automotive industry specialising in the development and manufacturing of Aluminium components for powertrain, e-mobility, and structural applications. In 2025, the Group generated a revenue of US\$4.9 billion. Nemak joined the Aluminium Stewardship Initiative (ASI) in 2022.

Nemak Wernigerode ('the Entity') is a 100% owned subsidiary of Nemak S. A. B. de C. V that is located in Wernigerode, Saxony-Anhalt, Germany. The Entity produces Aluminium components for the automotive industry, including engine blocks, heads, and e-engine housings. Production includes core package systems with gravity and GSPM casting. All products undergo heat treatment, machining, assembly, and finally, delivery to the customer. The plant area is approximately 115.000 square meters (m<sup>2</sup>) of which approximately 50,000 m<sup>2</sup> are buildings. The nearest residential area is the town of Wernigerode, approximately half a kilometre from the Entity. The Entity has approximately 500 employees.

## 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 |
|--------------------|------------|-------------|--------|-----------------|
| <b>SYSTEMS</b>     | High       | Medium      | Medium | MEDIUM          |
| <b>RISKS</b>       | High       | High        | High   | HIGH            |
| <b>PERFORMANCE</b> | High       | Medium      | Medium | MEDIUM          |
| <b>OVERALL</b>     | MEDIUM     |             |        |                 |

## FINDINGS

| CRITERION                                           | RATING      | COMMENT                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                              |
|-----------------------------------------------------|-------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <b>1. BUSINESS INTEGRITY</b>                        |             |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                      |
| 1.1 Legal Compliance                                | Conformance | <p>The Entity is part of the Nemak Group and has implemented the Group's systems, processes and procedures 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), TISAX (IT security), ISO 45001 (Occupational Health &amp; Safety), ISO 50001 (energy) and IATF 16949 Standards. 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 fight Corruption and Bribery in all its forms. A global business Code of Conduct and a global Anti-Corruption Policy (in English) have been issued and communicated within the Entity and made publicly available. The Code of Conduct has been translated into several languages and is available on the Nemak website:<br/> <a href="https://www.nemak.com/media/3500/code-of-conduct-english.pdf">https://www.nemak.com/media/3500/code-of-conduct-english.pdf</a></p> <p>The Anti-Corruption Policy is available at:<br/> <a href="https://www.nemak.com/sustainability/?sc=0#sustainabilityPolicies">https://www.nemak.com/sustainability/?sc=0#sustainabilityPolicies</a></p> <p>A documented procedure for identifying and monitoring those parts of the business that carry a high Bribery risk has been implemented. Evidence has been provided that 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, including the Entity:<br/> <a href="https://www.nemak.com/sustainability/?sc=0#sustainabilityPolicies">https://www.nemak.com/sustainability/?sc=0#sustainabilityPolicies</a></p> <p>The Code of Conduct is also communicated internally (on the intranet) and training is provided every two years for existing employees and for every new employee. Employees are required to sign the Code.</p>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                       |
| <b>2. POLICY AND MANAGEMENT</b>                     |             |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                      |
| 2.1a-f Environmental, Social, and Governance Policy | Conformance | <p>The Entity has issued and communicated its Policy statements via different channels: website, intranet, leaflets, notifications about newly published/updated Policies, and trainings available for employees. Senior management endorse the Policies and provide the necessary resources for their implementation. The Policies are regularly reviewed.</p> <p>The Nemak Global Policies documents are publicly available at:<br/> <a href="https://www.nemak.com/sustainability/?sc=0#sustainabilityPolicies">https://www.nemak.com/sustainability/?sc=0#sustainabilityPolicies</a></p> <p>The Entity has established an Integrated Management System to ensure effective implementation of ASI requirements. Several facets have been certified against international management system standards (ISO 14001, ISO 45001, ISO 50001, TISAX, and IATF16949).</p>                                                                                                                                                                                 |
| 2.2a-c Leadership                                   | Conformance | <p>The Site Manager has the overall responsibility for the implementation of ASI requirements and leads communication of the Policies at Nemak Wernigerode. They are supported by a local ASI coordinator</p>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                        |

| CRITERION                                                        | RATING                | COMMENT                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                    |
|------------------------------------------------------------------|-----------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
|                                                                  |                       | and a central sustainability team. Document review, site tour, and interviews during this Audit confirmed that overall, resources are sufficient.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                          |
| 2.3a Environmental and Social Management Systems – Environmental | Conformance           | The Entity has implemented and is maintaining an Environmental and Energy Management System which is certified against ISO 14001 and ISO 50001 by an accredited certification body (TÜV Rheinland Cert). There are no open non-conformances.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                               |
| 2.3b Environmental and Social Management Systems – Social        | Minor Non-Conformance | <p>The Entity has established a documented and active Social Management System as part of its integrated management approach. It is based on the Code of Conduct, Human Rights Policy, Diversity &amp; Inclusion Policy, and further Policy documents, available at: <a href="https://nemak.com/sustainability/?sc=0#sustainabilityPolicies">https://nemak.com/sustainability/?sc=0#sustainabilityPolicies</a></p> <p>As confirmed by interviews and document review during this Audit, social risks are systematically identified and assessed. Employees receive regular training on social topics.</p> <p>However, the Social Management System is not adequately documented, as the framework document describing the organisation, roles and responsibilities and all processes which are relevant for the Social Management System has not been fully developed.</p> |
| 2.4a-e Responsible Sourcing                                      | Conformance           | <p>The Entity has implemented and communicated its Business Code of Conduct for Suppliers and Sustainable Purchasing Policy: <a href="https://www.nemak.com/sustainability/?sc=0#sustainabilityPolicies">https://www.nemak.com/sustainability/?sc=0#sustainabilityPolicies</a></p> <p>As part of Nemak'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 currently 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 would be conducted for New Projects and Major Changes.</p>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                   |
| 2.6a-h Human Rights Impact Assessment                            | Not Applicable        | <p>This Criterion is currently 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, there is a global procedure in place to ensure that Human Rights impacts are assessed when there are New Projects or Major Changes. This procedure is supplemented by local tools such as documented risk assessments.</p>                                                                                                                                                                                                                                                                                                                                                                                                                                                            |
| 2.7a-f Emergency Response Plan                                   | Conformance           | As confirmed by document review and interviews during this Audit, the Entity has implemented site-specific Emergency Response Plans (ERP). The Plans are regularly tested. The ERP is available on request to relevant Stakeholders after management approval.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                             |
| 2.8a-d Suspended Operations                                      | Conformance           | The Entity has developed plans to address risk and emergency situations related to suspended operations. No evidence of suspension of activities at the Entity's site in the previous 12 months was identified.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                            |

| CRITERION                                                              | RATING      | COMMENT                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                             |
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| 2.9a-b Mergers and Acquisitions                                        | Conformance | The Entity is not in a merger or acquisition (M&A) or post-merger situation. However, the Entity has developed a 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 | Nemak'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 (CCD). A documented process for managing CCD was provided. Management confirmed that there are no plans known to close, decommission or divest the site in Wernigerode.                                                                                                                                                                                                                                                                                                                                                                                                                                                  |
| <b>3. TRANSPARENCY</b>                                                 |             |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                     |
| 3.1a-b Sustainability Reporting                                        | Conformance | <p>The Nema Group's annual reporting contains details about the ESG Management Systems and initiatives. The Annual Report is publicly available on online (<a href="https://investors.nemak.com">https://investors.nemak.com</a>) and the associated GRI-Index is available at: <a href="https://www.nemak.com/media/3448/nemak_ia_2024-gri_eng.pdf">https://www.nemak.com/media/3448/nemak_ia_2024-gri_eng.pdf</a></p> <p>The Report reflects EU Corporate Sustainability Reporting Directive (CSRD) requirements.</p>                                                                                                                                                                                                                                                                                                             |
| 3.2 Non-compliance and Liabilities                                     | Conformance | <p>Non-compliances and liabilities are addressed in a statement within the 2024 Annual Report (page 84): "To the best of the Company's knowledge, there were no Material fines, judgments, penalties, or non-monetary sanctions for failure to comply with Applicable Law in 2024. Materiality is defined as amounts exceeding 0.8% of total revenue. In 2024, one case of Bribery and Corruption was identified, involving four vendors and six Nemak employees. Nemak has since terminated all employment and commercial contracts of the parties involved."</p> <p>The Annual Report 2024 is available at: <a href="https://investorcloud.s3.amazonaws.com/nemak/InformacionFinanciera/ReportesAnuales/IA-2024-en.pdf">https://investorcloud.s3.amazonaws.com/nemak/InformacionFinanciera/ReportesAnuales/IA-2024-en.pdf</a></p> |
| 3.3a-c Payments to Governments                                         | Conformance | <p>The Entity's management confirmed that in line with Nemak's Anti-Corruption Policy, no payments to Governments were made other than taxes, fees and similar legally required payments. The 2024 Annual Report outlines the Group's position not to make direct or indirect financial or in-kind political contributions for political influence or lobbying purposes.</p> <p>The Annual Report is available at: <a href="https://investorcloud.s3.amazonaws.com/nemak/InformacionFinanciera/ReportesAnuales/IA-2024-en.pdf">https://investorcloud.s3.amazonaws.com/nemak/InformacionFinanciera/ReportesAnuales/IA-2024-en.pdf</a></p> <p>Financial reports are available at: <a href="https://investors.nemak.com/financiera/informacion_anual#">https://investors.nemak.com/financiera/informacion_anual#</a></p>               |
| 3.4a-f Stakeholder Complaints, Grievances and Requests for Information | Conformance | <p>The Entity has implemented its Complaints Resolution Mechanism, which is accessible on its website in multiple languages: <a href="https://secure.ethicspoint.com/domain/media/en/gui/97874/index.html">https://secure.ethicspoint.com/domain/media/en/gui/97874/index.html</a></p> <p>The design of the mechanism considered the guiding principle 31 of the United Nations' 'Guiding Principles on Business and Human Rights'.</p>                                                                                                                                                                                                                                                                                                                                                                                             |

| CRITERION                                                                                                | RATING         | COMMENT                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                            |
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| <b>4. MATERIAL STEWARDSHIP</b>                                                                           |                |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                    |
| 4.1a Environmental Life Cycle Assessment                                                                 | Conformance    | The Entity has provided documentation to demonstrate that it evaluated the life cycle impacts of its major Products. The assessment is based on 'LCA for Experts' (ex GaBi) software. The Life Cycle Assessment has been documented.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                               |
| 4.1b-c Environmental Life Cycle Assessment - Disclosure                                                  | Conformance    | As confirmed by the Entity's management, it has not yet received any customer request for a 'cradle-to-gate' Life Cycle Assessment (LCA) for its Products. The LCA reports contain underlying assumptions and system boundaries.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                   |
| 4.2 Product Design                                                                                       | Not Applicable | This Criterion is not applicable to the Entity. As a manufacturer of automobile parts, the Entity's customers have the ultimate responsibility for Product design. The product development process is carried out at the Product Development Centre in Linz. In Wernigerode, only process development is carried out, with support from the Product Development Centre.                                                                                                                                                                                                                                                                                                                                                                                            |
| 4.3a-b Aluminium Process Scrap                                                                           | Conformance    | The Entity has implemented a process and measures to minimise and monitor the generation of Aluminium Process Scrap including targets. Scrap quantities are regularly reviewed.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                    |
| 4.4a-c Collection and Recycling of Products at End of Life - Material Conversion and other Manufacturing | Conformance    | <p>The Entity produces parts for automobiles solely in a business-to-business relationship. As the automobile manufacturers put the cars on the market, the primary responsibility for recycling of the Products lies with them.</p> <p>However, Nemak Global is working with customers to foster the circularity of the products by developing closed loop systems. Approximately, 62% of Nemak's globally sourced Aluminium is already secondary material. Refer to the Annual Report 2024, page 58: <a href="https://investorcloud.s3.amazonaws.com/nemak/InformacionFinanciera/ReportesAnuales/IA-2024-en.pdf">https://investorcloud.s3.amazonaws.com/nemak/InformacionFinanciera/ReportesAnuales/IA-2024-en.pdf</a></p>                                       |
| 4.4d Collection and Recycling of Products at End of Life                                                 | Conformance    | As the automobile manufacturers put the cars on the market, the primary responsibility for recycling the Products at End of Life lies with them.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                   |
| <b>5. GREENHOUSE GAS EMISSIONS</b>                                                                       |                |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                    |
| 5.1a-b Disclosure of GHG Emissions and Energy Use                                                        | Conformance    | <p>The Nemak Group has disclosed its global Greenhouse Gases (GHG) emissions data in its Annual Report 2024, pages 53-54: <a href="https://investorcloud.s3.amazonaws.com/nemak/InformacionFinanciera/ReportesAnuales/IA-2024-en.pdf">https://investorcloud.s3.amazonaws.com/nemak/InformacionFinanciera/ReportesAnuales/IA-2024-en.pdf</a></p> <p>Entity-specific data for energy use and GHG emissions are available in the Nemak Wernigerode Plant Report 2025, pages 4-8: <a href="https://www.nemak.com/documents/content/nllEIZpHTcW_gKFkY5Qulgo20a7?download=false">https://www.nemak.com/documents/content/nllEIZpHTcW_gKFkY5Qulgo20a7?download=false</a></p> <p>The energy and GHG Scopes 1, 2 and 3 emissions data have been independently verified.</p> |
| 5.2a Aluminium Smelter GHG Emissions Intensity -                                                         | Not Applicable | This Criterion is not applicable to the Entity's Certification Scope.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                              |

| CRITERION                                                                               | RATING         | COMMENT                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                             |
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| Started production after 2020                                                           |                |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                     |
| 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 GHG Emissions Reduction Plans                                                      | Conformance    | <p>As an organisation, Nemak has defined targets in accordance with the Science Based Targets initiative to reduce its Scopes 1 and 2 emissions by 28% by 2030, using 2019 as the base year.</p> <p>The Entity, Wernigerode, is aiming for the same targets at the plant level. To achieve this target, specific initiatives such as energy efficiency and the purchase of renewable energy have been defined. The Entity has identified energy efficiency and renewable energy initiatives to be implemented over the next few years.</p> <p>The Entity's GHG Emissions Reduction Plan and pathway is available in Nemak Wernigerode Plant Report 2025, pages 4-8:<br/> <a href="https://www.nemak.com/documents/content/nllElZpHTcW_gKfKY5QuIgo20a7?download=false">https://www.nemak.com/documents/content/nllElZpHTcW_gKfKY5QuIgo20a7?download=false</a></p> <p>Due to centralised sourcing, Scope 3 Category 1 emissions are managed at the Group level. Nemak's purchased Aluminium used in Wernigerode has an emission intensity of approximately 2.5 tCO<sub>2</sub>/t Aluminium.</p> <p>Nemak group has demonstrated that its Scope 3 Category 1 GHG emissions intensity reduction performance is in line with its ASI method-derived GHG Emissions Reduction Pathway.</p> |
| 5.3b-e GHG Emissions Reduction Plans – Targets, review and disclosure                   | 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:<br/> <a href="https://www.nemak.com/documents/content/nllElZpHTcW_gKfKY5QuIgo20a7?download=false">https://www.nemak.com/documents/content/nllElZpHTcW_gKfKY5QuIgo20a7?download=false</a></p> <p>After completing a validation process with the Science Based Targets initiative (SBTi), the Nemak Group is 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 Nemak 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>                                                                                                                                                                                                                                                |
| 5.4 GHG Emissions Management                                                            | Conformance    | The Entity as part of the Nemak Group works systematically to achieve performance aligned to the GHG Emissions Reduction Plan and targets. The emission reduction plan is managed using the ISO 50001 Management System.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                            |

| CRITERION                                               | RATING         | COMMENT                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                        |
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| 6. EMISSIONS, EFFLUENTS AND WASTE                       |                |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                |
| 6.1a-f Emissions to Air                                 | Conformance    | <p>The Entity has quantified and publicly reports on relevant Emissions to Air, which are reported in the Nemak Wernigerode Plant Report 2025, pages 8-9:<br/> <a href="https://www.nemak.com/documents/content/nllElZpHTcW_gKfKY5Qulgo20a7?download=false">https://www.nemak.com/documents/content/nllElZpHTcW_gKfKY5Qulgo20a7?download=false</a></p> <p>Actions and efforts to minimise exposure to, and impacts from, Emissions to Air have been demonstrated and been described in a documented publicly available improvement plan.</p>                                                                                                                                                                                                                                                                                                                                                                                                   |
| 6.2a-g Discharges to Waters                             | Conformance    | <p>The Entity quantifies and publicly discloses its Material Discharges to Water from its activities, which are reported in the Nemak Wernigerode Plant Report 2025, pages 9-10:<br/> <a href="https://www.nemak.com/documents/content/nllElZpHTcW_gKfKY5Qulgo20a7?download=false">https://www.nemak.com/documents/content/nllElZpHTcW_gKfKY5Qulgo20a7?download=false</a></p> <p>A plan is implemented to minimise exposure to and impacts from Discharges to Water. The Entity does not discharge directly into a water body.</p>                                                                                                                                                                                                                                                                                                                                                                                                             |
| 6.3a-g Assessment and Management of Spills and Leakages | Conformance    | <p>The Entity has assessed major risk areas of operations including Spills and Leakages within the frame of environmental aspects and impact analysis. The Entity is certified according to ISO. A plan (including compliance controls and a monitoring program) to prevent, detect and remediate Spills and Leakages is in place, in accordance with local legal requirements (A wSV).</p>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                    |
| 6.4a-b Public Disclosure of Spills and Leakages         | Not Applicable | <p>This Criterion is currently not applicable to the Entity, as there no significant Spill or Leakage incidents.</p> <p>This was confirmed by management during this Audit and reported in the Nemak Wernigerode Plant Report 2025, page 9:<br/> <a href="https://www.nemak.com/documents/content/nllElZpHTcW_gKfKY5Qulgo20a7?download=false">https://www.nemak.com/documents/content/nllElZpHTcW_gKfKY5Qulgo20a7?download=false</a></p>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                       |
| 6.5a-c Waste Management and Reporting                   | Conformance    | <p>The Entity as part of the Nemak Group has established a Waste Management Procedure on global level. The quantities of Hazardous and Non-Hazardous Waste are reported to authorities and are publicly disclosed in the Annual Report 2024, pages 61-62:<br/> <a href="https://investorcloud.s3.amazonaws.com/nemak/InformacionFinanciera/ReportesAnuales/IA-2024-en.pdf">https://investorcloud.s3.amazonaws.com/nemak/InformacionFinanciera/ReportesAnuales/IA-2024-en.pdf</a></p> <p>Entity specific data is publicly disclosed in the Nemak Wernigerode Plant Report 2025, page 10:<br/> <a href="https://www.nemak.com/documents/content/nllElZpHTcW_gKfKY5Qulgo20a7?download=false">https://www.nemak.com/documents/content/nllElZpHTcW_gKfKY5Qulgo20a7?download=false</a></p> <p>The Waste management strategy is included in the in the Annual Report 2024, and impacts on human wellbeing and the environment have been assessed.</p> |
| 6.6a-g Bauxite Residue                                  | Not Applicable | <p>This Criterion is not applicable to the Entity's Certification Scope.</p>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                   |
| 6.7a-f Spent Pot Lining (SPL)                           | Not Applicable | <p>This Criterion is not applicable to the Entity's Certification Scope.</p>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                   |

| CRITERION                                                                      | RATING                | COMMENT                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                   |
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| 6.8a-d Dross                                                                   | Minor Non-Conformance | <p>The site tour, interviews and document review confirmed that almost all of the Dross is collected and recycled externally. The Entity reviews its produced Dross quantity annually.</p> <p>However, at the time of the Audit, the Dross was stored outdoors. The plant is working on changing the Dross storage location to an area covered by a roof.</p>                                                                                                                                                                                                                                                                                                                                             |
| <b>7. WATER STEWARDSHIP</b>                                                    |                       |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                           |
| 7.1a-b Water Assessment and Disclosure                                         | Conformance           | <p>Water-related risks in the Watersheds the Entity operates in have been assessed. The study concluded that the Entity has a medium to high water stress risk to Watersheds in the Entity's Area of Influence. See the Aqueduct Water Risk Atlas:<br/> <a href="https://www.wri.org/applications/aqueduct/water-risk-atlas">https://www.wri.org/applications/aqueduct/water-risk-atlas</a></p> <p>The water risk assessment is publicly available in the Nematik Wernigerode Plant Report 2025, page 9:<br/> <a href="https://www.nematik.com/documents/content/nllElZpHTcW_gKFkY5Qulgo20a7?download=false">https://www.nematik.com/documents/content/nllElZpHTcW_gKFkY5Qulgo20a7?download=false</a></p> |
| 7.2a-e Water Management                                                        | Minor Non-Conformance | <p>The Entity's risk assessment concluded the water stress risk as medium-high. This rating is backed by data from the Aqueduct water risk atlas, see the Aqueduct Water Risk Atlas:<br/> <a href="https://www.wri.org/applications/aqueduct/water-risk-atlas">https://www.wri.org/applications/aqueduct/water-risk-atlas</a></p> <p>At the time of the Audit, a documented water minimisation plan was not available.</p>                                                                                                                                                                                                                                                                                |
| <b>8. BIODIVERSITY AND ECOSYSTEM SERVICES</b>                                  |                       |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                           |
| 8.1a Biodiversity and Ecosystem Services Risk and Impact Assessment            | Conformance           | <p>The Entity conducted a Biodiversity and Ecosystem Services risk assessment. The study concluded that there are no Material impacts on Biodiversity as a result of the Entity's activities. Information on the Entity's Biodiversity management approach is publicly available in the Nematik Wernigerode Plant Report 2025, page 11:<br/> <a href="https://www.nematik.com/documents/content/nllElZpHTcW_gKFkY5Qulgo20a7?download=false">https://www.nematik.com/documents/content/nllElZpHTcW_gKFkY5Qulgo20a7?download=false</a></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 Entity no Material impacts on Biodiversity values. The Entity is not dependent on a specific Ecosystem Service.</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 Entity 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 Entity has no Material impacts on Biodiversity values. The Entity is not dependent on a Priority Ecosystem Services.</p>                                                                                                                                                                                                                                                                                                                                                                                                                                                                        |
| 8.4 Alien Species                                                              | Conformance           | <p>The Biodiversity assessment did not recommend any actions related to invasive species. The Entity has established a procedure and implemented practices to proactively prevent the accidental or deliberate introduction of Alien Species.</p>                                                                                                                                                                                                                                                                                                                                                                                                                                                         |

| CRITERION                                                                     | RATING         | COMMENT                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                 |
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| 8.5a-b Commitment to “No Go” in World Heritage Properties                     | Conformance    | The Entity is not located in or near World Heritage Properties, as confirmed by site visits and the UNESCO Map of World Heritage ( <a href="https://whc.unesco.org/en/statesparties">https://whc.unesco.org/en/statesparties</a> ).<br>The Entity has established a Commitment to “No Go” in World Heritage Properties.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                 |
| 8.6a-d Protected Areas                                                        | Conformance    | The Entity’s site is certified according to ISO 14001, and it is not situated in a Protected Area.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                      |
| 8.6e Protected Areas – Bauxite Mining                                         | Not Applicable | This Criterion is not applicable to the Entity’s Certification Scope.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                   |
| 8.7a-i Mine Rehabilitation                                                    | Not Applicable | This Criterion is not applicable to the Entity’s Certification Scope.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                   |
| <b>9. HUMAN RIGHTS</b>                                                        |                |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                         |
| 9.1a-d Human Rights Due Diligence                                             | Conformance    | The Entity adheres to the Nematik Global Human Rights Policy: <a href="https://www.nematik.com/media/1646/nematik-global-human-rights-policy.pdf">https://www.nematik.com/media/1646/nematik-global-human-rights-policy.pdf</a><br><br>Human Rights are also addressed in other Policy documents, including the Code of Conduct, Global Diversity & Inclusion Policy, Global Business Code for Suppliers and Sustainable Purchasing Policy, available at: <a href="https://www.nematik.com/sustainability/#sustainabilityPolicies">https://www.nematik.com/sustainability/#sustainabilityPolicies</a><br><br>The Entity has conducted a documented gender-sensitive Human Rights Due Diligence assessment and concluded that it did not cause or contribute to salient Human Rights issues.                                                                                                                                                                                                                                             |
| 9.2a-e Gender Equity and Women’s Empowerment                                  | Conformance    | 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).<br><br>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. The Entity has implemented its “I Belong” program for gender equity and women’s empowerment.<br><br>Information on the effectiveness of the measures taken to promote gender equity is publicly available in the Nematik Wernigerode Plant Report 2025, page 12: <a href="https://www.nematik.com/documents/content/nllEIZpHTcW_gKFkY5Qulgo20a7?download=false">https://www.nematik.com/documents/content/nllEIZpHTcW_gKFkY5Qulgo20a7?download=false</a> |
| 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.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                   |

| CRITERION                                                                 | RATING         | COMMENT                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                            |
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| 9.4b Free, Prior, and Informed Consent (FPIC) - Bauxite Mining            | Not Applicable | This Criterion is not applicable to the Entity's Certification Scope.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                              |
| 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                        | Conformance    | The Entity has implemented a procedure for the identification of sacred and cultural heritage sites and values within the vicinity of the site. Based on the Entity's analysis, its operational activities have no negative impact on these cultural assets.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                       |
| 9.5b Cultural and Sacred Heritage - Impacts                               | 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.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                              |
| 9.6a-i Displacement                                                       | Not Applicable | This Criterion is not applicable to the Entity, as there are no New Projects or Major Changes that require resettlement.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                           |
| 9.7a-h Affected Populations and Organisations                             | Conformance    | <p>The Entity's Human Rights assessment did not identify any salient issues with regard to the Communities in the vicinity of the plant. The only direct neighbour is the public wastewater treatment plant, with whom the Entity meets on an annual basis.</p> <p>The Entity has established a systematic and active approach to 'corporate citizenship', including respecting the rights and interests of Affected Communities. They have developed and are using Materiality and Impact Assessment for all projects and Major Changes to their operations.</p> <p>At the Group level, Nemak publicly reports about their corporate citizenship, including the strategy description and initiatives in its Annual Report 2024, pages 24-25 and 91-92:<br/> <a href="https://investorcloud.s3.amazonaws.com/nemak/InformacionFinanciera/ReportesAnuales/IA-2023-en.pdf">https://investorcloud.s3.amazonaws.com/nemak/InformacionFinanciera/ReportesAnuales/IA-2023-en.pdf</a></p> |
| 9.8a Conflict-Affected and High-Risk Areas - Strong Management Systems    | Conformance    | The Entity has implemented processes and procedures for its supply chain, which clearly define rules and expectations for suppliers, contractors, and others with whom they do business. The Entity has implemented a Management System, including a supplier evaluation and selection process based on a documented risk rating.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                  |
| 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 criticality analyses and the priorities set out in its supplier management process. The Entity also identifies, tracks, and addresses any potential risks in accordance with its 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 Conflict-Affected and High-Risk Areas (CAHRAs).                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                     |

| CRITERION                                                                                                        | RATING         | COMMENT                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                          |
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| 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, and the Annual Report 2024 (pages 77-78), available at:<br><a href="https://investors.nemak.com/financiera/informacion_anual">https://investors.nemak.com/financiera/informacion_anual</a>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                      |
| 9.9 Security practice                                                                                            | Conformance    | The Entity employs security Workers only for the purpose of monitoring the plant. Security guards do not perform body searches and do not carry firearms. If needed, security guards can call police to perform an investigation.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                |
| <b>10. LABOUR RIGHTS</b>                                                                                         |                |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                  |
| 10.1a-c Freedom of Association and Right to Collective Bargaining                                                | Conformance    | <p>The Entity respects the 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 publicly available at:<br/><a href="https://www.nemak.com/sustainability/?sc=0#sustainabilityPolicies">https://www.nemak.com/sustainability/?sc=0#sustainabilityPolicies</a></p> <p>The Policies are regularly reviewed, approximately every two years.</p> <p>Worker representatives confirmed that the Entity does not interfere in their work and that 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:<br/><a href="https://www.nemak.com/sustainability/?sc=0#sustainabilityPolicies">https://www.nemak.com/sustainability/?sc=0#sustainabilityPolicies</a></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 15 years.</p>                                                                                                                                                                                                                                                                                                                                                                                                                                                |
| 10.3a-c Forced Labour                                                                                            | Conformance    | <p>Site tour, interviews, and document review during this Audit confirmed that 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, or retain original copies of Workers' identity papers, work permits, travel documents or training certificates. 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. Nemak Corporate has issued a Modern Slavery Statement (August 2025), accessible at:<br/><a href="https://www.nemak.com/sustainability/?sc=0#sustainabilityPolicies">https://www.nemak.com/sustainability/?sc=0#sustainabilityPolicies</a></p> |

| CRITERION                                                     | RATING                | COMMENT                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                              |
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| 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: <a href="https://www.nemak.com/sustainability/#sustainabilityPolicies">https://www.nemak.com/sustainability/#sustainabilityPolicies</a></p> <p>There is a global compliance hotline for reporting any breaches of the Code.</p>                                                                                                                                                                                                                                                                                                                                       |
| 10.5 Communication and engagement                             | Conformance           | <p>The Entity has multiple channels to communicate systematically and openly with its employees regarding their working conditions and issues. Interviewed Workers confirmed that there is no threat of reprisal, intimidation, or Harassment.</p>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                   |
| 10.6a-g Violence and Harassment                               | 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 in the workplace.</p> <p>In the confidential Worker interviews conducted during this Audit, Workers did not report any cases of Violence or Harassment at the workplace, since the Entity joined ASI.</p> <p>All employees receive regular training regarding the Code of Conduct which addresses Violence and Harassment at the workplace.</p> <p>The Violence and Harassment Policy is available at: <a href="https://www.nemak.com/en/sustainability#sustainabilityPolicies">https://www.nemak.com/en/sustainability#sustainabilityPolicies</a></p> |
| 10.7a-c Remuneration                                          | Conformance           | <p>Workers receive work contracts prior to the start of 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 active at the Entity's site. Overtime is paid with a premium of at least 25%.</p> <p>The salaries are paid according to the collective agreement, which ensures a living wage. Salary/wages are paid monthly to the employees' bank accounts.</p>                                                                                                                                              |
| 10.8a-c Working Time                                          | Conformance           | <p>The Entity complies with Applicable Law (German Working Time Act) and industry standards on Working Time, public holidays and paid annual leave. Working Time is incorporated into the Collective Bargaining agreement and in all employment contracts.</p>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                       |
| 10.9a-b Informing Workers of Rights                           | Conformance           | <p>As confirmed through interviews with Workers and management during the Audit, 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>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                       |
| <b>11. OCCUPATIONAL HEALTH AND SAFETY</b>                     |                       |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                      |
| 11.1a Occupational Health and Safety (OH&S) Management System | Minor Non-Conformance | <p>The Entity has implemented its Occupational Health &amp; Safety (OH&amp;S) Management System which is certified since 2009 to OHSAS 18001 and subsequently according to ISO 45001, from an accredited certification body.</p>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                     |

| CRITERION                                                                                | RATING      | COMMENT                                                                                                                                                                                                                                                                                                                                                                                                                                                                                    |
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|                                                                                          |             | <p>Nemak's Global Health, Safety, and Environmental Policy is supported by the Entity's local OH&amp;S Policy and is available at: <a href="https://www.nemak.com/media/2773/hse-policy.pdf">https://www.nemak.com/media/2773/hse-policy.pdf</a></p> <p>The effectiveness of the OH&amp;S Management System was not consistent, as in one case work at height was not carried out safely.</p>                                                                                              |
| 11.1b-e Occupational Health and Safety (OH&S) Management System - Reviews and disclosure | Conformance | <p>Information about the effectiveness of the OH&amp;S Management System is publicly available, including leading and lagging indicators, as well as a comparative analysis of performance with peer businesses and industry practice, in the Nemak Wernigerode Plant Report 2025, page 13:</p> <p><a href="https://www.nemak.com/documents/content/nllElZpHTcW_gKfKY5QuIgo20a7?download=false">https://www.nemak.com/documents/content/nllElZpHTcW_gKfKY5QuIgo20a7?download=false</a></p> |
| 11.2 Employee engagement on Health and Safety                                            | Conformance | <p>The Entity has established a joint OH&amp;S Committee, which meets quarterly. The minutes of these meetings demonstrate that Workers can raise, discuss and participate in the resolution of OH&amp;S issues with management.</p>                                                                                                                                                                                                                                                       |

#### ASI LIMITATION OF LIABILITY DISCLAIMER

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#### DOCUMENT CONTROL AND VERSION HISTORY

| REVISION | DATE           | NOTES                                            |
|----------|----------------|--------------------------------------------------|
| 0        | 10 August 2026 | Initial Certification Audit – Full Certification |