



GRI content index

Statement of use	North American Stamping Group has reported in accordance with the GRI Standards for the period of January 1st 2024 to December 31st 2024.
GRI 1 used	GRI 1: Foundation 2021
Applicable GRI Sector Standard(s)	Group 1 : Metal Processing

GRI STANDARD/ OTHER SOURCE	DISCLOSURE	LOCATION	OMISSION			GRI SECTOR STANDARD REF. NO.
			REQUIREMENT(S) OMITTED	REASON	EXPLANATION	
General disclosures						
GRI 2: General Disclosures 2021	2-1 Organizational details	16	<i>A gray cell indicates that reasons for omission are not permitted for the disclosure or that a GRI Sector Standard reference number is not available.</i>			
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	2-8 Workers who are not employees	16	Disclosure 2-8	Confidentiality constraints	NASG chooses not to divulge this type of information.	
	2-9 Governance structure and composition		Disclosure 2-9	Confidentiality constraints	NASG chooses not to divulge this type of information.	

2-10 Nomination and selection of the highest governance body		Disclosure 2-10	Confidentiality constraints	NASG chooses not to divulge this type of information.
2-11 Chair of the highest governance body		Disclosure 2-11	Confidentiality constraints	NASG chooses not to divulge this type of information.
2-12 Role of the highest governance body in overseeing the management of impacts		Disclosure 2-12	Confidentiality constraints	NASG chooses not to divulge this type of information.
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2-18 Evaluation of the performance of the highest governance body		Disclosure 2-18	Confidentiality constraints	NASG chooses not to divulge this type of information.
2-19 Remuneration policies		Disclosure 2-19	Confidentiality constraints	NASG chooses not to divulge this type of information.
2-20 Process to determine remuneration		Disclosure 2-20	Confidentiality constraints	NASG chooses not to divulge this type of information.
2-21 Annual total compensation ratio		Disclosure 2-21	Confidentiality constraints	NASG chooses not to divulge this type of information.
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Material topics						
GRI 3: Material Topics 2021	3-1 Process to determine material topics	23	<i>A gray cell indicates that reasons for omission are not permitted for the disclosure or that a GRI Sector Standard reference number is not available.</i>			
	3-2 List of material topics	23				
Biodiversity <i>[The material topics and the disclosures included under the material topics are examples. See guidance under row 39]</i>						
GRI 3: Material Topics 2021	3-3 Management of material topics			Not applicable		
GRI 101: Biodiversity	101-1 Policies to halt and reverse biodiversity loss		101-1	Not applicable		
	101-2 Management of biodiversity impacts		101-2	Not applicable		
	101-3 Access and benefit-sharing		101-3	Not applicable		
	101-4 Identification of biodiversity impacts		101-4	Not applicable		

2024	101-5 Locations with biodiversity impacts		101-5	Not applicable		
	101-6 Direct drivers of biodiversity loss		101-6	Not applicable		
	101-7 Changes to the state of biodiversity		101-7	Not applicable		
	101-8 Ecosystem services		101-8	Not applicable		
GRI 304: Biodiversity 2016	304-1 Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas		304-1	Not applicable		
	304-2 Significant impacts of activities, products and services on biodiversity		304-2	Not applicable		
	304-3 Habitats protected or restored		304-3	Not applicable		
	304-4 IUCN Red List species and national conservation list species with habitats in areas affected by operations		404-4	Not applicable		
Economic performance <i>[The material topics and the disclosures included under the material topics are examples. See guidance under row 39]</i>						
GRI 3: Material Topics 2021	3-3 Management of material topics					
GRI 201: Economic Performance	201-1 Direct economic value generated and distributed		201-1	Confidentiality constraints	NASG chooses not to divulge this type of information.	
	201-2 Financial implications and other risks and opportunities due to climate change		201-2	Confidentiality constraints	NASG chooses not to divulge this type of information.	

2016	201-3 Defined benefit plan obligations and other retirement plans		201-3	Confidentiality constraints	NASG chooses not to divulge this type of information.	
	201-4 Financial assistance received from government		201-4	Confidentiality constraints	NASG chooses not to divulge this type of information.	
Market presence <i>[The material topics and the disclosures included under the material topics are examples. See guidance under row 39]</i>						
GRI 3: Material Topics 2021	3-3 Management of material topics					
GRI 202: Market Presence 2016	202-1 Ratios of standard entry level wage by gender compared to local minimum wage		202-1	Confidentiality constraints	NASG chooses not to divulge this type of information.	
	202-2 Proportion of senior management hired from the local community		202-2	Confidentiality constraints	NASG chooses not to divulge this type of information.	
Indirect economic impacts <i>[The material topics and the disclosures included under the material topics are examples. See guidance under row 39]</i>						
GRI 3: Material Topics 2021	3-3 Management of material topics					
GRI 203: Indirect Economic Impacts 2016	203-1 Infrastructure investments and services supported		203-1	Confidentiality constraints	NASG chooses not to divulge this type of information.	
	203-2 Significant indirect economic impacts		203-2	Confidentiality constraints	NASG chooses not to divulge this type of information.	
Procurement practices <i>[The material topics and the disclosures included under the material topics are examples. See guidance under row 39]</i>						
GRI 3: Material Topics 2021	3-3 Management of material topics					
GRI 204: Procurement Practices 2016	204-1 Proportion of spending on local suppliers	69				
Anti-corruption <i>[The material topics and the disclosures included under the material topics are examples. See guidance under row 39]</i>						

GRI 3: Material Topics 2021	3-3 Management of material topics					
GRI 205: Anti-corruption 2016	205-1 Operations assessed for risks related to corruption		205-1	Information unavailable/incomplete	NASG doesn't have this information yet.	
	205-2 Communication and training about anti-corruption policies and procedures		205-2	Information unavailable/incomplete	NASG doesn't have this information yet.	
	205-3 Confirmed incidents of corruption and actions taken		205-3	Information unavailable/incomplete	NASG doesn't have this information yet.	
Anti-competitive behavior <i>[The material topics and the disclosures included under the material topics are examples. See guidance under row 39]</i>						
GRI 3: Material Topics 2021	3-3 Management of material topics					
GRI 206: Anti-competitive Behavior 2016	206-1 Legal actions for anti-competitive behavior, anti-trust, and monopoly practices		206-1	Information unavailable/incomplete	NASG doesn't have this information yet.	
Tax <i>[The material topics and the disclosures included under the material topics are examples. See guidance under row 39]</i>						
GRI 3: Material Topics 2021	3-3 Management of material topics					
GRI 207: Tax 2019	207-1 Approach to tax		207-1	Confidentiality constraints	NASG chooses not to divulge this type of information.	
	207-2 Tax governance, control, and risk management		207-2	Confidentiality constraints	NASG chooses not to divulge this type of information.	
	207-3 Stakeholder engagement and management of concerns related to tax		207-3	Confidentiality constraints	NASG chooses not to divulge this type of information.	

	207-4 Country-by-country reporting		207-4	Confidentiality constraints	NASG chooses not to divulge this type of information.	
Materials <i>[The material topics and the disclosures included under the material topics are examples. See guidance under row 39]</i>						
GRI 3: Material Topics 2021	3-3 Management of material topics					
GRI 301: Materials 2016	301-1 Materials used by weight or volume		301-1	Information unavailable/incomplete	NASG doesn't have this information yet.	
	301-2 Recycled input materials used		301-2	Information unavailable/incomplete	NASG doesn't have this information yet.	
	301-3 Reclaimed products and their packaging materials		301-3	Information unavailable/incomplete	NASG doesn't have this information yet.	
Energy <i>[The material topics and the disclosures included under the material topics are examples. See guidance under row 39]</i>						
GRI 3: Material Topics 2021	3-3 Management of material topics					
GRI 302: Energy 2016	302-1 Energy consumption within the organization	34				
	302-2 Energy consumption outside of the organization		302-2	Not applicable		
	302-3 Energy intensity	35				
	302-4 Reduction of energy consumption	36				
	302-5 Reductions in energy requirements of products and services		302-5	Information unavailable/incomplete	NASG doesn't have this information yet.	
Water and effluents <i>[The material topics and the disclosures included under the material topics are examples. See guidance under row 39]</i>						
GRI 3: Material Topics 2021	3-3 Management of material topics					

GRI 303: Water and Effluents 2018	303-1 Interactions with water as a shared resource	38				
	303-2 Management of water discharge-related impacts	39				
	303-3 Water withdrawal	39				
	303-4 Water discharge		303-4	Information unavailable/incomplete	NASG doesn't have this information yet.	
	303-5 Water consumption		303-5	Information unavailable/incomplete	NASG doesn't have this information yet.	
Emissions <i>[The material topics and the disclosures included under the material topics are examples. See guidance under row 39]</i>						
GRI 3: Material Topics 2021	3-3 Management of material topics					
GRI 305: Emissions 2016	305-1 Direct (Scope 1) GHG emissions	42				
	305-2 Energy indirect (Scope 2) GHG emissions	43				
	305-3 Other indirect (Scope 3) GHG emissions		305-3	Information unavailable/incomplete	NASG doesn't have this information yet.	
	305-4 GHG emissions intensity	44				
	305-5 Reduction of GHG emissions		305-5	Information unavailable/incomplete	NASG doesn't have this information yet.	
	305-6 Emissions of ozone-depleting substances (ODS)		305-6	Information unavailable/incomplete	NASG doesn't have this information yet.	
	305-7 Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions		305-7	Information unavailable/incomplete	NASG doesn't have this information yet.	
Spills <i>[The material topics and the disclosures included under the material topics are examples. See guidance under row 39]</i>						

GRI 3: Material Topics 2021	3-3 Management of material topics					
GRI 306: Effluents and Waste 2016	306-3 Significant spills		306-3	Information unavailable/incomplete	NASG doesn't have this information yet.	
Waste <i>[The material topics and the disclosures included under the material topics are examples. See guidance under row 39]</i>						
GRI 3: Material Topics 2021	3-3 Management of material topics					
GRI 306: Waste 2020	306-1 Waste generation and significant waste-related impacts	47				
	306-2 Management of significant waste-related impacts	47				
	306-3 Waste generated	48				
	306-4 Waste diverted from disposal	49				
	306-5 Waste directed to disposal	50				
Supplier environmental assessment <i>[The material topics and the disclosures included under the material topics are examples. See guidance under row 39]</i>						
GRI 3: Material Topics 2021	3-3 Management of material topics					
GRI 308: Supplier Environmental Assessment 2016	308-1 New suppliers that were screened using environmental criteria	69				
	308-2 Negative environmental impacts in the supply chain and actions taken		308-2	Information unavailable/incomplete	NASG doesn't have this information yet.	
Employment <i>[The material topics and the disclosures included under the material topics are examples. See guidance under row 39]</i>						

GRI 3: Material Topics 2021	3-3 Management of material topics					
GRI 401: Employment 2016	401-1 New employee hires and employee turnover	52				
	401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	53				
	401-3 Parental leave		401-3	Information unavailable/incomplete	NASG doesn't have this information yet.	
Labor/management relations <i>[The material topics and the disclosures included under the material topics are examples. See guidance under row 39]</i>						
GRI 3: Material Topics 2021	3-3 Management of material topics					
GRI 402: Labor/Management Relations 2016	402-1 Minimum notice periods regarding operational changes		402-1	Information unavailable/incomplete	NASG doesn't have this information yet.	
Occupational health and safety <i>[The material topics and the disclosures included under the material topics are examples. See guidance under row 39]</i>						
GRI 3: Material Topics 2021	3-3 Management of material topics					
	403-1 Occupational health and safety management system	55				
	403-2 Hazard identification, risk assessment, and incident investigation	55				
	403-3 Occupational health services	57				

GRI 403: Occupational Health and Safety 2018	403-4 Worker participation, consultation, and communication on occupational health and safety	57				
	403-5 Worker training on occupational health and safety	58				
	403-6 Promotion of worker health	59				
	403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	59				
	403-8 Workers covered by an occupational health and safety management system	60				
	403-9 Work-related injuries	61				
	403-10 Work-related ill health	63				
Training and education <i>[The material topics and the disclosures included under the material topics are examples. See guidance under row 39]</i>						
GRI 3: Material Topics 2021	3-3 Management of material topics					
GRI 404: Training and Education 2016	404-1 Average hours of training per year per employee	65				
	404-2 Programs for upgrading employee skills and transition assistance programs		404-2	Information unavailable/incomplete	NASG doesn't have this information yet.	

2019	404-3 Percentage of employees receiving regular performance and career development reviews		404-3	Information unavailable/incomplete	NASG doesn't have this information yet.	
Diversity and equal opportunity <i>[The material topics and the disclosures included under the material topics are examples. See guidance under row 39]</i>						
GRI 3: Material Topics 2021	3-3 Management of material topics					
GRI 405: Diversity and Equal Opportunity 2016	405-1 Diversity of governance bodies and employees	66				
	405-2 Ratio of basic salary and remuneration of women to men		405-2	Information unavailable/incomplete	NASG doesn't have this information yet.	
Non-discrimination <i>[The material topics and the disclosures included under the material topics are examples. See guidance under row 39]</i>						
GRI 3: Material Topics 2021	3-3 Management of material topics					
GRI 406: Non-discrimination 2016	406-1 Incidents of discrimination and corrective actions taken		406-1	Information unavailable/incomplete	NASG doesn't have this information yet.	
Freedom of association and collective bargaining <i>[The material topics and the disclosures included under the material topics are examples. See guidance under row 39]</i>						
GRI 3: Material Topics 2021	3-3 Management of material topics					
GRI 407: Freedom of Association and Collective Bargaining 2016	407-1 Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk		407-1	Information unavailable/incomplete	NASG doesn't have this information yet.	
Child labor <i>[The material topics and the disclosures included under the material topics are examples. See guidance under row 39]</i>						

GRI 3: Material Topics 2021	3-3 Management of material topics					
GRI 408: Child Labor 2016	408-1 Operations and suppliers at significant risk for incidents of child labor		408-1	Information unavailable/incomplete	NASG doesn't have this information yet.	
Forced or compulsory labor <i>[The material topics and the disclosures included under the material topics are examples. See guidance under row 39]</i>						
GRI 3: Material Topics 2021	3-3 Management of material topics					
GRI 409: Forced or Compulsory Labor 2016	409-1 Operations and suppliers at significant risk for incidents of forced or compulsory labor		409-1	Information unavailable/incomplete	NASG doesn't have this information yet.	
Security practices <i>[The material topics and the disclosures included under the material topics are examples. See guidance under row 39]</i>						
GRI 3: Material Topics 2021	3-3 Management of material topics					
GRI 410: Security Practices 2016	410-1 Security personnel trained in human rights policies or procedures		410-1	Not applicable		
Rights of Indigenous Peoples <i>[The material topics and the disclosures included under the material topics are examples. See guidance under row 39]</i>						
GRI 3: Material Topics 2021	3-3 Management of material topics					
GRI 411: Rights of Indigenous Peoples 2016	411-1 Incidents of violations involving rights of indigenous peoples		411-1	Information unavailable/incomplete	NASG doesn't have this information yet.	
Local communities <i>[The material topics and the disclosures included under the material topics are examples. See guidance under row 39]</i>						

GRI 3: Material Topics 2021	3-3 Management of material topics					
GRI 413: Local Communities 2016	413-1 Operations with local community engagement, impact assessments, and development programs		413-1	Information unavailable/incomplete	NASG doesn't have this information yet.	
	413-2 Operations with significant actual and potential negative impacts on local communities		413-2	Information unavailable/incomplete	NASG doesn't have this information yet.	
Supplier social assessment <i>[The material topics and the disclosures included under the material topics are examples. See guidance under row 39]</i>						
GRI 3: Material Topics 2021	3-3 Management of material topics					
GRI 414: Supplier Social Assessment 2016	414-1 New suppliers that were screened using social criteria	69				
	414-2 Negative social impacts in the supply chain and actions taken		414-2	Information unavailable/incomplete	NASG doesn't have this information yet.	
Public policy <i>[The material topics and the disclosures included under the material topics are examples. See guidance under row 39]</i>						
GRI 3: Material Topics 2021	3-3 Management of material topics					
GRI 415: Public Policy 2016	415-1 Political contributions		415-1	Not applicable		
Customer health and safety <i>[The material topics and the disclosures included under the material topics are examples. See guidance under row 39]</i>						
GRI 3: Material Topics 2021	3-3 Management of material topics					

GRI 416: Customer Health and Safety 2016	416-1 Assessment of the health and safety impacts of product and service categories		416-1	Information unavailable/incomplete	NASG doesn't have this information yet.	
	416-2 Incidents of non-compliance concerning the health and safety impacts of products and services		416-2	Information unavailable/incomplete	NASG doesn't have this information yet.	
Marketing and labeling <i>[The material topics and the disclosures included under the material topics are examples. See guidance under row 39]</i>						
GRI 3: Material Topics 2021	3-3 Management of material topics					
GRI 417: Marketing and Labeling 2016	417-1 Requirements for product and service information and labeling		417-1	Information unavailable/incomplete	NASG doesn't have this information yet.	
	417-2 Incidents of non-compliance concerning product and service information and labeling		417-2	Information unavailable/incomplete	NASG doesn't have this information yet.	
	417-3 Incidents of non-compliance concerning marketing communications		417-3	Information unavailable/incomplete	NASG doesn't have this information yet.	
Customer privacy <i>[The material topics and the disclosures included under the material topics are examples. See guidance under row 39]</i>						
GRI 3: Material Topics 2021	3-3 Management of material topics					
GRI 418: Customer Privacy 2016	418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data	68				



General Disclosures

GRI 2 : General Disclosures

Disclosure 2.1 - Organizational Details

a) Legal Name	North American Stamping Group Holdings, LLC
b) Nature of ownership and legal form	LLC (Limited Liability Corporation)
c) Location of headquarters	Portland, Tennessee
d) Countries of operation	United States of America, Canada and Mexico

Disclosure 2.2 - Entities included in the organization's sustainability reporting

a) All entities included in the sustainability reporting	Tennessee North 2, Canada, Mexico, Tennessee North 1, Tennessee South, Indiana, Ohio, Bryan & Paulding
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Disclosure 2.3 - Reporting period, frequency and contact point

a) Reporting period and frequency for sustainability reporting	January 1st 2024 to December 31st 2024. Annual reporting.
b) Reporting period and frequency for financial reporting	Yearly, January to December.
c) Publication date of the report	December 12th, 2024
d) Contact point	Vaughn Bentz - vaughn.bentz@nasg.net

Disclosure 2.4 - Restatements of information

a) Report restatement of information made from previous reporting periods	No restatement was made, since this is the first year of reporting according to the GRI Standard.
i. Reasons for restatement	N.a.
ii. Effect of restatement	N.a.

Disclosure 2.5 - External Assurance

a) Describe the policy and practice for seeking external assurance; including how the highest governance body and senior executive are involved	No formal external assurance of data occurs. Information is shared externally through our customer requirements including: CDP, Ecosphera, SAQ Supplier Assurance, Ecovadis, and other supplier developed reporting methods. Updates are provided to the company's Board of Directors in quarterly updates.
b) If the organization's sustainability reporting has been externally assured:	

i.	Link or reference to the external assurance report	N/A
	Describe what has been assured and on what basis, including the assurance standards used, the level of assurance obtained, and any limitations of the assurance process;	N/A
ii.	Describe relationship between the organization and the assurance provider	N/A
Disclosure 2.6 - Activities, value chain and other business relationships		
a)	Sector(s) in which it is active	Automotive
b)	Describe the value chain	
i.	Organization's activities, products, services and markets served	Supplier of innovative and sustainable manufacturing solutions, mainly for the automotive industry. We specialize in the production of components such as : Seat components; Driving control components; NVH components (noise, vibration and harshness reduction); Exhaust components; Structural chassis parts; Window regulators; Heat shields and Brake components.
ii.	Organization's supply chain	NASG does business with metal and others suppliers. Customers are tier one auto suppliers.
iii.	The entities downstream from the organization and their activities	NASG sells its products to manufacturers, mainly in the automotive industry.
c)	Report other relevant business relationships	N.a.
d)	Describe significant changes in 2-6 a), b) and c)	N.a.
Disclosure 2.7 - Employees		
a)	Total number of employees	996
	Women	238
	Men	758
b)	Total number of:	
i.	Permanent employees	996
ii.	Temporary employees	0
iii.	non-guaranteed hours employees	0
iv.	full-time employees	996

v. part-time employees	0
c) Describe the methodologies and assumption used to compile de data	
i. Head-count or full-time equivalent or other	Full-time employee.
ii. Using the end of reporting period or average across the reporting period	End of reporting period.
d) Contextual information necessary to understand the data reported under 2-7 a et b)	Data is collect from the Day force system.
e) Describe significant fluctuation in the number of employees during the reporting period or between period	Reduction of 200 employees during the reporting period occurred. 123 of these were due to consolidation of two plants (NASG Bryan and NASG Indiana) to other NASG faciiliites. The remainder were natural attrition due to market.
Disclosure 2.14 - Role of the highest governance body in sustainability reporting	
a) Report whether the highest governance body is responsible for reviewing and approving the reported information, including the organization’s material topics, and if so, describe the process for reviewing and approving the information	Chairman and CEO are responsible for signing and reviewing the process. He reports to the board of directors.
b) If the highest governance body is not responsible for reviewing and approving the reported information, including the organization’s material topics, explain the reason for this	N.a.
Disclosure 2.15 - Conflicts of interest	
a) Describe the processes for the highest governance body to ensure that conflicts of interest are prevented and mitigated	NASG has a code of ethics implemented including a Conflict of Interest Policy, this document is not public. NASG has a whistleblow policy in place to encourage the reporting of situation of conflict of interest and other concerns.
b) Report whether conflicts of interest are disclosed to stakeholders, including, at a minimum, conflicts of interest relating to:	
i. Cross-board membership	They are advised when there is a conflict of interest.

ii.	Cross-shareholding with suppliers and other stakeholders	They are advised when there is a conflict of interest.
iii.	Existence of controlling shareholders	They are advised when there is a conflict of interest.
iv.	Related parties, their relationships, transactions and outstanding balances	They are advised when there is a conflict of interest.
Disclosure 2.16 - Communication of critical concerns		
a)	Describe whether and how critical concerns are communicated to the highest governance body the reported information, including the organization's material topics, and if so, describe the process for reviewing and approving the information	Every board meetings are quartely. They filled a power point.
b)	Report the total number and the nature of critical concerns that were communicated to the highest governance body during the reporting period	N.a.
Disclosure 2.17 - Collective knowledge of the highest governance body		
a)	Report measures taken to advance the collective knowledge, skills, and experience of the highest governance body on sustainable development	Revision of sustainable development progression every quarter.
Disclosure 2.22 - Statement on sustainable development strategy		
a)	Report a statement from the highest governance body or most senior executive of the organization about the relevance of sustainable development to the organization and its strategy for contributing to sustainable development	Refer to the environmental policy on NASG website
Disclosure 2.23 - Policy Commitments		
a)	Describe its policy commitments for responsible business conduct, including	
i.	The authoritative intergovernmental instruments that the commitments reference	United Nations Global Compact

ii. Whether the commitments stipulate conducting due diligence	The commitments provide for the implementation of due diligence through a number of actions to achieve NASG's environmental, social and governance objectives.
iii. Whether the commitments stipulate applying the precautionary principle	It doesn't apply the precautionary principle.
iv. Whether the commitments stipulate respecting human rights	The NASG's employee handbook, code of ethics and sustainable sourcing policy all stipulate respect for human rights in all company activities.
b) Describe its specific policy commitment to respect human rights, including	
i. The internationally recognized human rights that the commitment covers	No child labor, Health & Safety, Working Condition, No Forced Labor, Whistleblower Policy, No Discrimination, No Harassment, Diversity, Equity & Inclusion, No slavery, Right to Recognition before the Law.
ii. The categories of stakeholders, including at-risk or vulnerable groups, that the organization gives particular attention to in the commitment	Employees, Suppliers, Customers, Communities.
c) Links to the policy commitments if publicly available, or, if the policy commitments are not publicly available, explain the reason for this	The employee handbook, code of ethics and sustainable procurement policy are not public as they are internal documents.
d) Level at which each of the policy commitments was approved within the organization, including whether this is the most senior level	Employee handbook; Code of Ethics; Environmental Policy and Sustainable Procurement Policy were all approved by the president and chairman of the board.
e) Extent to which the policy commitments apply to the organization's activities and to its business relationships	The Employee Handbook and Code of Ethics applies to all employees and contractors working on behalf of NASG. The Sustainable Procurement and Environmental Policy applies to all employees and contractors working on behalf of NASG, and also stipulates consideration of the impact of NASG's activities on other stakeholders.
f) Describe how the policy commitments are communicated to workers, business partners, and other relevant parties	The employee handbook and Code of Ethics are include in the on-boarding process for new employees. With each new version, all employees must familiarize themselves with it. The sustainable procurement policy is integrated into the documents for new procurement employees. The environmental policy is communicated on the NASG website, as well as to

Disclosure 2.24 - Embedding Policy Commitments

Describe how it embeds each of its policy commitments for responsible business conduct throughout its activities and business relationships, including

<p>i. commitments across different levels within the organization</p>	<p>CSR Report, objectives are posted in each sites, policies are postes in each sites in the lobby and break rooms, policy is posted on the website.</p>
<p>ii. organizational strategies, operational policies, and operational procedures</p>	<p>Though our annual environmental objectives for each sites.</p>
<p>iii. How it implements its commitments with and through its business relationships</p>	<p>NASG implements its commitments with its suppliers through the supplier code of conduct, which is signed by all suppliers. At customer level, NASG implements its commitments by communicating its actions and results through its CSR Report.</p>
<p>iv. Training that the organization provides on implementing the commitments</p>	<p>NASG provides its employees with a number of training activities to familiarize them with the company's ESG commitments. Various training sessions are offered throughout the year to all employees on topics such as ESG, business ethics, modern slavery, harassment & discrimination, DEI, It security, etc.</p>

Disclosure 2.26 - Mechanisms for seeking advice and raising concerns

a) Describe the mechanisms for individuals to:

<p>i. policies and practices for responsible business conduct</p>	<p>NASG sought advice on implementing the organization's responsible business conduct policies and practices from a sustainability consulting firm; Global Partner Solutions Inc.</p>
<p>ii. Raise concerns about the organization's business conduct</p>	<p>With the annual employees survey, employees suggestion portal online and all break rooms have a boxe for suggestions notes.</p>

Disclosure 2.27 - Compliance with laws and regulations

The total number of significant instances of non-compliance with laws and regulations during the reporting period, and a breakdown of this total by

<p>i. Instances for which fines were incurred</p>	<p>0</p>
<p>ii. Instances for which non-monetary sanctions were incurred</p>	<p>2</p>

b) The total number and the monetary value of fines for

<p>Fines for instances of non-compliance with laws and regulations that occurred in the current reporting period;</p>	<p>N.a.</p>
<p>Fines for instances of non-compliance with laws and regulations that occurred in previous reporting periods</p>	<p>N.a.</p>
<p>c) Describe the significant instances of non-compliance</p>	<p>Somebody complaint about air quality with weld sparks out of a welder.</p>
<p>d) Describe how it has determined significant instances of non-compliance.</p>	<p>We improve our guards. Raised the shields.</p>
<p>Disclosure 2.29 - Approach to stakeholders engagement</p>	
<p>a) Describe its approach to engaging with stakeholders, including</p>	
<p>i. The categories of stakeholders it engages with, and how they are identified</p>	<p>NASG engaged with various stakeholders, such as employees, supplier, customers and owners. They were identified on the basis of the stakeholders with whom NASG interacted most.</p>
<p>ii. The purpose of the stakeholder engagement</p>	<p>NASG's stakeholder engagement enables the company to direct its actions to meet stakeholder expectations.</p>
<p>iii. How the organization seeks to ensure meaningful engagement with stakeholders</p>	<p>In 2024, NASG carried out a materiality matrix with its stakeholders. Through a survey, stakeholders were able to answer a number of questions on various themes related to sustainable development. This enabled us to visualize the expectations of internal and external stakeholders.</p>
<p>Disclosure 2.30 - Collective bargaining agreements</p>	
<p>a) The percentage of total employees covered by collective bargaining agreements</p>	<p>28,30%</p>
<p>b) For employees not covered by collective bargaining agreements, report whether the organization determines their working conditions and terms of employment based on collective bargaining agreements that cover its other employees or based on collective bargaining agreements from other organizations</p>	<p>All employees are expected to adhere to the guidelines outlined in the employee handbook. The company is committed to upholding these conditions, regardless of whether employees are unionized or not. This ensures consistency, fairness, and respect for employee rights across the organization.</p>



General Disclosures

GRI 3 : Material Topics

Disclosure 3.1 - Process to determine material topics

a) Describe the process it has followed to determine its material topics, including

i. How it has identified actual and potential, negative and positive impacts on the economy, environment, and people, including impacts on their human rights, across its activities and business relationships

At NASG, we have put in place a structured process to identify our current and potential impacts, both positive and negative. This starts with a materiality analysis, where we actively consult our internal and external stakeholders, including employees, customers, suppliers, investors and local communities. This consultation enables us to better understand their expectations and gather their perspectives on priority issues. At the same time, we carry out a detailed assessment of our activities, products and value chain to identify significant impacts, such as our carbon emissions, resource consumption and working conditions, as well as opportunities to create sustainable value, such as innovation or social commitment.

ii. How it has prioritized the impacts for reporting based on their significance

Once we have collected this information, we analyze and prioritize it according to its importance for our stakeholders and its influence on our overall performance. This not only enables us to better manage our risks, but also to maximize our positive impacts and ensure that our strategy is aligned with the expectations of those around us.

b) Specify the stakeholders and experts whose views have informed the process of determining its material topics

Employees, owners, customers and suppliers.

Disclosure 3.2 - List of material topics

a) List of material topics

- GRI 204 : Procurement Practices
- GRI 302 : Energy
- GRI 303 : Water and Effluents
- GRI 305 : Emissions
- GRI 306 : Waste
- GRI 308 : Supplier Environmental Assessment
- GRI 401 : Employment

GRI 403 : Occupational Health and Safety

GRI 404 : Training and Education

GRI 405 : Diversity and Equal Opportunity

GRI 414 : Supplier Social Assessment

b) Changes to the list of material topics compared to
the previous reporting period N.a.



Environnemental - Objectives												
GHG Emissions		GRI	KPIs	Unit	FY25	FY26	FY27	FY28	FY29	FY30	FY40	FY50
Short -Term												
NASG	Implement a monitoring and reporting system for Scopes 1 and 2 GHG emissions		Percentage of sites recording GHG emissions (Scope 1&2)	%	100%							
Medium-Term												
NASG	Transitioning natural gas to renewable natural gas		Percentage of natural gaz that is renewable	%	2%	10%	20%	30%	40%	50%	80%	100%
NASG	Switching from propane to electric lifts		Total propane consumption within the company	GJ	Baseline Year	-5%	-10%	-15%	-20%	-25%	-50%	-100%
Long-Term												
NASG	Achieve Carbon-Neutrality by 2050 for scope 1&2.	305-1	Direct (Scope 1) GHG emissions	tCO2e	Baseline Year							0
		305-2	Energy indirect (Scope 2) GHG emissions	tCO2e	Baseline Year							0
Energy Management		GRI	KPIs	Unit	FY25	FY26	FY27	FY28	FY29	FY30	FY40	FY50
Short -Term												
NASG	Monitor total energy consumption for each NASG sites by 2025		Percentage of sites recording energy consumption	%	100%							
TN2	Reduce energy consumption by 2% of TN2 by 2026		Total Energy Consumption at TN2	GJ	-1%	-2%						
CAN	Reduce energy consumption by 2% of CAN by 2026		Total Energy Consumption at CAN	GJ	-1%	-2%						
Medium-Term												
NASG	Reduce energy consumption by 10% by 2030	302-1	Total Energy Consumption within the organization	GJ	Baseline year			-5%		-10%		
		302-3	Energy Ratio	GJ/\$Sales				-5%		-10%		
Long-Term												
NASG	20% of NASG's energy consumption comes from renewable sources by 2040		Total energy consumption from renewable source within NASG	GJ	Baseline year					10%	20%	
Water Management		GRI	KPIs	Unit	FY25	FY26	FY27	FY28	FY29	FY30	FY40	FY50

Short -Term												
NASG	Monitor total water consumption for all NASG sites by 2025.		Percentage of sites recording water consumption	%	100%							
Medium-Term												
NASG	Reduce water withdrawal by 20% by 2030	303-3	Total water withdrawal from all areas	Megaliters		-5%	-10%	-15%	-20%			
Long-Term												
Waste Management		GRI	KPIs	Unit	FY25	FY26	FY27	FY28	FY29	FY30	FY40	FY50
Short -Term												
NASG	Monitor total waste generation for all NASG sites by 2025.		Percentage of sites recording waste generation	%	100%							
Medium-Term												
NASG	20% reduction of landfill waste by 2030	306-3	Total weight of waste generated	Tons	Baseline Year	-5%	-10%	-15%	-20%			
Long-Term												

Social - Objectives												
Employment		GRI	KPIs	Unit	FY25	FY26	FY27	FY28	FY29	FY30	FY40	FY50
NASG	Maintain the employe satisfaction rate to a minimum of 3,5 every year.		Employee satisfaction rate	Nmb	3,5	3,5	3,5	3,5	3,5	3,5		
Training		GRI	KPIs	Unit	FY25	FY26	FY27	FY28	FY29	FY30	FY40	FY50
NASG	Maintain the average hour of training per employee per year to a minimum of 40 hours for all sites.	404-1	Average hours of training that the organization's employees have undertaken	44,46	40	40	40	40	40	40		
NASG	Maintain the average hour of training about health & safety per employee per year to a minimum of 12 hours for all sites.		Average hours of training on Health&Safety per employee for all sites	Hours/FTE	12	12	12	12	12	12		
Health & Safety		GRI	KPIs	Unit	FY25	FY26	FY27	FY28	FY29	FY30	FY40	FY50
	Maintain the work-related injuries rate below 1,81		Rate of recordable work-related injuries	Rate	1,81	1,81	1,81	1,81	1,81	1,81		

	Maintain the DART rate below 0,81 every year.	DART (Days away, restricted or transfered) injuries	Rate	0,81	0,81	0,81	0,81	0,81	0,81			
	Diversity, Equity & Inclusion	GRI	KPIs	Unit	FY25	FY26	FY27	FY28	FY29	FY30	FY40	FY50
NASG	Increase the percentage of women at the top management level to 25% by 2028.	405-1	Percentage of women within the organization's governance bodies.	%	18%	20%	22%	25%				

Ethics - Objectives												
	Training	GRI	KPIs	Unit	FY25	FY26	FY27	FY28	FY29	FY30	FY40	FY50
MEX	Increase the IT training completion level to 95% by 2025.		IT Training completion level in Mexico	%	95%	95%	95%	95%				
U.S. & CAN	Increase the IT training completion level to 95% by 2025.		IT Training completion level in U.S. & CAN	%	95%	95%	95%	95%				
NASG	Train 100% of employees on anti-corruption by 2025.		Percentage of employees completed Anti-corruption training.	%	100%							
Risk Assessment												
NASG	Ensure compliance of all IT systems by reaching a 90% result during the risk assessment.		Average IT Risk Assessment Result	%	90%	90%	90%	90%	90%	90%		
	IT Tickets	GRI	KPIs	Unit	FY25	FY26	FY27	FY28	FY29	FY30	FY40	FY50
NASG	Reduce the average time to resolve an IT ticket to 6h by 2026.		Average time to resolve	Hours	7	6						

Sustainable Procurement												
	General	GRI	KPIs	Unit	FY25	FY26	FY27	FY28	FY29	FY30	FY40	FY50
NASG	All suppliers has signed the supplier code of conduct by 2026		Percentage of suppliers who signed the "Quality requirement manual" including the Supplier Code of Conduct	%	20%	100%						

NASG	All suppliers has been surveyed for sustainability risk by 2030		Percentage of suppliers who were surveyed for sustainability risks	%	20%	100%
NASG	By 2025, ensure that 80% of suppliers by spend are assessed and comply with our sustainability standards, focusing on environmental performance, labor practices and ethical conduct.		Percentage of suppliers by spend that are assessed and comply with our sustainability standard	%	80%	
Suppliers' environmental practices						
NASG	Include environmental criteria in the selection of new supplier by 2026.	308-1	New suppliers that were screened using environmental criteria	%	10%	25%
Suppliers' social practices						
NASG	Include social criteria in the selection of new suppliers by 2026.	414-1	New suppliers that were screened using social criteria	%	10%	25%



Environment					
GRI	Unit	FY22	FY23	FY24	Additional notes
GHG Emissions					
Percentage of sites recording GHG emissions (Scope 1&2)	%	-	100%	100%	
305-1 Direct (Scope 1) GHG emissions	tCO2e	-	33 842	29 121	
By Sources: Stationnary Sources Fuel Combustion	tCO2e	-	33 641	29 050	
Mobile Source Fuel Combustion	tCO2e	-	201	71	
305-2 Energy indirect (Scope 2) GHG emissions	tCO2e	-	10 682	10 264	
305-4 GHG emissions intensity	tCO2e/\$Sales	-	0,00011505	0,00010661	
Energy Management					
Percentage of sites recording energy consumption	%	-	100%	100%	
302-1 Total Energy Consumption within the organization	GJ	-	744106	675633	*FY24 November and December are projections.
Per site TN2	GJ	-	193745	114346	
CAN	GJ	-	176348	182869	
MEX	GJ	-	15264	20023	
TN1	GJ	-	48366	69460	
TNS	GJ	-	9106	10374	
IND	GJ	-	62397	57819	
ADA	GJ	-	5490	7923	
BRY	GJ	-	186774	162585	
PAU	GJ	-	46616	50235	
Total energy consumption from renewable source within NASG	GJ	-	14398	14120	Bry is missing
Percentage of energy consumption form renewable source within NASG	%		1,93%	2,09%	
Percentage of natural gaz that is renewable	%	-	-	-	Bry is missing
302-3 Energy Ratio	GJ/\$Sales	-	0,00192284	0,00182878	*FY24 November and December are projections.

302-4 Reduction of energy consumption	GJ	-	-	-68472,363	*FY24 November and December are projections.
Water Management	Unit	FY22	FY23	FY24	Additional notes
Percentage of sites recording water consumption	%	-	89%	89%	ADA is missing
303-3 Total water withdrawal from all areas	Megaliters	-	30,02	30,32	*FY24 November and December are projections.
Per site TN2	Megaliters	-	5,36	3,58	
CAN	Megaliters	-	2,18	2,29	
MEX	Megaliters	-	4,20	5,60	
TN1	Megaliters	-	2,26	1,89	
TNS	Megaliters	-	0,15	0,10	
IND	Megaliters	-	4,85	6,07	
ADA	Megaliters	-	-	-	
BRY	Megaliters	-	10,29	10,04	
PAU			0,73	0,75	
Percentage of water withdrawal variation		-	n.a	1%	
Waste Management	Unit	FY22	FY23	FY24	Additional notes
Percentage of sites recording waste generation	%	-	-	-	
306-3 Total weight of waste generated	Tons	-	71376	66094	
Steel	Tons	-	70956	65724	
Other	Tons	-	421	371	
306-4 Total weight of waste diverted from disposal	Tons	-	70998	65745	
Hazardous	Tons	-	0	0	
Non-Hazardous	Tons	-	70998	65745	
306-5 Total waste directed to elimination	Tons	-	378,33	349,51	
Hazardous	Tons	-	0,00	0,00	
Non-Hazardous	Tons	-	378,33	349,51	
Percentage of waste generated variation	Tons	-	n.a	-7%	
Percentage of employees trained on environmental issues	%	-	69%	-	

Social					
GRI	Unit	FY22	FY23	FY24	Additional notes

Employment						
	Employee satisfaction rate	Nmb	3,7	n/a	3,4	1=not satisfied: -Very satisfied
401-1	Total number of new employee hires during the reporting period	Count		426	428	
Training		Unit	FY22	FY23	FY24	Additional Notes
404-1	Average hours of training that the organization's employees have undertaken	44,46	49	37	56	
	Percentage of employees who complete a training on discrimination & harassment	%			93%	
	Average hours of training on Health&Safety per employee for all sites	Hours/FTE	27	28	28	
Health & Safety		Unit	FY22	FY23	FY24	Additional Notes
	Workers covered by an occupational health and safety management system	Count	1065	1180	996	
		0	100	100%	0%	
403-9	The number and rate of recordable work-related injuries	Count	28	28	19	
		Rate	2,1	2,15	1,73	
	DART (Days away, restricted or transfered) injuries	Count	10	14	8	
Diversity, Equity & Inclusion		Unit	FY22	FY23	FY24	Additional Notes
405-1	Percentage of individuals within the organization's governance bodies regarding the gender	%		0,15625	19%	
		%		0,84375	81%	

405-1	Percentage of employees per gender	Women	%	23%	24%	24%
		Men	%	77%	76%	76%
405-1	Percentage of employees per age group	Group Age - <30	%	16%	13%	16%
		Group Age - 30-49	%	50%	50%	51%
		Group Age - >50	%	34%	37%	33%

Ethics						
GRI		Unit	FY22	FY23	FY24	Additional notes
Training						
	IT Training completion level	Mexico	%	-	-	32%
		USA & Canada	%	-	-	75%
	Percentage of employees completed Anti-corruption training.		%	-	-	0%
Risk Assessment Result		Unit	FY22	FY23	FY24	Additional notes
	Average IT Risk Assessment Result		%	-	-	94%
418-1	Total number of substantiated complaints received concerning breaches of customer privacy		Count	0	0	0
IT Tickets		Unit	FY22	FY23	FY24	Additional notes
	Quantity of IT ticket		Count	1	6	10
	Average time to resolve		Hours	120	60	17

Sustainable Procurement						
GRI		Unit	FY22	FY23	FY24	Additional notes
General						
	Percentage of suppliers by spend that are assessed and comply with our sustainability standard		%	-	100%	100%
Supplier Code of Conduct		Unit	FY22	FY23	FY24	Additional notes

Percentage of suppliers TARGETED who sign the "Quality requirement manual" including the Supplier Code of Conduct		%	-	-	43%	
Supplier surveyed for sustainability risks		Unit	FY22	FY23	FY24	Additional notes
Percentage of supplier TARGETED who were surveyed for sustainability risks		%	-	-	81%	
308-1	New suppliers that were screened using environmental criteria	%	-	-	0%	
414-1	New suppliers that were screened using social criteria	%	-	-	0%	
Percentage suppliers that received an on site audit		%	-	-	42%	The on-site audit is ISO 14001
Percentage of supplier who are ISO 14001 certified		%	-	-	42%	
Local Purchases		Unit	FY22	FY23	FY24	Additional notes
204-1	Share of spending with local suppliers	Raw Materials	%	87%	88%	88%
		Manufactured Component	%	10%	10%	10%
		Outsourced services	%	3%	2%	2%
Training		Unit	FY22	FY23	FY24	Additional notes
Percentage of supplier who received training on sustainable procurement: Modern slavery		%	-	-	100%	Training on Modern Slavery



Environnement

GRI 302 : Energy

GRI 302-1 Energy Consumption within the organization

General KPIs information

- a) GRI Description Energy Consumption within the organization
- b) Calculation Protocole availab GRI Standard. GRI 302 : Energy
GRI Standards can be downloaded at the following link: <https://www.globalreporting.org/standards>
- c) Boundaries: Includes all sites of NASG; TN2, CAN, MEX, TN1, TNS, IND, ADA, BRY &PAU.

Quantitative KPIs information	Units	FY22	FY23	FY24	Comments
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a)	Total fuel consumption from non-renewable energy	GJ	-	7 732	6 535	Propane for lift
b)	Total fuel consumption from renewable energy	GJ	-	-	-	
c)	Total of Electricity consumption	GJ	-	90 666	87 741	Electricity sources are from: Natural gas is used for heating and cooling.
	Heating & Cooling Consumption		-	645 707	581 357	
d)	Total of Steam Consumption		-	-	-	
	Electricity sold		-	-	-	
	Heating sold		-	-	-	
	Cooling sold		-	-	-	
e)	Total energy consumption within the organization	GJ	-	744 106	675 633	

Qualitative KPIs information

- f) The standards, methodologies, assumptions and/or calculation tools used. A process is in place with the following: The financial Controller at each plant is assigned to enter the amount of electricity, natural gas, and propane in a database each month. This information is obtained from invoicing provided by the energy provider. The database is stored in a Microsoft TEAMS folder and accessible to Controllers and EHS&S team.

g) The source of the conversion factors used. The conversion factors come from the **Canada Energy Regulator**. <https://apps.cer-rec.gc.ca/Conversion/conversion-tables.aspx?GoCTemplateCulture=fr-CA>

GRI 302-2 Energy Consumption outside the organization

Reason for omission for disclosure

- i) NASG cannot comply with: GRI 302-2 : Energy Consumption outside the organization
- ii) Reason for omission: Not applicable
- Explanation : All processes are completed inside the organization.

GRI 302-3 Energy Intensity

General KPIs information

- a) GRI Description Energy Intensity
- b) Calculation Protocole availab GRI Standard. GRI 302 : Energy
GRI Standards can be downloaded at the following link: <https://www.globalreporting.org/standards>
- c) Boundaries: Includes all sites of NASG; TN2, CAN, MEX, TN1, TNS, IND, ADA, BRY &PAU.

Quantitative KPIs information

	Units	FY22	FY23	FY24	Comments
a) The organization's energy intensity ratio	GJ/\$Sales	-	0,001923	0,001829	

Per sites and Sources:	2023			2024		
	Natural Gas	Propane	Electricity	Natural Gas	Propane	Electricity
TN2	0,001851	0,00002	0,000208	0,001222	0,000016	0,000219
CAN	0,003155	0,000007	0,000278	0,003601	0,000007	0,000281
MEX	-	0,000014	0,000157	-	0,000019	0,000178
TN1	0,000746	0,000034	0,000196	0,001328	0,000030	0,000214
TNS	0,000182	0,000022	0,000223	0,000267	0,000021	0,000244
IND	0,001772	0,000033	0,000331	0,001497	0,000025	0,000265
ADA	0,000796	0,000014	0,000298	0,001197	0,000013	0,000264
BRY	0,007167	0,000026	0,000426	0,008338	0,000017	0,000463
PAU	0,001659	-	0,000293	0,001938	-	0,000290

b) Denominator used to calculate the ratio \$ sales - 386 983 602 \$ 369 443 855 \$

Qualitative KPIs information

c) The types of energy included in the intensity ratio. GRI 302-1 e) : The energy include in this ratio is the natural gaz, propane and electricity consumed by every sites.

energy consumption within GRI 302-1 e) : The ratio uses the energy consumption within the organization.
d) the organization, outside, or both.

GRI 302-4 Reduction of the energy consumption

General KPIs information

- a) GRI Description Reduction of the energy consumption
- b) Calculation Protocole availab GRI Standard. GRI 302 : Energy
GRI Standards can be downloaded at the following link: <https://www.globalreporting.org/standards>
- c) Boundaries: NASG includes sites from TN1, Canada, IND, BRY, PAU

Quantitative KPIs information

	Units	FY22	FY23	FY24	Comments
The amount of energy consumption reduction	Total				
a) achieved as a direct result of reduction and efficiency initiatives	GJ	-	-	-68 472	
	Natural Gas	GJ	-	-64 351	
	Propane	GJ	-	-1 197	
	Electricity	GJ	-	-2 925	

Qualitative KPIs information

- How the amount were obtain
 - Natural Gas - - Estimated
 - Propane - - Estimated
 - Electricity - - Estimated
- b) Type of energy included in the the reduction Natural Gas, Propane and Electricity.
- c) The basis for calculating reductions in energy The reference year chosen is 2023, as the data is complete for all NASG sites.
- d) The standards, methodologies, assumptions and/or calculation tools used. We have subtracted 2024 energy consumption minus 2023 energy consumption to calculate the reduction. No particular standards or methodologies were used.

GRI 302-5 Reduction of the energy requirements of products and services

Reason for ommission for disclosure

i) NASG cannot comply with: GRI 302-5 : Reducing the energy of products and services

ii) Reason for omission: Information unavailable

Explanation :

Energy consumption by product or service is missing.

Data on energy consumption by product or service is not recorded.

This information will not be recorded next year. It will be discussed in the medium term.



Environnement

GRI 303: Water & Effluents

GRI 303-1 Interactions with water as a shared resource

General KPIs information

- a) GRI Description: Interactions with water as a shared resource
- b) Calculation Protocole available in : GRI Standard. GRI 303 : Water & Effluents
GRI Standards can be downloaded at the following link: <https://www.globalreporting.org/standards>
- c) Boundaries: NASG includes sites from TN2, CAN, MEX, TN1, TNS, IND, BRY &PAU.

Qualitative information

- a) Description of interaction with water: At United States and Canada divisions of NASG, water used for personal sanitary is sent to the local municipalitie's sanitary sewer treatment system. Water used for the cleaning of press dies is collected on-site and sent to an evaporator. The evaporator turns the water to steam which is released to the atmosphers and clean water (steam) and the oils and other deposits are collected for proper treatment. NASG Mexico uses a number of methods to mitigate water usage. A cistern is in place under the parking lot to collect rain water for use in irrigation of the site. Sanitary waste is sent to an onsite wastewater treatment plant that is part of the industrial park where it is treated and resued within the park, including at NASG Mexixo. Water used to clean during the press die cleaning process is captured and cleaned using an ultra-filtration method and then reused within the plant.
- b) Approach used to identified water-related impacts: NASG does not utilize significant amounts of water in its production processes. Water is used for some cleaning and for personal sanitary uses. Each year, every NASG divisions reviews its environmental aspects and impacts and determines environmental improvement objectives. These objectives can and have included water reductions.
- c) How impacts are adressed: As water improvement objectives are identified, they are entered and tracked on forms in NASG's controlled document system. These improvement objectives are reviewed monthly during the Monthly Management Review meeting with progress updated each month.
- d) Proces to set goals and targets: Each year, every NASG divisions reviews its environmental aspects and impacts and determines environmental improvement objectives. These objectives can and have included water reductions.

GRI 303-2 Management of water discharge-related impacts

General KPIs information

- a) GRI Description Management of water discharge-related impacts
- b) Calculation Protocole available in : GRI Standard. GRI 303 : Water & Effluents
GRI Standards can be downloaded at the following link: <https://www.globalreporting.org/standards>
- c) Boundaries: NASG includes sites from TN2, CAN, MEX, TN1, TNS, IND, BRY &PAU.

Quantitative KPIs information

- A description of any minimum standards set for the quality
- a) of effluent discharge, and how these minimum standards were determined, including:
 - i) How standards for facilities operating in locations with no local discharge requirements were Any internally developed water quality standards or guidelines
Standards for quality of effluent discharges are identified for outside surface water by each state operated in and are part of our stormwater permits. Water discharged into the local municipalities sanitary sewer systems are subject to each localities standards.
 - ii) Any sector-specific standards considered
NASG uses regularoty standards for outside runoff and local sanitary standards for sanitary sewers.
 - iii) Whether the profile of the receiving waterbody was
Not applicable
 - iv) Each local municipality has established standards for the sanitary sewer systems that NASG is part of.

GRI 303-3 Water withdrawal

General KPIs information

- a) GRI Description Water withdrawal
- b) Calculation Protocole available in : GRI Standard. GRI 303 : Water & Effluents
GRI Standards can be downloaded at the following link: <https://www.globalreporting.org/standards>
- c) Boundaries: NASG includes sites from TN2, CAN, MEX, TN1, TNS, IND, BRY &PAU.

Quantitative KPIs information

	Units	FY22		FY23		FY24	
		All areas	Areas with water-stress	All areas	Areas with water-stress	All areas	Areas with water-stress
Surface	Freshwater (≤1,000 mg/L Total Dissolv	Megaliters	-	-	-	-	-

Surface water	Other water (>1,000 mg/L Total Dissol	Megaliters	-	-	-	-	-	-
	Total	Megaliters	-	-	-	-	-	-
Groundwater	Freshwater (≤1,000 mg/L Total Dissol	Megaliters	-	-	-	-	-	-
	Other water (>1,000 mg/L Total Dissol	Megaliters	-	-	-	-	-	-
	Total	Megaliters	-	-	-	-	-	-
Seawater	Freshwater (≤1,000 mg/L Total Dissol	Megaliters	-	-	-	-	-	-
	Other water (>1,000 mg/L Total Dissol	Megaliters	-	-	-	-	-	-
	Total	Megaliters	-	-	-	-	-	-
Produced water	Freshwater (≤1,000 mg/L Total Dissol	Megaliters	-	-	-	-	-	-
	Other water (>1,000 mg/L Total Dissol	Megaliters	-	-	-	-	-	-
	Total	Megaliters	-	-	-	-	-	-
Third-party water	Freshwater (≤1,000 mg/L Total Dissol	Megaliters	-	-	25,82	4,20	24,72	5,60
	Other water (>1,000 mg/L Total Dissol	Megaliters	-	-	-	-	-	-
	Total	Megaliters	-	-	-	-	-	-
Total water withdrawal from all areas		Megaliters	-	-	30,02		30,32	

Qualitative KPIs information

d) Contextual information NASG receives water from municipal water supplies through metered connections.

Reason for omission in requirement

- i) NASG cannot comply with: GRI 303-3 : Water withdrawal
- ii) Reason for omission: Information Incomplete
Explanation : NASG data is incomplete, because we don't have the data for all sites. ADA is missing.
The require information for those locations are incomplete, because the water withdrawal is not monitore yet in this locations.

GRI 303-4 Water Discharged

Reason for omission for disclosure

- i) NASG cannot comply with: GRI 303-4 : Water discharged
- ii) Reason for omission: Information unavailable
Explanation : The water discharged is unavailable for all locations.
The required information is unavailable, because it is note monitore yet in thoses locations.

In 2025, the E,H&S team will discuss this issue, with a view to integrating water discharged accounting into current practices.

GRI 303-5 Water Consumption

Reason for omission for disclosure

- i) NASG cannot comply with: GRI 303-5 : Water consumption
 - ii) Reason for omission: Information unavailable
- Explanation : The water consumption is unavailable, because the data about water discharged is not complete. In this The required information is unavailable, because it is not monitored yet in those locations. In 2025, the E,H&S team will discuss this issue, with a view to integrating water discharged and water consumption accounting into current practices.



Environnement

GRI 305 : Emissions

GRI 305-1 Direct (Scope 1) GHG emissions

General KPIs information

- a) GRI Description: Direct (Scope 1) GHG emissions
- b) Calculation Protocole available in : GRI Standard. GRI 305 : Emissions
GRI Standards can be downloaded at the following link: <https://www.globalreporting.org/standards>
- c) Boundaries: Includes all sites of NASG; TN2, CAN, MEX, TN1, TNS, IND, ADA, BRY &PAU.

Quantitative KPIs information	Units	FY22	FY23	FY24
-------------------------------	-------	------	------	------

a) Gross direct (scope 1) GHG emissions Total	tCO2e	-	33 842	29 121
By Sources: Stationnary Sources Fuel Combustion	tCO2e	-	33 641	29 050
Mobile Source Fuel Combustion	tCO2e	-	201	71
c) Biogenic CO2 emissions	tCO2e	-	-	-

Qualitative KPIs information

- b) Gases included in the calculation. CO2
- d) Base year for calculation 2023
 - i) This base year was chosen because it was the first year that GHG emissions accounting was carried out
 - ii) 31 445 tCO2e
 - iii) This base year for calculations may change over the next 2 years, as calculations are refined.
- e) Source of the emission factors and the global warming potential (GWP) rates used, or a reference to the GWP source.

Source of factors: Tennessee Valley Authority, Comision Federal de Electricidad, American Electric Power, Paulding Putnam Electrical Cooperative, HydroOne
- f) Consolidation approach for emissions.

This section employed the 'Fuel Analysis Method' for estimating GHG emissions from stationary combustion sources. Primary data of the stationary source fuel combustion were obtained for the quantity of fuel combusted for each fuel type. And the primary data for mobile source fuel combustion were obtained for the mass or volume of fuel combusted for each fuel type.

Standards, methodologies,
g) assumptions, and/or calculation tools used.

GHG emissions from stationary source fuel combustion and mobile source fuel combustion were calculated following the WRI/WBCSD's GHG Protocol: Corporate Accounting and Reporting Standard ('Protocol' hereafter). Total GHG emissions are reported in metric tons of CO2 equivalent, independent of any GHG trades. The quantity combusted data were multiplied to appropriate emissions factors to calculate associated Scope 1 GHG emissions. These emissions factors are sourced from EPA's Emission Factors Hub, April 2022.

Reason for omission for disclosure

- i) NASG cannot comply with: GRI 305-1 : Direct (Scope 1) GHG emissions
- ii) Reason for omission: Not applicable
- Explanation : The requirement of accounting the Biogenic CO2 emissions is not applicable, because NASG doesn't produce CO2 emissions from the combustion or biodegradation of biomass.

GRI 305-2 Energy indirect (Scope 2) GHG emissions

General KPIs information

- a) GRI Description: Energy indirect (Scope 2) GHG emissions
- b) Calculation Protocole available in : GRI Standard. GRI 305 : Emissions
GRI Standards can be downloaded at the following link: <https://www.globalreporting.org/standards>
- c) Boundaries: Includes all sites of NASG; TN2, CAN, MEX, TN1, TNS, IND, ADA, BRY &PAU.

Quantitative KPIs information

		Units	FY22	FY23	FY24
a)	Gross location-based energy indirect (scope 2) GHG emissions	tCO2e	-	10 682	10 264
	Total				
	Per sites: TN2	tCO2e	-	2 290	2 067
	CAN	tCO2e	-	1 694	1 557
	MEX	tCO2e	-	1 365	2 417
	TN1	tCO2e	-	1 149	1 126
	TNS	tCO2e	-	563	578
	IND	tCO2e	-	1 224	1 074
	ADA	tCO2e	-	187	180
	BRY	tCO2e	-	1 324	1 051
	PAU	tCO2e	-	889	834

Qualitative KPIs information

- c) Gases included in the calculation. CO2
- d) Base year for calculation 2023

	<p>i) This base year was chosen because it was the first year that GHG emissions accounting was carried out</p> <p>ii) 9 365 tCO2e</p> <p>iii) This base year for calculations may change over the next 2 years, as calculations are refined.</p>
<p>Source of the emission factors and the global warming potential (GWP) rates used, or a reference to the GWP source.</p>	<p>Source of factors: Tennessee Valley Authority, Comision Federal de Electricidad, American Electric Power, Paulding Putnam Electrical Cooperative, HydroOne</p>
<p>f) Consolidation approach for emissions.</p>	<p>Primary data were obtained for the amount of electricity purchased. If the electricity was purchased within the US, the appropriate Emissions and Generation Resource Integrated Database (eGRID) subregion was also selected.</p>
<p>Standards, methodologies, assumptions, and/or calculation tools used.</p>	<p>GHG emissions from purchased electricity were calculated following the WRI/WBCSD's GHG Protocol: Corporate Accounting and Reporting Standard ('Protocol' hereafter). Total GHG emissions are reported in metric tons of CO2 equivalent, independent of any GHG trades. , the purchased electricity data were multiplied to appropriate emissions factors to calculate associated Scope 2 GHG emissions. The emissions factors for the United States are sourced from EPA's eGRID, January, 2022. The emission factors for other countries are extracted from various authoritative sources including the Base Carbone® database by ADEME, Association of Issuing Bodies (AIB), and Institute for Global Environmental Strategies (IGES).</p>

GRI 305-3 Other indirect (Scope 3) GHG emissions

Reason for omission for disclosure

<p>i) NASG cannot comply with:</p>	<p>GRI 305-3 : Other indirect (Scope 3) GHG emissions</p>
<p>ii) Reason for omission:</p>	<p>Information unavailable</p>
<p>Explanation :</p>	<p>All the information regarding this category is missing.</p> <p>All the information to calculate the other indirect (Scope 3) GHG emissions is not recorded at all.</p> <p>In 2025, NASG will put in place the appropriate procedure to start accounting the scope 3 GHG emissions.</p>

GRI 305-4 GHG emissions intensity

General KPIs information

<p>a) GRI Description</p>	<p>Emissions</p>
<p>b) Calculation Protocole available in :</p>	<p>GRI Standard. GRI 305 : Emissions</p> <p>GRI Standards can be downloaded at the following link: https://www.globalreporting.org/standards</p>
<p>c) Boundaries:</p>	<p>Includes all sites of NASG; TN2, CAN, MEX, TN1, TNS, IND, ADA, BRY &PAU.</p>

Quantitative KPIs information		Units	FY22	FY23	FY24
a) The organization's energy intensity ratio		tCO2e/\$Sales	-	0,000115	0,000107
	Per sites: TN2	tCO2e/\$Sales	-	-	-
	CAN	tCO2e/\$Sales	-	-	-
	MEX	tCO2e/\$Sales	-	-	-
	TN1	tCO2e/\$Sales	-	-	-
	TNS	tCO2e/\$Sales	-	-	-
	IND	tCO2e/\$Sales	-	-	-
	ADA	tCO2e/\$Sales	-	-	-
	BRY	tCO2e/\$Sales	-	-	-
	PAU	tCO2e/\$Sales	-	-	-
b) Denominator used to calculate the ratio		\$ sales	-	386 983 602 \$	369 443 855 \$
Qualitative KPIs information					
c) The types of GHG emissions included in the intensity ratio.	GRI 305-1 : Direct (Scope 1) GHG emissions				
	GRI 305-2 : Energy indirect (Scope 2) GHG emissions				
d) Gases included in the calculation.	CO2				
GRI 305-5 Reduction of GHG emissions					
Reason for omission for disclosure					
i) NASG cannot comply with:	GRI 305-5 : Reduction of GHG emissions				
ii) Reason for omission:	Information unavailable				
Explanation :	The information for 2024 is missing. The GHG emissions for 2024 is not accounted yet. So we can not calculate de reduction of GHG GHG emissions for 2024 and the years following will be recorded.				
GRI 305-6 Emissions of ozone-depleting substances (ODS)					
Reason for omission for disclosure					
i) NASG cannot comply with:	GRI 305-6 : Emissions of ozone-depleting substance (ODS)				
ii) Reason for omission:	Information unavailable				
Explanation :	All the information regarding this category is missing. All the information to collect data on the emissions of ozone-depleting substances (ODS) is not There are no plans to account for emissions of ozone-depleting substances (ODS), but this will be a topic of discussion with the executive team in 2025.				

GRI 305-7 Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions

Reason for omission for disclosure

- | | |
|-----------------------------|---|
| i) NASG cannot comply with: | GRI 305-7 : Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions |
| ii) Reason for omission: | Not applicable |
| Explanation : | There is no emission of this type in NASG activites. |

Actions, including circularity measures, taken to prevent waste generation in the organization’s own activities and upstream and downstream in its value chain, and to manage significant impacts from waste generated.

If the waste generated by the organization in its own activities is managed by a third party, a description of the processes used to determine whether the third party manages the waste in line with contractual or legislative obligations.

The processes used to collect and monitor waste-related data.

Input material choices and product design: NASG works with suppliers to minimize waste by maximizing output from our main input (steel coils). Custom widths and thicknesses are obtained to maximize yield. All steel waste is recycled.

Collaboration in the value chain and business model innovation: NASG works with suppliers and customers to minimize disposable packaging. Reusable packaging in the form of minimally sized totes are used for internal and external shipping of goods. Stamping dies are designed and built in collaboration with customers to minimize the number of strokes by the press need to complete the part.

End-of-life interventions: The nature of business at NASG (metal stamping and assembly) leads to minimal waste. End of life is mostly steel that is collected and recycled. The quality of steel waste is considered desirable for recycling so every effort is made to collect. This provides for a circular path from the purchase of steel to the recycling of steel.

NASG manages its waste streams. Approximately 99% of NASG's waste is in the form of metal scrap from the stamping process. Agreements are in place where waste is sold to metal recyclers.

The weight of steel sold to recyclers is tracked using billing to the recycling entities and entered in a database each month by plant financial Controllers.

GRI 306-3 Waste generated

General KPIs information

- a) GRI Description Waste generated
- b) Calculation Protocole available in : GRI Standard. GRI 306 : Waste
GRI Standards can be downloaded at the following link: <https://www.globalreporting.org/standards>
- c) Boundaries: Includes all sites of NASG; TN2, CAN, MEX, TN1, TNS, IND, ADA, BRY &PAU.

Quantitative KPIs information		Units	FY22	FY23	FY24	Comments
a) Total weight of waste generated		Tons	-	71 376,41	66 094,45	
	Steel	Tons	-	70 955,82	65 723,63	
	Other	Tons	-	420,59	370,82	
Qualitative KPI information						
b) Contextual information necessary to understand the data and how the data has been compiled.		Waste is tracked by each NASG division's financial controller based on invoicing and billing. Each month the Controller enters the weight of each waste stream (recycling and landfill) in a database.				
Reason for omission in requirement						
i) NASG cannot comply with:		GRI 306-3 : Waste generated				
ii) Reason for omission:		Information Incomplete				
Explanation :		NASG data is incomplete, because we don't have the "Waste recycled" in TN2, TN1, TNS, IND, ADA & BRY The require information for those locations are incomplete, because the waste recycled that is not steel is NASG will start monitoring those location in 2025. By 2026, all sites will be covered for this KPI.				
GRI 306-4 Waste diverted from disposal						
General KPIs information						
a) GRI Description		Waste diverted from disposal				
b) Calculation Protocole available in :		GRI Standard. GRI 306: Waste GRI Standards can be downloaded at the following link: https://www.globalreporting.org/standards				
c) Boundaries:		Includes all sites of NASG; TN2, CAN, MEX, TN1, TNS, IND, ADA, BRY &PAU.				
Quantitative KPIs information		Units	FY23		FY24	
			On-site	Off-site	On-site	Off-site
a) Total weight of waste diverted from disposal		Tons	70 998,08		65 744,94	
	By composition Steel	Tons	70 955,82		65 723,63	
	Other	Tons	42,26		21,31	
b) Total weight of <u>hazardous</u> waste diverted from disposal beakdown by recovery operations:		Tons	0		0	
c) Total weight of <u>non-hazardous</u> waste diverted from disposal beakdown by recovery operations:		Tons	70 998,08		65 744,94	

		Tons	70 955,82	65 723,63	*Steel sold to other company.
	i) Preparation for reuse				
		Tons	42,26	21,31	*Cardboard, plastics and paper.
	ii) Recycling				
	iii) Other recovery operations.	Tons			

Qualitative KPI information

e)	Contextual information necessary to understand the data and how the data has been compiled.	Waste is tracked by each NASG division's financial controller based on invoicing and billing. Each month the Controller enters the weight of each waste stream (recycling and landfill) in a database. The majority (~99%) of waste is in the form of steel that is sold to recyclers.
2.3	Calculation and methodologies	Waste is tracked by each NASG division's financial controller based on invoicing and billing. Each month the Controller enters the weight of each waste stream (recycling and landfill) in a database.

Reason for omission in requirement

i)	NASG cannot comply with:	GRI 306-4 : Waste diverted from disposal
ii)	Reason for omission:	Information Incomplete
	Explanation :	NASG data is incomplete, because we don't have the "Waste recycled" in TN2, TN1, TNS, IND, ADA & BRY The require information for those locations are incomplete, because the waste recycled that is not steel is NASG will start monitoring those location in 2025. By 2026, all sites will be covered for this KPI.

Reason for omission in requirement

i)	NASG cannot comply with:	GRI 306-4 : Waste diverted from disposal
ii)	Reason for omission:	Not applicable
	Explanation :	Requirement for disclosure b) Total weight of hazardous waste diverted from disposal is not applicable, because NASG doesn't produce hazardous waste.

GRI 306-5 Waste directed to disposal

General KPIs information

a)	GRI Description	Waste directed to disposal
b)	Calculation Protocole available in :	GRI Standard. GRI 306: Waste
		GRI Standards can be downloaded at the following link: https://www.globalreporting.org/standards
c)	Boundaries:	Includes all sites of NASG; TN2, CAN, MEX, TN1, TNS, IND, ADA, BRY &PAU.

Quantitative KPIs information		Units	FY23		FY24	
			On-site	Off-site	On-site	Off-site
a) Total weight of waste directed to disposal		Tons	378,33		349,51	
b) Total weight of <u>hazardous</u> waste directed to disposal breakdown by		Tons	0		0	
c) Total weight of <u>non-hazardous</u> waste directed to disposal breakdown		Tons	378,33		349,51	
	i) Incineration (with energy recovery)	Tons				
	ii) Incineration (without energy recov	Tons				
	iii) Landfilling	Tons		378,33		349,51
	iv) Other disposal operations.	Tons				
Qualitative KPI information						
e) Contextual information necessary to understand the data and how the data has been compiled.			Waste is tracked by each NASG division's financial controller based on invoicing and billing. Each moth the Controller enters the weight of each waste stream (recycling and landfill) in a database. The majority			
2.3 Calculation and methodologies			Waste is tracked by each NASG division's financial controller based on invoicing and billing. Each moth the Controller enters the weight of each waste stream (recycling and landfill) in a database.			
Reason for ommission in requirement						
i) NASG cannot comply with:			GRI 306-5 : Waste directed to disposal			
ii) Reason for ommission:			Not applicable			
Explanation :			Requirement for disclosure b) Total weight of hazardous waste directed to disposall is not applicable, because NASG doesn't produce hazardous waste.			

Social

GRI 401 : Employment

GRI 401-1 New employee hires and employee turnover

General KPIs information

- a) GRI Description Employment
 b) Calculation Protocole available in : GRI Standard. GRI 401 : Employment

GRI Standards can be downloaded at the following link: <https://www.globalreporting.org/standards>
 Includes all sites of NASG; TN2, CAN, MEX, TN1, TNS, IND, ADA, BRY, RVC, NTC, NTA, OH, NTC & PAU.

- c) Boundaries:

Quantitative KPIs information

	Units	FY22	FY23	FY24
a) Total number and rate of new employee hires during the reporting period, by age group, gender and region	Count		426	428
TN2	Count		87	55
CAN	Count		61	38
MEX	Count		41	76
TN1	Count		56	52
TNS	Count		15	-
IND	Count		53	68
ADA	Count		-	-
BRY	Count		42	65
PAU	Count		37	35
NTA	Count		4	7
NTC	Count		2	5
SS	Count		28	25
Ohio	Count		-	2

Reason for omission in requirement

- i) NASG cannot comply with: GRI 401-1 : New employee hires and employee turnover
 ii) Reason for omission: Confidentiality Constraint
 Explanation : NASG data is confidential.

GRI 401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees

General KPIs information

- a) GRI Description Employment
 b) Calculation Protocole available in : GRI Standard. GRI 401 : Employment

GRI Standards can be downloaded at the following link: <https://www.globalreporting.org/standards>
 Includes all sites of NASG; TN2, CAN, MEX, TN1, TNS, IND, ADA, BRY, RVC, NTC, NTA, OH, NTC & PAU.

- c)
 Boundaries:

Qualitative information

- | | |
|---|--|
| a) Benefits which are standard for full-time employees of the organization but are not provided to temporary or part-time employees, by significant locations of operation. | |
| i. Life insurance | NASG full-time employees have a Basic Life and AD&D and a Voluntary Life and AD&D. |
| ii. Health care | NASG full-time employees receive Medical insurance, Prescription drug, a Flexible spending account, Dental insurance, Vision insurance, Voluntary Accident insurance and Voluntary Critical Illness insurance. |
| iii. Disability and invalidity coverage | NASG full-time employees have a Short-term Disability insurance and a Long Term Disability insurance. |
| iv. Parental leave | N.a. |
| v. Retirement provision | NASG full-time employees have acces to a Retirement Plan |
| vi. Stock ownership | N.a. |
| vii. Others | N.a. |

GRI 401-3 Parental leave

Reason for ommission in requirement

- | | |
|-----------------------------|---|
| i) NASG cannot comply with: | GRI 401-3 : Parental leave |
| ii) Reason for ommission: | Information Unavailable |
| Explanation : | NASG data is unavailable for all the disclosure about parental leave.
The require information for those locations are unavailable, because NASG doesn't collect this
This subject will be discussed in the medium term. |



Social

GRI 403 : Occupational Health and Safety

GRI 403-1 Occupational health and safety management system

General KPIs information

- a) GRI Description Occupational Health and Safety
- b) Calculation Protocole available in : GRI Standard. GRI 403 : Occupational Health and Safety
GRI Standards can be downloaded at the following link: <https://www.globalreporting.org/standards>
- c) Boundaries: Includes all sites of NASG; TN2, CAN, MEX, TN1, TNS, IND, ADA, BRY, RVC, NTC, NTA, OH, NASG-TECH &PAU.

Qualitative KPIs information

- a) A statement of whether an occupational health and safety management system has been implemented, including whether
The system has been implemented because of legal requirements and, if so, a list of the requirements; OR the system has been implemented based on recognized risk management and/or management system standards/guidelines and, if so, a list of the standards/guidelines
- b) Description A description of the scope of workers, activities, and workplaces covered by the occupational health and safety management system, and an explanation of whether and, if so, why any workers, activities, or workplaces are not covered.

GRI 403-2 Hazard identification, risk assessment, and incident investigation

General KPIs information

- a) GRI Description Occupational Health and Safety
- b) Calculation Protocole available in : GRI Standard. GRI 403 : Occupational Health and Safety
GRI Standards can be downloaded at the following link: <https://www.globalreporting.org/standards>
- c) Boundaries: Includes all sites of NASG; TN2, CAN, MEX, TN1, TNS, IND, ADA, BRY, RVC, NTC, NTA, OH, NASG-TECH &PAU.

Qualitative KPIs information

A description of the processes used to identify work-related hazards and assess risks on a routine and
a) non-routine basis, and to apply the hierarchy of controls in order to eliminate hazards and minimize risks, including

How the organization ensures the
i. quality of these processes, including the competency of persons who carry them out;

How the results of these processes
ii. are used to evaluate and continually improve the occupational health and safety management system

A description of the processes for workers to report work-related hazards and hazardous situations, and
b) an explanation of how workers are protected against reprisals

A description of the policies and processes for workers to remove themselves from work situations
c) that they believe could cause injury or ill health, and an explanation of how workers are protected against reprisals

All work stations and equipment have had a Job Hazard Analysis (JHA) completed. These JHAs include a listing of all potential risk, possible severity of injury, and steps to remove or mitigate the risk.

Each NASG plant has a list of auditors who are assigned a segment of the site every two weeks to go out and seek risk and verify compliance. There is also a monthly environmentally specific audit conducted.

Each site has a Safety Committee of employees who meet bi-weekly and audit the plant for hazards.

Identified risk and corrective actions taken to remove the risk is tracked on an open issues list. This list is reviewed weekly at a local management level. A summary is reviewed monthly in a plant leadership meeting.

NASG bases systems on continual improvement. Goals are set each year for improvement of metrics including risk reduction and safety measures. The number of improvement suggestions and corrective actions is tracked and measured in an electronic suggestion portal.

An employee suggestion portal exists for reporting hazards. There are also employee members on Safety Committees and on audit teams. The employee handbook states reprisal is not permitted.

The employee handbook and NASG's safety system allows employees to stop work anytime they feel there is an unsafe condition. The employee handbook states reprisal is not permitted.

A description of the processes used to investigate work-related incidents, including the processes to identify hazards and assess risks relating to the incidents, to determine corrective actions using the hierarchy of controls, and to determine improvements needed in the occupational health and safety management system.

NASG requires entry of any incident (Near miss, injury, etc.) in its electronic Safety Tracker software within 24 hours of an incident. This system then sends the incident summary to all other NASG facilities for awareness. The system also requires root cause determination and corrective actions to be entered. These corrective actions are assigned and tracked until completion. Completion of a corrective action is also sent to all other NASG facilities for awareness.

GRI 403-3 Occupational health services

General KPIs information

- | | |
|---|--|
| a) GRI Description | Occupational Health and Safety |
| b) Calculation Protocole available in : | GRI Standard. GRI 403 : Occupational Health and Safety
GRI Standards can be downloaded at the following link: https://www.globalreporting.org/standards |
| c) Boundaries: | Includes all sites of NASG; TN2, CAN, MEX, TN1, TNS, IND, ADA, BRY, RVC, NTC, NTA, OH, NASG-TECH &PAU. |

Qualitative KPIs information

- | | |
|--|--|
| <p>A description of the occupational health services' functions that contribute to the identification and elimination of hazards and minimization of risks, and an explanation of how the organization ensures the quality of these services and facilitates workers' access to them</p> | <p>All work stations and equipment have had a Job Hazard Analysis (JHA) completed. These JHAs include a listing of all potential risk, possible severity of injury, and steps to remove or mitigate the risk.</p> <p>Each NASG plant has a list of auditors who are assigned a segment of the site every two weeks to go out and seek risk and verify compliance. There is also a monthly environmentally specific audit conducted.</p> <p>Each site has a Safety Committee of employees who meet bi-weekly and audit the plant for hazards.</p> |
|--|--|

GRI 403-4 Worker participation, consultation and communication on occupational health and safety

General KPIs information

- | | |
|---|--|
| a) GRI Description | Occupational Health and Safety |
| b) Calculation Protocole available in : | GRI Standard. GRI 403 : Occupational Health and Safety
GRI Standards can be downloaded at the following link: https://www.globalreporting.org/standards |

c) Boundaries: Includes all sites of NASG; TN2, CAN, MEX, TN1, TNS, IND, ADA, BRY, RVC, NTC, NTA, OH, NASG-TECH &PAU.

Qualitative KPIs information

A description of the processes for worker participation and consultation in the development, implementation, and evaluation of the

a) occupational health and safety management system, and for providing access to and communicating relevant information on occupational health and safety to workers

Where formal joint management-worker health and safety committees exist, a description of their

b) responsibilities, meeting frequency, decision-making authority, and whether and, if so, why any workers are not represented by these committees

Employees participate in the EHS system by:

Participating in start of shift Daily Safety Talks which allows for input from the employees.

Participation in Safety Committees with new members trained and assigned every four months.

Participating in a monthly EHS training with knowledge checks.

All sites have a Safety Committee that meets bi-weekly. Some are more formal due to regulations (example: Canada's Joint Health and Safety Committee).

GRI 403-5 Worker training on occupational health and safety

General KPIs information

a) GRI Description Occupational Health and Safety

b) Calculation Protocole available in : GRI Standard. GRI 403 : Occupational Health and Safety
GRI Standards can be downloaded at the following link: <https://www.globalreporting.org/standards>

c) Boundaries: Includes all sites of NASG; TN2, CAN, MEX, TN1, TNS, IND, ADA, BRY, RVC, NTC, NTA, OH, NASG-TECH &PAU.

Qualitative KPIs information

A description of any occupational health and safety training provided

a) to workers, including generic training as well as training on specific work-related hazards, hazardous

An EHS training calendar is in place for the company showing all required training by country along with elective training assigned by the EHS Management team. All employees are required to participate in the EHS training monthly. Attendance is tracked electronically to ensure participation.

GRI 403-6 Promotion of worker health

General KPIs information

a) GRI Description Occupational Health and Safety

- b) Calculation Protocole available in : GRI Standard. GRI 403 : Occupational Health and Safety
GRI Standards can be downloaded at the following link: <https://www.globalreporting.org/standards>
- c) Boundaries: Includes all sites of NASG; TN2, CAN, MEX, TN1, TNS, IND, ADA, BRY, RVC, NTC, NTA, OH, NASG-TECH &PAU.

Qualitative KPIs information

- a) An explanation of how the organization facilitates workers' access to non-occupational medical and healthcare services, and the scope of access provided
 NASG's Tennessee and Mexico facilities are served by an on-site medical clinic. All other sites have access to off-site clinics that are free to employees.
- b) A description of any voluntary health promotion services and programs offered to workers to address major non-work-related health risks, including the specific health risks addressed, and how the organization facilitates workers' access to these services and programs
 NASG provides wellness and smoking cessation plans to all employees.

GRI 403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships

General KPIs information

- a) GRI Description Occupational Health and Safety
- b) Calculation Protocole available in : GRI Standard. GRI 403 : Occupational Health and Safety
GRI Standards can be downloaded at the following link: <https://www.globalreporting.org/standards>
- c) Boundaries: Includes all sites of NASG; TN2, CAN, MEX, TN1, TNS, IND, ADA, BRY, RVC, NTC, NTA, OH, NASG-TECH &PAU.

Qualitative KPIs information

A description of the organization’s approach to preventing or mitigating significant negative occupational health and safety impacts that are directly linked to its operations, products, or services by its business relationships, and the related hazards and risks

All work stations and equipment have had a Job Hazard Analysis (JHA) completed. These JHAs include a listing of all potential risk, possible severity of injury, and steps to remove or mitigate the risk. Each NASG plant has a list of auditors who are assigned a segment of the site every two weeks to go out and seek risk and verify compliance. There is also a monthly environmentally specific audit conducted. Each site has a Safety Committee of employees who meet bi-weekly and audit the plant for hazards.

GRI 403-8 Workers covered by an occupational health and safety management system

General KPIs information

a) GRI Description Occupational Health and Safety
 b) Calculation Protocole available in : GRI Standard. GRI 403 : Occupational Health and Safety
 GRI Standards can be downloaded at the following link: <https://www.globalreporting.org/standards>
 c) Boundaries: Includes all sites of NASG; TN2, CAN, MEX, TN1, TNS, IND, ADA, BRY, RVC, NTC, NTA, OH, NASG-TECH &PAU.

Quantitative KPIs information

	Units	FY22	FY23	FY24	Comments
a) Report					
The number and percentage of all employees and workers who are not employees but whose work and/or	Count	1065	1180	996	
i. workplace is controlled by the organization, who are covered by such a system	%	100%	100%	100%	
The number and percentage of all employees and workers who are not employees but whose work and/or	Count	1065	1180	996	
ii workplace is controlled by the					

ii. workplace is controlled by the organization, who are covered by such a system that has been internally audited	%	100%	100%	100%
The number and percentage of all employees and workers who are not employees but whose work and/or	Count	1065	1180	996
ii. workplace is controlled by the organization, who are covered by such a system that has been audited or certified by an external party	%	100%	100%	100%

Qualitative KPIs information

b) Why any workers have been excluded from this disclosure, including the types of worker excluded	None has been excluded.
c) Any contextual information necessary to understand how the data have been compiled, such as any standards, methodologies, and assumptions used	NASG has an EHS system in alignment with ISO14001. We are not certified to ISO45001 but meet the standard. NASG's EHS leader is a Certified Safety Professional (CSP) as certified by the Bureau of Certified Safety Professionals (BCSP), a global certification agency.

GRI 403-9 Work-related injuries

General KPIs information

a) GRI Description	Occupational Health and Safety
b) Calculation Protocole available in :	GRI Standard. GRI 403 : Occupational Health and Safety GRI Standards can be downloaded at the following link: https://www.globalreporting.org/standards
c) Boundaries:	Includes all sites of NASG; TN2, CAN, MEX, TN1, TNS, IND, ADA, BRY, RVC, NTC, NTA, OH, NASG-TECH &PAU.

a) For all employees:		Units	FY22	FY23	FY24	Comments
i.	The number and rate of fatalities as a result of work-related injury	Count	0	0	0	
		%	0%	0%	0%	
ii.	The number and rate of high-consequence work-related injuries (excluding fatalities)	Count				
		Rate				
iii.	The number and rate of recordable work-related injuries	Count	28	28	20	* FY24 Covers Ja
		Rate	2,1	2,15	1,71	
iv.	The main types of work-related injury	Cut/Laceration, Strains/Sprains and Contusion/Abrasion				
		2,662,198 FY2022				
v.	The number of hours worked	2,605,453 FY2023				
		2,199,472 FY2024 YTD-End of November				

Qualitative KPIs information

c)	The work-related hazards that pose a risk of high-consequence injury, including	1. Lacerations 2. Strains and Spains 3. Contusions
i.	How these hazards have been determined	Data from electronic safety incident system.
ii.	Which of these hazards have caused or contributed to high-consequence injuries during the reporting period	Lacerations
iii.	hazards and minimize risks using the hierarchy of controls	Elimination for sharp edges, Engineering controls to guard against, Administrative controls (training, policies), PPE .

Any actions taken or underway to eliminate other
d) work-related hazards and minimize risks using the hierarchy of controls

All work stations and equipment have had a Job Hazard Analysis (JHA) completed. These JHAs include a listing of all potential risk, possible severity of injury, and steps to remove or mitigate the risk. Each NASG plant has a list of auditors who are assigned a segment of the site every two weeks to go out and seek risk and verify compliance. There is also a monthly environmentally specific audit conducted. Each site has a Safety Committee of employees who meet bi-weekly and audit the plant for hazards.

Whether the rates have been calculated based on
e) 200,000 or 1,000,000 hours worked 200,000 hours

Whether and, if so, why any workers have been
f) excluded from this disclosure, including the types of worker excluded No exclusions

Any contextual information necessary to understand how the data have been compiled, such as any standards, methodologies, and assumptions used
g) U.S. OSHA rate calculation

Reason for omission in requirement

i) NASG cannot comply with: GRI 403-9 : Work related injuries
ii) Reason for omission: Not applicable
Explanation : Requirement for disclosure b) For all workers who are not employees but whose work and/or workplace is controlled by the organization is not applicable, because NASG doesn't employe

GRI 403-10 Work-related ill health

General KPIs information

a) GRI Description Occupational Health and Safety
b) Calculation Protocole available in : GRI Standard. GRI 403 : Occupational Health and Safety
GRI Standards can be downloaded at the following link: <https://www.globalreporting.org/standards>
c) Boundaries: Includes all sites of NASG; TN2, CAN, MEX, TN1, TNS, IND, ADA, BRY, RVC, NTC, NTA, OH, NASG-TECH &PAU.

a) For all employees: Units FY22 FY23 FY24 Comments

i.	The number of fatalities as a result of work-related ill health	Count	0	0	0
ii.	The number of cases of recordable work-related ill health	Count	0	0	0
iii.	The main types of work-related ill health	Count	N.a.	n.a.	N.a.

Qualitative KPIs information

c)	The work-related hazards that pose a risk of high-consequence of ill health, including	There is no ill health.
d)	Whether and, if so, why any workers have been excluded from this disclosure, including the types of worker excluded	N.a.
e)	Any contextual information necessary to understand how the data have been compiled, such as any standards, methodologies, and assumptions used	NASG has an EHS system in alignment with ISO14001. We are not certified to ISO45001 but meet the standard. NASG's EHS leader is a Certified Safety Professional (CSP) as certified by the Bureau of Certified Safety Professionals (BCSP), a global certification agency.

Reason for omission in requirement

i)	NASG cannot comply with:	GRI 403-10: Work-related ill health
ii)	Reason for omission:	Not applicable
	Explanation :	Requirement for disclosure b) For all workers who are not employees but whose work and/or workplace is controlled by the organizationn is not applicable, because NASG doesn't employ contractors.



Social
GRI 404-1 : Training and Education

GRI 404-1 Average hours of training per year per employee

General KPIs information

- a) GRI Description: Training and Education
- b) Calculation Protocole available in : GRI Standard. GRI 404 : Training and Education
- c) Boundaries: GRI Standards can be downloaded at the following link: <https://www.globalreporting.org/standards>
Includes all sites of NASG; TN2, CAN, MEX, TN1, TNS, IND, ADA, BRY, RVC, NTC, NTA, OH, NASG-TECH &PAU.

Quantitative KPIs information	Units	FY20	FY21	FY22	FY23	FY24	Comments
a) Average hours of training that the organization's employees have	Hours	44	49	37	56	-	Full-time employee

GRI 404-2 Programs for upgrading employee skills and transition assistance programs

Reason for omission in requirement

- i) NASG cannot comply with: GRI 404-2 : Programs for upgrading employee skills and transition assistance programs
- ii) Reason for omission: Information unavailable
- Explanation : The information about the programs implemented, the assistance provided to upgrade employee skills and the result of this career management are not collected.
NASG data is unavailable, because we don't collect data for this type of information.
This subject will be discussed in the medium term.

GRI 404-3 Percentage of employees receiving regular performance and career development reviews

Reason for omission in requirement

- i) NASG cannot comply with: GRI 404-3 : Programs for upgrading employee skills and transition assistance programs
- ii) Reason for omission: Information unavailable
- Explanation : The data about the percentage of employee receiving performance review is not collected.
NASG data is unavailable, because we don't collect data for this type of information.
This subject will be discussed in the medium term.



Social
GRI 405 : Diversity and Equal Opportunity

GRI 405-1 Diversity of governance bodies and employees

General KPIs information

- a) GRI Description: Diversity and Equal Opportunity
- b) Calculation Protocole available in : GRI Standard. GRI 405 : Diversity and Equal Opportunity
GRI Standards can be downloaded at the following link: <https://www.globalreporting.org/standards>
- c) Boundaries: Includes all sites of NASG; TN2, CAN, MEX, TN1, TNS, IND, ADA, BRY, RVC, NTC, NTA, OH, NASG-TECH &PAU.

Quantitative KPIs information

		Units	FY22	FY23	FY24	Comments
a)	Percentage of individuals within the organization’s governance bodies in each of the following diversity categories					
i.	By Gender	Women	%	-	16%	19%
		Men	%	-	84%	81%
ii.	By age group	Group Age - <30	%	-	-	-
		Group Age - 30-49	%	-	-	-
		Group Age - >50	%	-	-	-
b)	Percentage of employees per employee category in each of the					
i.	By Gender	Women	%	23%	24%	24%
		Men	%	77%	76%	76%
ii.	By age group	Group Age - <30	%	16%	13%	16%
		Group Age - 30-49	%	50%	50%	51%
		Group Age - >50	%	34%	37%	33%

Reason for omission in requirement

- i) NASG cannot comply with: GRI 405-1 : Diversity of governance bodies and employees
- ii) Reason for omission: Information Incomplete
NASG data is incomplete, for the representation of the individuals within the organization's governance bodies regarding the age group.
Explanation : The require information is incomplete, because NASG doesn't collect this information yet.
This subject will be discussed in the medium term.

GRI 405-2 Ratio of basic salary and remuneration of women to men

Reason for omission in requirement

- | | |
|-----------------------------|---|
| i) NASG cannot comply with: | GRI 405-2 : Ratio of basic salary and remuneration of women to men |
| ii) Reason for omission: | Information Unavailable |
| Explanation : | NASG data is unavailable, for the ratio of basic salary and remuneration of women to men.
The require information is unavailable, because NASG doesn't collect this information yet.
This subject will be discussed in the medium term. |



Ethics							
GRI 418 : Customer Privacy							
GRI 418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data							
General KPIs information							
a) GRI Description	Customer Privacy						
b) Calculation Protocole available in :	GRI Standard. GRI 418 : Customer Privacy GRI Standards can be downloaded at the following link: https://www.globalreporting.org/standards						
c) Boundaries:	Includes all sites of NASG.						
Quantitative KPIs information				Units	FY22	FY23	FY24
a) Total number of substantiated complaints received concerning breaches of customer privacy	Total	Count	0	0	0		
	i. Complaints received from outside parties and substantiated by the organization	Count	0	0	0		
	ii. Complaints from regulatory bodies	Count	0	0	0		
b) Total number of identified leaks, thefts, or losses of customer data		Count	0	0	0		
c) If the organization has not identified any substantiated complaints, a brief statement of this fact is sufficient	We have not received any complaints related to data breaches or security issues through the info@nasg.net mailbox or any other channel.						



**Procurement
GRI 308 : Supplier Environmental Assessment**

GRI 308-1 New suppliers that were screened using environmental criteria

General KPIs information

- a) GRI Description New suppliers analyzed that were screened using environmental criteria
- b) Calculation Protocole available in : GRI Standard. GRI 308 : Supplier Environmental Assessment
GRI Standards can be downloaded at the following link: <https://www.globalreporting.org/standards>
- c) Boundaries: Includes all sites of NASG

Quantitative KPIs information	Units	FY22	FY23	FY24	Comments
Percentage of new suppliers					
a) analyzed using environmental criteria.	%	-	-	0%	

**Procurement
GRI 414 : Supplier Social Assessment**

GRI 414-1 New suppliers that were screened using social criteria

General KPIs information

- a) GRI Description New suppliers analyzed that were screened using social criteria
- b) Calculation Protocole available in : GRI Standard. GRI 308 : Supplier Social Assessment
GRI Standards can be downloaded at the following link: <https://www.globalreporting.org/standards>
- c) Boundaries: Includes all sites of NASG

Quantitative KPIs information	Units	FY22	FY23	FY24	Comments
Percentage of new suppliers					
a) analyzed using environmental criteria.	%	-	-	0%	

**Procurement
GRI 204 : Purchasing practices**

GRI 204-1 Share of spending with local suppliers

General KPIs information

- a) GRI Description Share of spending with local suppliers
- b) Calculation Protocole available in : GRI Standard. GRI 204 : Share of spending with local suppliers

GRI Standards can be downloaded at the following link: <https://www.globalreporting.org/standards>

c) Boundaries:

Includes all sites of NASG

Quantitative KPIs information		Units	FY22	FY23	FY24	Comments
a)	Percentage of purchasing budget used for major sites spent with local suppliers, by activity.					
	Raw Materials	%	87%	88%	88%	Steel and other metals
	Manufactured Components	%	10%	10%	10%	Fasteners, bushings, rubber, plastic, etc.
	Outsourced services	%	3%	2%	2%	Coating, plating, painting, injection
Qualitative KPIs information						
b)	Geographic definition of the term "local"	At NASG, "local" refers to North America; Canada, USA and Mexico.				
c)	The definition used for "major sites"	'Major Sites' refers to all NASG sites under a single site, because purchasing for all sites is done by a centralized team. There's no distinction from site to site.				



Environnement				
Energy Consumption				
	Unit	FY22	FY23	FY24
Percentage of site recording energy consumption				
Number of sites who record energy consumption	Count	-	9	9
Total number of sites	Count	-	9	9
Percentage of sites recording energy consumption	%	-	100%	100%
Energy consumption of the organization per site				
TN2	GJ	-	193745	114346
CAN	GJ	-	176348	182869
MEX	GJ	-	15264	20023
TN1	GJ	-	48366	69460
TNS	GJ	-	9106	10374
IND	GJ	-	62397	57819
ADA	GJ	-	5490	7923
BRY	GJ	-	186774	162585
PAU	GJ	-	46616	50235
Proportion of the organization's energy consumption per site				
TN2	%	-	26%	17%
CAN	%	-	24%	27%
MEX	%	-	2%	3%
TN1	%	-	6%	10%
TNS	%	-	1%	2%
IND	%	-	8%	9%
ADA	%	-	1%	1%
BRY	%	-	25%	24%
PAU	%	-	6%	7%



Environnement				
Water Consumption				
	Unit	FY22	FY23	FY24
Percentage of site recording water consumption				
Number of sites who record water consumption	Count	-	8	8
Total number of sites	Count	-	9	9
Percentage of sites recording water consumption	%	-	89%	89%
Water withdrawal of the organization per site				
TN2	Megaliters	-	5,36	3,58
CAN	Megaliters	-	2,18	2,29
MEX	Megaliters	-	4,20	5,60
TN1	Megaliters	-	2,26	1,89
TNS	Megaliters	-	0,15	0,10
IND	Megaliters	-	4,85	6,07
ADA	Megaliters	-	-	-
BRY	Megaliters	-	10,29	10,04
PAU	Megaliters	-	0,73	0,75
Proportion of the organization's water withdrawal per site				
TN2	%	-	18%	12%
CAN	%	-	7%	8%
MEX	%	-	14%	18%
TN1	%	-	8%	6%
TNS	%	-	0%	0%
IND	%	-	16%	20%
ADA	%	-	-	-
BRY	%	-	34%	33%
PAU	%	-	2%	2%



Environnement GHG emissions						
		Unit	FY22	FY23	FY24	Comments
Percentage of site recording GHG emissions						
Number of sites who record energy consumption		Count	-	9	9	
Total number of sites		Count	-	9	9	
Percentage of sites recording GHG emissions (Scope 1&2)		%	-	100%	100%	
Scope 1 GHG emissions per sites		Units	FY22	FY23	FY24	Comments
a) Scope 1 GHG emissions per sites	TN2	tCO2e	-	8 765	4 318	
	CAN	tCO2e	-	8 150	7 856	
	MEX	tCO2e	-	1 763	2 417	
	TN1	tCO2e	-	1 861	2 681	
	TNS	tCO2e	-	196	132	
	IND	tCO2e	-	2 614	2 195	
	ADA	tCO2e	-	199	223	
	BRY	tCO2e	-	8 858	6 996	
	PAU	tCO2e	-	1 995	2 258	
Scope 2 GHG emissions per sites		Units	FY22	FY23	FY24	Comments
a) Scope 2 GHG emissions per sites	TN2	tCO2e	-	2 290	2 067	
	CAN	tCO2e	-	1 694	1 557	
	MEX	tCO2e	-	1 365	2 417	
	TN1	tCO2e	-	1 149	1 126	
	TNS	tCO2e	-	563	578	
	IND	tCO2e	-	1 224	1 074	
	ADA	tCO2e	-	187	180	
	BRY	tCO2e	-	1 324	1 051	
	PAU	tCO2e	-	889	834	



Environnement				
Waste generation				
	Unit	FY22	FY23	FY24
Percentage of site recording waste generation				
Number of sites who record waste generation	Count	-	11	11
Total number of sites	Count	-	11	11
Percentage of sites recording waste generation	%	-	-	-
Waste reduction				
	tons	-	n.a	-5282
	%	-	n.a	-7%
Training on environmental issues				
	tons	-	n.a	-50
Percentage of employees trained on environmental issues	%	-	69%	-



Social					
Training	Unit	FY22	FY23	FY24	Additional Notes
Average hours of training per year per employee per site					
Canada	Hours/FTE	56,13	103,00	-	
Indiana	Hours/FTE	17,50	41,00	-	
Ada	Hours/FTE	-	-	-	
Mexico	Hours/FTE	68,67	98,00	-	
TNN1	Hours/FTE	10,53	47,00	-	
TNN2	Hours/FTE	55,51	34,00	-	
TNS	Hours/FTE	24,69	40,00	-	
RVC	Hours/FTE	-	-	-	
Paulding	Hours/FTE	36,12	56,00	-	
Bryan	Hours/FTE	34,93	53,00	-	
NTC	Hours/FTE	-	-	-	
NTA	Hours/FTE	-	32,00	-	
OH	Hours/FTE	-	52,00	-	
NASG-TECH	Hours/FTE	-	62,00	-	
Employee training on H&S					
	Unit	FY22	FY23	FY24	Additional Notes
For all sites	Hours/FTE	27	28	28	
TN1	Hours/FTE	25,51	27,7	27,56	
TN2	Hours/FTE	25,59	27,65	29,38	
TNS	Hours/FTE	26,41	30,2	31,02	
IND	Hours/FTE	24,87	27	28,06	
ADA	Hours/FTE	31,85	26,01	28,11	
BRY	Hours/FTE	26,5	27,57	27,98	
PAU	Hours/FTE	25,48	24,18	22,76	
CAN	Hours/FTE	34	36,14	34,65	
MEX	Hours/FTE	23,19	23,7	22,41	
Employee training on harassment					
	Unit	FY22	FY23	FY24	Additional Notes
Percentage of employees who complete a training on discrimination & harassment	%	-	-	93%	

Employees	Unit	FY22	FY23	FY24	Additional Notes
Employee satisfaction rate					
Employee Satsification rate GLOBAL	Nmb	3,7	n.a.	3,4	1 - not satisfying ; 5 - Very Satisfying
TNS	Nmb	4,1	n.a.	3,9	1 - not satisfying ; 5 - Very Satisfying
OH	Nmb	3,9	n.a.	4,3	1 - not satisfying ; 5 - Very Satisfying
TNN2	Nmb	3,6	n.a.	3,7	1 - not satisfying ; 5 - Very Satisfying
TNN1	Nmb	3,5	n.a.	3,2	1 - not satisfying ; 5 - Very Satisfying
PAU	Nmb	3,4	n.a.	3	1 - not satisfying ; 5 - Very Satisfying
MEX	Nmb	3,4	n.a.	3,3	1 - not satisfying ; 5 - Very Satisfying
IND	Nmb	3,3	n.a.	3,7	1 - not satisfying ; 5 - Very Satisfying
NTC	Nmb	3,2	n.a.	3,7	1 - not satisfying ; 5 - Very Satisfying
CAN	Nmb	3,1	n.a.	3,2	1 - not satisfying ; 5 - Very Satisfying
BRY	Nmb	3	n.a.	3,7	1 - not satisfying ; 5 - Very Satisfying
NTA	Nmb	3	n.a.	3,8	1 - not satisfying ; 5 - Very Satisfying
Employee age group					
Group Age - <30	Count	170	156	158	2 - not satisfying ; 5 - Very Satisfying
Group Age - 30-49	Count	537	591	505	3 - not satisfying ; 5 - Very Satisfying
Group Age - >50	Count	358	433	333	4 - not satisfying ; 5 - Very Satisfying
Health & Safety					
DART					
DART (Days away, restricted or transfered injuries)	Count	10	14	8	*FY24 is from January to September
	Rate	0,57	0,56	0,81	*FY24 is from January to September



Ethics				
Information Technologies	Unit	FY22	FY23	FY24
Training				
It Training completion level				
Mexico	%	-	-	32%
USA & Canada	%	-	-	75%
Risk Assessment	Unit	FY22	FY23	FY24
Average IT Risk Assessment Result	%	-	-	94%
IT ticket	Unit	FY22	FY23	FY24
Quantity of IT ticket	Count	1	6	10
Average time to resolve	Hours	120	60	17
Corruption	Unit	FY22	FY23	FY24
Training				
Percentage of employees completed Anti-corruption training.	%	-	-	0%



Sustainable Procurement					
Supplier Code of Conduct	Units	FY22	FY23	FY24	Comments
Total number of suppliers	Count	-	-	171	171 +/-10
Number of supplier who represent 80% of amount purchased	Count	-	-	16	
Number of code of conduct signed	Count	-	-	13	
Percentage of suppliers who signed the "Quality requirement manual" including the Supplier Code of Conduct	%	-	-	8%	
Percentage of suppliers TARGETED who sign the "Quality requirement manual" including the Supplier Code of Conduct	%	-	-	43%	
Sustainability Risk	Units	FY22	FY23	FY24	Comments
Number of suppliers surveyed for sustainability risks	Count	-	-	13	
Percentage of suppliers who were surveyed for sustainability risks	%	-	-	8%	
Percentage of supplier TARGETED who were surveyed for sustainability risks	%	-	-	81%	
On site audit	Units	FY22	FY23	FY24	Comments
Percentage suppliers that received an on site audit	%	-	-	42%	The on-site audit is ISO 14001
Number of direct suppliers who are ISO 14001 certified	Count	-	-	76	Document: NASG_QCDB Supllier list 10.25_2024
Percentage of supplier who are ISO 14001 certified	%	-	-	42%	Document: NASG_QCDB Supllier list 10.25_2024
Training	Units	FY22	FY23	FY24	Comments
Percentage of supplier who received training on sustainable procurement: Modern slavery	%	-	-	100%	Training on Modern Slavery