

ESG Governance

Governance plays a pivotal role in our sustainability efforts. It acts as our guiding force, determining our strategic direction, setting the tone for our sustainability policies, and holding us accountable for meeting our sustainability objectives.

Through active stakeholder engagement and robust risk management, our governance framework helps us build trust, mitigate ESG risks, and navigate the complexities of sustainability.

As a company deeply committed to sustainability, we understand that governance is not just a procedural necessity but a driving force behind our journey to a more responsible and sustainable future.

It shapes our decisions, influences our actions, and enables us to align our business goals with the broader imperative of addressing global sustainability challenges.



Governance Structure

Responsible corporate governance, underpinned by a companywide dedication to integrity, honesty, and transparency, forms the core of our success. Our Board of Directors and management team champion accountability, not only in overseeing our organizational structure and operations but also in supervising our sustainability initiatives. Together, we consistently uphold the highest ethical standards and continuously enhance our processes and programs to effectively address ever-evolving challenges, regulations, best practices, and sustainability objectives.

Board of Directors

Grede's Board of Directors consists of six highly accomplished, diverse individuals recognized for their professional success and ethical leadership. We have established three essential committees: the Audit Committee, which ensures financial transparency and integrity; the Compensation Committee, responsible for managing executive performance and incentives; and the Executive Committee, providing focused oversight and decision-making authority.

Sustainability Governance

Sustainability initiatives are overseen by three distinct leadership and oversight groups within our organization. The first is the Executive Steering Committee, composed of key executives, including the Chief Executive Officer, Chief Financial Officer, Chief Technology Officer, Chief Administration Officer, Chief Operations Officer, President-Commercial, and Group Vice President. The second group is the Leadership Group, consisting of a diverse range of cross-functional experts. The third group is the Working Group, comprising subject matter experts from various functions. Together, these groups ensure sustainability efforts are effectively managed and executed across our organization.

