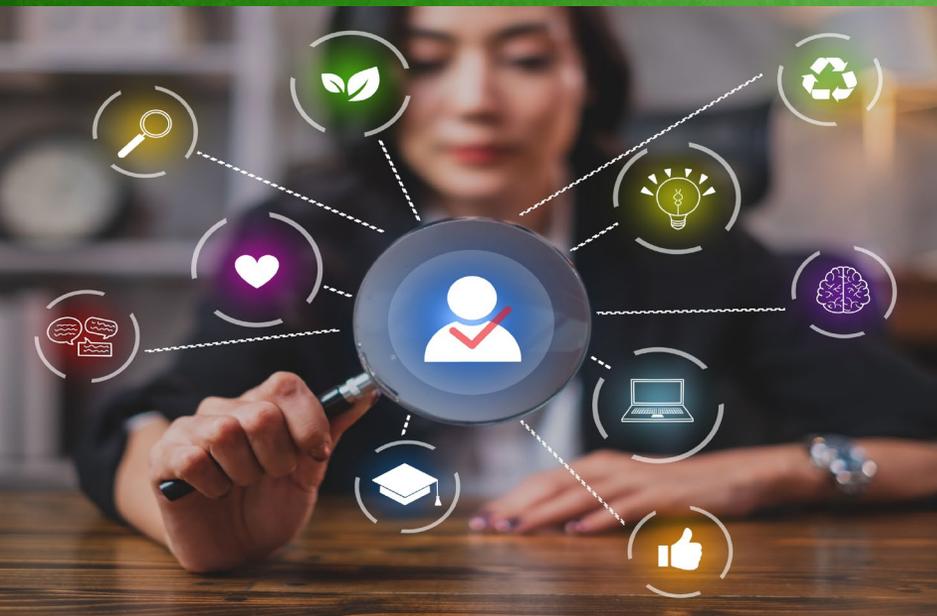


Employee Resources

Allocating resources to foster employee well-being and development stands as a cornerstone of sustainability within Grede. This commitment not only strengthens our social and human capital dimensions of ESG but also enhances our capacity to navigate the rapidly changing business landscape.

The wellness and support programs at Grede offer benefits that extend beyond individual employees. They cultivate a more productive and engaged workforce and act as a magnet for top talent, improving our capability to attract and retain exceptional staff.



Vitality offers an interactive and **personalized wellness program**, simplifying the journey to your healthiest life. Whether you aim to lose weight, increase activity, enhance your diet, or simply uphold a healthy lifestyle, Vitality is your ideal companion. Being healthy enhances your appearance, uplifts your mood, reduces healthcare needs, and, overall, elevates your quality of life. With Vitality, embracing life to the fullest becomes effortlessly attainable.



Ulliance Life Advisor provides **individual counseling and expert well-being coaching**. Our well-being focus targets the most preventable and cost-intensive conditions, harnessing a blend of digital tools and resources. Programs assist employees in achieving a balance between personal and work life. This includes assistance in areas such as personal finance, grief counseling, help setting up legal documents, and more.



SWORD is a clinical **digital musculoskeletal (MSK)** therapy provider that leverages sensor technology to offer real-time feedback. All movement data captured is shared with the physical therapist, who then tailors the program based on the patient's actual performance. Patients utilize sensors and tablets provided by SWORD to conduct virtual therapy sessions at no additional charge.



Livongo provides advanced **technology combined with coaching** to support a healthier lifestyle, assisting in diabetes management, its prevention, high blood pressure control, and weight management. Enrollees gain access to smart devices like blood glucose monitors, blood pressure devices, and scales, enabling them to track metrics, observe trends, and generate reports. Additionally, they can avail themselves of 24/7 one-on-one expert coaching whenever required.

Employee Development

At Grede, our employees are at the heart of everything we do. They are partners in our journey toward sustainability and responsible business practices. Our Employee Development and Enrichment Education Programs are designed to empower our workforce, foster lifelong learning, and cultivate a culture of both personal and professional growth.

By investing in our employees, we enhance the strength of our organization and make positive contributions to society, our local communities, and the overarching ESG goals to which we are dedicated.



GROW WITH GREDE

GREDE GRADS

Grede's esteemed talent development program is tailored for recent graduates and spans two years. It provides an in-depth insight into manufacturing processes under the mentorship of seasoned leaders. The program encompasses rotations across diverse locations and functions, and blends formal training, on-the-job training (OJT), mentorship, and a culminating capstone project following an initial onboarding phase. Participants work in one or more locations, equipping them for managerial roles within the organization upon its conclusion.

CO-OPS & INTERNS

The co-op program is a crucial part of the "Grow with Grede" initiative, offering students real-world experience outside the classroom. It allows them to apply their academic knowledge, enhance their critical thinking skills, and explore potential careers. Exceptional participants may have the opportunity to join the Grede Grads rotational program or receive direct hire offers upon graduation.

CASTING COLLEGE

Grede's all-in-one Learning Management System (LMS) serves as the bedrock of our dedication to employee advancement, growth, and workforce development, which are central to Grede's strategic imperatives. The program offers several benefits, including:

- Assignment of eLearning courses with progress monitoring.
- Alignment of training with both individual and team development plans.
- Enhanced ability to attract and retain top-tier talent.
- Improvement in performance and productivity.
- Assurance of compliance with both legal mandates and internal guidelines.

MILITARY

At Grede, we profoundly respect and value the unwavering dedication and service of the brave individuals who have served in our nation's armed forces. Through our strategic 'Grow with Grede' initiative, we are deeply committed to forging collaborative partnerships with specialized programs that are designed to facilitate a smoother transition to civilian life and support these veterans in exploring and seizing new career opportunities.

CAREER DEVELOPMENT

Through Grede's comprehensive learning and development initiatives, including the Tuition Assistance Program, employees are actively encouraged to pursue further education. This empowerment enables them to chart the most suitable career path and cultivate their professional growth.