

Sustainability

Grede Annual Report 2024/2025



Grede – Casting a sustainable future

Our Commitment to ESG Sustainability

At Grede, ESG sustainability is a core principle of our business, not just a trend. We acknowledge the significant impact our manufacturing operations have on the environment. We are dedicated to minimizing this impact through responsible practices, ensuring that our commitment to environmental, social, and governance standards is integrated into every aspect of our operations.

An Ongoing Journey of Improvement

Our pursuit of sustainability is an ongoing and dynamic journey. We continually seek innovative ways to enhance our operations, lessen our environmental footprint, and promote social responsibility. This dedication spans our entire business and supply chain.

A Collective Effort with All Stakeholders

Achieving ESG sustainability is a collaborative effort that involves our employees, customers, suppliers, and communities. While we take pride in the progress we've made, we recognize that there is always more to do. We aim to keep pushing boundaries, setting higher standards, and leading the industry.

Commitment to Transparency and Accountability

Transparency, accountability, and continuous engagement with our stakeholders are at the heart of our sustainability strategy. We pledge to keep you updated on our progress, challenges, and accomplishments as we strive to meet our sustainability goals.

Gratitude for Your Support

Thank you for joining us on this vital journey toward a more sustainable future. Your support and collaboration are crucial as we work to make a positive impact on our world.

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Cary Wood, CEO

“Sustainability isn't just good business; it's our responsibility to future generations. It's about making choices today that will ensure a better tomorrow for everyone.”

Message from our CEO

As the CEO of Grede, it is my privilege to present our annual Sustainability Report, reflecting our dedication to environmental stewardship, social responsibility, and ethical governance. This report captures our achievements, driven by the collective efforts of our team, partners, and stakeholders, all working towards a common goal of a more sustainable future.

Sustainability at Grede is not a mere concept but a fundamental aspect of our business strategy. This year's report is a testament to our integrated approach, celebrating milestones while setting ambitious targets for the future. In facing global challenges like climate change and social inequality, Grede recognizes the crucial role businesses must play. We take pride in being a leader in sustainability within the US foundry market.

We embrace this responsibility with a forward-thinking mindset, continually seeking ways to innovate and improve. By fostering a culture of sustainability and collaboration, we aim to create lasting impact and drive systemic change. As we look ahead, our commitment remains steadfast—to lead with integrity, prioritize sustainability, and contribute to a better world for future generations.

Thank you for your continued support in our journey towards a more sustainable future.

Grede is North America's leading manufacturer of ductile iron castings across diverse markets

Grede has more than 100 years of experience producing premier ductile, gray, and specialty iron castings. We proudly design, engineer, validate, and manufacture safety-critical components for our partners across the automotive, commercial truck, and industrial equipment sectors. Over a century ago, William J. Grede opened a single foundry in Wauwatosa, Wisconsin. Today, we lead the industry with 10 facilities across America and 2,800 team members, each an artisan of their trade. We've earned the trust of our suppliers and our customers through our commitments to quality, operational excellence, and technology leadership.



Highly Engineered Cast Solutions

Leading producer of highly engineered cast components providing solutions for a wide range of applications across automotive, commercial vehicle, and industrial end-markets.

Critical supplier to a diversified blue-chip customer base, producing safety-critical components in diverse metal technologies for drivetrain and powertrain components, serving both Tier 1 suppliers and OEMs

Grede Mission, Values and Vision

Mission: Keep mission-critical people and goods moving with highly engineered, cast solutions, and exceed expectations of those we serve.

Values: Integrity, Performance Excellence, Shareholder Value, Entrepreneurial Spirit, United Grede, Corporate Citizenship

Vision: Engineer cast solutions through a global portfolio of assets and capabilities to keep people moving.

Market Diversity and Capabilities

At Grede, we specialize in safety-critical components for automobiles, industrial machinery and commercial trucks. From concept to completion, we partner closely with our customers to provide highly engineered iron castings. Portfolio includes chassis, suspension and drivetrain components for automotive applications, engine and chassis components for heavy-duty truck engines, and large axle housings and other drivetrain components for heavy equipment and agriculture markets.



Grede Milestones



Start of Entrepreneurial Spirit:

On August 13, 1920, at the age of 23, William J. Grede bought Liberty Foundry in Wauwatosa, WI. The foundry employed 40 people and produced 1,000 tons of gray iron castings during its first year, manufacturing engine components for Nash automobiles, which were sold at 9 cents per pound.

Thriving during the Great Depression:

During the Great Depression, Grede not only survived but also thrived. Grede added Milwaukee Steel Foundry to his holdings in 1932. At that time, the plant was only operating at ten percent capacity. Grede turned things around and brought the company back to profitability and full capacity while at the same time other businesses closed because of the Depression.

Record Production during World War II:

When the United States entered World War II, Milwaukee Steel was producing at record levels. Following the war, Grede continued to grow the company further by purchasing an idled foundry in Reedsburg, WI, and building a gray iron foundry in Iron Mountain, MI.

Perseverance during the Recession:

Grede again persevered and continued to grow during the 1982 U.S. recession by focusing on long-term goals and targeting growth opportunities. Due to the poor economic outlook, Grede delayed some of his original upgrades and instead purchased smaller foundries, expanding sales and capacity.

Investment in People:

In the 1990s, Grede began investing in worker training as its plants became increasingly technologically sophisticated. Grede partnered with a Milwaukee technical college, instituting specialized foundry courses, such as a class to teach about spotting casting quality defects. Management personnel were also required to take college-level management courses, as training and retaining workers became increasingly important to success.

Strategic Growth Mergers & Acquisitions

Grede has established a strong leadership position in mergers and acquisitions, executing ten strategic acquisitions over the past decade and positioning itself well for continued growth through future acquisitions. This approach has been integral to strengthening market position, expanding operational capacity, and boosting market share growth. Grede's methodical strategy has allowed it to maximize synergies, achieving seamless integration and enhanced performance across its expanded portfolio.

Moving Forward:

Grede's future is promising as it builds on its legacy of innovation and growth. Positioned as a key player, Grede is ready to seize opportunities through industry consolidation and technological advancements. Committed to operational excellence and sustainability, the company is poised to strengthen its market position and lead the foundry industry into its next phase of success.

SUSTAINABILITY

“Sustainability is at the core of Grede's strategy. By integrating sustainable practices across our operations, we aim to contribute to a resilient and responsible future.”

Cary Wood, Grede CEO



Sustainability Commitment

Grede recognizes the crucial role we must play in sustainability due to the significant energy demands of foundry operations.

We take pride in being a leader in sustainability within the U.S. foundry market.

- **Commitment to the Future:** ESG Sustainability is not just a trend—it's essential for the future of our industry, communities, and planet.
- **Driving Innovation:** Prioritizing sustainability fuels innovation and drives us to develop efficient, environmentally responsible technologies.
- **Environmental Responsibility:** We must minimize our impact by reducing waste, preserving resources, conserving energy and sourcing materials responsibly.
- **Competitive Advantage:** Sustainability boosts our competitive edge. Customers and partners increasingly prefer companies committed to environmental stewardship.
- **Long-Term Viability:** Sustainable practices ensure the longevity of our operations by reducing carbon footprint and mitigating future risks.
- **Corporate Responsibility:** Sustainability is central to our values, reflecting our commitment to making a positive impact beyond profits.



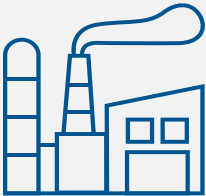
Sustainability is not new to Grede

Grede has a long-standing commitment to sustainability that dates to its inception. Since the company's establishment in 1920 by William Grede, we have embraced sustainable practices such as recycling to reduce waste and mitigate our environmental footprint.

Sustainability has been deeply ingrained in our operations since day one, reflecting our genuine dedication to this cause.

Our Sustainability Committee has identified key goals that hold significance for our business, stakeholders, and communities. We take pride in sharing our 2027 targets with transparency, as we continue to prioritize sustainability efforts in every aspect of our operations.

Sustain**ability**

 2,800 Employees	 10 Mfg. Locations	 500M+ Annual Ton Capacity
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Company Profile

VISION

Our vision for sustainability is a future where environmental, social, and economic sustainability are interconnected and prioritized, creating a better world for ourselves and future generations

MISSION

Our sustainability mission is to minimize our environmental impact, promote social responsibility, transparent governance, and foster sustainable practices throughout our value chain. We aim to create a positive impact on society, the environment, and the economy through innovation, collaboration, and continuous improvement.

Sustainability



10%

Decrease in
Electricity
Consumption



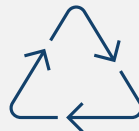
8%

Decrease in
Water Consumption



12%

Reduction in
Carbon Footprint



15%

Reduction in
Waste to Landfill



10%

Increase in
Leadership Diversity



8%

Increase in EV and
Alt. Energy Markets

2027 Targets



ENVIRONMENTAL

“Preserving the planet for our customers, our communities, and future generations through eco-friendly innovation - why Environmental ESG is at the heart of everything we do at Grede.”

Cary Wood, Grede CEO

ENVIRONMENTAL: The impact of our business activities on the world in which we live

Energy Conservation: We recognize the critical importance of energy efficiency in mitigating climate change and preserving our planet's natural resources. We aim to minimize our environmental impact, lower our operating costs, and contribute to the transition toward a more sustainable future through ongoing monitoring, evaluation, and our ENERGY STAR partnership.

Net Zero: We are committed to achieving net-zero greenhouse gas emissions and taking proactive steps to reduce our carbon footprint through the implementation of energy-efficient technologies. We commit to ongoing monitoring and evaluation of our emissions, seeking to continually improve our performance and make significant progress toward achieving our net-zero emissions goal.

Waste, Recycling & Water: We seek to reduce our waste generation and promote recycling and reuse of materials wherever possible, while also ensuring that any waste generated is disposed of safely and responsibly in line with industry best practices. We strive to conserve water through the adoption of efficient water management practices and technologies.

Electric Vehicle (EV): We are well positioned for the shift towards electric vehicles. We are committed to leading the charge in shaping the future of the industry and a more sustainable future. We are well-equipped to lead the way in the EV industry by providing innovative solutions in both design and materials that meet the evolving needs of our customers and markets.

Supply Chain: We are committed to ensuring our suppliers adhere to ethical, social, and environmental standards and share our values for sustainability. We seek to identify and address any potential risks or issues within our supply chain, such as forced labor, environmental degradation, or unethical business practices. We strive to collaborate with our suppliers to promote responsible sourcing practices.





Energy Conservation is at the core of our sustainability efforts. It's not only about reducing our **environmental footprint** but also about ensuring our long-term **viability** in a rapidly changing business landscape. We are committed to this journey of **responsible** and **efficient energy management**, understanding its profound implications for both our business and the environment.

Commitment to Energy Conservation

As a foundry, we recognize the critical importance of energy conservation and sustainability across various dimensions, including electricity usage, water management, waste reduction, recycling practices, and greenhouse gas emissions. Our commitment to these areas is a testament to our dedication to environmental responsibility and long-term viability.

Electricity Conservation: Melting metals in a foundry is an energy-intensive operation. To conserve electricity, we implement energy-efficient technologies, optimize our processes, and invest in advanced control systems. These measures not only reduce our environmental impact but also lead to significant cost savings.

Water Management: Efficient water use is crucial to minimize our environmental footprint. We implement water recycling systems to reduce consumption and minimize water waste. This not only helps conserve a resource but also lowers operating costs.

Waste Reduction: We are committed to waste reduction through better process control, waste minimization techniques, and recycling initiatives. By reducing waste, we decrease disposal costs and reduce the environmental burden of landfilling.

Beneficial Reuse: Through initiatives like recycling scrap metal, reclaiming used sand, refractory material recycling, and slag utilization, we find value in materials and energy streams that were once discarded.

Recycling Practices: Foundries are inherently recyclers. Recycling is a fundamental aspect of our sustainability efforts. This conserves resources, reduces the need for raw materials extraction, and minimizes the energy required for manufacturing new products.

Greenhouse Gas Emissions: Foundries can be significant contributors to greenhouse gas emissions due to energy-intensive operations. To mitigate our carbon footprint, we invest in cleaner energy sources, such as renewable electricity or more efficient combustion technologies. Additionally, we explore carbon capture and storage options to further reduce emissions.

Lifecycle Assessment: We conduct lifecycle assessments to evaluate the environmental impact of our products, from raw material extraction to final production and distribution. This comprehensive approach helps us identify opportunities for further improvements in sustainability.

Employee Engagement: Sustainability is a collective effort. We engage our employees in sustainability initiatives, raising awareness and encouraging their active participation in continuous improvement programs. Engaged employees often generate innovative ideas that further enhance our conservation efforts.

Regulatory Compliance: We ensure strict compliance with environmental regulations and stay up-to-date with evolving sustainability standards. This not only minimizes legal risks but also demonstrates our commitment to responsible business practices.

Energy

As a foundry, we recognize the substantial environmental implications of our energy-intensive operations. The processes of melting metals, relying heavily on electricity, natural gas, and coke, are major contributors to our energy footprint. Recognizing this, we are unwavering in our commitment to optimize our energy usage.

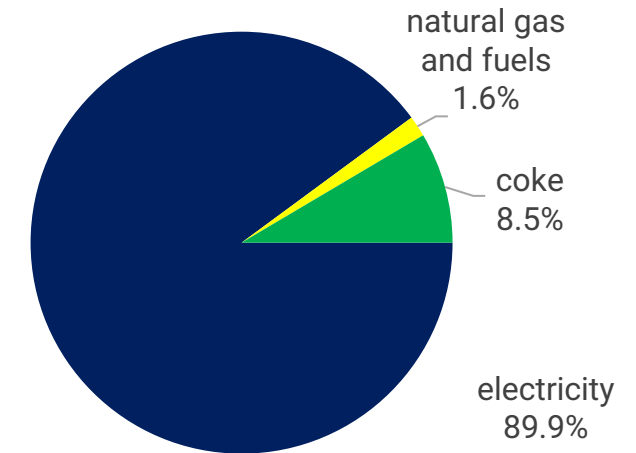
Our dedication to energy efficiency is twofold. While it is rooted in our environmental responsibilities, it also has a direct bearing on our operational costs. By minimizing our environmental impact, we ensure our resilience and adaptability in an ever-evolving business environment. We are steadfast in our pursuit of responsible energy management, recognizing its deep significance for both our enterprise and the planet. Simply put, energy conservation sits at the heart of our sustainability initiatives.

Energy Conservation Efforts

The largest opportunity to reduce our environmental impact is through energy conservation. Current conservation efforts include:

- **Efficient Furnace Technology:** We utilize energy-efficient furnaces and retrofit our existing furnaces with advanced linings and heat recovery systems as upgrades are possible to reduce energy consumption.
- **Optimized Operations:** Time our melting processes during off-peak hours, when possible, to benefit from lower electricity rates.
- **Regular Maintenance:** Ensure that all our electrical equipment, including motors, compressors, and conveyance systems, is maintained regularly to operate at maximum efficiency.
- **Variable Frequency Drives (VFDs):** We have installed VFDs on our motors, allowing them to run only at the necessary speed, reducing electricity consumption.
- **Efficient Lighting:** We have upgraded to LED lighting and employ motion sensors in areas that are not continuously occupied.
- **Training and Awareness:** All our employees are aware of the importance of energy conservation and train them in best practices.
- **Optimal Charge Material:** We use pre-sorted and cleaned charge materials, as these reduce the melting time, thereby saving energy.
- **Energy Audits:** Conduct energy audits regularly to pinpoint areas of inefficiency and develop strategies to address them.
- **Energy Treasure Hunts:** Each facility conducts a formal Treasure Hunt annually to identify energy-saving opportunities, with an external consultant leading a more in-depth Treasure Hunt every two years.
- **Energy Partnerships:** Partner with local utility providers, utility agencies and ENERGY STAR to further energy conservation
- **Efficient Compressed Air Systems:** Ensure compressed air system is leak-free and operates at the most efficient pressure settings.
- **Optimize Sand Systems:** Optimal reuse of sand, leading to reduced requirements for new sand preparation and saving energy.

2023 Energy Usage



Energy Usage

The vast majority of energy consumption (89.9%) comes from grid electricity, primarily used to power iron melt furnaces. Three plants use coke (8.5%) to fuel Cupola melt furnaces. Natural gas is primarily used for heating and ancillary systems.

Grede has pledged to meet the ENERGY STAR Challenge for Industry with a goal of reducing energy intensity by 10% over a span of 5 years. Currently, all facilities are on track to reach this significant milestone.



ENERGY TREASURE HUNTS

In 2024, Grede conducted **ENERGY STAR Treasure Hunts** across all facilities to identify energy-saving opportunities, reduce operational costs, and optimize sustainability initiatives. These data-driven, hands-on evaluations identify inefficiencies and facilitated long-term improvements in resource management. At Grede, Treasure Hunts are executed through a combination of internal audits and collaboration with external energy consulting experts, enabling detailed analyses of energy consumption patterns and the implementation of targeted, high-impact solutions.



Internal Treasure Hunts

At Grede, an ENERGY STAR Treasure Hunt is a collaborative, hands-on event where our team works together to uncover energy-saving opportunities and improve operational efficiency. Employees from various departments—such as operations, maintenance, and engineering—walk through the plant, inspect equipment, and identify potential energy waste.

We look for both quick fixes and larger opportunities, ranging from adjusting lighting schedules or identifying air leaks in compressed air systems to upgrading to more energy-efficient equipment or optimizing energy-intensive processes.

The power of the Treasure Hunt lies in its teamwork, as employees from all levels contribute unique insights, fostering a culture where everyone feels involved in our sustainability goals.

Once the findings are collected, we calculate the potential energy and cost savings together. This allows us to prioritize actions based on their impact, with some changes implemented immediately and others requiring more investment and long-term planning.

Consultant Led Treasure Hunts

Every other year we partner with external energy consultants, such as Cascade Energy, to lead more formalized Treasure Hunts at each plant. In 2024, Cascade Energy visited key plants to dive deeper into energy-saving strategies, offering a fresh perspective.

Over the past 12 months, these consultant-led Treasure Hunts identified \$5.9 million in potential savings.

The identified projects are categorized into four groups:

- **Gems:** High savings projects with low cost or effort to implement.
- **Quick Wins:** Low savings with low cost or effort to implement.
- **Capital Projects:** High savings, high cost; likely requiring capital funding.
- **Save for Later:** Low savings, high cost; difficult to justify based on energy savings alone.

Ultimately, a Treasure Hunt at Grede is about more than just energy savings. It's about harnessing our team's collective knowledge, reinforcing our commitment to sustainability, and continuously driving operational improvements.



Grede is one of only a few foundries to be recognized as a current ENERGY STAR Partner of the Year.

This prestigious award for Energy Management, received in 2016, 2017, and 2024, places Grede among top industry leaders like Boeing, GM, Colgate, Corning, Nissan and Lockheed Martin.

Grede remains dedicated to ENERGY STAR and energy efficiency, continuing its efforts to drive sustainable energy use across all operations. We are proud to be on track for another recognition in 2024, reaffirming our commitment to industry-leading energy management practices.

Commitment to ENERGY STAR

Our journey with Energy Star is dynamic and transformative. It encompasses embracing continuous improvement, adopting cutting-edge technologies, and fostering a culture of innovation. It involves challenging ourselves to become better stewards of our resources and setting new industry standards for sustainability. We strive to lead the industry by continually implementing energy savings projects in our facilities.

ENERGY STAR PROJECT 1

- St Cloud, MN
- 1.1M kWh saved
- 5% EEI Reduction

Implementation of AI-powered machine learning controls for three induction melt furnaces has enhanced melting and sintering processes, with annual energy savings of 1 million+ kilowatt-hours. The AI system continuously tracks and adjusts key control points in real-time, maximizing furnace efficiency, lowering energy usage, and reducing wear. By automating adjustments using both historical data and real-time inputs, the system minimizes the need for manual intervention, extends furnace lifespan, and improves overall production efficiency and sustainability.

ENERGY STAR PROJECT 2

- Wauwatosa, WI
- 600K kWh saved
- 3% EEI Reduction

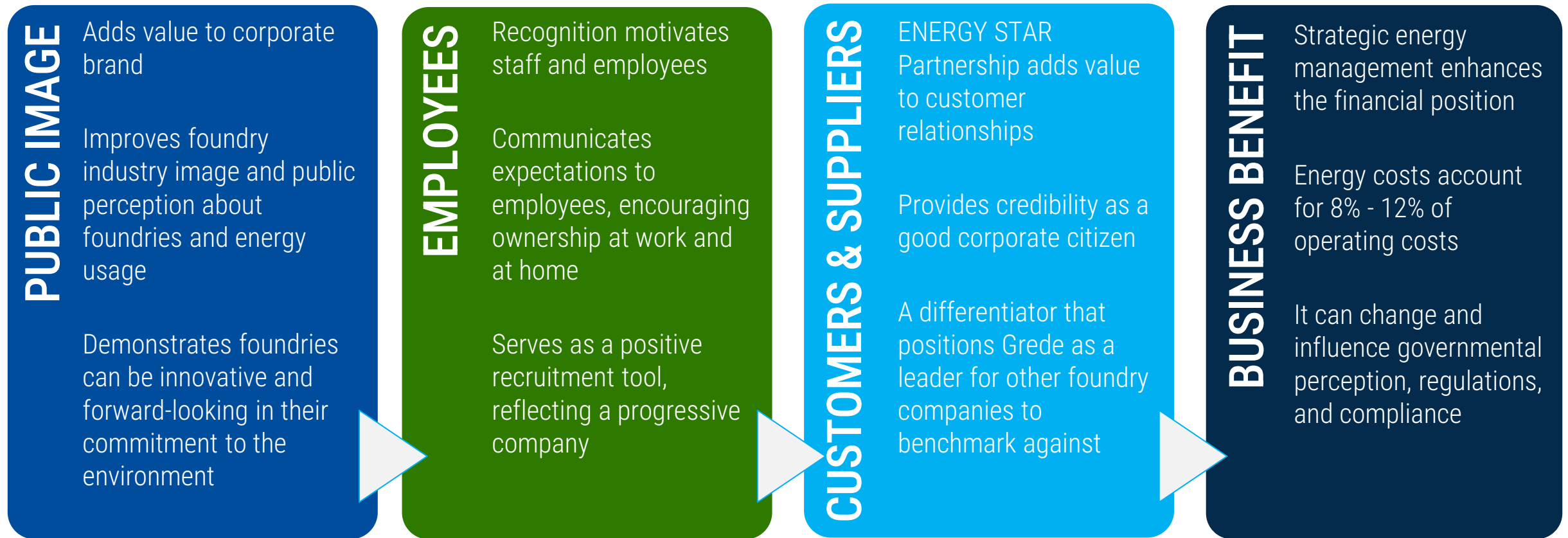
Installation of a 350 HP variable speed air compressor, replacing the previous inlet modulation design, significantly improved the efficiency of the plant's compressed air system. This upgrade resulted in annual energy savings of 600,000 kWh while enhancing compressor reliability and reducing repair costs. By upgrading to variable speed controls, the system can now adjust air production to match demand, eliminating the inefficient pressure blow-off that occurred when the old compressor operated below full capacity.

ENERGY STAR PROJECT 3

- Reedsburg, WI
- 490K kWh saved
- 1% EEI Reduction

Replacement of two inlet modulation air compressors with one fixed-speed and one variable-speed compressor optimized the compressed air system within the department, resulting in an annual energy savings of 490,000 kWh. This upgrade also enhanced the consistency and quality of compressed air across the plant. The fixed-speed compressor efficiently handled high-demand scenarios, while the variable-speed compressor adjusted output to match fluctuating demand, generating substantial electrical savings while maintaining optimal performance.

ENERGY STAR Partnership



The Grede and Energy Star Partnership is a testament to our corporate values and unwavering commitment to sustainable practices and environmental stewardship. This partnership signifies more than just a collaboration; it represents a shared vision of sustainability that propels us forward.

By fully embracing Energy Star guidelines, which encompass measuring, tracking, and improving energy performance, benchmarking progress, and promoting energy efficiency to all our stakeholders, we not only align ourselves with industry best practices but also demonstrate our resolute dedication to environmental preservation.

This commitment extends throughout every facet of our organization, emphasizing our holistic approach to sustainability. Together, we will diligently work towards forging a greener, more sustainable future—one that not only benefits our business but also leaves a lasting positive impact on our precious planet.



Conserving Water, Reducing Waste, Casting a Greener Future

Ultimate Recycler

Grede – Recycling Before it was Cool

The metal casting industry's commitment to recycling and sustainability extends far beyond the modern ESG Sustainability trend. Grede leverages sustainable practices not only out of responsibility to the planet but also due to inherent economic and material advantages. Grede stands as a testament to how traditional industries can be leaders in sharing good business practices and contribute to a more sustainable future.

Recycling and Sustainability in Metal Casting

Scrap Metal: Foundries have always been large consumers of scrap metal. This includes both post-consumer scrap (from used products) and post-industrial scrap (from manufacturing processes). Melting and refining scrap to produce new castings is often more energy-efficient than producing metal from virgin ore.

Yield Improvement: By optimizing the casting process, we aim to maximize usable casting while minimizing metal waste.

Dross and Slag Reclamation: By-products from the melting process, such as slag in iron casting, can be further processed to reclaim any trapped metal.

Sand Reclamation: Grede uses large quantities of sand for molds. After casting, this sand can be reclaimed using mechanical and thermal processes, and then reused in making new molds. This reduces the need to source new sand and minimizes waste.

Waste Sand Beneficial Reuse: Sand that can't be reclaimed for mold-making is repurposed for other uses, such as road construction or agricultural applications, preventing the sand from ending up in landfills. Even the waste that is sent to a landfill is utilized by the landfill operators as cover material, negating the need to source other products.

Heat Recovery: Given the high temperatures involved in melting metal, there are opportunities to recover and reuse heat, enhancing energy efficiency.

Energy-efficient Equipment: Modern foundries invest in equipment that consumes less energy and can operate more efficiently.

Water Recycling: Grede uses a closed loop water system, recycling water continually and reducing overall water consumption.



Scrap steel bundles which are 100% recycled material; including cans of Redi-Whip whip cream (below)



The metal casting industry is one of the **world's original recyclers** and plays a **key role in sustainability** by recycling input and output materials such as sand, metals, and scrap steel. Grede, for instance, **utilizes 92% US-sourced post-consumer material**.

Waste

Within the foundry industry, the casting process inevitably results in a considerable volume of spent foundry sand, a critical byproduct. Despite undergoing numerous recycling stages, the sand's quality eventually diminishes, making it unsuitable for high-quality castings.

Grede actively seeks avenues to repurpose this sand, aiming for its Beneficial Reuse in areas such as construction, agriculture, and geotechnical projects, substantially diminishing the sand's potential path to landfills. Although some landfills employ spent sand as cover material, a significant opportunity remains for Grede to augment recycling efforts and further curtail landfill disposals.



Environmental Management System (EMS)

Waste Stream Evaluation:

As a component of Grede's Environmental Management System (EMS), each facility consistently evaluates waste streams for potential recycling, reduction, and/or reuse opportunities. Every facility documents these assessments, which are then collectively reviewed and discussed annually during the EMS management review.

Hazardous Waste Elimination

- Our EMS review led to the identification and removal of the last parts washers containing solvents that were once deemed as hazardous waste. We are proud to announce that Grede now has zero hazardous waste.

Continuous Improvement – CIP Challenge

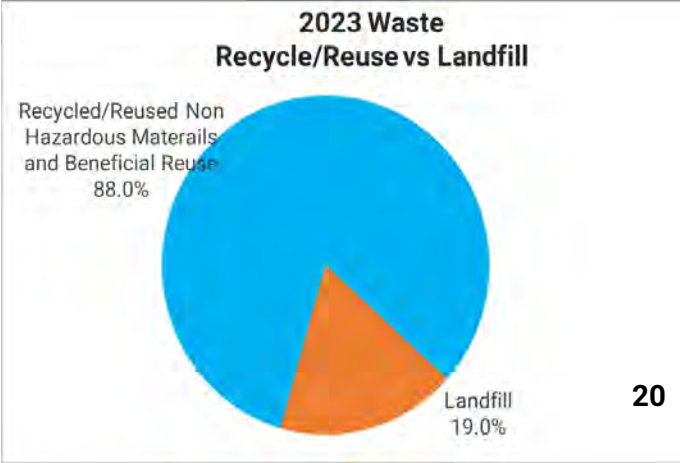
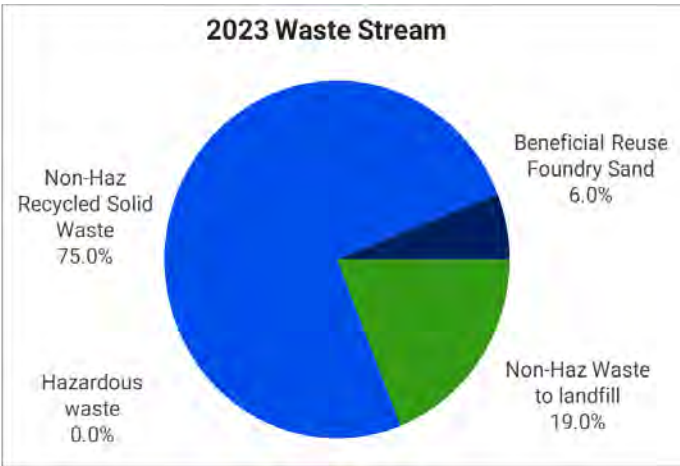
- Every facility is required to propose an environmental Continuous Improvement Project (CIP) focusing on reuse, reduce, or recycle objectives. These projects undergo evaluation by a cross-functional committee and are subsequently acknowledged at the annual Environmental, Health & Safety Summit.

Spill Control Best Practices

- 2023 marked a year with no reportable chemical spills.
- Every facility has a spill response plan in place.
- Monthly inspections are conducted on spill controls. Should a system test reveal any malfunctions, an immediate corrective action plan is activated.

Waste and Recycling Tracking:

- All waste streams are tracked and reported. This data forms a part of the Grede Monthly Operations System (MOS) and is also reviewed during our Quarterly on-site Management Review



Emissions



Achieving Foundry Net Zero

While achieving absolute net-zero emissions in a foundry is an ambitious goal, especially given the intense energy requirements of metal melting, a mix of strategies can make a significant difference in reducing our carbon footprint. By adopting a comprehensive approach, we can take significant steps toward reducing our carbon emissions. This includes optimizing processes to enhance energy efficiency and harnessing technological advancements. For instance, the use of advanced machinery, automation, and digital monitoring systems offers precision control over energy consumption, consequently reducing emissions.

Compliance

Grede is committed to environmental stewardship and actively works to protect air quality by effectively managing emissions and minimizing our impact on the environment. We rigorously adhere to both federal and state legal mandates to control emissions from our operations. Our robust compliance program includes the following efforts:

Regular Stack Tests:

- These tests are performed consistently to monitor and manage emissions.

Routine Baghouse Inspections:

- Baghouses, essential for air pollution control, are used to capture and filter fine particulate matter from exhaust gases. All plant baghouses undergo regular inspections to ensure optimal operation.

Comprehensive Dust Collector Inspections:

- All dust collectors are inspected at daily, weekly, monthly, and annual intervals to ensure they are effectively managing dust emissions.

Title V Air Permit Compliance:

- The Title V permit consolidates all air pollution control requirements for a facility, detailing emission limits, monitoring, recordkeeping, and reporting requirements. All Grede plants fully comply with Title V permit regulations.

Grede's proactive measures highlight our unwavering commitment to meeting compliance standards and actively contributing to the preservation of our environment for the generations to come

Greenhouse Gas (GHG) Emissions

GHG emissions are categorized into three main scopes:

- **Scope 1 Emissions:** These are direct emissions originating from activities within the organization, such as the combustion of fossil fuels.
- **Scope 2 Emissions:** These are indirect emissions that arise from energy sources the organization consumes, provided by external entities. Examples include electricity, steam, or chilled water supplied by utility providers.
- **Scope 3 Emissions:** These emissions come from external sources not directly controlled by the organization but related to its activities.

At present, we monitor and report on our Scope 1 and Scope 2 emissions. Scope 1 emissions encompass activities like utilizing coke for the melting process and burning natural gas within our facilities.

Greenhouse Gas (GHG) 2023 Results

In 2023, we successfully achieved a 3% reduction in greenhouse gas (GHG) emissions compared to 2022.

SCOPE 1 – 2023 GHG emissions total

147,909 metric tons as CO₂e

Includes natural gas, propane, diesel, coal, coke

SCOPE 2 – 2023 GHG emissions total

233,751 metric tons as CO₂e

Includes electricity

SCOPE 3 – 2023 GHG emissions total

Not tracked at this time

Beneficial Reuse

Beneficial reuse of foundry sand refers to the practice of repurposing the spent sand, a byproduct of metal casting processes, for various beneficial applications instead of relegating it to waste. This sand is given new purpose in roads development, general construction, soil enhancement, agricultural applications, and as geotechnical fill.

Such an approach diminishes the environmental footprint of foundry operations while also yielding economic and sustainability advantages. In essence, the beneficial reuse of foundry sand not only diverts waste from landfills but also conserves natural resources, reduces costs, and is in line with broader sustainability goals.



Beneficial Reuse Highlights

Biscoe, NC Potting Soil Project

Grede Biscoe NC is partnering with a local potting soil manufacturer to creatively repurpose 100% of its spent foundry sand. By combining it with wood chips, they produce premium potting soil. This environmentally conscious effort has notably reduced landfill waste by approximately 10,000 tons, representing a remarkable 98% reduction in the facility's total waste output.

Wauwatosa, WI Green Sand – Fly Ash Project

In partnership with a local waste management company, Grede Wauwatosa WI actively repurposes 100% of the dust produced from their Green Sand Molding process. This dust is mixed with liquid waste at the landfill, serving as an alternative to fly ash. This initiative has led to a reduction of over 500 tons of waste being sent to the landfill, accounting for a 10% decrease in the facility's total landfill waste.

Browntown, WI Airport Runway Project

Grede Browntown is currently transporting beneficial reuse sand, including core butt sand and system sand, to the City of Monroe Airport for use as fill material in an upcoming taxiway project. The project is now in Phase 4, with engineering estimates predicting completion by December 2023. Notably, in 2023, the plant diverted 5,985 tons of sand from landfills. As of year-to-date 2024, they have diverted an additional 2,970 tons.

St Cloud, MN Animal Feedlot Pits

In 2024, we received approval from the Minnesota Pollution Control Agency (MPCA) and Stearns County to reuse spent sand as fill for closing animal feed lot manure pits under the CAFO landowner program. Over 1,000 tons of sand were hauled to two farms in Stearns County, reducing both diesel fuel consumption and costs due to the shorter hauling distance. Grede St Cloud is the first foundry in Minnesota to successfully implement this type beneficial reuse of foundry waste.

St Cloud, MN Cement Project

Grede St. Cloud MN entered a fruitful partnership with a Portland cement plant located in Mason City, Iowa, promoting the eco-friendly practice of beneficially reusing spent foundry sand in the cement plant's operations. Throughout 2022, as a part of this collaborative effort, a consistent monthly allocation of 500 tons of spent foundry sand was designated to this initiative.

New Castle, IN – Iron Mountain, MI – Reedsburg, WI Road & Construction Projects

Grede New Castle, Reedsburg, and Iron Mountain maintain collaborative relationships with local construction and municipal authorities. They contribute used foundry sand for uses such as underlayment or fill material in road projects and local building developments. While these projects vary in scale, they play a pivotal role in diverting a 40% to 60% of used sand away from landfills. Additionally, they bolster local infrastructure and construction.

ENVIRONMENTAL CIP

The Grede Continuous Improvement Program (CIP) inspires our employees to play an integral role in our ongoing quest for enhanced environmental sustainability. Under the CIP, every facility is required to submit proposals for environmental projects centered on reuse, recycling, or reduction. The goal is to disseminate these initiatives as standard best practices throughout all our facilities.

In 2023, we received 24 formal project submissions. Each proposal was meticulously evaluated based on criteria such as Project Analysis, innovation, effort, effectiveness, and long-term sustainability. The standout projects were recognized and celebrated at our annual Environmental, Health & Safety Summit.



Creating a safer and sustainable future, together

Environmental CIP #1

- Brewton, AL
- Contaminated Wastewater Reduction

The project aimed to reduce the amount of contaminated oily wastewater removed by Crystal Clean, a third-party waste service, from the facility. By installing a water/oil separator, we efficiently separated oil from water on-site, significantly decreasing the volume of oily water requiring removal. In 2022, 25,130 gallons were removed, but this was reduced to 8,316 gallons in 2023, showing clear progress. The project has resulted in reduced waste, enhanced sustainability, and cost savings, delivering both environmental and financial benefits while advancing our sustainability goals.



Environmental CIP #2

- Reedsburg, WI
- Disa Belt Modification

The project focused on reducing the frequency of repairs and replacements for the DISA #2 2013 long belt, which had been generating excessive dust due to its two-drop system. By modifying the system to have castings drop only once and implementing a smoother transition to the long belt with a chute, the project reduced dust exposure, improved safety by eliminating pinch points, and minimized the need for manual intervention with stuck castings. Key benefits included one less belt to maintain, reduced belt damage, lower maintenance costs, increased safety, and gained 480 sq ft of space.



Environmental CIP #3

- Iron Mountain, MI
- Core Box Pre-Heater Conversion

The project aimed to reduce natural gas consumption and shorten pre-heat and box change job start times by transitioning from gas heating to electrical control. Previously, inconsistent gas heating resulted in longer heat-up times and higher gas usage. With the new electrical system, heat-up times were reduced from 45 minutes to 20 minutes, and temperatures became more stable. This shift significantly lowered overall gas consumption, improving both energy efficiency and production speed.



Water Conservation

Grede has made considerable progress in water conservation within our manufacturing operations. Historically, foundries have been known for their high-water consumption, particularly the non-contact water employed for cooling machinery and Cupola exteriors.

Our significant reduction in water usage is attributed to two main strategies. The installation of closed-loop water cooling systems. And integration of water-efficient equipment.

These initiatives have led to a significant reduction in both water consumption and wastewater discharge. To strengthen our commitment to conservation, we have implemented training and best practice procedures to monitor, detect, and promptly address any leaks in our manufacturing processes, ensuring efficient water usage and minimized waste.



Water Facts 2023

- 717,200 cubic meters of water usage in 2023, down 8.6%% from 2022 while production was up 8.0%%
- Near-zero contaminated waste-water
- Over 95% of the water used at Grede is part of a closed-loop system
- No water used at Grede impacts high biodiversity water bodies

Water Savings Key Components

- Regularly monitor water usage and continually seek methods to reduce it, guided by the ISO 14001 system CIP program.
- Before using on-site water, contractors working on-site are required to discuss their planned water usage.
- Invest in water-efficient equipment and machinery to diminish water consumption during casting and other processes.
- Optimize sand processes to decrease water consumption used for sand conditioning and reclamation, thereby bolstering efficiency.

3D Sand Printing Technology 2023 Water Savings

- 8,640,000 gallons (approx. 32,706 cubic meters) of water saved annually.
- Based on three printers operating in 2023, a fourth printer was added in 2024. Full savings from all four printers will be realized in 2025

Water Conservation Projects

Water Conservation Project #1

- Iron Mountain, MI
- Savings 3,07,000 gallons water annually

The installation of a third 3D core printer has eliminated the need for five U-180 core machines, resulting in a reduction of over 3.07 million gallons of water annually. By replacing these traditional machines, the new 3D printer removes the necessity for cooling water to maintain tooling temperatures, significantly reducing water consumption and improving overall operational efficiency..

Water Conservation Project #2

- New Castle, IN
- Closed Loop Water System

Installation of a Closed-Loop Cooling Water System on Line #2 Pressure Pour. The replacement of the open cooling tower with a closed-loop system on Line #2 pressure pour significantly improves water conservation, saving over 2 million gallons annually. With the pressure pour operating year-round to heat iron, this upgrade enhances sustainability and efficiency by eliminating evaporative water loss and maintaining consistent cooling performance.

Deforestation and Biodiversity

We are dedicated to protecting biodiversity and combating deforestation by prioritizing sustainable sourcing and minimizing our environmental impact, ensuring our operations and supply chains contribute to preserving ecosystems and natural habitats.



Biodiversity Policy Statement

Grede is dedicated to protecting biodiversity, minimizing our environmental impact, and adhering to all environmental compliance requirements.

We ensure that our operations do not negatively affect biodiversity-sensitive areas by avoiding activities that could degrade natural habitats or disrupt ecosystems in protected regions. We are committed to respecting the habitats of species within these areas and strictly refrain from any actions that would threaten their well-being.

Through thorough environmental assessments, we identify potential risks and implement targeted mitigation measures, reinforcing our commitment to preserving biodiversity, complying with environmental regulations, and upholding our environmental stewardship responsibilities.



Deforestation Policy Statement

Grede is committed to preventing deforestation and advancing sustainability in all aspects of our operations and supply chains.

We partner with suppliers who prioritize biodiversity protection and avoid activities that degrade forest ecosystems. As a foundry, our consumption of wood, paper, and other forest-based materials is naturally low. Our facilities are situated in regions where deforestation is less of a concern, and we strictly comply with all environmental regulations.

We focus on maintaining transparency and accountability in our supply chain, protecting high-conservation-value areas, and upholding all relevant environmental standards and best practices.

Leading the way – future ready



At the forefront of innovation, our electric vehicle engineering, design, testing and validation capabilities are driving the future of sustainable transportation

Commitment to EV Revolution

EV Future

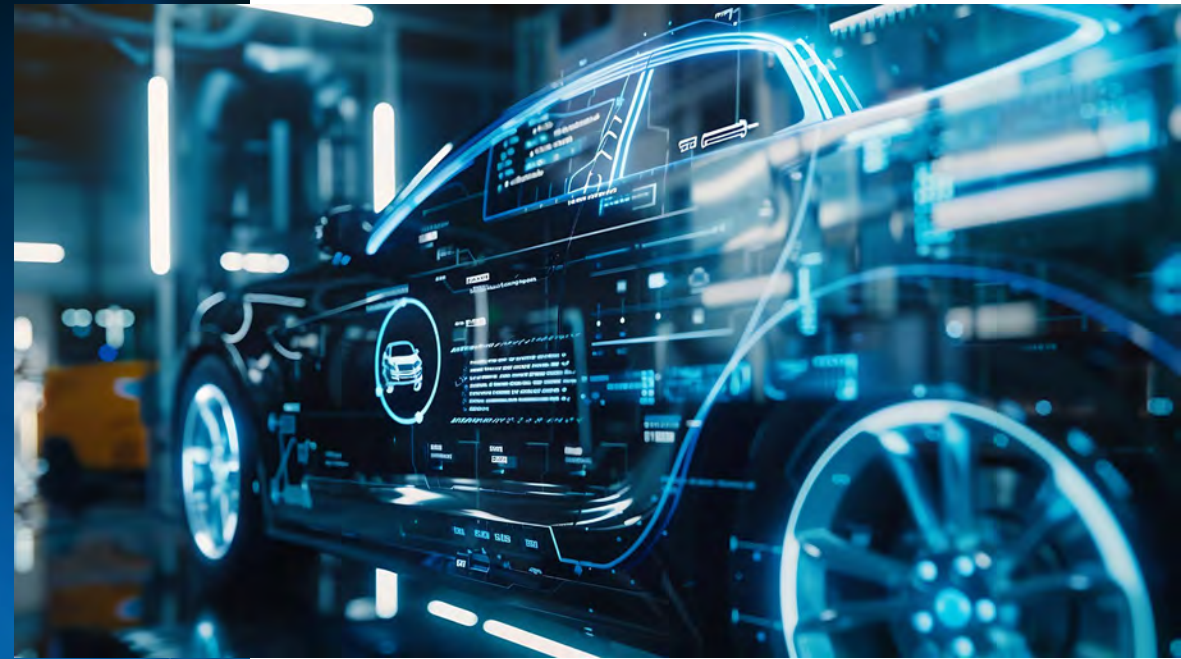
As the automotive industry continues to evolve, it's clear that the future is electric. EV penetration is the largest transformation in the auto industry since the 1950s and is expected to be 50% of global vehicles sales by 2035. Not only do we believe it's the responsible choice for the environment and the future of our planet, but it also presents significant opportunities for innovation, market growth, and new opportunity.

EV Commitment

By embracing the shift towards electric vehicles, we are committed to leading the charge in shaping the future of the industry and a more sustainable future. Grede is positioned on the front end of EV, paving the way for current customers transitioning into EV and new business with emerging EV companies. We are committed to driving industry progress towards a more sustainable future for our planet and customers.

EV Collaboration

The Grede EV team is taking a collaborative approach to design with customers, positioning itself at the forefront of EV development. This approach is aimed at helping current customers transition into the electric vehicle market and developing new business relationships with emerging EV companies. Grede is developing and quoting millions of dollars in cast iron solutions to advance the EV market.



Casting Lightweighting and Design

Lightweighting Demand

As the transition to Electric Vehicles (EVs) continues, the exact timeline for EV market dominance remains uncertain. However, one thing is clear: the demand for lightweight casting is unequivocal and immediate.

Regardless of when the electric vehicle (EV) market reaches its full maturity, the benefits of reducing weight, including enhanced efficiency and decreased energy consumption, firmly establish lightweighting as an essential strategy for both the current and future of all vehicle markets.

Grede has consistently been at the forefront of design and engineering in lightweight castings. With years of experience and expertise, we have pioneered innovations and set benchmarks for the industry, emphasizing our commitment to advancing sustainable and efficient solutions.

As the industry evolves, we continue to lead, consistently optimizing designs for the ultimate in lightweight efficiency and functionality.

Grede Design Expertise

Design Optimization

- Expertise to address design for optimal casting production while still meeting requirements for fit, form, and function is essential.
- Engineers with product knowledge use advanced computer optimization tools to identify a better structure, reducing mass with equal or improved structural integrity, resulting in a more efficient design.
- Our knowledge and experience allow us to navigate the intricacies of the casting process, ensuring that the optimized design also includes design for manufacturing..

Material Optimization

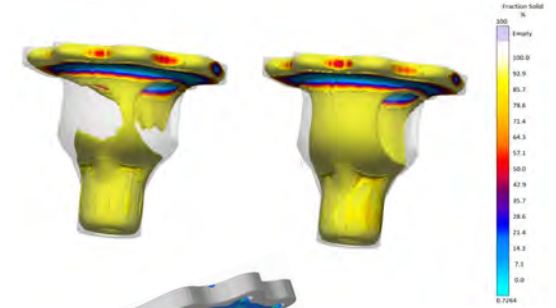
- Material expertise enables us to pinpoint the optimal materials that meet the production requirements and deliver the highest efficiency in production while minimizing costs.
- Alternative or higher-strength materials may allow for design modifications and lightweighting without sacrificing performance.
- Our expertise enables us to take full advantage of material options, determining the grade of iron based on requirements, and selecting the material best suited for the application.

Advanced Manufacturing Techniques

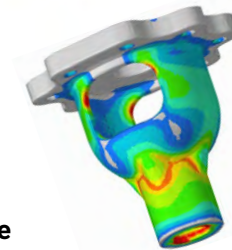
- 3D printing techniques can produce complex geometries that are optimized for lightweighting without the constraints of traditional casting processes.

Design Optimization

Casting Process Simulation Image



FEA Structural Analysis Image



Optimized functional design and optimized manufacturing design, in parallel.

From the outset of Grede's involvement, design for manufacturing is integrated into the design and development process. Leveraging our product-knowledgeable engineers and extensive expertise in foundry engineering,

Grede collaborates with its customers to design and develop products. These products are optimized for both functional requirements and the manufacturing process, resulting in lightweight, cost-effective solutions.

3D Sand Printing Innovation

Grede leads the North America foundry industry in 3D sand core printing technology, currently operating four 3D sand core printers.

3D printing offers significant benefits, including design flexibility, faster production, and improved environmental and economic efficiency. It reduces material waste, energy consumption, and emissions, contributing to a more sustainable and cost-effective operation.

3D Print 2023 Savings

Based on three printers operating in 2023, a fourth printer was added in 2024. Full savings from all four printers will be realized in 2025

Water: 8,640,000 gallons

Electricity: 353,820 Kwh

Natural Gas: 288,000 Mcf

MMBTU Reduction: 301,206 MMBTU

Resource Savings: Enough to power 8,180 homes for one full year

Sustainability Benefits of 3D Sand Printing

Energy Efficiency: 3D printing significantly reduces energy consumption by building layer by layer, eliminating the need for energy-intensive melting and molding processes found in conventional manual core production.

Customization and Optimization: 3D printing enables the creation of highly intricate and customized core designs, which enhances casting efficiency and lowers material consumption through better core shape optimization.

Reduced Material Usage: 3D printing uses more sustainable materials and fewer binding agents, contributing to a more environmentally friendly and resource-efficient process.

Faster Prototyping: The rapid prototyping capabilities of 3D printing allow for quicker testing and refinement of core designs, facilitating the development of more sustainable casting processes with fewer iterations.

Reduced Water Usage: 3D printing minimizes water consumption in the core manufacturing process, supporting significant water conservation efforts and promoting environmental sustainability.

Lifecycle Assessment: 3D printing allows easier monitoring of the environmental impact of core production, enabling continuous sustainability improvements throughout the product lifecycle.

Reduced Emissions: Producing cores locally with 3D printing, the carbon footprint with long-distance transportation and logistics is minimized.

Improved Working Conditions: 3D printing automates repetitive and labor-intensive tasks, resulting in safer and healthier working conditions for employees.

Less Tooling Waste: Eliminates the need for physical tooling, reducing waste and the environmental impact of tooling construction and disposal.

Resource Conservation: 3D printing technology extends the lifespan of molds and reduces the need for frequent core replacements, conserving resources and minimizing environmental impact.

Recyclability: 3D printing materials are recyclable, enabling the reuse or recycling of excess or defective material, reducing environmental impact.



Grede 3D Print Core Timeline

- 2018: 3DP Machine #1 installed, First full production PPAP part produced June 2018
- 2020: 3DP Machine #2 installed, Capacity full in first 3 months
- 2021: 3DP Machine #3 installed, Capacity full day 1
- 2024: 3DP Machine #4 installed, Biscoe Facility in North Carolina

3D Sand Core Print Technology



BENEFITS

Complex Geometries: Allows for highly intricate and complex core shapes otherwise difficult or impossible to achieve using traditional methods.

Cost Efficiency: Reduces need for expensive tooling and molds, leading to lower upfront costs, especially for low-volume or custom parts.

Faster Prototyping and Production: Accelerates the design-to-production timeline, allowing for faster iterations, prototyping, and production runs.

Design Flexibility: Engineers have greater flexibility in their designs, as 3D printing can produce internal cavities, undercuts, and hollow sections without the constraints of traditional manufacturing.

Tooling and tooling storage: Elimination of tooling reduces the need for tooling storage, transport, and handling. This results in minimized warehouse space, reduced tool movement, and the elimination of semi-truck shipments for tooling.

Improved Casting Quality: Precision of 3D printed cores leads to higher accuracy in the final cast products, improving quality and reducing the need for post-processing.

Material Savings: The process is additive, meaning material is only used where needed, minimizing waste and making it more resource-efficient.

Sustainability: Sustainable processes by reducing waste, energy consumption, and material use, contributing to a lower carbon footprint.



Procure Responsibly, Sustainably, and Ethically

Our Promise to the Planet

Responsible Procurement

Responsible Procurement and Supply Chain Management is a critical component of ESG Sustainability. In today's competitive and globalized landscape, effective supply chain management is not merely a functional necessity; it is a strategic imperative that drives efficiency and business success.

Grede is committed to developing a comprehensive Responsible Procurement Structure within our supply chain. By optimizing processes, we ensure we meet customer demands efficiently, mitigate risks, and foster innovation through strategic, continuous improvement partnerships with our suppliers. This aligns with Grede's sustainability objectives, focusing on value stream optimization and waste reduction to drive long-term environmental and operational benefits.

Supply Chain Structure

	Optimize Operations: Streamline the flow of goods, information, and finances across the supply chain. Optimization results in cost savings, reduced waste, improved resource allocation, and ensures materials consistently meet quality specifications.
	Meet Customer Expectations: Deliver the right products on time, in the correct quantity and quality. Requires accurately forecasting demand, maintaining optimal inventory, and coordinating with suppliers, while minimizing delays and stockouts.
	Managing Risk: Essential in an increasingly complex and globalized world; supply chain disruptions can arise from various sources. Effective supply chain management helps identify, assess, and mitigate risks, ensuring business continuity.
	Adapt to Changing Market: Proactively responding to shifts in demand, economic conditions, and industry trends. Requires adjusting inventory, supplier relationships, and logistics to maintain efficiency and ensure the supply chain remains resilient and competitive.
	Aligns to Strategic Imperatives: Drive business growth and profitability by aligning with Grede's strategic imperatives, and sustainability objectives. This includes reducing waste and eliminating inefficiencies within the value stream, supported by our supplier quality programs.
	Collaboration with Suppliers: Drives innovation, enforces accountability through audits, scorecards, and promotes ongoing performance improvement. Aimed to maximize supply chain value while ensuring full compliance with Grede's Supplier Quality Standards.



Responsible Procurement

Grede is dedicated to ethical, sustainable, and socially responsible sourcing of raw materials and products throughout our supply chain, fostering long-term partnerships with suppliers who share our values. Our robust policies on conflict minerals and raw material sourcing form the cornerstone of our responsible procurement practices. These policies guide us in navigating complex global supply chains while maintaining the highest ethical standards, promoting environmental stewardship, and mitigating potential risks to ensure responsible and transparent supply chain management.



Raw Material Sourcing Policy Statement

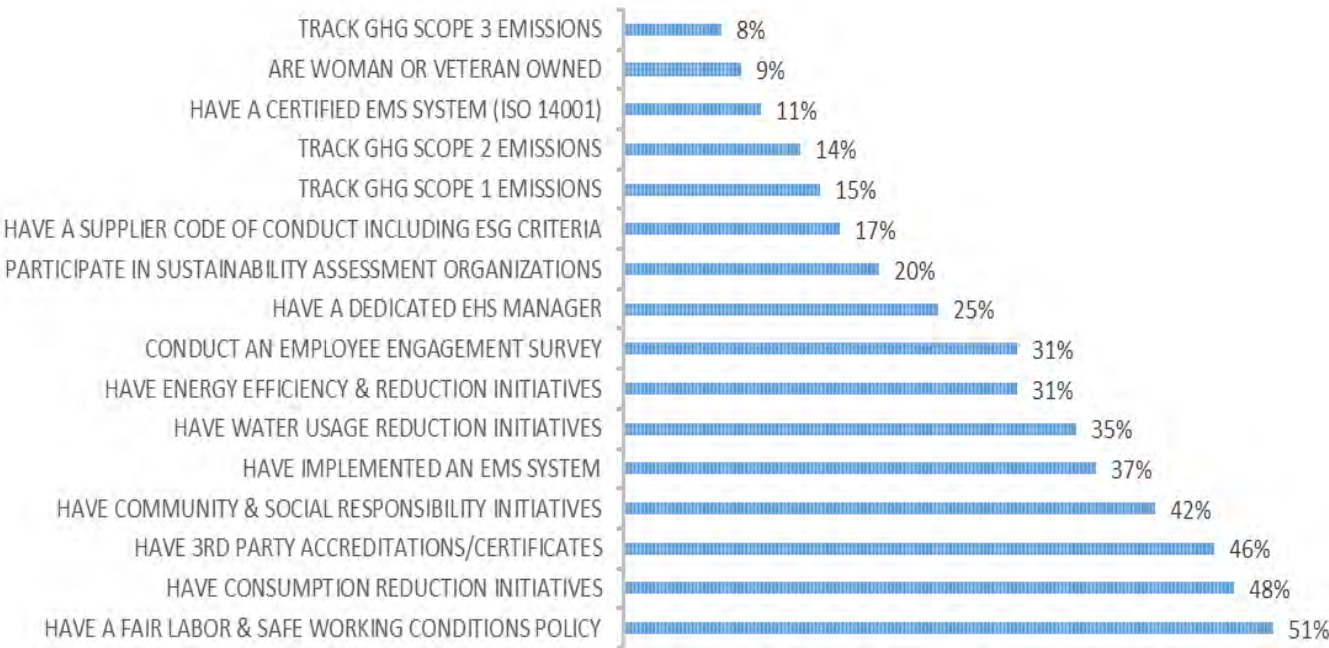
Grede's commitment to responsible sourcing of raw materials is unwavering. We prioritize ethical standards, environmental responsibility, and collaboration throughout our supply chain. We work closely with our suppliers to ensure fair labor practices and sustainable production methods, fostering transparency and continuous improvement. Our dedication extends to our stakeholders, including customers, employees, investors, and communities. We strictly adhere to regulations and take decisive action against non-compliance.

Grede Supply Base Survey

In 2024, Grede conducted external audits for key suppliers to ensure alignment with our sustainability and responsible practices. These audits verified compliance with environmental and social standards, helping maintain strong partnerships while encouraging ethical sourcing.

We also surveyed top suppliers to gain insights into their sustainability and social responsibility efforts, providing valuable feedback to guide future collaborations. By combining audits with surveys, Grede takes a proactive approach to building a sustainable and responsible supply chain, reinforcing our commitment to ethical practices and shared goals for a better future.

Supply Base Survey Results





Sustainability Summit

Grede held its inaugural Supplier Sustainability Energy Summit, uniting Grede and its suppliers to collaborate on enhancing resource efficiency and exchanging best practices. The summit aimed to align operations with sustainable energy goals, promote transparency, and encourage stronger collaboration for a greener, more resilient future.

Following our inaugural meeting, we formed the **Grede Synergy Council**; a group comprising Grede and key suppliers that will meet throughout the year to further develop sustainability synergies and drive collaborative progress for all members. This initiative will help strengthen partnerships, coordinate efforts, and ensure that sustainability remains a core focus for all stakeholders involved.

Summit Goal

- Focus on sustainability and energy conservation as core values driving Grede's business strategy.
- Explore innovative ideas, share experiences, and find practical solutions to sustainability challenges.

Collaborate

- Success depends on strong partnerships, insights, and collaboration.
- Align efforts, share resources, and coordinate strategies for effective sustainability initiatives.

Develop Actions

- Actively participate and think creatively to maintain leadership in sustainability.
- Develop clear, actionable plans with responsibilities and timelines to ensure progress.



Conflict Minerals

Conflict minerals, sourced from conflict-ridden areas like Central Africa, are essential to industries such as electronics, automotive, and aerospace. Their extraction and trade often fund armed groups and fuel human rights abuses, including forced and child labor. These '3TG minerals' include tantalum, tin, tungsten, and gold. At Grede, we use only a small amount of tin in our production process. In 2023, out of 991,425,402 lbs of raw materials purchased, only 10,350 lbs was tin, all sourced from the United States.

Key points of our approach to managing and reducing conflict minerals include:

100% U.S.-Sourced Tin: All tin is sourced from U.S. secondary material markets, with no materials purchased from outside the U.S.

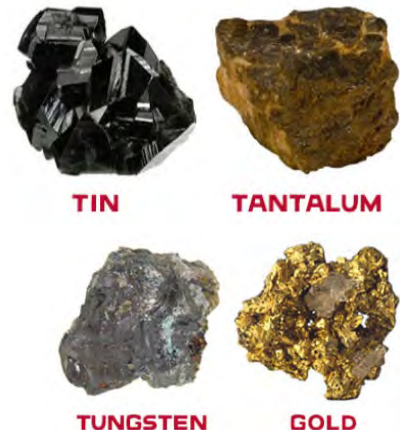
Supplier Audits: We conduct annual supplier audits, requiring full disclosure of conflict mineral processes and policies.

Sourcing Documentation: Suppliers must provide documentation material sourcing of materials.

Customer Collaboration: We actively collaborate with customers to minimize the amount of tin used in their castings.

Minerals known as the '3TG minerals,' include

- **Tantalum** – Used to make capacitors in devices like smartphones, laptops, and tablets.
- **Tin** – Used in soldering electronic components and the production of food packaging.
- **Tungsten** – Used in aerospace and defense due to its high melting point and strength.
- **Gold** – Used widely, from jewelry to electronics, due to its conductivity and malleability.



Conflict-Free Mineral Policy Statement

Grede is committed to ethical and responsible sourcing practices that contribute to the well-being of communities and uphold human rights globally.

This Conflict Minerals Policy outlines our dedication to avoiding the use of minerals sourced from regions such as the Democratic Republic of Congo (DRC) and adjoining countries, which have been associated with conflict, human rights abuses, and environmental degradation. It encompasses the sourcing, procurement, manufacturing, and distribution of products that may contain conflict minerals.

This policy is compliant with the Dodd-Frank Wall Street Reform and Consumer Protection Act, and it applies to all employees, contractors, suppliers, and partners associated with Grede.

Responsible Procurement Commitments

We are dedicated to sustainable and responsible sourcing within our supply chain to ensure that our business operations adhere to the highest standards of environmental sustainability, social responsibility, and ethical governance.

Our commitment to a Supply Chain Responsible Procurement Structure encompasses several key components. By focusing on these critical areas, we aim to foster a resilient and ethical supply chain that not only meets but exceeds industry standards, paving the way for a more sustainable and responsible future.



- 1. Ethical Practices:** We commit to sourcing products and materials exclusively from suppliers who uphold ethical labor practices and human rights in their operations.
- 2. Conflict Minerals:** We will undertake comprehensive due diligence to ensure that our supply chain is free from conflict minerals, thereby contributing to global efforts to mitigate conflict-related issues.
- 3. Environmental Stewardship:** We are dedicated to reducing our environmental impact by partnering with suppliers who share our commitment to reducing carbon emissions, conserving resources, and adopting sustainable production methods.
- 4. Compliance:** We will rigorously adhere to all laws and regulations related to responsible sourcing, labor practices, environmental standards, and ethical governance.
- 5. Supplier Collaboration:** We will actively collaborate with our suppliers to improve their sustainability practices. This includes providing guidance, sharing best practices, and offering support to enhance their ESG performance.
- 6. Stakeholder Engagement:** We highly value input from our stakeholders, which includes customers, employees, and investors, in shaping our responsible sourcing practices.
- 7. Communication:** We will actively communicate our unwavering commitment to ESG supply chain responsible sourcing to our shareholders. We will provide transparent reporting of our progress, successes, and challenges.
- 8. Risk Mitigation:** We will implement comprehensive risk mitigation strategies throughout our supply chain to identify, assess, and address potential risks that may arise.
- 9. Scorecards:** We will employ scorecards to assess and monitor supplier quality, delivery, performance, financial status, and relationships, ensuring that they meet our requirements and standards.
- 10. Continuous Improvement:** We acknowledge that responsible sourcing is an ongoing journey. We commit to continually monitoring and assessing our supply chain to identify opportunities for enhancing our ESG performance.
- 11. Transparency:** We are dedicated to proactively nurturing transparency and accountability throughout our supply chain, ensuring that all stakeholders are not only well-informed but also actively engaged, including the reporting of measurable metrics and scorecards.
- 12. Audits:** Regular audits will be conducted to assess compliance with our policy and to identify areas for improvement. Both internal and external third-party audits will be carried out by qualified professionals to ensure accuracy and objectivity.
- 13. Consequences of Non-Compliance:** In the event of non-compliance, appropriate actions will be taken, which may include suspension or termination of supplier relationships, contingent upon the severity and persistence of non-compliance.
- 14. Employee Training & Awareness:** We will implement training and awareness initiatives to educate our employees on the significance of responsible sourcing and sustainability practices, nurturing a culture of accountability and responsibility.

Supply Quality Manual

Grede's Supplier Quality Manual incorporates ESG sustainability criteria, affirming responsible product sourcing. It is widely accessible to all suppliers, available on the Grede website or upon request. The manual undergoes regular review and updates, at a minimum annually but more frequently as required.

The Manual encompasses sections defining its Purpose, Scope, Supplier Groups, Quality System Requirements, Changes and Deviations, Packaging and Shipping, Nonconforming Material, Production Part Approval Process (PPAP), Evaluation of Suppliers, and Right of Entry and Verification.

This comprehensive manual demonstrates Grede's commitment to responsible and sustainable sourcing practices throughout its supply chain.



Supplier Quality Manual Key Elements

POLICY

Grede's supplier policy emphasizes quality, confidentiality, punctuality, continuous improvement, responsive service, and safety. Suppliers must also notify Grede in advance of any proposed material or process changes, covering product design, materials, manufacturing processes, location, and sub-supplier sourcing.

PURPOSE

Grede's supplier requirements and expectations emphasize that the Supplier Quality Manual isn't the sole guideline source and highlight the importance of change notifications and approvals.

SCOPE

Grede categorizes suppliers as Key, Non-Key, or Inspection, with Exhibit 1 specifying their requirements. Changing these group assignments necessitates approval from Grede Plant Purchasing and Quality.

SUPPLIER GROUPS

Grede's supplier classification system includes key suppliers crucial for production and material changes. Key suppliers meet specific criteria and provide certificates of compliance. Non-key suppliers support manufacturing, and inspection suppliers are external entities like sorting companies and labs. Purchase orders detail additional requirements and deviations.

QUALITY SYSTEM REQUIREMENTS

Key suppliers must be ISO 9001 or IATF16949 registered, with audit rights. Exceptions need approvals from managers and possibly Grede customers. Non-key suppliers require Grede-approved self-surveys, while calibration and PPAP service providers must be ISO/IEC17025 accredited. Product traceability is essential for safety-critical castings.

CHANGES AND DEVIATIONS

Change notification guidelines, following the AIAG Production Part Approval Process (PPAP). All process and product changes need written approval from Grede. Communication of change control requirements is done in writing, and shipments with changes are contingent on written approval from Grede Purchasing. Deviation requests must also be submitted in writing and approved before shipping non-standard material.

PACKAGING AND SHIPPING

Containers, whether returnable or new, must bear correct labeling in the appropriate location. Before using these containers for shipping new products, any previous labels on the containers, pallets, and top caps must be removed.

NONCONFORMING MATERIAL

These rules underscore the supplier's responsibility for covering expenses related to non-conforming material, requiring them to formally request deviations in writing to Purchasing and Quality. Shipping non-conforming material is strictly prohibited without written approval from Quality.

PRODUCTION PART APPROVAL PROCESS (PPAP)

PPAP is required based on the Purchase Order, typically at Level three, unless stated otherwise. Suppliers adding value, such as machining or painting, must provide annual Certificates of Compliance. Heat-treated parts require an annual Certificate of Compliance report with hardness results.

EVALUATION OF SUPPLIERS

Grede maintains the right to inspect supplier facilities to ensure compliance with purchase order and specification requirements, covering all aspects of parts, processes, and quality systems.

SOCIAL

"People are at the core of everything we do at Grede - Social ESG initiatives are not just our responsibility, but a powerful means to drive positive change and empowering communities."

Cary Wood, Grede CEO



SOCIAL: The impact our activities have on society and how we interact with our stakeholders

Employee Health & Safety: We prioritize creating a safe and healthy work environment that supports the well-being of our employees, fostering their productivity, satisfaction, and overall success. By integrating health and safety practices into our sustainability initiatives, we cultivate a culture that not only promotes the welfare of our workforce but also contributes to a sustainable and responsible future.

Diversity, Equity & Inclusion: We are committed to promoting diversity, equity, and inclusion throughout our workforce. We firmly believe that creating a workplace that values and respects the unique backgrounds, perspectives, and experiences of all individuals is not only the right thing to do but also essential for fostering innovation, creativity, and collaboration.

Employee Development & Resources: We recognize that our employees are at the heart of our success and our ESG commitment. We prioritize employee development and resources, acknowledging our team as a fundamental asset. Nurturing their growth, well-being, and ensuring equitable resource access is integral to our sustainable and responsible business practices.



Community Impact: We are committed to creating a positive impact on the communities where we operate. Our dedication extends to supporting our communities by actively promoting contributions to local economies, providing support for community development programs, and taking an active role in charitable giving initiatives.

Customer Satisfaction: We place great importance on our reputation for delivering high-quality castings. We strictly adhere to safety-critical and quality standards. We believe that satisfied customers are key to the long-term success and sustainability of our business, and we strive to meet and exceed their expectations.

Workplace safety and sustainability are interconnected



Our Workforce, Sustaining Our Future

Safety First – Protecting Our Most Valuable Resource

At Grede, we hold our employees in the highest regard as they are our most valuable resource, and we prioritize their safety above all else. At Grede, employee safety is always our top priority.

We are proud of our world-class safety record while recognizing that foundry work can be difficult and potentially hazardous at times. Our safety data is significantly better than the national average for iron foundries, which we attribute to our unwavering commitment to safety, a dedicated safety team, and our well-trained employees.

We strive to create a culture where safety is ingrained in everything we do. We empower our employees to be proactive in identifying potential safety concerns and taking appropriate action to prevent incidents. Our core belief is that all incidents can be prevented, and we are committed to achieving this goal. We continuously review our safety and health programs to identify and address potential hazards and risks.

By prioritizing safety in all aspects of our operations, we aim to provide a safe and healthy workplace for our employees, protect the environment, and ensure the long-term sustainability of our business.

Our commitment to safety and health is unwavering, and we will continue to prioritize it in all aspects of our business.



KEY ELEMENTS OF SAFETY

- Policies and Procedures: Effective and comprehensive.
- Training: Includes new hire, ongoing, and refresher training.
- Risk Assessments: To identify hazards and potential exposure.
- Continuous Improvement: Involving ongoing enhancements.
- Incident Reporting and Investigation: Covering accidents and near misses.
- Safety Inspections: Conducted regularly with documented assessments.
- Safety Committee: Inclusive of all work areas and levels.
- Emergency Preparedness: Includes a plan for responding to emergencies.

2023 Safety Results

Grede New Castle, IN

1 million

Hours worked without a lost time incident

2 Years

2 years of continuous work without a lost time incident

▲ 112,786 Safety Training Hours

Completed training for new hires & refresher in 2023

▲ 16,999 Safety Observations

Proactive approach to safety including corrective actions

▲ 74% Better TRIR Industry Average

Foundry average TRIR 7.3, Grede 2023 actual was 1.9

▲ 68% Better DART Industry Average

Foundry average TRIR 4.1, Grede 2023 actual was 1.3

▲ 14% Reduction in Recordables Incidents

Number of OSHA Recordable Incidents 2022 vs. 2023

▲ 35% Reduction in Lost Time Incidents

Days out due to workplace injury 2022 vs. 2023

▲ 47% Reduction in Restricted Incidents

Days restricted due to workplace injury 2022 vs. 2023

Awards

Grede Biscoe, NC

Recipient of the American Foundry Society (AFS) Safe Year Award.

Grede Brewton, AL

Recognition for zero Restricted days in 2023

Grede Browntown, WI

Recipient of the American Foundry Society (AFS) Safety Innovation & Insight Award

Grede Iron Mountain, MI

Recipient of the American Foundry Society (AFS) Safe Year Award.

President's Safety Eagle Award winner in 2023 for outstanding safety performance.

Eagle Award Recognition for zero lost time accidents in 2023

Grede Liberty, WI

Recipient of the American Foundry Society (AFS) Safe Year Award.

Grede Menomonee Falls, WI

Recognition for zero Lost Time days in 2023

Grede New Castle, IN

Recipient of the American Foundry Society (AFS) Safe Year Award and Millionaires Award.

Grede Reedsburg, WI

Recognition for zero Restricted days in 2023

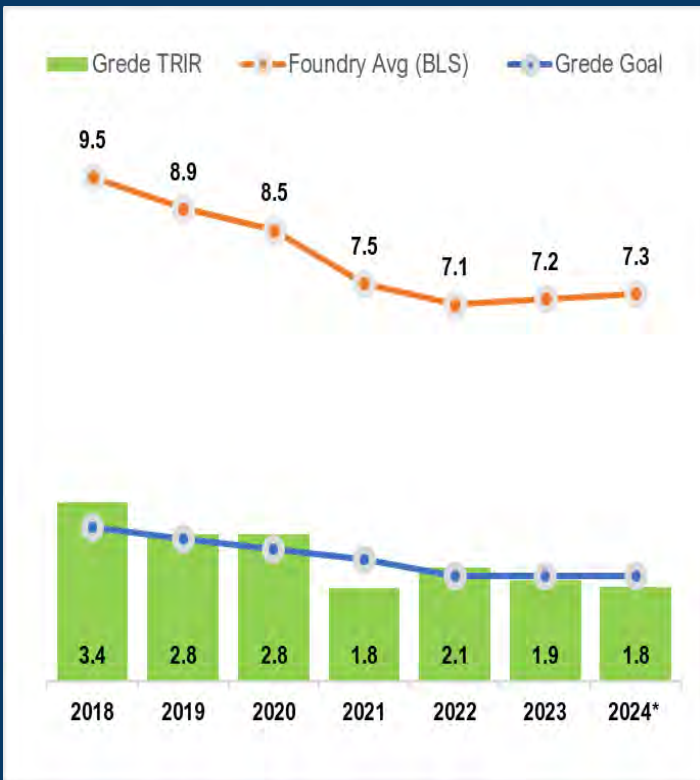
Grede St. Cloud, MN

Meritorious Safety Award presented by Minnesota Safety Council for Outstanding Safety Achievement.

TRIR Rate

Total Recordable Incident Rate (TRIR), is a metric used to measure the number of OSHA recordable work-related injuries relative to the number of hours worked.

$TRIR = (OSHA \text{ recordable incidents} / \text{Total Hours Worked}) \times 200,000$



*2024 thru October

We're proud to share that our TRIR for 2023 was 1.9, representing a 15% decrease from last year and significantly outperforming the national foundry industry average of 7.3.

This result underscores our commitment to maintaining a safe workplace for all employees.

Safety Programs

At Grede, we place the highest value on the safety and well-being of our employees.

To ensure this, we have implemented standardized safety initiatives across all our operations and continuously foster a safety-oriented culture.

These measures create a work environment in which our employees can work confidently, knowing that their health and safety are always our top priority.



Safety & Health Management System

SHMS is a formal framework for safety. Level 1 Procedures establish the overall structure of the system, while Level 2 Procedures describe 40 individual processes for each plant to implement.

Internal Audits

All Grede EHS systems undergo bi-annual internal audits conducted by Corporate EHS and EHS Managers to proactively identify improvement areas. The results are reported company-wide, including to Executive Leadership.

Incident Investigation

Established a formal safety accident investigation process to ensure a thorough investigation is conducted following any safety incident. This process involves identifying the root cause, documenting the findings, and implementing corrective actions to prevent recurrence.

MetricSoft

This web-based information management system aids in sustainable improvements of EHS systems through tracking and managing EHS metrics or key performance indicators.

New Hire and Refresher Safety Training

A comprehensive safety training program has been established, mandating specific training for all employees across every location. Employee training hours are tracked by location, with all records securely stored in MetricSoft.

Workers Compensation Administration

Utilize a formal process for all Workers' Compensation cases, including claims processing, care management, incident investigation, loss reporting, and case review.

Safety Brigades

Committees are in place at all locations, responsible for promoting and maintaining a safe work environment, identifying potential safety hazards, and developing strategies to mitigate those hazards.

Safety Flag Program

The Flag Program incentivizes Grede plants to continuously improve their EHS programs, strive for excellence, and promote a culture of safety and sustainability across the organization.

Safety Leadership

Safety is discussed with Leadership, Senior Management, and Executive leadership on a daily, weekly, monthly, and quarterly basis. All safety personnel meet weekly online to discuss safety concerns and share best practices.

STOP Observation process

Grede employs the DuPont STOP Observation process, a behavior-based safety system designed to immediately identify and correct unsafe behaviors.

Continuous Improvement

All locations complete two major improvement projects annually. These projects are aimed at identifying potential safety hazards, implementing preventative measures, and promoting a safety-oriented culture.

Toolbox Talks and Safety Bulletins

Safety incident details and best practices are communicated across the organization.. Photos, incident specifics, and a 5-Why analysis are documented and shared using a standardized format.to

Grede Flag Program

To ensure the safety and well-being of employees, customers, and the environment, as well as to attain long-term success and sustainability, Grede has implemented the Grede Flag Program. This recognition program encompasses various measures such as regular audits and inspections, continuous training, education, and robust incident reporting mechanisms to monitor and improve the performance of its EHS management system.

Under this program, colored flags are awarded to plants based on their performance in meeting or exceeding expectations in EHS. The different colored flags awarded under the program are as follows:

- Green Flag: Awarded to plants that meet the expectations in EHS.
- Blue Flag: Awarded to plants that have exemplary EHS programs.
- Gold Flag: Awarded to plants that implement the best management practices for EHS.

Flags are awarded on an annual basis during the EHS Conference and proudly flown at the plant for the year. In 2023, Iron Mountain, MI, New Castle, IN, and Reedsburg, WI were gold flag winners, receiving the highest honor for their consistent demonstration of best EHS practices. Biscoe, NC, and St Cloud, MN earned blue flags for their exemplary EHS programs.

The Flag Program incentivizes Grede plants to continuously improve their EHS programs, strive for excellence, and promote a culture of safety and sustainability across the organization."



2023 Gold Flag Winners
Iron Mountain, MI
New Castle, IN
Reedsburg, WI



Grede Flag Program Elements

SAFETY CIP

The Grede Continuous Improvement Program (CIP) empowers our workforce to take an active role in our ongoing commitment to enhancing safety. Under this initiative, every facility is encouraged to propose safety-focused projects designed to improve safety measures, with a specific emphasis on reducing hand and finger injuries, as well as minimizing sprains and strains at all our sites.

In the year 2023, a total of 18 formal projects were submitted, each undergoing a thorough evaluation process that considered a range of criteria, including Project Analysis, innovation, effort, effectiveness, and sustainability. The recipients of the project awards were recognized and celebrated during our annual Environmental, Health & Safety Summit."



Creating a safer and sustainable future, together

Safety CIP #1

- Reedsburg, WI
- Disa Belt Modification

The project focused on reducing the frequency of repairs and replacements for the DISA #2 2013 long belt, which had been generating excessive dust due to its two-drop system. By modifying the system to have castings drop only once and implementing a smoother transition to the long belt with a chute, the project reduced dust exposure, improved safety by eliminating pinch points, and minimized the need for manual intervention with stuck castings. Key benefits included one less belt to maintain, reduced belt damage, lower maintenance costs, increased safety, and gained 480 sq ft of space. The project has an ROI of 1.33.



Safety CIP #2

- Browntown, WI
- Casting Handling Rigging and Pick Points

This project aimed to reduce hand and finger injuries in the Blast and Grind areas related to material handling. Previously, employees were trained inconsistently, using various methods and devices. The new approach standardized rigging and pick points for 84 castings, with process cards featuring photos for easy reference. Employees were trained on these standardized methods, and the "no more hands-on hanging castings" initiative was fully implemented. As a result, injuries in this area dropped to just 2 incidents over 6 months, achieving an 83% reduction in injuries.



Safety CIP #3

- New Castle, IN
- Hand Safety

The goal of this project was to minimize hand injuries during the handling and finishing of castings, with a focus on improving personal protective equipment lifting devices, and tools. We identified the need for better hand protection during flash removal. Employees were using tools that were too short or narrow, so we specified the correct tool sizes on the process card. Additionally, we introduced TRX848 casting handling gloves, which provide heat, cut, and impact protection. These improvements significantly reduced hand injuries, meeting the project's safety goals.



A globe is shown splashing in water, creating a dynamic scene with water droplets and ripples. The background is a warm yellow with bokeh light effects. The text is overlaid on a semi-transparent white band across the middle of the image.

At the heart of our **success** lies our **employees**, and we are committed to fostering a **safe, inclusive**, and **diverse** workplace that supports their **growth** and **development**

Diversity, Equity & Inclusion

An equitable and inclusive workplace benefits everyone. At Grede, we are dedicated to nurturing an environment where every associate feels valued, respected, and supported. We believe that when everyone has an equal opportunity to thrive, our collective potential for creativity, innovation, and success is magnified.

To measure our DEI advancements, we joined hands with our leadership team, scrutinized workforce diversity metrics, benchmarked against industry peers, sought insights from external experts, and critically reviewed our policies. The insights gathered from this assessment led to the formulation of our DEI policy.

In 2024, Grede is taking a significant step forward by establishing a DEI task force. Comprising a diverse group of employees, this task force will be at the forefront of our change initiatives. They will craft a strategic DEI roadmap and roll out a program aimed at enhancing awareness, understanding, and skills related to DEI across the entire organization.



Grede Diversity, Equity and Inclusion Policy Statement

At Grede, we are committed to promoting a workplace culture that is diverse, equitable, and inclusive. We value and respect differences and provide equal opportunities to all employees. We engage employees, encourage input, and prioritize ongoing education to foster belonging. We believe that promoting DEI is not only the right thing to do, but it also drives innovation and success.





DIVERSITY DEMOGRAPHICS

The demographic tables we've shared offer an in-depth look into our workforce composition, broken down by employee type, gender, race, and age.

While our individual contributor hourly labor force leans towards males—largely due to the inherent nature of foundry work—we are fully dedicated to improving gender balance throughout Grede. Our primary focus in this endeavor is on management and executive roles.

Definitions

- Individual Contributors – Hourly and Temporary labor
- Leadership Group – Salaried, who are not part of Plant Management or Executive Leadership
- Plant Management – General/Plant Manger, Direct Staff
- Executive Leadership- Executive, President, Group Vice President, Vice President, Directors
- Demographics as of Sept 2024

Diversity, Equity & Inclusion – Demographics

As we continue expanding our DEI initiatives, we remain committed to ensuring all voices are heard, opportunities are equitable, and diverse perspectives are embraced. Our ongoing DEI efforts will drive innovation, strengthen our organization, and align with our core values of respect and inclusion. Below are our 2023 DEI data sets, which serve as a foundation for our 2024 DEI Roadmap. This strategic plan will outline defined targets and specific actions to embed diversity, equity, and inclusion into every aspect of our operations.

Gender Demographics

Age Range	All Employees	Individual Contributors	Leadership Group	Plant Management	Executive Team
Female	294	169	105	18	2
Male	2309	1930	278	79	22
Not Declared	0	0	0	0	0

Age Demographics

Age Range	All Employees	Individual Contributors	Leadership Group	Plant Management	Executive Team
Under 30	416	374	40	2	0
30 - 50	1358	1124	174	49	11
Over 50	829	601	169	46	13

Diversity Demographics

Race	All Employees	Individual Contributors	Leadership Group	Plant Management	Executive Team
American Indian or Alaska native	6	5	1	0	0
Asian	13	7	5	1	0
Black or African American	233	218	13	2	0
Hispanic or Latin	402	381	16	4	1
Native Hawaiian or Other Pac. Islander	0	0	0	0	0
White	1725	1280	340	82	23
Two or more Races	9	7	2	0	0
Not Declared	215	201	6	8	0

Diversity, Equity & Inclusion – Key Components

At Grede, we believe that a diverse, equitable, and inclusive workplace is not only the right thing to do but also essential to our success as a company. We are committed to promoting a culture that values and respects differences, recognizing that diversity of thought and experience drives innovation and creativity.

We strive to create a workplace free from discrimination and harassment, where all employees are treated fairly and have equal opportunities to succeed. We invite all employees to join us in fostering a workplace culture that values and celebrates differences. In support of this vision, we commit to the following:

1. We will actively recruit and retain employees from diverse backgrounds, including underrepresented groups, and provide equal employment opportunities to all qualified individuals.
2. We will nurture an inclusive workplace culture that celebrates diversity and encourages all employees to bring their authentic selves to work.
3. We will offer ongoing training and education on DEI topics to all employees, including senior leadership, ensuring our policies and practices align with our DEI values.
4. We will hold ourselves accountable for progress towards our DEI goals by routinely measuring and reporting on our efforts, adapting as necessary for improvement.
5. We will engage with and support the communities in which we operate, forming partnerships with local organizations to further DEI initiatives.
6. We will maintain transparency in our DEI reporting and openly communicate our endeavors to stakeholders, including employees, customers, investors, and the broader community.



Diversity, Equity & Inclusion – Roadmap

At Grede, we acknowledge that to achieve our goal of becoming an inclusive company, we must prioritize transparency, accountability, and workforce diversity. To fulfill our commitment to this, we have established a 2024 Roadmap designed to intentionally promote diversity, equity, and inclusivity throughout all facets of our business. The DEI committee has outlined six essential tasks slated for full execution in 2024.



GOALS	POLICY	DEVELOP	RECRUIT/RETAIN	CULTURE	MONITOR
Establish specific and measurable goals to ensure efforts are targeted and effective. Incorporate KPI targets into leadership annual goals.	Review HR policies and practices to ensure they are inclusive and equitable for all employees. Review all policies related to hiring, promotions, performance evaluations, and compensation.	Develop mandatory training for all employees, including unconscious bias training, inclusive leadership training, and diversity and inclusion awareness training.	Develop recruitment strategies to target diverse candidates. Post openings on job boards that cater to underrepresented groups and attend career fairs and events focused on diverse candidates.	Listen to and learn from diverse perspective to recognize more cultures. Conduct regular employee surveys to measure satisfaction and engagement.	Regularly monitor and measure progress, considering metrics such as employee retention rates, diversity of new hires, and employee satisfaction survey results. Publish the results to ensure transparency.



Grede Leadership DEI Pledge

As members of the Leadership Team, we recognize our duty to nurture and enhance diversity, equity, and inclusion within our organization. We are steadfast in our commitment to fostering a welcoming and inclusive workplace where every employee feels valued and respected. Our pledge is to give precedence to diversity, equity, and inclusion initiatives, establish quantifiable goals, and take decisive steps to enact positive change.

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, high blood pressure control, and weight management**. Enrollees gain access to blood glucose monitors, blood pressure devices, and scales, enabling them to track metrics and observe trends. Additionally, they can avail themselves of 24/7 one-on-one coaching.

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.

Investing in our Communities

Grede's dedication to the communities in which we live exemplifies our pledge to being a responsible corporate citizen. By forming partnerships with organizations passionate about fostering a more equitable and inclusive society, we contribute to building communities that are stronger and more resilient, enriching the lives of all involved.

Our community engagement manifests in various ways, encompassing financial donations, volunteer work, and imparting our specialized knowledge and expertise. These endeavors not only uplift community well-being but also bolster our standing as a socially committed enterprise. Here are some illustrations of our community investments:

Committed to Our Communities:

- Grede St. Cloud, MN, raised \$46,000 in support of the United Way, helping families in need throughout Central Minnesota.
- Our team contributed to the assembly for the Go Baby Go Mobility Program, providing mobility solutions for children with disabilities.
- Each October, Grede raises donations for Breast Cancer Awareness through the sale of pink Grede merchandise.
- We are proud sponsors of Lawrence Tech University's Formula Electric team, supporting innovation in engineering and technology.
- Through donations to the Biscoe Lion's Club, we aid efforts in disability support, disaster relief, hunger, childhood cancer, and community reconstruction.
- Annually, we donate books, winter clothing, and school supplies to the School District of Reedsburg, WI, ensuring students have the resources they need.
- Sponsor local sports teams, including the Black Hawk Warriors baseball team in South Wayne, WI, and St. Rox Baseball Club signings in St. Cloud, MN.



UNI Melt Night

Grede recently hosted its second-annual Melt Night in collaboration with the AFS UNI Chapter at the University of Northern Iowa. UNI students, their families, and professors came together for a fun and educational evening. Participants had the chance to create their own iron coasters while gaining valuable insights into the foundry industry, making the event both interactive and informative.

UNI is a Grow with Grede partner school, and their Metalcasting and Foundry 4.0 Centers are certified by the Foundry Educational Foundation.



LTU Formula Electric Car Race Team

Grede proudly sponsors Lawrence Technological University's (LTU) Formula Electric student-run motorsports team, fostering future leaders in engineering. The team, consisting of mechanical, electrical, and robotics engineering students, undertakes the challenging year-long senior design project of designing, building, and racing electric vehicles at SAE International competitions. Students design, fabricate, and test an all-electric formula race car, helping to prepare them for future careers in engineering and technology.

Grede in Action: Empowering Communities, Inspiring Hope

Wish-A-Mile Bicycle Tour for Make-A-Wish

For the past six years, Grede and its employees have participated in the 300-mile ride for Make-A-Wish Michigan, sponsoring, fundraising, and riding to help grant wishes for children with critical illnesses. Grede has proudly raised \$100,000 to support the cause.

Over the course of three days, participants complete the challenging 300-mile ride as part of Grede’s ongoing commitment to corporate social responsibility. This year, Steve Sechrist, VP of Automotive Sales, and Susan Bear, Chief Technology Officer, joined the ride alongside other dedicated riders.

Grede’s team, named Team Connor, honors the first child whose wish the company helped grant when its partnership with Make-A-Wish began nine years ago. This continued effort reflects Grede’s steadfast commitment to making a meaningful difference in the lives of children and their families.



Go Baby Go: Child Mobility Program

Grede proudly contributed \$10,000 and over 350 volunteer hours to Go Baby Go, an international organization dedicated to providing mobility solutions for children.

At Grede, we understand the importance of mobility, both in our work of keeping essential goods and services moving and in supporting children with mobility challenges. For these children, mobility is more than a necessity—it’s a path to exploration and play, a fundamental right we aim to support.

We partnered with Go Baby Go to host a full-day event, where we built and customized ten motorized ride-on cars for toddlers with mobility impairments in the metro Detroit area. Our team members, along with their families, worked together to assemble these cars, while the children and their families watched the builds in progress. Once completed, each family rang a bell to celebrate, and the kids got to personalize their new cars with stickers and toys at our “bling station” before taking them for a test drive on our outdoor racetrack.



Grede in Action: Empowering Communities, Inspiring Hope



Manufacturing Day at Bay College
Grede employees took part in Bay College's annual 'Manufacturing Day,' an event designed to introduce local high school students to the manufacturing industry. Our Iron Mountain team attends each year to showcase 'Foundry in a Box,' giving students a hands-on look at the foundry process.



Muncie Fire Up Downtown Event
Grede New Castle contributed to Fire Up Downtown in Muncie, Indiana, by donating iron for the Liquid Fire Iron Pour, showcasing the artistry and craftsmanship of the foundry industry. This vibrant summer event offered a variety of attractions for all ages and a memorable experience for the entire community.



AFS Women in Metalcasting Sponsor
Grede is a proud sponsor of the American Foundry Society's Women in Metalcasting program, which facilitates networking, mentoring, and advanced professional development. By supporting gender equality, we aim to enhance both individual career growth and collective industry advancement.



Michigan Tech Students at Foundry Fair
Grede connected with students at Michigan Technological University's Foundry Fest. Michigan Tech is a leading research university specializing in science and engineering, with a renowned Materials Science and Engineering program that provides an excellent foundation for the next generation of industry leaders.



Purdue Grand Prix
Grede sponsored and attended Purdue University's Grand Prix event. We sponsored Jacob Peddycord's #88 URBA First Street Motorsports kart. Grede is proud to support the future of engineering students. Purdue is a Grow with Grede target school and an FEF - Foundry Educational Foundation-certified school.



Connecting with Vets: Recruit Military
Grede connected with over 100 veterans at the Recruit Military Career Fair in Fort Liberty, North Carolina. All Grede representatives at the event are Army veterans, showcasing our commitment to supporting fellow service members. These efforts are part of our Grow with Grede early career talent development strategy.

A futuristic city street at night. A dark car is driving away from the viewer on a wet road. The scene is overlaid with a complex network of glowing blue and orange digital lines, representing a smart city or autonomous driving technology. Trees with yellow leaves line the street, and a tall building is visible in the background under a cloudy night sky.

It is essential to integrate technology, innovative design, and advanced engineering to create sustainable solutions for today and build a better future.



Product Quality

At Grede, our unwavering commitment to quality underpins our ability to consistently deliver exceptional results for our customers. We are driven to offer unparalleled value through a rigorous focus on product quality, reliability, and sustainability. The Grede Quality System (GQS) stands as a testament to this commitment, ensuring the highest standards in product excellence.

As a leading producer of safety-critical castings, our commitment to quality is something we hold in the highest regard. Safety-critical castings play a pivotal role in systems where failure is not an option, especially in the automotive sector where they're used in vital components like brake calipers and steering mechanisms. Therefore, it's essential that these castings are of the highest quality, manufactured using advanced materials and processes, and undergo rigorous testing to ensure utmost reliability and safety.

GQS – Grede Quality System Design

The Grede Quality System (GQS) is a continuous improvement strategy that prioritizes proactive defect prevention. It drives a shift of quality ownership from Quality Department to Manufacturing Leadership.

GQS Strengths

- Foundry and Machining focused standards to drive excellence in Quality.
- Rigorous standards are set for all Grede plants and their suppliers.
- Integrating IATF, ISO, VDA standards, and industry best practices.
- Clear expectations are set alongside transparent performance indicators.
- Plant leadership ensure the GQS is consistently implemented across plants.
- GQS auditors perform objective evaluations, ensuring compliance and overseeing corrective actions within our facilities.

Quality Performance Results

- Recipient of Bosch Rexroth Zero Defects Award
- Zero Product Recalls. Zero Customer Service Campaigns



Strategic Outlook:

Evolution to advanced quality systems

Grede's evolution towards advanced quality systems reflects a broader transformation in business perspectives, recognizing the pivotal role of quality in ensuring lasting success, customer satisfaction, and holistic sustainability. Our Grede Quality Strategic Outlook stands as a testament to this commitment.

By integrating the Grede Quality System, Project System, Sand Standard, Metal Standard, Tool Preventative Maintenance, IoT Software, and the Industry 4.0 IT-OT Alignment Strategy, we're positioned to elevate manufacturing standards.

At Grede, we don't just aim to meet benchmarks; we set them, embodying the ethos: Where Exceptional Quality Meets Innovation.

Key Strategic Components

Grede Quality System (GQS): A strategy centered on continuous improvement, emphasizing proactive prevention of defects.

Grede Project System (GPS): A uniform process employing standardized deliverables and six distinct quality checkpoints to guarantee a seamless product launch.

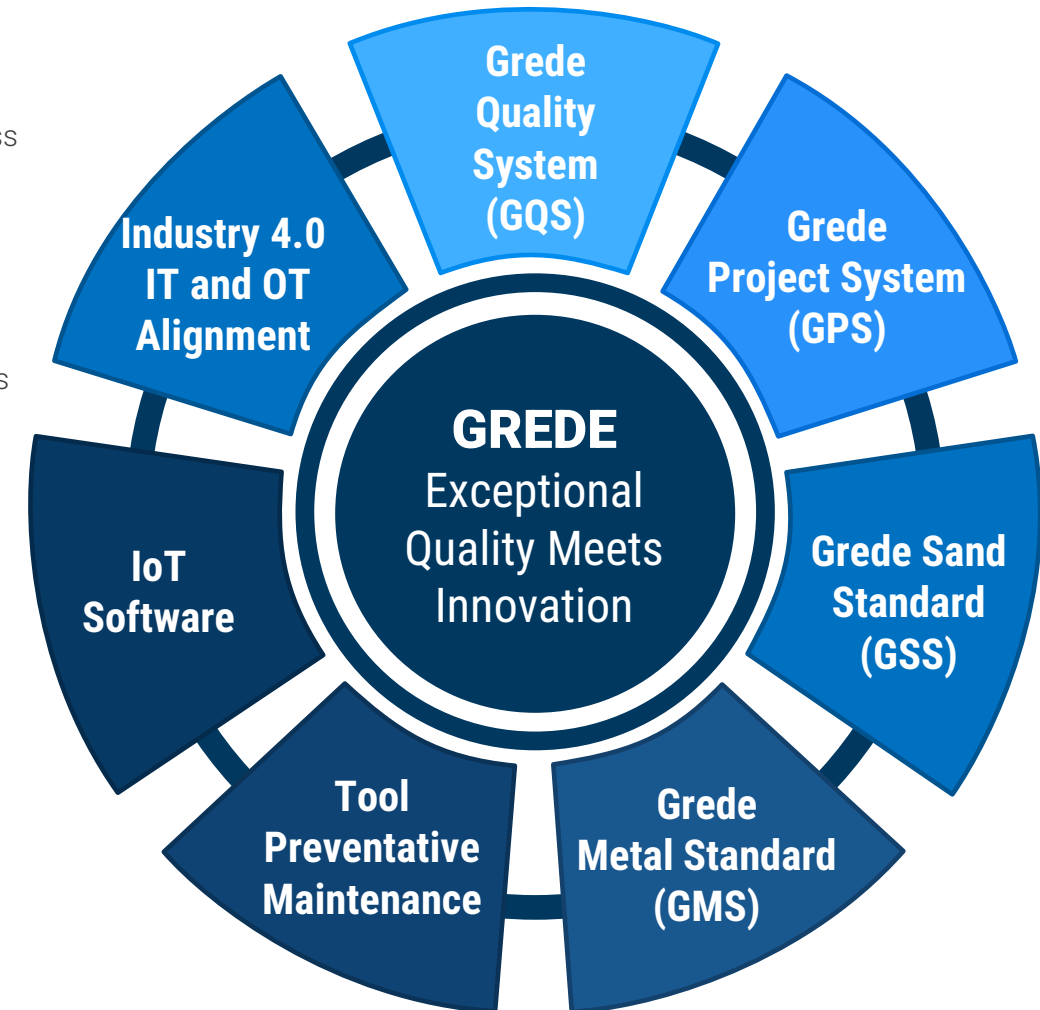
Grede Sand Standard (GSS): Equips the Grede team with essential knowledge and standardization, ensuring high-quality products through controlled and efficient processes optimization.

Grede Metal Standard (GMS): A unified approach across Grede, emphasizing best practices and thorough documentation for the melt process. Initially rolled out across Grede plants as Phase 1, with Phase 2 focusing on integrating metallurgy and process controls.

Tool Preventative Maintenance: A structured methodology ensuring the peak performance and longevity of manufacturing tools and equipment.

IoT Software: A robust, user-friendly platform that harnesses the potential of IoT, facilitating data collection and analysis.

Industry 4.0 IT and OT (Operational Technology) Alignment: Embracing the digital, interconnected, and automated paradigm of the Fourth Industrial Revolution to amplify sustainability across diverse industries.



Grede Quality Strategic Outlook

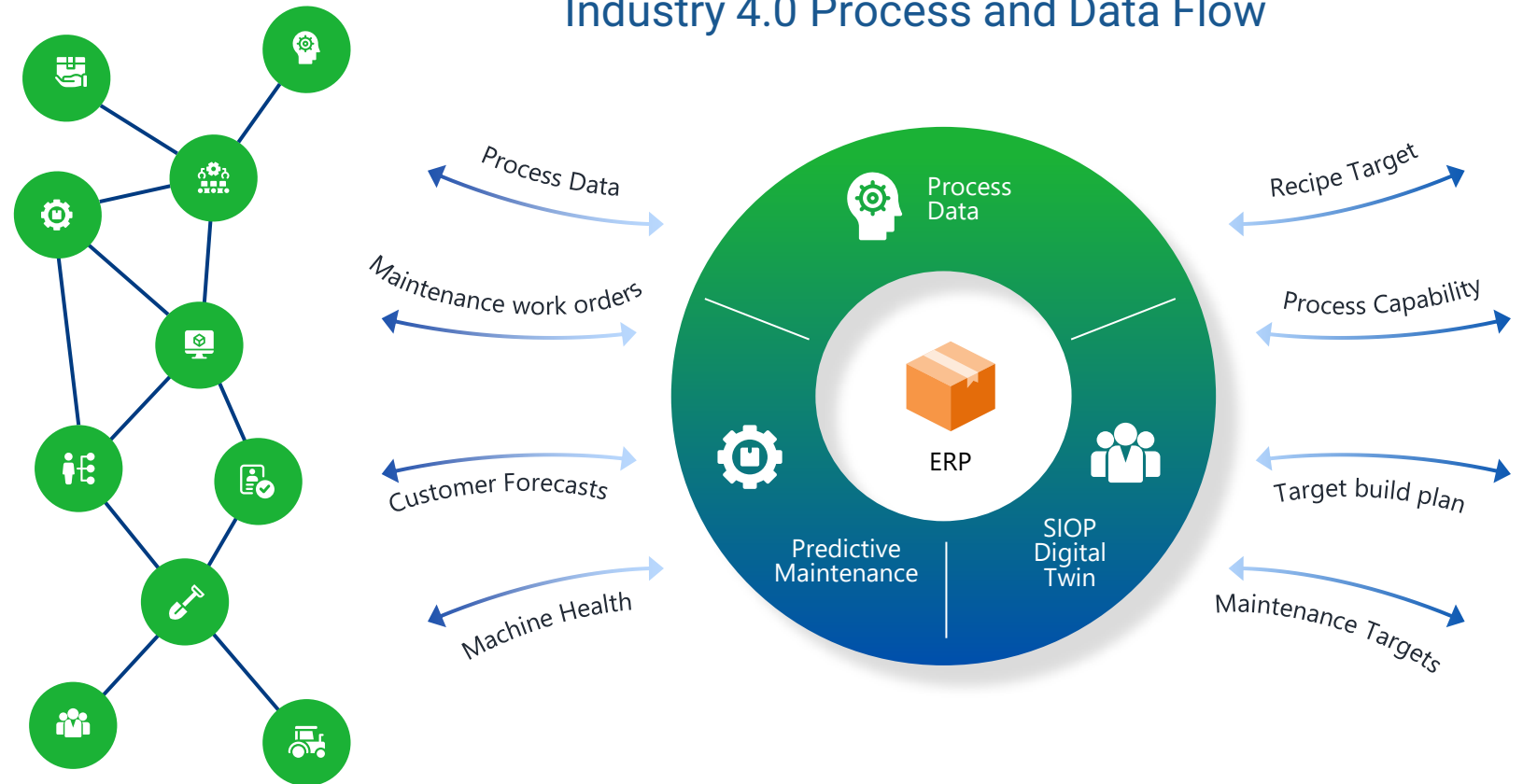
Industry 4.0 IoT

From the Art of the Foundry to the Science of Metal Casting

Throughout 2024, Grede is implementing Industry 4.0 technologies at all locations, driving innovation, efficiency, and sustainability across our operations.

Industry 4.0 offers significant sustainability benefits through advanced technologies like IoT and AI. By using IoT Monitizer process control software, real-time monitoring of sand, melt, mold, and finishing operations leads to improved quality, faster reaction times, and better process capability.

During the Prescribe implementation phase, AI will enhance process controls, predictive maintenance, and ESG efforts, helping to reduce waste, optimize resource usage, and lower energy consumption—ultimately contributing to a more sustainable and efficient manufacturing process.



IoT drives improved operational efficiency across many aspects in the foundry.

ERP acts as the key integrator of enterprise data management.

A.I. takes real time data and makes science driven recommendations and solutions to operational efficiencies.

GOVERNANCE

“Strong governance is key to our ESG strategy, ensuring transparency, accountability, and ethical standards to drive sustainable growth and long-term value”

Cary Wood, Grede CEO

GOVERNANCE: The impact of our activities impact sustainability and ethical performance

Board composition: We understand a diverse range of perspectives and backgrounds in our board composition and independence is essential for effective decision-making and responsible governance. We aim to govern our company in a manner that is accountable, transparent, and aligned with sustainable practices.

Ethics & Compliance: We insist that our business operates with integrity and responsibility. As we regularly assess our policies and practices related to ethical behavior, compliance, transparency, and accountability, our aim is to maintain a strong reputation for responsible corporate governance and build trust and credibility with our stakeholders.

Human Rights: We are committed to respecting basic human rights with practices that uphold human rights both within our own operations and throughout our supply chain. We regularly evaluate our labor practices to ensure that we provide our employees with fair treatment, safe and healthy working conditions, and a healthy work-life balance that meet or exceed industry standards.

Risk Assessment & Management: We recognize the importance of Risk Management in promoting long-term sustainability and ethical performance. We prioritize the regular assessment of our risk management practices to identify, assess, and mitigate risks related to our operations, including environmental, social, and governance risks.

Data Security: We believe that ESG data security adds significant value by ensuring the protection and confidentiality of sensitive information, safeguarding against data breaches, and promoting trust and credibility among stakeholders. We regularly perform system testing and validation for our data and require comprehensive data system security training for our employees.



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

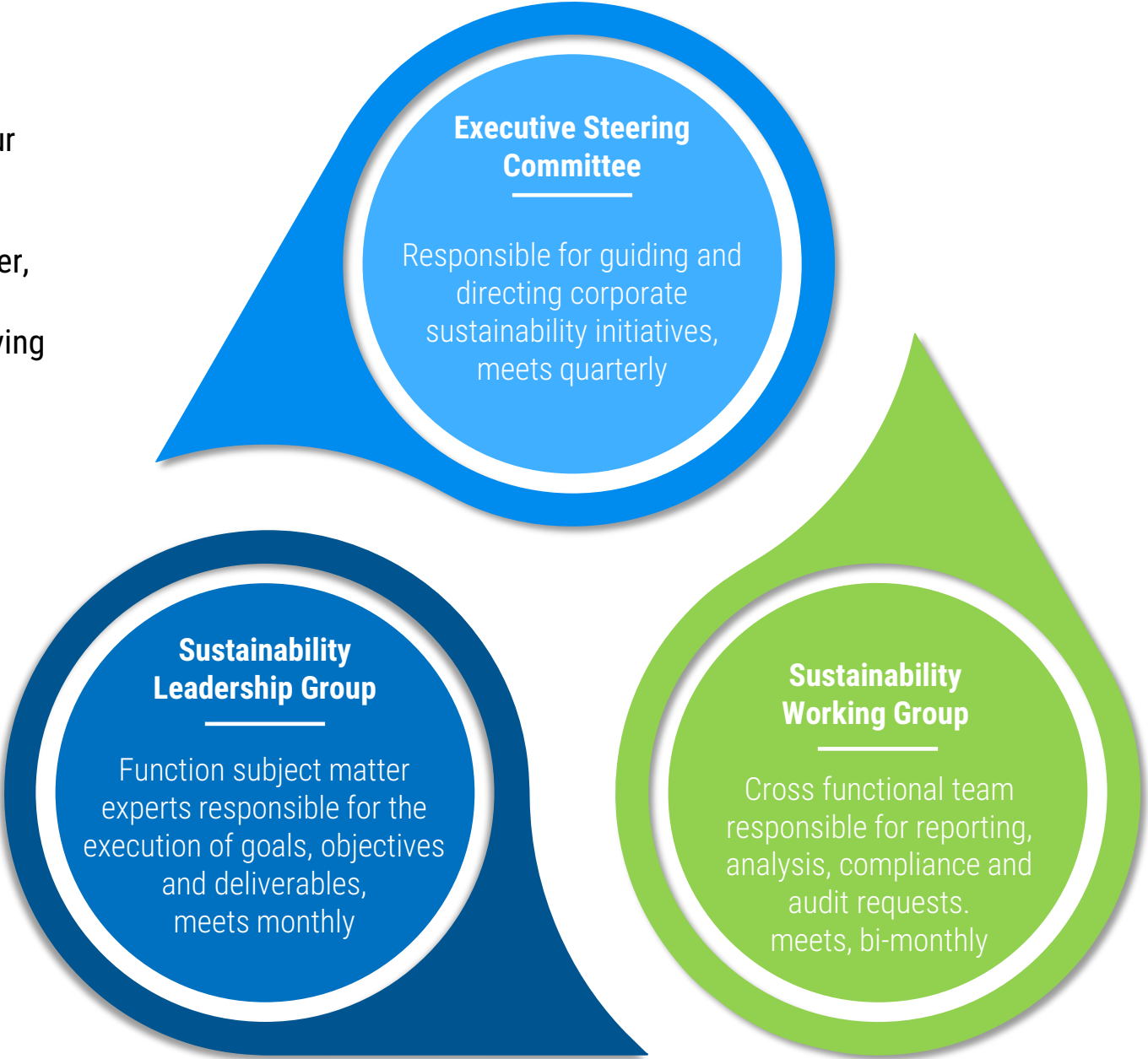
Responsible corporate governance, underpinned by a companywide dedication to integrity, honesty, and transparency, forms the core of our success. Our Board of Directors and management team champion accountability, not only in overseeing our organizational structure and operations but also in supervising 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.



Sustainability Governance Committee and Group Structure

Grede Code of Business Conduct and Ethics



At Grede, we regard every member of our team as representatives of our company. The actions of every employee, officer, and director affect the reputation and integrity of the Company. They bear the crucial responsibility of preserving our standing for excellence, professionalism, corporate responsibility, ethical behavior, and proper conduct. Ethical behavior forms the very foundation of our business philosophy.

Our commitment to upholding the highest standards of integrity is unwavering. We rely on our Code of Business Conduct and Ethics as the guiding compass that directs our daily choices and actions. It serves as a guiding framework to navigate the complexities of a global market while remaining steadfast in our commitment to social responsibility.

To ensure alignment with our ethical standards, we require all employees of our organization to complete Code of Business Conduct and Ethics training annually. This commitment to training underscores our dedication to upholding ethical principles throughout our company.

Topics and Policies outlined in our Code of Business Conduct and Ethics:

- Whistleblower Policy
- Policy Against Retaliation
- Human Rights
 - Respect for Human Rights
 - Diversity & Inclusion
 - Maintaining A Safe, Healthy and Affirmative Workplace
 - Anti-Human Trafficking and Child Labor
 - Employee Classification and Work Hours
 - Wages & Benefits
 - Freedom of Association and Collective Bargaining
- Anti Trust and Compliance
 - Anti Corruption
 - Compliance with Laws, Rules, & Regulations
 - Conflicts of Interest
 - Memberships on Boards and Committees
 - Political and Other Outside Activities
 - Trade Practices
 - Fair Dealing
 - Anti Trust Compliance
 - Bribery and Other Corrupt Practices
 - International Business Dealings
 - Insider Trading and Fair Disclosure
 - Political Contributions and Activities
 - Subpoenas and Government Investigations
 - Accounting Practices, Books & Records and Record Retention
 - Raising Questions and Concerns
- Protection and Proper Use of Company Assets
 - Theft/Misuse of Company Assets
 - Confidential Information/Privacy
 - Network Use, Integrity & Security
 - Company Travel and Business-Related Expenses
- Inquiries from the Media and Public
- Management Rights
- Violations of this Code

Human Rights and Ethics

Our policies reflect our commitment to ethical business practices, respecting the dignity and rights of all individuals. By adhering to these principles, we aim to create a just, ethical, and sustainable future for our employees, partners, and communities



Human Rights Policy Statement

Respect for human rights is a fundamental value that Grede deeply upholds. Our commitment includes honoring the worth and dignity of all employees, fostering their full potential, and ensuring equal opportunities, in line with universal principles. Grede is an equal opportunity employer, and recruits, hires, trains, promotes, compensates, and administers all personnel actions without discrimination based on any legally protected status.

At Grede, every employee is accountable for maintaining a work environment that champions human rights devoid of discrimination and harassment. If an employee believes that someone is violating the Human Rights policy and/or the law, they are required to report this behavior directly to management, Grede's Corporate Human Resources Department or Grede's Ethics Hotline which is operated by an independent third party,

Grede will not tolerate any retaliation of any kind directed against anyone who reports an issue concerning compliance with this Policy.



Anti-Human Trafficking and Child Labor Policy Statement

The Company and the United States Government prohibit trafficking in persons.

Grede strictly prohibits all forms of forced labor, including modern slavery, human trafficking, and child labor. Grede is committed to upholding children's rights in accordance with the International Labor Organization.

We forbid the hiring of individuals under 18 years of age for positions that involve hazardous work, unless otherwise remaining compliant with local, state and federal laws.

The Company's employees, subsidiaries, contractors, subcontractors, vendors, suppliers, partners and others through whom the Company conducts business must avoid complicity in any practice that constitutes trafficking in persons or slavery.



Anti-Corruption Policy Statement

At Grede, bribery and other corrupt practices are strictly prohibited. We will not seek to influence others, either directly or indirectly, by offering, paying, or receiving bribes or kickbacks, or by any other means that are considered unethical, illegal, or harmful to our reputation of honesty and integrity. Employees and representatives of the company are expected to decline any opportunity that could compromise our ethical principles and reputation.

Grede's employees must not directly or indirectly offer, authorize, request, give or receive anything of value from any person or organization to obtain or retain business or influence a decision or action.

If a Grede Employee is asked for or offered a bribe or improper payment, they must:

- 1) Refuse to make or accept the payment and explain that Grede does not and will not pay or accept bribes.
- 2) Clearly state that their refusal is non-negotiable.
- 3) Immediately report the request to both Management and Grede's Corporate HR Department

Whistleblower Policy

Grede’s commitment to transparency, integrity, and accountability extends to every aspect of our operations, including our whistleblower policy. We believe that our employees and stakeholders play a vital role in upholding our values and ensuring our ethical standards are maintained.

Our whistleblower policy reflects our unwavering dedication to ethical conduct and compliance with all applicable laws and regulations. We encourage open communication and the reporting of any concerns related to unethical behavior, fraud, or violations of company policies.

OUR POLICY AGAINST RETALIATION

It is the Company’s policy to protect those who communicate honest concerns from any retaliation for such reporting.

Consistent with the Company’s policy and applicable law, no adverse employment action may be taken, and retaliation is not permitted directly or indirectly against anyone who in good faith reports a concern or provides assistance or information to the General Counsel, others in management, the Audit Committee or any other appropriate person or group, including any governmental, regulatory or law enforcement body investigating or otherwise helping to resolve any concern.

An employee who retaliates against someone who has reported a concern in good faith is subject to discipline up to and including termination of employment. Confidential and anonymous mechanisms for reporting concerns are available and are described in this Code and the Company’s Whistleblower Policy, including the Hotline.

WHISTLEBLOWER PROCESS

WHO DO I CONTACT FOR GUIDANCE OR TO REPORT CONCERNS?

If you believe a situation may involve or lead to a violation of this Code, please seek guidance and report such concerns in accordance with this Code and the Company’s Whistleblower Policy.

Seek guidance from a responsible supervisor (for example, your immediate supervisor, a department head or location manager) or other appropriate internal authority (for example, your local Human Resources representative or compliance officer).

Report Concerns to a Supervisor, Manager or Your Human Resources Representative. The most direct way to raise any concern is to speak to a supervisor, manager or your Human Resources representative. They, in turn, will communicate the concern with the Ethics Committee for review as described below.

Use the Hotline. Reports may also be made anonymously through the Company’s Hotline which is posted in each Company location or through the following company mailbox: Compliance@grede.com.

Report Concerns to the Corporate Human Resources or Ethics Committee.

Accounting or Audit Concerns. In addition, reports related to accounting or auditing concerns may be made in writing to the following company mailbox: Compliance@grede.com

HOTLINE: 1-844-977-0465

ONLINE: grede.ethicspoint.com

The Hotline is a special toll-free line available 24 hours a day, 365 days a year. It is intended to operate in addition to other resources available to you to voice complaints or concerns, such as supervisors and Human Resources staff. The Hotline is operated by an outside, independent service provider and is available in multiple languages.



Grede's ESG sustainability commitment is at the core of our business as we strive to mold a better tomorrow, today.

Risk Assessment

At Grede, we emphasize the importance of proactively identifying and mitigating risks to ensure smooth operations, financial stability, and sustainable growth. Our Risk Assessment highlights key aspects of leadership governance and identifies potential vulnerabilities that could affect our company's stability.

To address these risks, we have a management team composed of leaders from operations, administration, and executive levels who oversee the mitigation process. We also collaborate with top-tier risk mitigation experts, including Deloitte, Ernst & Young, Liberty Mutual, FM Global, Arch Insurance, Allianz Global Risks, Chubb, Resilience Cyber Insurance Solutions, Hylant, and Zurich American Insurance Co.

This approach allows us to optimize resource allocation, reinforcing risk mitigation and safeguarding essential functions, such as sustainable resource management. We also ensure ongoing, clear communication with stakeholders to prevent unexpected disruptions, supported by our business continuity plans, which reinforce our dedication to sustainability and resilience.



Risk Assessment Business Continuity Strategy

Risk Identification

Recognize and thoroughly document potential risks that could impact business operations, including environmental, social, and economic factors. This process ensures comprehensive coverage of all potential threats that might disrupt business continuity and sustainability.

Risk Analysis and Assessment

Carefully evaluate the probability and potential impact of each identified risk on business objectives. This includes a detailed analysis of both short-term and long-term effects, aligning assessments with our sustainability goals for the future.

Business Impact Analysis

Assess the potential consequences of disruptions on essential business functions and processes, with a focus on prioritizing critical operations to ensure sustainable and efficient performance across all areas of the organization.

Mitigation Strategies

Develop, implement, and continuously refine strategies aimed at reducing the probability and mitigating the impact of identified risks. Ensure these strategies are fully integrated with the company's overarching sustainability principles to support long-term growth and resilience.



Data Security & Privacy Management

DATA SECURITY

At Grede, we recognize that data privacy and security are vital to our ESG sustainability strategy. Protecting the personal and confidential information of our customers, employees, and stakeholders is a top priority. We have implemented robust policies and procedures that not only meet but often exceed industry standards.

Our systems are regularly reviewed and updated to ensure maximum security, while our employees receive continuous training to stay ahead of emerging risks.

By prioritizing data protection, we foster trust, mitigate risks, and uphold our commitment to ethical business practices. This focus on data security is integral to our broader mission of sustainability and aligns with our values of responsibility and integrity across all operations."



Data Security – Key Components

Risk Assessment: Conduct regular assessments to identify potential risks and vulnerabilities related to the security and privacy of data to proactively address any potential threats and mitigate risks.

Security Measures: Enforce a range of security measures, including encryption, access controls, firewalls, and intrusion detection systems, to safeguard data against unauthorized access, disclosure, or alteration.

Privacy Policies and Procedures: Clear privacy policies and procedures are in place that outline how data is collected, used, stored, and shared. These policies ensure compliance with applicable data protection regulations and foster transparency in our data handling practices.

Employee Training and Awareness: Provide comprehensive training on data security best practices, privacy principles, and their roles and responsibilities in safeguarding data.

Incident Response and Reporting: Enforce incident response plan to handle any security incidents or data breaches promptly and effectively. This includes incident detection, response, containment, recovery, and reporting procedures to minimize the impact or risk.

Continuous Monitoring and Improvement: Regularly monitoring and reviewing the effectiveness of our data security and privacy controls, making necessary adjustments improving our program based on emerging threats, industry best practices, and regulatory requirements.

Cybersecurity

Aligning with Industry Standard Frameworks

At Grede, cybersecurity is essential to protecting our operations and data. Through regular monitoring, audits, and employee training, we ensure a secure digital environment that supports our long-term business goals and resilience.

Grede will implement a comprehensive Governance, Risk, and Compliance (GRC) strategy by integrating the NIST Cybersecurity Framework (CSF) 2.0, Risk Management Framework (RMF), and other industry guidelines. The CSF 2.0 will guide our cybersecurity initiatives, while the RMF guidance will help ensure a structured risk management process.

Together, these frameworks will enable us to identify, assess, and mitigate risks effectively, ensuring alignment with industry standards and regulatory compliance while enhancing overall security posture.

Additionally, Grede is committed to achieving TISAX Level 3 compliance by July 1, 2025. This demonstrates our dedication to meeting the highest standards of information security, particularly in handling sensitive data and maintaining trust with our automotive industry partners. The TISAX Level 3 certification will ensure that we meet rigorous requirements for data protection, integrity, and availability across our operations.



NIST Family of Security Controls for Information Systems and Organizations (NIST 800-53)



NIST Cybersecurity Framework (CSF 2.0)



NIST Risk Management Framework (RMF)



FRAMEWORK

“Integrating a sustainability framework into every aspect of our business creates long-term value for stakeholders and a more sustainable future for all”.

Cary Wood, Grede CEO



Reporting Framework & Materiality

Grede's objective is to shape its sustainability strategy and reporting by pinpointing the Environmental, Social, and Governance (ESG) matters that carry substantial implications for both the company's risks and opportunities. Through these comprehensive approaches, Grede ensures its sustainability efforts are well-informed and directed toward addressing ESG concerns that have the greatest significance for the company's operations and stakeholders. Grede employs a variety of approaches:

External Frameworks: Grede makes use of recognized external sustainability frameworks, including the Sustainability Accounting Standards Board (SASB), which offers industry-specific standards for reporting on sustainability issues, and the Global Reporting Initiative (GRI), whose universal standards aid in identifying material topics and fundamental principles.

ACA Global: Grede conducts bi-annual audits and reporting through ACA Group (ACA), a prominent authority in governance, risk, and compliance advisory services within the financial sector.

SAQ Supplier Assurance Questionnaire: Grede utilized SAQ to demonstrate the sustainability, compliance, and risk management practices. It covers a wide range of topics, including environmental performance, social responsibility, data security, and ethical sourcing.

Sustainability Steering Committee: Grede convenes a Sustainability Steering Committee, which provides guidance and hosts meetings to assess and pinpoint ESG topics that hold particular relevance to their business.



LOOKING FORWARD

"Advancing Sustainability, one step at a Time. We remain dedicated to making progress every day towards a more sustainable future for all."

Cary Wood, Grede CEO



Looking Forward

As we look toward the future, I am incredibly proud of the achievements we have made on our sustainability journey. Our team's dedication to energy efficiency, resource reduction, and operational excellence has earned us multiple ENERGY STAR awards, a testament to our ongoing commitment to energy management and environmental stewardship. These milestones reflect the core of who we are—innovators driving progress through responsible practices.

We remain steadfast in ensuring responsible sourcing of materials, adhering to the highest standards of safety excellence, and upholding human rights throughout our supply chain. By partnering with suppliers who share our commitment to ethical practices, we guarantee that our operations not only prioritize sustainability but also protect workers' rights and the environment.

Our focus on energy efficiency has been instrumental in reducing our carbon footprint and overall resource consumption. We have implemented cutting-edge technologies to optimize our energy use, resulting in significant savings and improved sustainability performance across all operations. By embracing advanced data analytics and real-time monitoring, we've enhanced our ability to make informed decisions, ensuring that we remain leaders in US foundry operations.

We continue to prioritize diversity, equity, and inclusion (DEI) as fundamental values within our organization. Through ongoing training, recruitment efforts, and clear accountability, we are creating a workplace where every voice is heard. We believe that a diverse workforce drives innovation, creativity, and success, and we will remain committed to fostering a culture of inclusion.

Looking forward, we are determined to push the boundaries of what is possible. Our investment in digital infrastructure, including enhanced data security and cybersecurity aligned with global standards, ensures that we protect not only our business but the trust of our stakeholders. We will continue leveraging technology to enhance our operations and sustainability initiatives.

Our journey doesn't end here. We will continue to reduce our resource consumption, improve energy efficiency, and set new sustainability benchmarks while ensuring safe, ethical operations. Together, with our partners, customers, and communities, we will create lasting positive impact, driving forward toward a sustainable, responsible future.

Cary Wood

Grede Holdings, Chief Executive Officer



Forward-Looking Statements

Forward-looking statements contained in this sustainability report are subject to various risks and uncertainties, including those identified in our periodic filings with regulatory authorities, which could cause actual results and achievements to differ materially from those expressed or implied in such statements.

The statements in this Sustainability Report may contain forward-looking statements within the meaning of the Private Securities Litigation Reform Act of 1995. These statements may include information about sustainability goals and plans, expectations, and beliefs regarding future events and performance. These forward-looking statements are not guarantees of future events or performance, but are based on current expectations, estimates, and beliefs of management, which may prove to be inaccurate. These statements also involve known and unknown risks, uncertainties, and other important factors, many of which are beyond the control of the company, that could cause actual results to be materially different from those expressed in the forward-looking statements. The words "believe," "expect," "plan," "project," "intend," "anticipate," "estimate," "predict," "potential," "continue," "may," "will," "should," or the negative of these terms or similar expressions may indicate forward-looking statements in this report.

We do not undertake any obligation to update or revise forward-looking statements to reflect events or circumstances that arise after the date of this report, except as required by applicable law. The information contained in this report is provided for informational purposes only and is not intended to be used or relied upon as a basis for investment decisions or other purposes. Our actual sustainability performance may differ materially from our goals and targets, and we make no representation or warranty as to the achievability or reliability of such goals and targets.



