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For more than 30 years, our customers have trusted AAM to design, engineer, validate and manufacture the driveline and metal forming technologies that POWER their vehicles.

Our success is driven by a disciplined approach and a longstanding commitment to quality and operational excellence. We continue to advance our technology leadership by evolving our processes and products to meet the needs of our customers – and the world.

With over 75 locations across North America, South America, Asia and Europe, AAM has a strong global presence. AAM is a unique global resource that delivers higher-performing, next-generation driveline and metal forming products and technologies to markets around the world. We work collaboratively with our customers to efficiently develop cost-effective solutions to improve vehicle performance. Our approach enables us to provide engineering and manufacturing services to our customers around the clock. As our supplier base and capabilities expand, AAM is rapidly bringing quality components and systems to customers all over the world.

DRIVELINE

AAM's Driveline business unit is a global leader in rear-wheel drive (RWD), all-wheel drive (AWD) and four-wheel drive (4WD) systems for internal combustion, hybrid electric and full electric vehicles. Our product portfolio optimizes mass and increases efficiency without sacrificing performance.

METAL FORMING

In our Metal Forming business unit, AAM supplies critical components for engines, transmissions, and driveline systems, and safety features for electric vehicles, light vehicles, commercial vehicles and off-highway vehicles, as well as products for various industrial sectors. With our global capabilities, we invest in advanced forging, machining, high-pressure die casting and powder metal technologies, focusing on manufacturing lightweight, highly precise and power-dense products.





VISION

To POWER a more sustainable future while providing value to our stakeholders.

MISSION

Advancing global mobility through innovative technologies and sustainable solutions.

SUSTAINABILITY MISSION

To deliver POWER and build a safer, greener and sustainable future for our Associates, customers, communities and the environment.

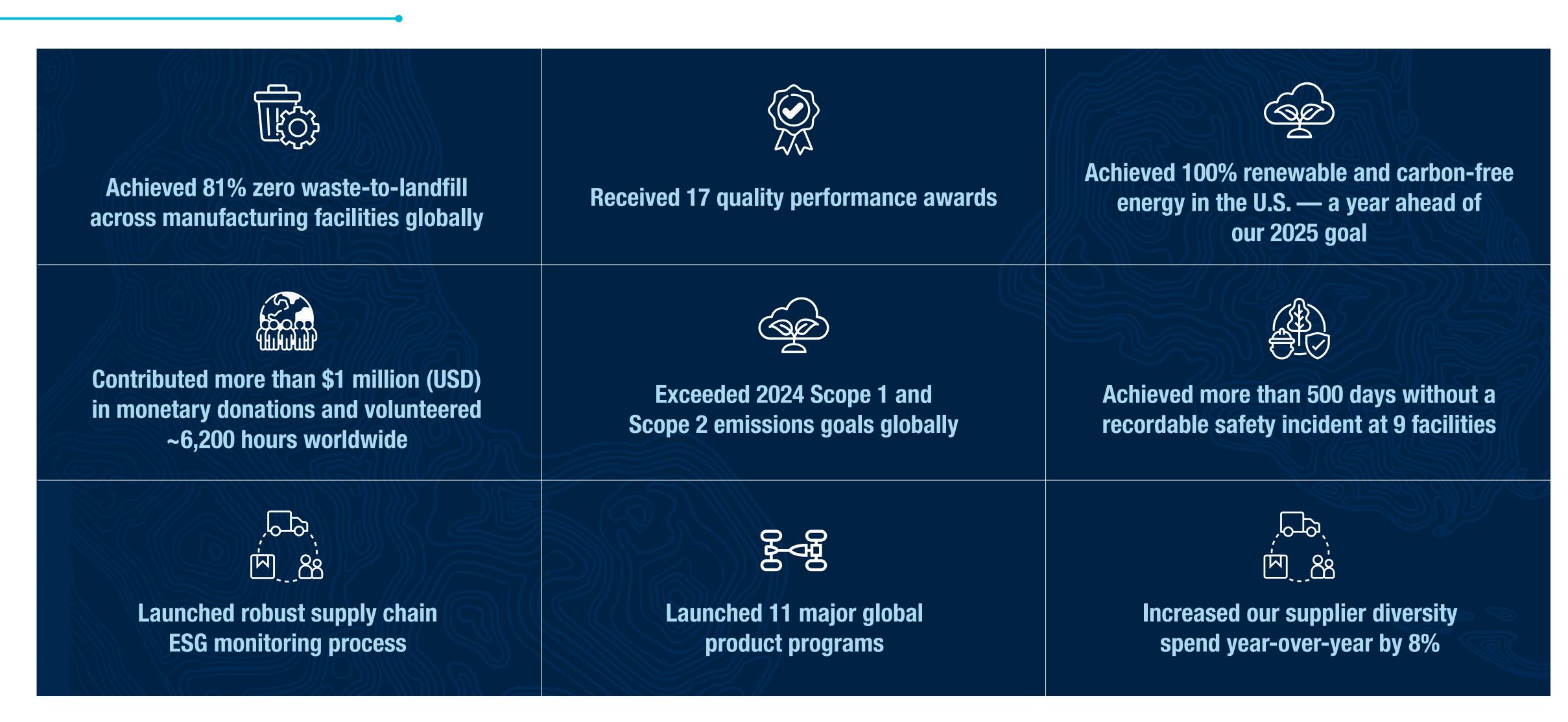


As a leading global Tier 1 Automotive and Mobility Supplier, AAM (NYSE: AXL) specializes in designing, engineering and manufacturing driveline and metal forming technologies for electric, hybrid and internal combustion vehicles. With its headquarters in Detroit and over 75 facilities across 16 countries, AAM is driving the future forward for a safer and more sustainable tomorrow. To learn more, visit aam.com.

*Includes full-time, part-time and joint venture Associates, along with co-ops, contractors, etc., as of December 31, 2024.



2024 HIGHLIGHTS



2024 SUSTAINABILITY REPORT <u>OVERVIEW</u> ENVIRONMENTAL SOCIAL PRODUCT SUPPLY CHAIN GOVERNANCE APPENDIX



AAM is fueled by a culture of quality, operational excellence and technological innovation. Aligned with our vision, we are dedicated to POWERing a more sustainable future that is safer, greener and more inclusive for our Associates, customers, communities and stakeholders.

AT A GLANCE

2024 marked our 30th anniversary and it was a year of steady progress. Despite dynamic market conditions, we achieved positive operational momentum with a strong focus on managing factors under our control. We made progress in our business, community and sustainability (environmental, social and governance, or ESG) objectives.

Aligned with our longer-term view that multiple powertrain systems (ICE, hybrids and electric) will co-exist for many years, our comprehensive product portfolio has us well positioned to support the changing propulsion landscape. In 2024, we saw continued demand for our traditional ICE business, exemplified by key launches and new business awards. In addition, we secured new business and launched several programs on the electrification side.

Throughout the year, safety and quality remained top priorities across the company, resulting in several manufacturing facilities achieving important milestones and receiving customer recognition awards.

Focusing on energy and emissions, we achieved our 2025 commitment of 100% renewable and carbon-free energy in the U.S. in 2024 — a year ahead of schedule.

We also strengthened our biodiversity efforts by extending our Wildlife Habitat Council membership into 2025 to support sustainable ecosystems and the communities that surround them. In 2024, we strengthened our Human Rights policy, reaffirming our dedication to upholding the dignity of our Associates, communities and supply chain across our global operations. AAM also continued to support the communities where we live and work, volunteering over 6,200 hours and contributing over \$1 million (USD) in monetary donations worldwide.

ADDITIONAL HIGHLIGHTS INCLUDE:

- Received 17 quality-related awards from our customers and other organizations.
- Successfully completed 11 major global product and program launches.
- Increased our Supplier Diversity spend by 8% year-over-year.
- Launched an enhanced Supply Chain monitoring process.

At AAM, we are dedicated to listening, learning and taking meaningful actions that will drive progress for our company, communities and the environment. As you read through this report, you'll see the significant strides we've made.

I'm proud of what we've accomplished across our business and globally. Moving forward, you can count on AAM to pursue profitable growth, while ensuring a sustainable approach.

As always, thank you for your support as we work toward *a safer,* brighter and more responsible future!

Sincerely,

David C. Dauch

Chairman of the Board and CEO



AAM'S MATERIAL TOPICS





CLIMATE APPROACH

Climate change is a critical challenge that the automotive industry and many others are facing and requires action to not only adapt the business, but to mitigate the impact on the planet. AAM is committed to moving our company, communities and the environment forward responsibly. AAM has set ambitious goals that are validated by the Science Based Targets initiative (SBTi) and are in line with goals set by the international community to limit global temperature rise to 1.5°C. In order to work towards net-zero emissions, AAM is focused on actions upstream, downstream and in our own operations.

AAM follows a comprehensive risk identification and management process with climate-related risk recognized as one of AAM's top-10 risks. To better understand the details, we conducted a Climate Scenario Analysis (CSA) in 2022 to evaluate certain scenarios and how AAM can incorporate the information into our business strategies. This allowed AAM to determine the main levers in each of the streams that we need to be aware of and build resiliency for.

UPSTREAM

We are working to build supply chain resiliency as well as encourage our suppliers to decarbonize. Sourcing, monitoring and engaging are all pieces of the **strategy**.

OPERATIONS

AAM continues to address its primary environmental metrics, including energy, emissions, waste and water, with targets and strategies. Additionally, AAM works to ensure our facilities are resilient. Facility assessments are completed by corporate subject matter experts in the AAM Global Facilities team, using a standardized company-wide assessment. As site needs are discovered, we complete studies where appropriate, manage capital plans and implement projects.

DOWNSTREAM

Market demand, customer expectations and global regulations all create requirements that AAM products need to meet. AAM is tasked with creating a variable portfolio that supports innovation and accommodates uncertainty within propulsion system transition.



AAM's climate approach is incorporated into the management of our material topics.

Biodiversity is an issue related to climate that is gaining attention both locally and internationally, as ecosystems can be impacted by nearby industries with the effects experienced worldwide. Recognizing this growing concern, AAM joined the Wildlife Habitat Council (WHC) in 2023, whose mission is to recognize, inspire, engage and support businesses to achieve wins for nature. As AAM continues its sustainability efforts, we have extended our WHC membership into 2025 and have reinforced our support by educating our Supplier Sustainability Council members about biodiversity and WHC.

In 2024, we completed an inventory of biodiversity-related projects across our facilities and identified more than 20 projects, including two projects completed during the year at our European Headquarters and Engineering Center. As an example, drought resistant plants were used in the facility's landscape to minimize water consumption and maintenance while improving aesthetics. AAM is also involved in supporting biodiversity through our volunteer efforts across the regions. Multiple events during 2024 involved planting trees, which absorb air pollutants, provide wildlife habitat and prevent soil erosion, among other benefits One such event was organized by our Chakan Manufacturing Facility in India where Associates planted more than 600 trees, contributing to a greener and more sustainable community.



STAKEHOLDER ENGAGEMENT

We monitor our material topics throughout the year to stay informed on emerging issues and stakeholder expectations. Our approach involves engaging with key stakeholders through various channels to discuss these topics and collect their feedback.

Stakeholders are individuals, groups or organizations that either influence or are impacted by AAM's decisions and their outcomes. Below are examples of our key stakeholders and the ways we engage with them.

ASSOCIATES

- Global Engagement Survey
- Monthly Lunch with Leaders
- Global POWERhour Townhalls

POTENTIAL ASSOCIATES / RECRUITS

- University Recruiting Events
- Early Career Development Programs
- Associate Resource Group Special Events

SUPPLIERS

- Supplier Sustainability Council
- Annual Supplier Day
- Supplier Executive Champion Program

COMMUNITY

- Associate Volunteer Activities
- Local Facility-Sponsored Events

CUSTOMERS

- Technology and Product Expos
- Customer/Automaker Supplier Councils
- Industry Forums

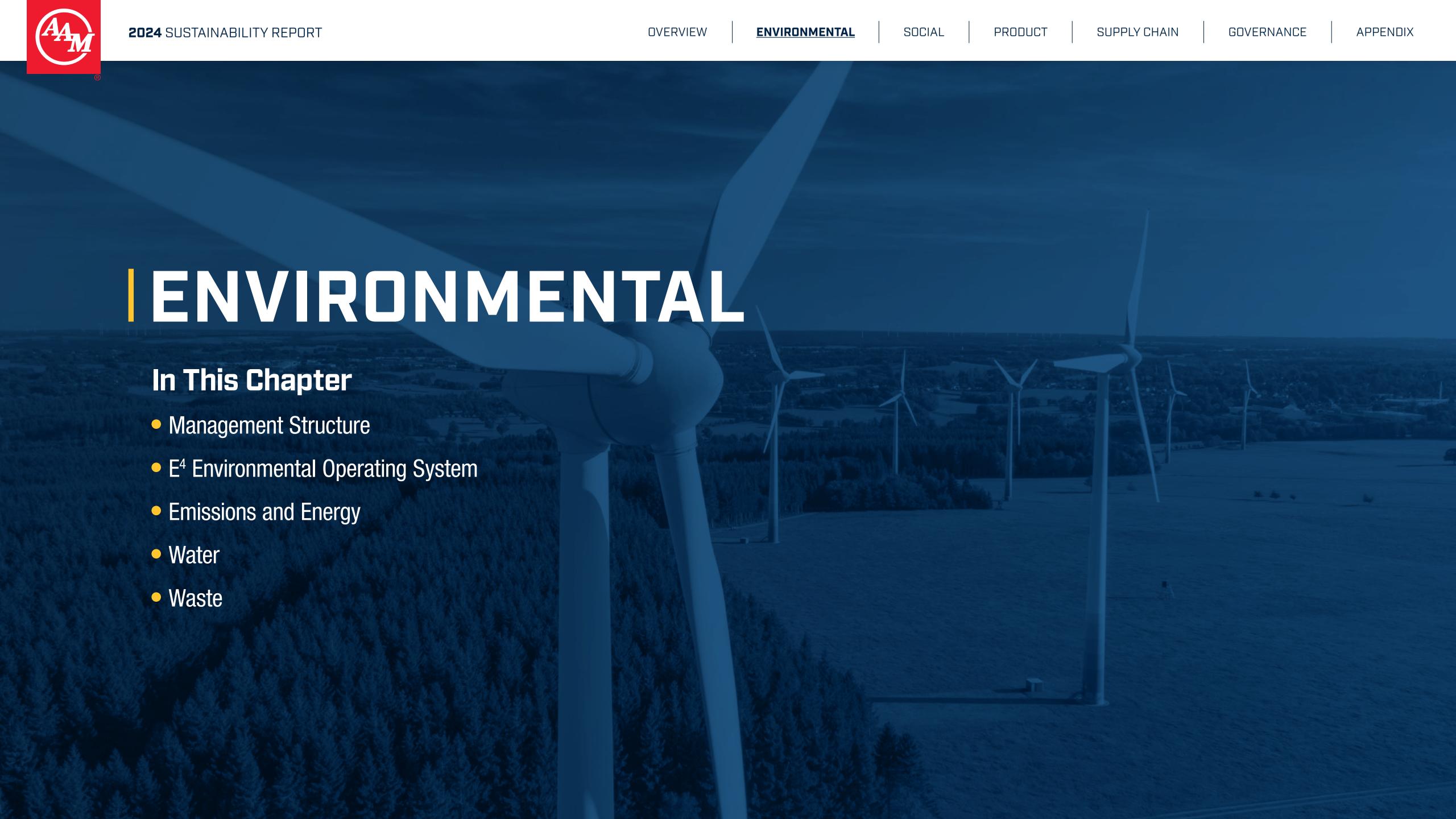
SHAREHOLDERS

- Annual Shareholder Outreach Program
- Automotive-Focused Conferences
- Active Investor Relations Programs

INDUSTRY ASSOCIATIONS

- Various Industry Conferences
- Regional/Country-Level Organization Members
- Committee Participation



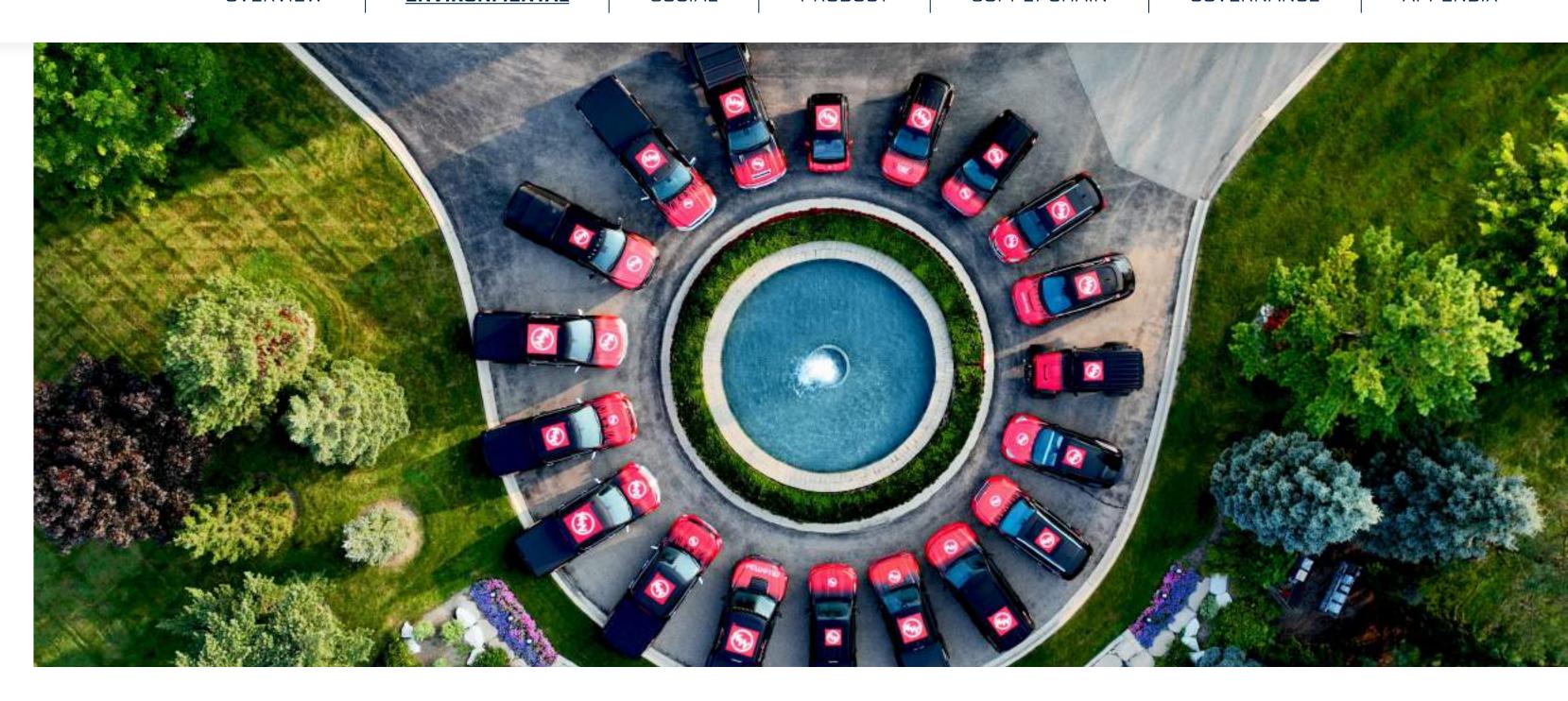




ENVIRONMENTAL

AAM is focused on safeguarding the environment and conserving natural resources in the areas where we operate. Reducing emissions and energy use, promoting water stewardship and managing waste responsibly are all critical to the success of our business. AAM has set ambitious greenhouse gas emissions targets, validated by the Science Based Target initiative (SBTi), demonstrating our commitment to do our part to address climate change.

AAM utilizes our Climate Scenario Analysis to understand our impact and shape our priorities. This analysis identified potential risks, opportunities and mitigation actions, both physical and reputational, under different scenarios for the future. AAM used this information to support the revision of policies, especially related to projects for plant improvements. Another issue of increasing importance across industries and around the world is biodiversity. It is both a local and global concern in that industries can affect areas near their operations and biodiversity impacts can be felt throughout the world. As AAM continues its sustainability efforts, we have joined the Wildlife Habitat Council, whose mission is to recognize, inspire, engage and support businesses to achieve wins for nature.



MANAGEMENT STRUCTURE AND COMPLIANCE

AAM's Facilities and Environmental, Health and Safety (EHS) organization is managed using a global and local approach to ensure company policies and commitments are supported, while complying with requirements that may vary by market. The Vice President of Facilities and EHS reports directly to the President and Chief Operating Officer, allowing for direct communication and engagement with the teams for continuous feedback.

Reporting to the global organization, regional managers are responsible for making sure all AAM environmental programs are properly integrated and aligned with global policies. AAM management

reviews EHS performance on a quarterly basis, and ensures corrective actions and adjustment strategies are put in place through plant-level operations reviews. At each facility, a designated EHS representative is responsible for tracking and maintaining environmental compliance.

Additionally, an environmental sustainability champion and established green team implement the E⁴ Operating System and are responsible for the facility to achieve full compliance with the system. Within each green team is a designated subject matter expert for each of the primary environmental metrics: energy, water and waste.

ENVIRONMENTAL COMPLIANCE

AAM understands that our manufacturing processes and facilities must be maintained in order to protect the communities in which we operate. The cornerstone of our compliance program is maintaining our certifications to the ISO 14001 standard, which is the international standard for environmental management. Globally, 92% of our manufacturing facilities are ISO 14001 certified, while the remaining 8% of facilities operate under our internally audited Environmental Management System. This demonstrates the maturity and effectiveness of the AAM Environmental Management System as well as the commitment of all Associates to protecting the environment.



E⁴ ENVIRONMENTAL OPERATING SYSTEM

To continue to deliver operational excellence, our E⁴ Environmental Operating System is a key module of the AAM Operating System (AOS) that leverages our global standards, policies, and best practices across the environmental disciplines. The E⁴ System creates a standard structure for facilities to increase Associate awareness, monitor progress with environmental related goals, implement consistent data management, and encourage and incentivize continuous improvement.

The E⁴ System is foundational to AAM's energy, water, and waste strategies. Along with critical policies, processes and procedures, E⁴ champions are embedded at each facility to closely monitor environmental activities. Having these local point people in place who have the knowledge of day-to-day operations is imperative to understand the data analysis, potential issues and resolutions. Involving our Associates plays a key role in not only reducing our environmental impact, but also encouraging teamwork and bringing new ideas to the forefront.

The E⁴ System is organized around a four level rating scale. Achievement of progressively higher levels at each of our plants reflects the maturity and effectiveness of the system inside an AAM facility.

• LEVEL 1 •

Foundational environmental management systems, leadership commitment and Associate awareness are in place.

• LEVEL 2 •

Corporate procedures are being followed, metrics are established and data management systems are in place.

• LEVEL 3 •

Facility utility systems are designed and maintained to optimize performance.

• LEVEL 4 •

Performance metrics are being met and the facility is being innovative and proactive in continuous improvement activities.

In 2024, we continued advancing E⁴ System standards throughout our operations, with a goal for all of our facilities to accomplish and maintain a level four-status. All locations except for one achieved Level 4. The remaining facility is actively implementing action plans to make necessary improvements. With continued focus and collaboration, we are committed to achieving this goal in 2025.



TRAINING

One way we focus on our strengthening culture is by promoting sustainability awareness with our Associates across the globe. Information about our corporate sustainability initiatives is shared at each location to train Associates on how to play an active role in our sustainability efforts.

In 2024, AAM Associates spent a total of more than 68,000 hours on training on environmental topics including weekly touchpoints. General environmental awareness training was revised and expanded. This training included emergency

preparedness, energy, emissions, waste and water, and helped Associates understand each of the metrics and why they are important to AAM as a business. Additionally, two EHS Conferences were held globally at AAM locations that included management and representation from our manufacturing facilities. Each conference had concentrated sessions on the waste program and continuous improvement project documentation.



EMISSIONS AND ENERGY

Greenhouse gas (GHG) emissions are classified into three categories, or scopes. Scope 1, 2 and 3 emissions are released across an organization's entire value chain.







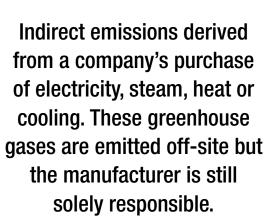




SCOPE 2

Greenhouse gases an organization emits from sources it owns or controls directly. This includes emissions associated with fuel combustion during the production process or the boiler or furnace in one of its corporate offices.

SCOPE 1





SCOPE 3

Emissions are from the value chain, both upstream and downstream. For example, the energy used to manufacture the steel that is used to build an axle. Scope 3 also includes emissions such as fumes from vehicles that the company's employees drive to work.

SCOPE 1 AND 2 EMISSIONS AND ENERGY

AAM recognizes that GHG emissions contribute to climate change and is committed to reducing its environmental impact by minimizing Scope 1 and Scope 2 GHG emissions. Scope 1 emissions refer to direct emissions from company-owned or controlled sources (e.g., AAM manufacturing facilities), while Scope 2 emissions are indirect emissions from the generation of purchased electricity, steam, heating and cooling. Scope 1 and 2 emissions are directly impacted by AAM's own operations and purchasing decisions. Through the adoption of advanced technologies,

energy-efficient equipment and the optimization of manufacturing processes, the company aims to significantly lower its carbon footprint while maintaining high-quality production standards.

Our emissions reduction targets are in line with goals set by the international community to limit global temperature rise to 1.5°C. We have a goal of a 5% annual improvement for emissions intensity from a 2020 baseline. Our science-based emissions target for 2024 was 370,348 tCO₂e compared to an actual performance of 268,169 tCO₂e.

YEAR [1]	EMISSIONS tCO ₂ e	SALES \$MUSD	EMISSIONS INTENSITY tCO ₂ e/\$MUSD	% CHANGE	SCOPE 1 tCO ₂ e	SCOPE 2 tCO ₂ e
2020 BASELINE	462,935	4,711 ⁽²⁾	98	_	80,963	381,972
2021	475,782	5,157	92	6.1%	87,033	388,749
2022	437,116	5,802	75	18.5%	93,682	343,434
2023	391,783	6,080	64	14.7%	94,578	297,205
2024	268,169	6,125	44	31.3%	91,346	176,823

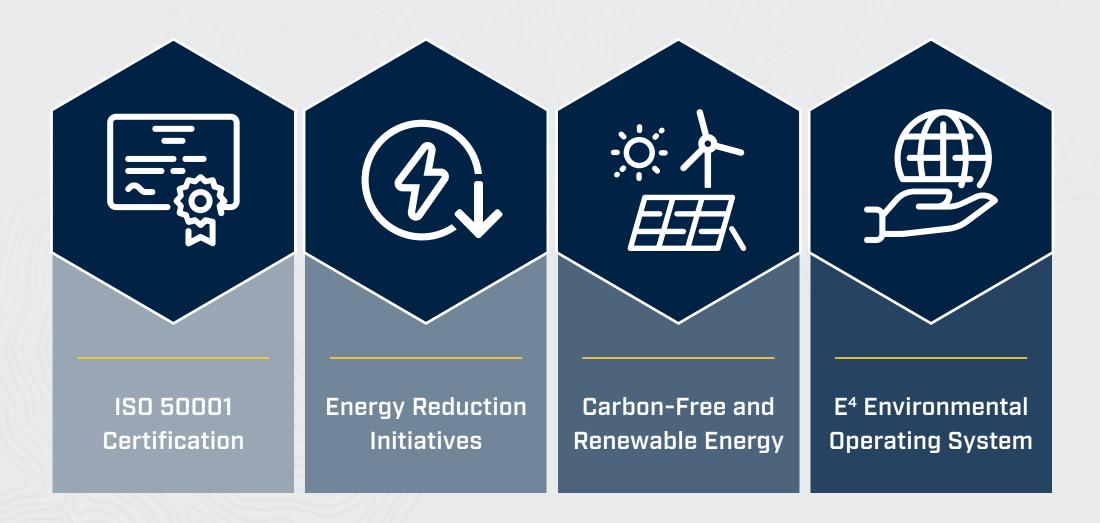
⁽¹⁾ The 2023 amounts in the table include Tekfor and non-manufacturing locations. Our 2022 amounts have been recast to reflect our Tekfor acquisition on June 1, 2022, and also our non-manufacturing locations. Amounts prior to 2022 reflect only our manufacturing locations.

⁽²⁾ Our emissions baseline for 2020 was independently calculated with the help of a third-party expert and was used in our 2022 SBTi submission. We did not adjust for lost sales or activity due to COVID-19 in our SBTi submission.



SCOPE 1 AND 2 EMISSIONS REDUCTION STRATEGY

The emissions generated by our operations are monitored under AAM's energy management strategy. To achieve our emissions reduction targets for Scope 1 and 2, AAM's strategy focuses on four main pillars: ISO 50001 certification, energy reduction initiatives in manufacturing, sourcing of carbon-free and renewable energy, and the E⁴ Environmental Operating System.



PILLAR 1: ISO 50001 CERTIFICATION

Our Energy Management System is certified by ISO 50001 at all qualified locations, giving credibility and a priority to our processes and systems. ISO 50001 is an International Standard which specifies requirements for establishing, implementing, maintaining and improving an Energy Management system. Its purpose is to enable an organization to follow a systematic approach in achieving continual improvement of energy performance, including energy efficiency, energy security, energy use and consumption.

PILLAR 2: ENERGY REDUCTION INITIATIVES

SOCIAL

AAM closely monitors energy consumption at each of our facilities, ensuring alignment with production and continuously searching for energy reduction opportunities. By reducing energy consumption, AAM reduces emissions at the same time. In 2024, AAM reduced both our absolute energy consumption as well as our energy intensity from 2023.

YEAR [1]	ENERGY (MMBTU)	SALES \$MUSD	INTENSITY MMBTU/\$MUSD	% CHANGE
2020 BASELINE	5,560,553	5,954 ⁽²⁾	934	
2021	5,122,186	5,157	993	(6.3)%
2022	5,638,824	5,802	972	2.1%
2023	5,727,780	6,080	942	3.1%
2024	5,589,551	6,125	913	3.1%

⁽¹⁾ The 2023 amounts in the table include Tekfor and non-manufacturing locations. Our 2022 amounts have been recast to reflect our Tekfor acquisition on June 1, 2022, and also our non-manufacturing locations. Amounts prior to 2022 reflect only our manufacturing locations.

⁽²⁾ Our energy baseline is based on 2020 intensity levels and was adjusted to compensate for lost activity in our operations due to disruptions related to COVID-19.



FOCUS ON ENERGY REDUCTION

Simple solutions can lead to significant improvements.

At AAM, compressed air is widely used in our facilities and accounts for a significant amount of our electricity costs. To optimize manufacturing practices and reduce costs, AAM facilities around the world have investigated and implemented improvements to their compressed air systems. We worked with energy providers to conduct compressed air leak audits at our plants in the

U.S., leading to enhanced maintenance and repaired leaks. At plants in India, facility leads evaluated the compressed air systems to identify and adjust them to run at optimal pressures. These types of continuous improvement efforts in our plants contribute to AAM's energy reduction goals.



PILLAR 3: CARBON-FREE AND RENEWABLE ENERGY

AAM recognizes it must utilize energy in its operations. With that in mind, sourcing renewable and carbon-free energy through a combination of direct utility purchases (where available) and the purchase of Renewable Energy Certificates (RECs) and Emission-Free Energy Credits (EFECs) is a foundational strategy in meeting our emissions goals. AAM carefully monitors renewable energy offerings in the regions where we operate and makes purchases commensurate with our renewable energy commitments, as well as in alignment with our net-zero emissions targets.

To support our net-zero emissions goals, we have a goal of achieving 100% carbon-free and renewable energy from a global perspective by 2035. In 2024, approximately 66% of our global electricity was purchased directly from carbon-free and renewable sources or offset by the purchase of RECs. In addition, we have a goal in the U.S. to achieve 100% carbon-free and renewable energy by 2025, which was achieved ahead of schedule in 2024.

YEAR [1]	% RENEWABLE (2) GLOBAL
2021	19%
2022	32%
2023	44%
2024	66%

Achieved 100% Renewable and Carbon-Free Energy in the U.S. in 2024, One Year Ahead of Our 2025 Goal.

% RENEWABLE [2] IN THE U.S.						
Year (1)	2021	2022	2023 (1)	2024	2025	
Plan	36%	40%	43%	57%	100%	
Actual	34%	55%	75%	100%	_	

As a Result of Our Investment in Carbon-Free and Renewable Sources, we've Avoided an Increasing Percentage of Scope 2 Emissions.

% SCOPE 2 EMISSIONS ⁽³⁾ AVOIDANCE IN THE U.S.						
Year (1)	2021	2022	2023	2024		
Emissions Avoidance	29%	53%	70%	100%		

- (1) The 2023 amounts in the table include Tekfor and non-manufacturing locations. Our 2022 amounts have been recast to reflect our Tekfor acquisition on June 1, 2022, and also our non-manufacturing locations. Amounts prior to 2022 reflect only our manufacturing locations.
- (2) The sourcing of renewable or carbon-free energy through a combination of direct utility purchases (where available) and the purchase of renewable energy certificates (RECs), presented in a percentage of MWh.
- (3) Scope 2 Emissions Avoidance is presented as a percentage of tons of CO₂e.



Committed to Sourcing 100% Renewable and Carbon-Free Energy Globally by 2035.

PILLAR 4: E4 ENVIRONMENTAL OPERATING SYSTEM

The E⁴ System is pivotal in reinforcing environmental goals throughout our facilities. It drives accountability from each Associate all the way to the plant manager, keeping leadership involved. It supports our energy strategy by focusing on Associate education and continuous improvement projects related to energy management. Each facility has an engagement process that is tailored to fit their workforce and inspire innovative ideas to be generated.

SCOPE 3 EMISSIONS

AAM recognizes that emissions are impacted by factors outside its own facilities. Scope 3 is comprised of emissions from throughout our value chain, both upstream and downstream. AAM considers the following categories to be relevant, following the GHG Protocol:





UPSTREAM

CATEGORY 1 – Purchased goods and services

CATEGORY 2 – Capital goods

CATEGORY 3 – Fuel and energy-related emissions

CATEGORY 4 – Upstream transportation and distribution

CATEGORY 5 – Waste generated in operations

CATEGORY 6 – Business travel

CATEGORY 7 – Employee commuting

AAM's primary upstream contributor comes from Purchased Goods and Services (Category 1), which emissions generated from the production of goods and services that a company buys or acquires for its operations. AAM's strategy for addressing these emissions is centered around responsible supplier sourcing, monitoring and engagement, which is discussed in detail in the Supply Chain section.

OWN OPERATIONS

DOWNSTREAM

CATEGORY 9 – Downstream transportation and distribution

CATEGORY 11 – Use of sold products

CATEGORY 12 – End-of-life treatment of sold products

CATEGORY 15 – Investments

Downstream, AAM's primary contributor comes from Use of Sold Products (Category 11), which encompasses the emissions generated when a company's products are used by consumers or other end-users. Downstream emissions are influenced by market demand, customer expectations and strategies, and regulatory requirements. AAM can play a role utilizing its Product Stewardship strategy, which is discussed further in the Product section.



WATER MANAGEMENT

Water management is a critical manufacturing priority since it is an essential resource in many production processes and has a direct impact on both our operational efficiency and environmental sustainability. Efficient water use is not only a matter of reducing costs but also ensuring compliance with increasing regulations and responding to growing concerns over water scarcity. AAM recognizes access to safe water for our Associates and in our communities as a basic human right. We are committed to providing and maintaining a safe and healthy workplace, including safe drinking water and sanitation. Facilities are inspected regularly to ensure water, sanitation and hygiene services are fully functional and meet requirements.

Similar to our energy management program, AAM's water management strategy is supported by close monitoring of water withdrawal at each of our facilities throughout the year. Globally, the company withdrew 1,989 mega liters of water in 2024. Through consistent monitoring, facilities are able to identify and improve upon opportunities to reduce water withdrawal.

Water scarcity is a global issue with the potential to impact our production and the communities where we operate. As part of AAM's water management strategy, we conduct an annual analysis utilizing the WRI Aqueduct tool for all manufacturing

facilities. Across our global enterprise, 25 of our facilities, representing 34% of our manufacturing locations, are considered to be currently exposed to potentially high water risks. They collectively withdraw 28% of AAM's total water withdrawals.

Corporate environmental procedures under our ISO 14001 Environmental Management System are used to manage the risk of water pollutants. They include identification of environmental aspects and risk ratings for all activities and services at each facility. These ratings are reviewed during the annual environmental compliance audits conducted at each facility and ISO 14001 audits. The environmental compliance audit has comprehensive questions that cover water pollutants and controls used to manage or eliminate water risks. Procedures require plants to follow corporate compliance requirements and, where stricter, all local and governmental standards.

AAM's water targets focus on zero incidents of water scarcity and water contamination in the watersheds in which we operate. There were no incidents of compliance breaches in any area, and we continue to attain our annual goals of zero incidents of water quality and scarcity issues.

YEAR	WITHDRAWAL ML	SALES \$MUSD	WATER INTENSITY ML/\$MUSD
2024	1,989	6,125	0.32



ADVANCING WATER MANAGEMENT

AAM continues to invest in water-efficient systems and continuous improvement.

Our Three Rivers Manufacturing Facility in the U.S. uses an eight-stage axle washing process. Formerly, the washers ran continuously and each of the eight stages required separate tanks of water. In 2024, the process for the system was optimized to reuse water throughout the various stages. The number of nozzles used to wash the axles was assessed, and sensors were added to stop continuous water flow when an axle was not present. These improvements saw a reduction in water required to run the process as well as a reduction in wastewater production.



MINIMIZING WASTE AND COST

We focus on solutions that are better for the environment and for AAM.

At our Royal Oak Manufacturing Facility in the U.S., steel bars are cut and forged into parts according to specifications. By changing the initial design, they altered the way the forged parts were formed to use less steel while still meeting customer expectations. This reduction of material consumption through process optimization resulted in saving over 700,000 pounds of raw material per year.

WASTE MANAGEMENT

AAM models the values of the United States Environmental Protection Agency's waste management hierarchy — looking first to reduction, second to recycling, third to recovery and finally to treatment and disposal. AAM leverages the E⁴ Environmental Operating System to monitor progress with related goals, implement consistent data management and encourage continuous improvement. AAM's goal is for all manufacturing facilities to achieve Zero Waste-to-Landfill (ZWTL) by 2035. Waste streams are evaluated and managed at the individual location level, ensuring that the local legal requirements for the transport and disposal of waste are complied with. Facilities measure their waste generation and diversion rates, and the information is consolidated to understand AAM as a whole.

In 2024, AAM generated approximately 276,370 tons of waste. Of this waste, 81% was diverted from landfills. Analysis of the waste streams shows AAM has four primary waste streams — scrap metals, hazardous waste, non-hazardous solid waste landfill and other non-hazardous recycling.

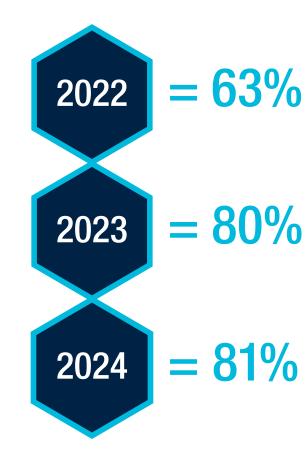
WASTE MANAGEMENT	2024
Solid waste generated total (ton)	276,370
Non-hazardous waste recycling (ton)	37,320
Recycled or reused scrap metal (ton)	186,165
Solid waste sent to landfill (ton)	52,885
% of Solid waste diversion	81%

Recycled and reused scrap metal composes 67% of our recycling. As our largest waste stream is in recycling, scrap metal at our manufacturing facilities is managed by corporate contracts with national and local scrap recycling firms. These companies provide scrap containers and reports on quantities, types of scrap and how each scrap load is recycled.

Reducing hazardous waste is a strategy within the waste management hierarchy. Hazardous waste accounts for approximately 4% of total waste from our facilities. AAM continues to find ways to replace hazardous materials where possible.

Waste management extends from our manufacturing facilities to our business offices. Business waste management follows the same structure. For example, at our world headquarters building, each floor has places for Associates to sort their waste. Signs and information help Associates understand which bin to use.

PROGRESS TO ZERO WASTE-TO-LANDFILL IN OUR MANUFACTURING FACILITIES (1)



(1) The 2023 amount includes Tekfor. The 2022 amount has been recast to reflect our Tekfor acquisition on June 1, 2022.







SOCIAL

At AAM, our success is driven by the dedication, enthusiasm and passion of our Associates. We cultivate this success by creating a safe, positive and inclusive environment where every Associate can fully contribute and thrive. To strengthen and sustain a resilient organization, AAM is committed to attracting, developing, engaging and retaining the most talented and innovative minds in the industry.

We also recognize that respecting human rights extends beyond our facilities. AAM is dedicated to upholding universal human rights across all our operations and in the communities where we work.

HEALTH AND SAFETY

Creating and maintaining a physically and psychologically safe environment for Associates, suppliers and contractors is a top responsibility for every AAM facility. Our **Safety Policy** creates the foundation of our approach, supported by procedures and our management structure.

Our behavior-based approach to safety focuses on performance through internal reviews and audits, sharing of best practices and attention to our key performance indicators. This supports our journey as we strive for zero injuries at all our facilities.

MANAGEMENT STRUCTURE AND COMPLIANCE

The right organizational structure is the key to a strong safety program. To ensure our priorities are shared across the company, safety leadership is embedded in each AAM facility. These leaders assist with the implementation of safety policies and ensure that all Associates are aware of their role in creating a culture of safety. The Vice President of Facilities and Environmental, Health and Safety (EHS) reports directly to the President and Chief Operating Officer (COO), allowing for direct communication, engagement and accountability. The President and COO, the business unit leaders and plant leadership receive daily and weekly injury updates, along with

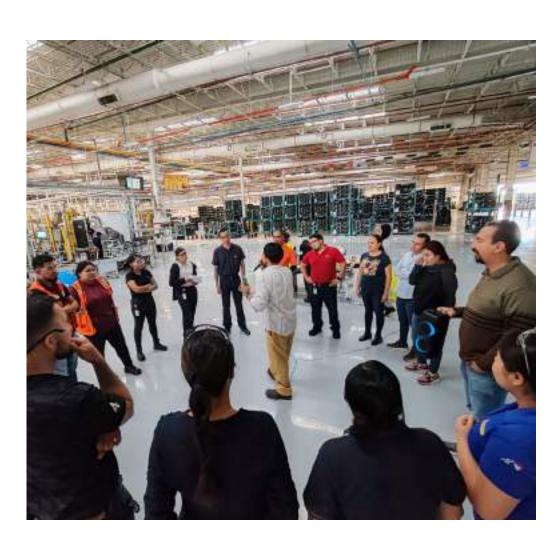
safety program status indicators. The CEO receives significant injury information directly, while the Board of Directors reviews safety data on a quarterly basis.

Regional EHS managers are charged with making sure all AAM safety programs are properly integrated and aligned with corporate policies, and assist with incidents and investigations. Together, Regional EHS managers and facility leads identify gaps and corrective actions. Solutions are shared on a biweekly basis, along with identifying best practices. In addition, AAM management receives weekly performance summaries.

In 2024, the corporate EHS team took steps towards a more robust safety program for our contractors and

suppliers. Understanding the safety practices of a company's suppliers is crucial to ensure compliance, minimize risks, and protect both Associates and the business. AAM launched a new third-party monitoring tool that will both help pre-qualify new suppliers and monitor existing ones.

As a part of the local facility management structure, EHS facility leads are tasked with acting on behalf of AAM, specifically regarding the adherence to established safe work practices, procedures and training requirements. The local leads investigate incidents and conduct internal safety audits. Findings are tracked and analyzed to identify root causes and implement corrective actions.







2024 SUSTAINABILITY REPORT OVERVIEW ENVIRONMENTAL <u>SOCIAL</u> PRODUCT SUPPLY CHAIN GOVERNANCE APPENDIX

S⁴ SAFETY OPERATING SYSTEM

The S⁴ Safety Operating System POWERS our safety culture, and ensures that proper procedures and improvement strategies are in place. The S⁴ Safety Operating System is designed to deliver operational excellence by leveraging our global standards, policies and best practices across all disciplines.

The S⁴ System provides a structured, data-driven approach toward continuous improvement and encourages proactive practices. To ensure that the S⁴ System performance targets are being met, we perform

a semiannual corporate assessment that gauges each plant's adherence to AAM's and industry standards.

In 2024, global EHS conferences were held in the U.S. and Europe where EHS facility leaders worked together to learn and improve AAM's safety practices. The topics covered in these conferences included analysis of data trends, best practices in incident investigations and root cause analysis.

As a result, many AAM facilities achieved safety milestones. For example, we had nine facilities that achieved more than 500 days without an incident.

~317,000

HOURS OF SAFETY TRAINING COMPLETED IN 2024

- 5 Why and Root Cause Analysis
- Personal Protective Equipment Use
- Safety at Home
- Fire Hazard Safety
- Chemical Safety

AAM S⁴ LEVEL VS. TOTAL RECORDABLE INCIDENT RATE (TRIR)

Proactive safety management is the ultimate goal of the S⁴ Operating System. Plants that achieve a Level 4 rating show a maturity in their systems and culture with a bias toward high levels of auditing and hazard elimination. The result is a direct correlation between the S⁴ level and the number of incidents experienced in each facility. The higher the S⁴ level, the fewer injuries those facilities experience. For 2024, facilities at a Level 3 had a TRIR of 2.35, facilities at a Level 4 had a TRIR of 0.61.



LEVEL 1

Safety system is largely reactive, focused on compliance without any real culture of safety engrained in management or the facility's Associates.

LEVEL 2

Management is committed to safety, but systems, policies and procedures are not mature. Training and specific expectations are emphasized, but performance is not manifesting in sustained metrics.

LEVEL 3

Safety culture within management and all Associates is taking hold. Performance in lagging indicators are trending positively. Individual Associates are trained, knowledgeable and are personally committed to safety.

LEVEL 4

Safety system is fully implemented and mature, resulting in positive and sustainable lagging and leading indicators. Facility safety culture is fully manifesting in proactive and interdependent behaviors to eliminate hazards, promote organizational pride and care for others.



SAFETY PERFORMANCE METRICS

2024 SUSTAINABILITY REPORT

Safety at AAM is a top priority and is reinforced by our Associate-led proactive culture. Various safety metrics can play a vital role in preventing injuries and illnesses. Leading indicators can also shed light on the effectiveness of safety and health activities. We aim to ensure every person at our facilities is safe. In 2024, we had zero fatalities.

YEAR	2021	2022 (1)	2023	2024 (2)
Total Recordable Incident Rate (TRIR)	0.90	0.95	0.85	0.7
Frequency Rate	0.32	0.36	0.42	0.37
Severity Rate	16.18	11.43	15.41	15.02

Total Recordable Incident Rate (TRIR) is a safety metric used to quantify the number of work-related injuries and illnesses within a given time period. TRIR takes into account both minor incidents that require medical treatment and more severe incidents resulting in lost workdays or restricted duties.

Frequency Rate is a safety metric that quantifies the number of workplace incidents relative to the total number of hours worked. This metric provides insight into how often accidents occur in a specific workplace.

Severity Rate is a safety metric that reflects the magnitude of workplace incidents. It takes into account the number of days lost due to injuries or illnesses and relates it to the total number of hours worked.

⁽¹⁾ Starting in 2022, consolidated results include legacy AAM facilities and former Tekfor facilities (June – December).

^{(2) 2024} Near Miss Frequency Rate is 3.21.



RESPECT FOR HUMAN RIGHTS

Our policies and programs related to human rights show our ongoing commitment to defending the dignity of our Associates, communities and supply chain throughout our global operations.

In 2024, we enhanced our <u>Human Rights Policy</u> to include providing a work environment that is free from discrimination or harassment based on ethnicity. We also added the OECD Guidelines for Multinational Enterprises to the list of organizations with which we align. AAM continues to embrace the United Nations Guiding Principles on Business and Human Rights, International Bill of Human Rights, and the International Labour Organization's Declaration on Fundamental Principles and Rights at Work.

RIGHTS OF MINORITIES AND INDIGENOUS PEOPLES

AAM respects the rights of local communities to have decent living conditions, education, employment, social activities and the lands on which they live, with consideration for the presence of vulnerable groups.

LAND RIGHTS AND FORCED EVICTION

AAM avoids forced eviction and the deprivation of land, forests and waters in the acquisition, development or other use of land, forests and waters.

COMMUNITY AND STAKEHOLDER ENGAGEMENT

AAM respects the cultures and traditions of Indigenous People in each country where we operate. We act with integrity and in good faith to gain the trust and support of the communities where we operate. We look to partner with companies and organizations that share our values and position on human rights.

DIVERSITY AND INCLUSION, HARASSMENT AND DISCRIMINATION

AAM values and advances the diversity and inclusion of our Associates. We are committed to providing a work environment that is free from all discrimination or harassment, including that based on age, race, color, sex, religion, marital status, sexual orientation, genetic history or information, gender identity or expression, disability, protected veteran status, national origin, ethnicity or other characteristic protected by law. We are committed to the protection of women's rights and providing equal opportunities for all Associates. We do not tolerate disrespectful or inappropriate behavior, unfair treatment or retaliation of any kind.

HEALTH AND SAFETY IN THE WORKPLACE

The health and safety of our Associates is of paramount importance. AAM is committed to providing and maintaining a safe and healthy workplace, including safe drinking water and sanitation, that complies with applicable health and safety laws and regulations. We encourage Associates to raise any health or safety workplace concerns with management, fostering a climate of openness, responsiveness to, and remediation of health and safety issues.

WORKPLACE SECURITY

The safety and protection of our Associates is our greatest concern. AAM has taken steps to help prevent incidents of violence from occurring in the workplace. Prompt and remedial action will be taken against anyone who engages in any inappropriate and/or unlawful act or behavior.

FORCED LABOR AND HUMAN TRAFFICKING

AAM prohibits the use of all forms of forced labor, including prison labor, indentured labor, bonded labor, military labor, modern forms of slavery and any form of human trafficking.

CHILD LABOR

AAM prohibits the employment of children where the age of employment is not in accordance with applicable laws.

WORK HOURS, WAGES AND BENEFITS

The work hours, wages and benefits of our Associates are comparable with those paid and offered by other employers in our industry, and in accordance with applicable collective bargaining agreements. AAM monitors these matters throughout the industry and complies with applicable laws.

MONITORING AND REPORTING

AAM maintains several mechanisms for reporting potential issues and suspected violations. These include a toll-free business ethics hotline operated by an independent third party, which provides Associates, suppliers, contractors or others with a 24/7, confidential means to report any incidents or concerns by phone or our web-based reporting system. Should we become aware of violations among our Associates, supply base or other business partners, we will take appropriate action. We maintain strong anti-retaliation policies that prohibit retaliation against any individual who, in good faith, reports a suspected violation.

LABOR RELATIONS

We respect our Associates' rights to collective bargaining and freedom of association.

None of our decisions or operations limit or condition these rights of our Associates. Our Human Rights Policy states that we respect our Associates' right to form, join, or not to join a labor union without fear of reprisal, intimidation or harassment. Where Associates are represented by a legally recognized union, we are committed to bargaining in good faith with their union representatives.

We go beyond a bargaining relationship with the Unions and Works Councils with whom we interact. Through the creation of local committees, we partner with the local representations to jointly monitor and improve upon our Associates' safety conditions, training programs and other workplace practices.

10,264

HOURLY ASSOCIATES WITH UNION AFFILIATION

~73%

HOURLY ASSOCIATES
WITH UNION AFFILIATION

42

UNIONIZED FACILITIES

12

EUROPEAN WORKS COUNCILS

20

LABOR UNIONS

17 LABOR CONTRACT NEGOTIATIONS
SUCCESSFULLY COMPLETED WITHOUT
DISRUPTION TO OPERATIONS





MUTUAL RESPECT

Our Mutual Respect Statement underscores AAM's commitment to fostering positive, collaborative relationships and promoting open dialogue while maintaining a safe environment. It highlights the importance of valuing others and treating everyone with dignity and respect.

The AAM Mutual Respect Statement has continued to be positioned as a priority in our daily activities, setting the tone at the beginning of meetings with our internal and external stakeholders. Its impact has expanded beyond meetings, gaining presence and relevance in our daily operations, with messaging integrated into our floor operation boards at some facilities. We are convinced that this ongoing focus helps create a more positive and productive environment for our Associates, customers and suppliers.

Our Mutual Respect Statement has been translated for all global Associates and forms the cornerstone of AAM's commitment to our diverse workforce.



PROHLÁŠENÍ SPOLEČNOSTI

AAM O VZÁJEMNÉ ÚCTĚ

V AAM si vážíme pozitivních vztahů založených na vzájemné úctě

mezi členy týmu i dalšími zainteresovanými stranami. Každý člen

týmu AAM má povinnost utvářet bezpečné a přívětivé prostředí

založené na respektu, kde je každý jedinečný hlas vyslyšen

AAM का पारस्परिक सम्मान

वक्तव्य

"AAM में, हम अपने साथियों और अन्य प्रमुख हतिधारकों के साथ

सकारातुमक और सहयोगी संबंधों को महत्व देते हैं। #TeamAAM

का प्रत्येक सदस्य एक सुरक्षति, सम्मानजनक और स्वागत

योग्य वातावरण सुनश्चित करने के लिए जिम्मेदार है जहाँ हर

अनुठी आवाज़ को सुना और सराहा जाता है

AAM' चे परस्पर आदराचे वधान

AAM मध्ये, आम्ही आमच्या टीममेट आण इतर प्रमुख

भागधारकांसोबत सकारातमक आणि सहयोगी नातेसंबंधांना

महत्त्व देतो. #TeamAAM चा प्रत्येक सदस्य सुरक्षति,

जबाबदार आहे जिथे प्रत्येक वेगळा आवाज ऐकला जातो आणि तयाला मोल दिले जाते.

DECLARA IA PRIVIND

RESPECTUL RECIPROC

La AAM, apreciem relațiile pozitive și de colaborare cu colegii noștri

de echipă și cu alte părți intersate importante. Fiecare membru al

#TeamAAM este responsabil pentru asigurarea unui mediu sigur,

respectuos și primitor, în care fiecare voce unică este ascultată și prețuită.

AAM ၏ အပြန်အလှန်လေးစားမှ ဆိုင်ရာ ထုတ်ပြန်ချက်

AAM တွင် ကျွန်ုပ်တို့သည် ကျွန်ုပ်တို့၏အသင်းသားများ၊ အခြားအဓိက သက်ဆိုင်သူများနှင့် အပျည်ဘဓာဆဓာင်ပါး ပူးပင်္ပြီးဆဓာင်ရွက်သဓာ ဆက်ဆံရင်းမျိုးရှိခင်ြီးကို တန်ဖိုး ထားပါသည်။ #TeamAAM ၏အဖွဲ့ဝင်များအနဖေငြ့် ဘင်္ကောင်း သဓာ၊ လင်္ဈေားမှရှိသဓာ၊ နှင်းထွင်းပျငှာသဓာ ပတ်ဝန်းကျင် ကို သချောပပြောရရှိစရေန် တမူထူးခြားသဓာအက်ပြခြုက် များကို နားထဓာင်ပင်းကွာ တန့်ဖိုးထားပင်းရန် တာဝန်ရှိ

MUTUAL RESPECT STATEMENT

At AAM, we value positive and collaborative relationships with our teammates and other key stakeholders. Each member of #TeamAAM is responsible for ensuring a safe, respectful and welcoming environment where every unique voice is heard and valued.

AAM COV NOE LUS OHIA KEV SIB HWM

Nyob rau ntawm AAM, peb saib txoj kev sib raug zoo thiab kev sib koom tes ua qhov tseem ceeb nrog peb cov npoj yaig thiab lwm tus neeg muaj feem cuam tshuam. Txhua tus tswv cuab ntawm #TeamAAM ua lub luag haujlwm los ua kom muaj xwm ib puag ncig muaj kev nyab xeeb, muaj kev sib hwm thiab txais tos uas txhua lub suab tshwj xeeb raug hnov thiab muaj nuj nqis.

OŚWIADCZENIE O WZAJEMNYM SZACUNKU W AAM

W AAM cenimy sobie pozytywne i oparte na współpracy relacje z pracownikami i innymi kluczowymi partnerami. Każdy członek #TeamAAM ma obowiązek zapewnić bezpieczne, oparte na szacunku i przyjazne środowisko pracy, w którym głos każdego pracownika będzie wysłuchany i doceniony.

DECLARACIÓN DE RESPETO MUTUO DE AAM

En AAM, valoramos las relaciones positivas y de colaboración con nuestros compañeros de equipo y otros grupos de interés clave. Cada miembro del #TeamAAM es responsable de garantizar un entorno seguro, respetuoso y agradable donde cada voz unica es escuchada y valorada.

DÉCLARATION DE RESPECT MUTUEL D'AAM

Chez AAM, nous apprécions les relations positives et coopératives avec nos collègues et autres intervenants clés. Chaque membre de la #TeamAAM a la responsabilité de garantir un environnement sûr, respectueux et accueillant où chaque voix unique est entendue et valorisée.

DECLARACIÓ DE RESPECTE MUTU D'AAM

A AAM, valorem les relacions positives i col·laboratives amb els nostres companys d'equip i altres grups d'interès clau. Cada membre de #TeamAAM és responsable de garantir un entorn segur, respectuós i acollidor, en el qual s'escoltin i es valorin totes les veus.

AAM "相互尊重"声明

在 AAM,我们重视与团队成员和其他关键利益相关者建立积极的协作关系。 #TeamAAM 的每位成员都有责任共建一个安全无忧、相互尊重和友好舒适的环境,让每个独特的声音都得到倾听和重视。

ERKLÄRUNG VON AAM ZU GEGENSEITIGEM RESPEKT

Bei AAM legen wir Wert auf ein positives und kollaboratives Miteinander unserer Kolleg:innen und Stakeholder:innen. Jede Person im #TeamAAM ist dafür verantwortlich, eine sichere, respektvolle und offene Umgebung zu schaffen, in der jede individuelle Stimme gehört und geschätzt wird.

AAMの相互尊重声明

AAMではチームメートやその他の主要利害関係者との前向 きで協力的な関係を大事にしています。♯チームAAMの各メ ンバーは、個々の意見をすべて聞き大切にし、安全で礼儀 正しく心地よい環境を確保する責任があります。

AAM 상호 존중 선언문

AAM의 임직원인 우리는 팀원 및 기타 주요 이해 관계자와의 긍정적이고 협력적인 관계를 중요하게 생각합니다. #TeamAAM은 각 구성원의 의견을 경청하고 가치 있게 여기며 안전하고 서로 존중하며 환영하는 환경을 보장할 책임이

DECLARAÇÃO DE RESPEITO MÚTUO DA AAM

Na AAM, valorizamos relacionamentos positivos e colaborativos com nossos colegas de equipe e outras partes interessadas importantes. Cada membro da #TeamAAM é responsável por garantir um ambiente seguro, respeitoso e acolhedor, onde cada voz única é ouvida e valorizada.

AAM-ன் பரஸ்பர மரியாத அறிக்க

AAM-ல், எங்கள் குழுவினர் மற்றும் பிற முக்கிய பங்குதாரர்கள் உடனான ஆக்கபூர் வமான மற்றும் ஒருங்கிணநை தஉறவுகளை நாங்கள் மதிக்கிறரோம். ஒவ் வொருவரின் தனிப்பட்ட கருத்தும் கடேக்பபடும் மற்றும் அதற்கு மதிப்பளிக்கப்படும் வகயைிலான, ஒரு பாதுகாப்பான, மரியாதகை குரிய மற்றும் வரவறே கும்படியான சூழலை உறுதி சயெவதற்கு #டமே AAM-ன் ஒவ்வொரு உறுப்பினருக்கும் பொறுப்புள்ளது.

DECLARAÇÃO DE RESPEITO MÚTUO DA AAM

Na AAM, valorizamos relacionamentos positivos e colaborativos com nossos colegas de equipe e outras partes interessadas importantes. Cada membro da #TeamAAM é responsável por garantir um ambiente seguro, respeitoso e acolhedor, onde cada voz única é ouvida e valorizada.

คำประกาศว่าด้วยการเคารพซึ่งกัน และกันของ AAM

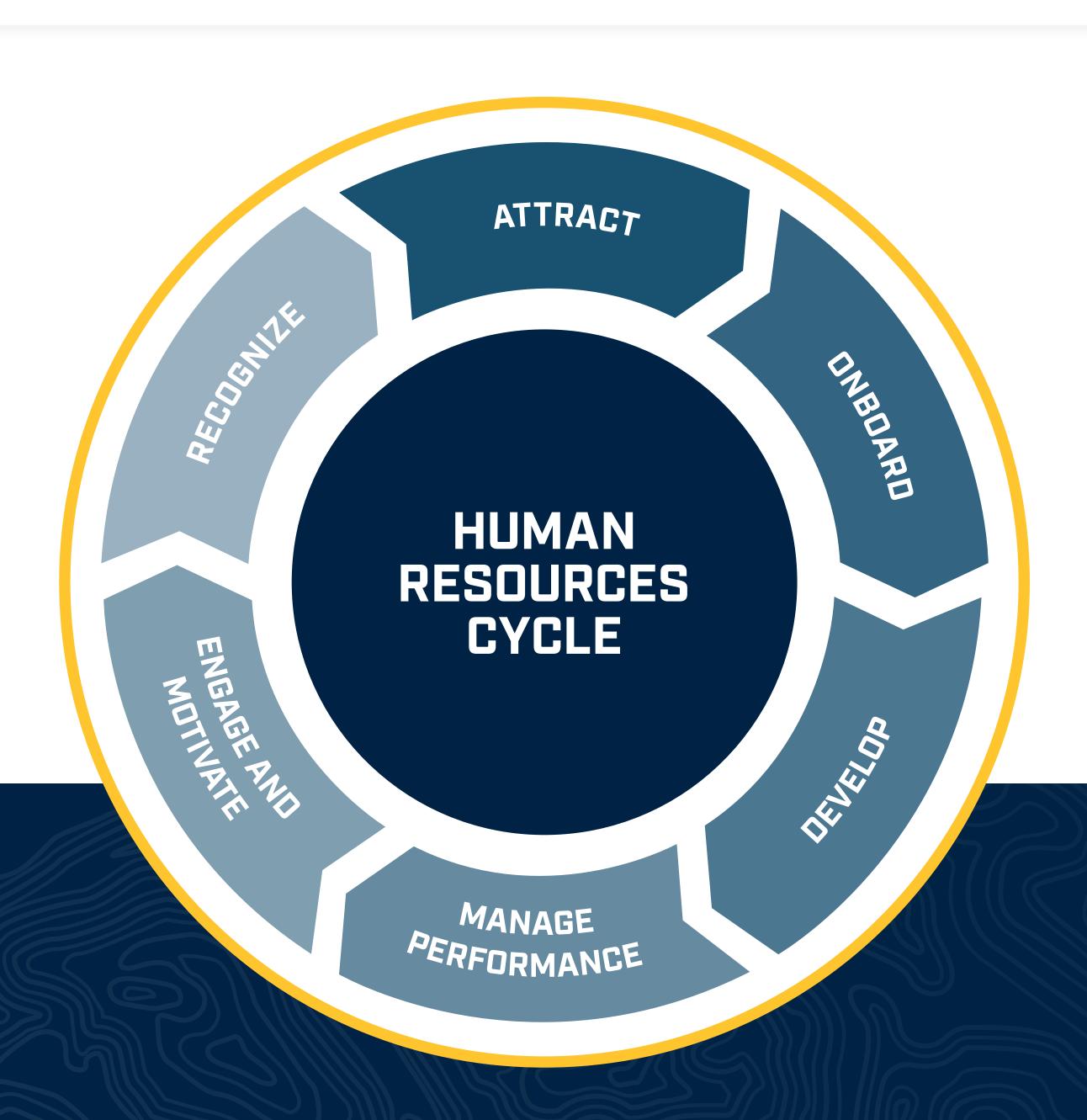
ที่ AAM เราให้ความสำคัญกับความสัมพันธิ์เชิงบวกและการ ทำงานร่วมกันกับเพื่อนร่วมที่มและผู้มีส่วนเกี่ยวข้องหลักอื่นๆ สมาชิกแต่ละคนของ #TeamAAM มีหน้าที่รับผิดชอบในการ สร้างความมันใจในสภาพแวดล้อมที่ปลอดภัยให้เกียรติ และ เป็นกันเอง โดยที่ทุกเสียงที่มีเอกลักษณ์จะได้รับการรับฟังและ ให้คุณค่า

25



HUMAN RESOURCES

At AAM, our Human Resources responsibilities are managed by the Senior Vice President of Human Resources and Sustainability, who reports directly to the CEO. The HR organization provides guidance and support across a variety of areas such as Talent Management, Diversity, Equity and Inclusion (DEI), Labor Relations, Compliance, Benefits and Compensation, and Human Resources Information Systems. Along with the Corporate HR Associates who manage global programs and processes, regional HR teams are responsible for supporting daily operations, along with local requirements and processes such as monitoring compliance with applicable labor regulations. Every AAM location has an HR professional who works with the facility staff to drive accountability in our processes and systems.



ENVIRONMENTAL

OVERVIEW



TALENT ATTRACTION AND RETENTION

Attracting and retaining Associates is essential to our growth and success. When we attend career fairs and other recruiting events, our goal is to attract individuals who will join our team and grow with us over the long term. To make this happen, we recognize the importance of having a well-defined strategy to develop and engage our Associates effectively.

Associates' experiences begin with an onboarding plan that immerses our Associates in the AAM environment, provides the necessary training, builds their internal network and aligns individuals' goals to those of our Company. Along with providing training that starts on their first day, newly hired Salaried Associates are partnered with a buddy to assist with the cultural and operational connection between the new Associates and our Company.



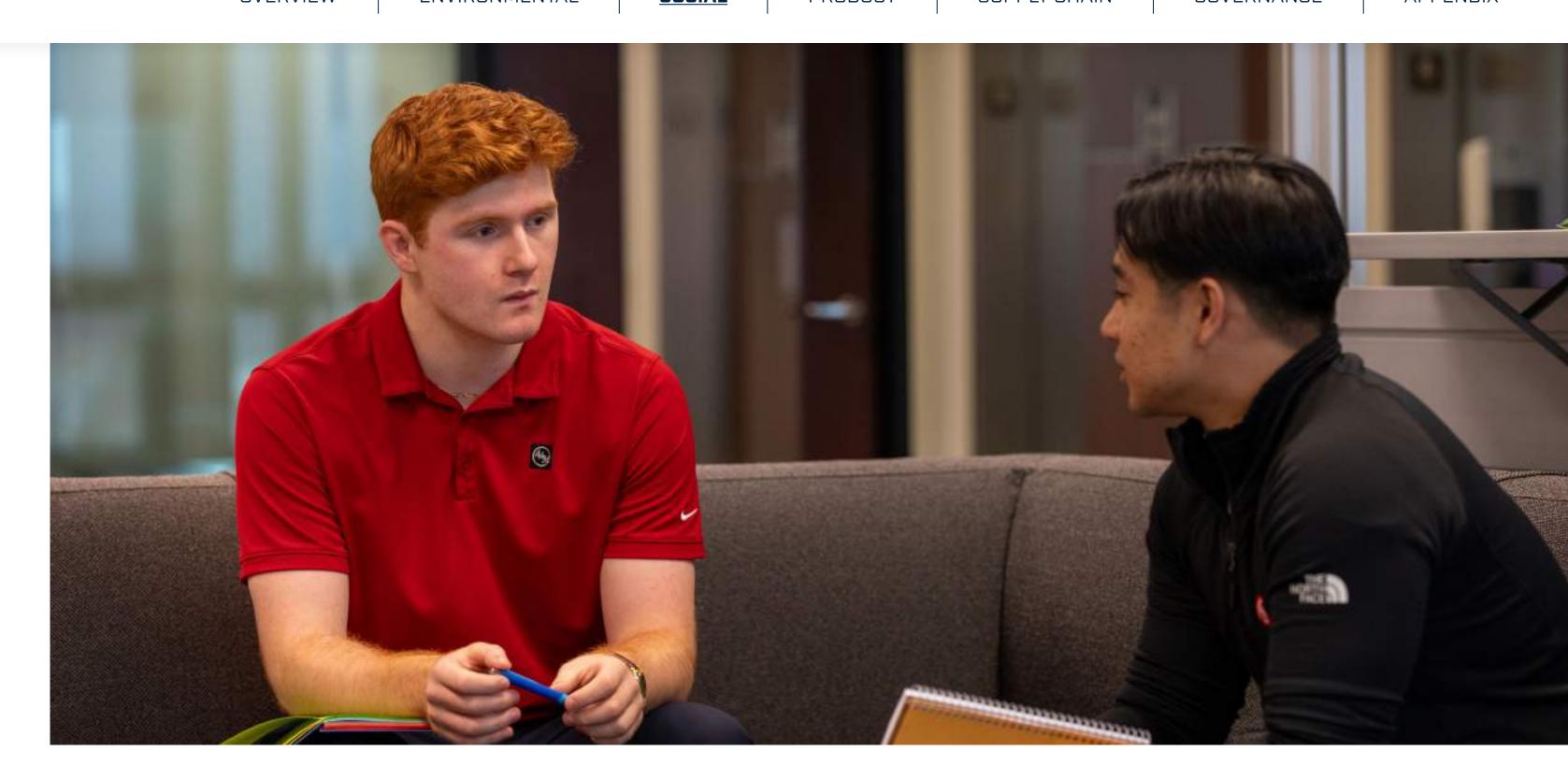
FEEDBACK AND ENGAGEMENT

We recognize the positive influence that open communication with our Associates can have on our culture. That is why we encourage feedback through various channels. This approach creates opportunities for Associates to share questions, ideas and concerns, as well as learn more about their colleagues, leadership, our Company and strategy.

We know that successful engagement and feedback are not once-a-year initiatives. We proactively connect with our Associates through programs such as our Lunch with Leaders and our expanded Skip Level Meetings. These small group and one-on-one opportunities provide Associates a chance to share their thoughts and experiences with others outside of their day-to-day interactions. The engagements also allow Associates to learn what is happening within the company or across departments – from positive and challenging perspectives. These meetings are also helpful because they allow for open communication between Associates and senior management.

AAM launched our second confidential Associate engagement survey. This survey is structured to gain opinions and feedback on the working environment, job fit, growth opportunities, mutual trust, leadership, engagement sentiment and inclusivity from our global Associates. The level of participation significantly increased compared to the survey two years prior, with more than 80% of our Associates sharing their feedback. This 14-point increase means that over 15,000 Salaried and Hourly Associates contributed to the 2024 Global Engagement Survey.

Along with the increasing participation level, AAM continued to maintain an overall positive result of 3.7 on a 5-point scale. Each leader shared their location's results and what related actions would be taken in the coming year. Progress updates will be provided to Associates throughout 2025.



PERFORMANCE MANAGEMENT AND REVIEW PROCESS

At AAM, we have a robust global performance management and review process. The goal is to help Associates grow in their role, drive meaningful development conversations and ensure strong results are being accomplished. At the start of each year, Salaried Associates identify their personal goals that connect to AAM's larger goals which are shared by our CEO. To encourage feedback and alignment, managers and Associates conduct development and performance check-ins throughout the year to confirm they are progressing as expected. Toward the end of the year, Associates complete self-reviews which are followed by manager evaluations and a feedback discussion.

AAM strives to build leaders by following a continual talent planning process that connects organizational needs with the aspirations and goals of our Associates. The process begins with Associates completing talent profiles regarding their career interests and skills. Managers share their feedback in an assessment activity and a succession plan review is conducted across the organization. These reviews occur across business units to ensure leaders are exposed to global talent, driving consistency, and aligning development actions with potential future opportunities and experiences. By taking this approach, we establish strong succession plans, create development strategies for Associates and promote the visibility of talent.



ASSOCIATE RECOGNITION

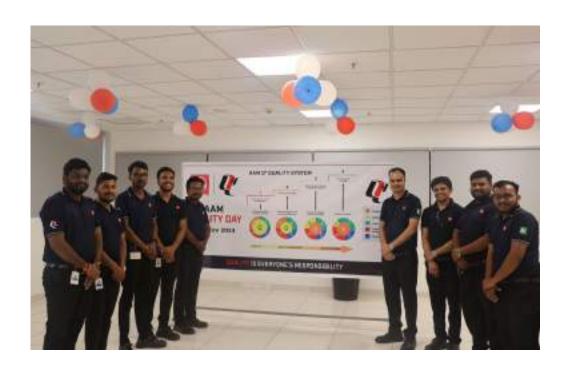
We recognize the commitment of our Associates to AAM's success. To celebrate and acknowledge their contributions, we have implemented both formal and informal recognition programs. Some programs are connected to specific milestones or contributions such as years of service and significant project completion. In addition, we encourage informal ways of recognizing each other such as in-person appreciation or using our #TeamAAM Shout Out process. The Shout Out program on our intranet provides Associates the flexibility to submit recognition for fellow colleagues around the world that excel in their roles and go above and beyond. It is a way to acknowledge their hard work, dedication and accomplishments in a fun and interactive way.

Along with individual recognition, we hosted several Associate appreciation events globally. Some events included the Associates' families, as we value the support of those connected with our Associates.



FAMILY DAY CELEBRATION

Associates from our Detroit area facilities were invited to bring family and friends for a night of fun and exploration at the historic Greenfield Village.



CELEBRATING QUALITY EFFORTS

Our Chakan Manufacturing Facility in India celebrated Associates' commitment to quality, recognizing their significant quality milestones, including zero customer complaints.



RECOGNIZING FEMALE ASSOCIATES

In honor of International Women's Day, initiatives in the Czech Republic, India, France, U.S. and Mexico recognized and celebrated female Associates.



SENIORITY RECOGNITION

Associates from our Three Rivers Manufacturing Facility in the U.S. were recognized for their seniority and commitment at AAM.



ASSOCIATES CELEBRATED FOR CONTINUOUS LEARNING

Associates at our El Carmen Manufacturing Facility in Mexico were recognized for their participation in the facility's first Casting Specialization Program.



SUPPORTING SAFETY

Associates at our Changshu Manufacturing Complex in China were recognized during Safety Month for demonstrating their commitment to safety.











AAM360

AAM360 is a comprehensive program designed to support our Associates' experience and reinforce AAM's talent strategy. Its four components provide the tools and resources for our Associates to develop both personally and professionally:

- **Benefits and More:** includes compensation and a variety of AAM-sponsored benefits, such as healthcare, dental, life insurance, etc.
- POWER Up: encompasses health and wellness programs
- **LEVEL Up:** focuses on development and learning activities
- #TeamAAM: involves opportunities for community engagement and team building









BENEFITS AND COMPENSATION

We recognize that a crucial element of our strategy to attracting, retaining and developing our Associates has to do with our compensation and benefit plans. We value the ongoing contributions of our Associates and are committed to ensuring our programs remain competitive, supporting both our business objectives and aligning with the interests of our stakeholders.

An annual compensation and benefits review against industry peers continues to be a priority in our strategy. We perform this initiative at each location through local or regional market data to ensure alignment or make adjustments to address gaps, where needed. To support our Associates across the globe, we offer a variety of benefits depending on their geographic location, with the goal to be competitive in all our local markets. For example, Hinge Health is a comprehensive digital exercise therapy program. It focuses on areas such as preventive, acute, chronic and surgery evaluation of back and joint health.

THE PROGRAM INCLUDES:

- Easy, physical therapy sessions that can be done virtually anywhere, anytime.
- Sessions to reduce pain and increase strength and mobility.
- Wearable sensors that provide motion-tracking technology and feedback on exercise form.
- Professional support such as:
 - Physical Therapists focused on physical recovery.
 - Health Coaches who are catalysts for behavior change.
 - Physicians and orthopedic surgeons who provide expert medical opinion regarding surgery options.





WELLBEING

The overall wellbeing of our Associates is a top priority for us worldwide. AAM provides a comprehensive benefits package that supports four pillars of wellbeing: physical, emotional, financial and social. Through our POWER Up program, these pillars focus on promoting a safe, healthy and fulfilling lifestyle. Each year, AAM evaluates its benefits program globally to ensure all Associates receive the necessary support to maintain their overall wellness in these areas.

PHYSICAL WELLBEING:

To "thrive" physically means to understand and manage one's health, navigating through and recovering from an illness or injury and taking appropriate preventative actions.



AAM PROGRAMS THAT SUPPORT PHYSICAL WELLBEING:

Annual Physicals

- Tobacco Coaching
- Preventative Screenings/Immunizations

Livongo Diabetes Prevention and Management

- Hinge Health (for joint pain) Progyny Fertility Benefits
- Livongo for Hypertension

AAM PROGRAMS THAT SUPPORT EMOTIONAL WELLBEING:

- Employee Assistance Program (EAP)
- Behavioral Health Network (in-person, virtual/digital)
- Stress Management and Meditation Programs
- Parental Leave Policy

Being emotionally "balanced" means being self-aware, maintaining good mental health, being resilient, coping with emotional triggers and dealing with a life crisis.

EMOTIONAL WELLBEING:



FINANCIAL WELLBEING:

Achieving the state of being financially "secure" means having the financial ability to manage commitments, protect against risks, save for contingencies or future needs and cope with financial shock.



AAM PROGRAMS THAT SUPPORT FINANCIAL WELLBEING:

- Retirement Readiness
- Debt Management
- Financial Education and Planning
- Lifestyle Account

SOCIAL WELLBEING:

Being "connected" is interacting well with others by accepting diversity, being inclusive, knowing how to collaborate with others, successfully resolving conflicts and adapting to change.



AAM PROGRAMS THAT SUPPORT SOCIAL WELLBEING:

- Corporate and Social Responsibility
- **Community Service**
- Associate Resource Groups





Early Career, DEI, Mentorship and Leadership.



CAREER AND DEVELOPMENT

SOCIAL

The engagement and development of our Associates equips them to face current and future challenges. Through our LEVEL Up program, we are dedicated to fostering a culture of learning and growth, helping our Associates achieve their full potential at every stage of their career. For example:

- For newly hired and new assignment positions, the supervisor and Associate jointly identify areas for development based on key elements of the job.
- As new technology affects an Associate's job responsibilities, development opportunities are identified by the supervisor and recommendations are made by the Talent Management team regarding related learning initiatives.
- Leadership development programs are discussed between the supervisor and Talent Management to support the progression of our Associates.
- To help our Associates identify their own areas of growth, every Salaried Associate has a Personalized Development Plan.

As a part of AAM's ongoing development planning, assessment and evaluation procedures, we use a four-level process to determine the quality of learning offerings and the effectiveness of the training:

- Associate feedback on the overall experience.
- Pre/post testing where available and appropriate.
- Transfer of knowledge based on training matrix progression and supervisor feedback when appropriate.
- Implementation of projects when applicable, based on operational and financial data analysis.

Results of the evaluations can lead to corrective actions, such as course revisions, if needed.



HOURLY ASSOCIATE DEVELOPMENT

These programs are designed to support our Hourly Associates in enhancing their technical skills, specializing in specific areas or technologies, and providing the resources needed to advance in their careers. We remain committed to the development of our hourly workforce, helping them prepare for new challenges and growth opportunities within the organization through initiatives that strengthen their technical expertise.

EXAMPLES INCLUDE:

- Hourly Progression: This program focuses on the growth of our Associates' experience and skills to remain competitive while also providing them the necessary training on safety, quality and other technical competencies.
- Operator and Technician Certification: Associates receive the required, specialized training that is needed to support the specific type of equipment and technology installed at their facilities. The training supports their current areas of operation, along with opportunities to assist them in advancing their careers.
- **Team Leader Development:** This program prepares Associates to supervise the hourly workforce, including managerial skills and process knowledge for both labor and production requirements. This allows them to meet daily schedules, oversee process and quality controls, monitor performance and provide feedback.







EARLY CAREER DEVELOPMENT

These programs aim to support our Summer Intern and Co-Op Associates in the early stages of their careers, helping them build the skills, knowledge and experience necessary for long-term success at AAM. We are committed to attracting and retaining future talent by strengthening our partnerships with over 50 global universities and organizations to collaboratively develop the next generation of AAM Associates and technical experts.

EXAMPLES INCLUDE:

- We engage students through programs that introduce them to AAM and our daily challenges, offering real-world experience and the opportunity to expand their technical skills. These initiatives include key interactions with AAM leadership and subject matter experts, supporting students' future career growth.
- Our Early Career Rotational Program offers diverse experiences to help develop future AAM leaders and technical experts. The 18-month

- program includes three six-month rotations, focusing on critical skills needed for both current and future business needs.
- The EcoCAR EV Challenge is a four-year collegiate automotive engineering competition, providing hands-on learning. AAM supports multiple universities in the competition, offers scholarships to participants and is proud to have EcoCAR alumni join our team.



DEI DEVELOPMENT

These offerings are intended to increase our Associates' awareness and provide tools to help them operationalize Diversity, Equity and Inclusion (DEI). The aim is to put those learnings into action in their day-to-day interactions to create a positive work culture and sustain a diverse, equitable and inclusive environment.

EXAMPLES INCLUDE:

- CADIA Accelerator Program and CADIA Connects: This
 partnership with the Center for Automotive Diversity, Inclusion
 & Advancement (CADIA) provides an external opportunity for
 our Associates to participate in a variety of programs which
 provide an open exchange of information and best practices
 for diversity and inclusion.
- Lunch with Leaders: Small, cross-functional groups of Associates are partnered with an AAM leader for open discussions. These candid conversations provide a safe space for Associates to voice thoughts and questions on a variety of topics including AAM's business plans and our culture.
- Mutual Respect: All Salaried Associates were required to complete this course to create awareness around the importance of communicating appropriately and speaking up when necessary. The course reinforces that all Associates play an important role in creating a respectful and understanding work environment and that AAM supports a "speak up" culture.











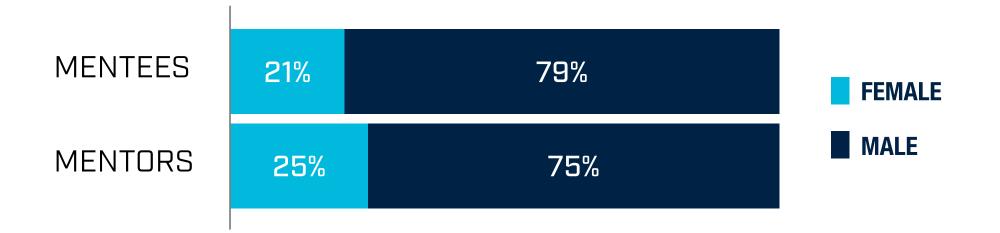
MENTORSHIP

These opportunities are designed to support professional growth, allowing our Associates to develop global cross-functional relationships with leaders. They also offer valuable feedback and guidance on performance, projects, career advancement and innovation.

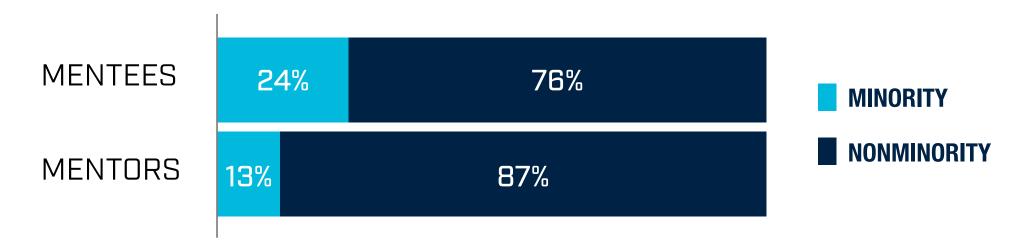
EXAMPLES INCLUDE:

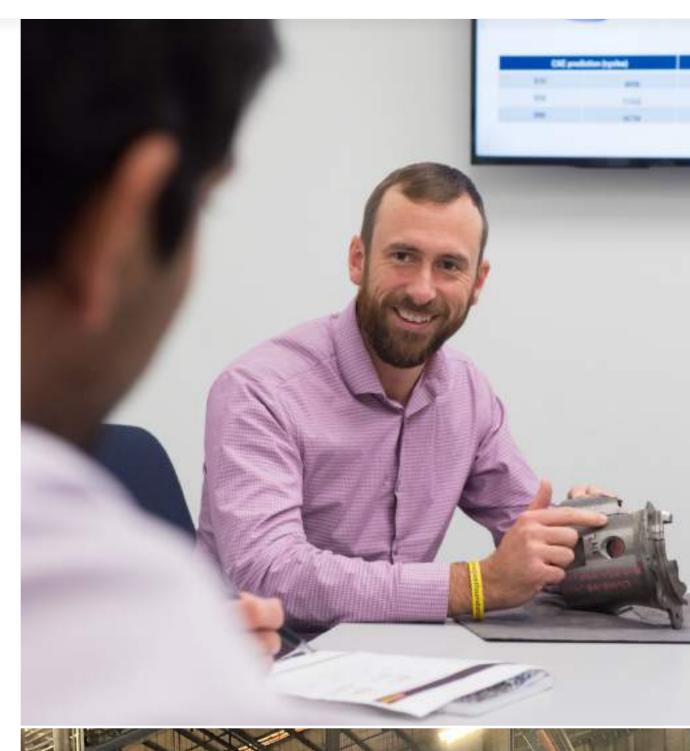
- Global Mentor Program: The AAM Global Mentor
 Program continued to thrive in 2024, with more than 80
 pairings across the globe. We are focused on increasing
 the diversity of mentors to encourage the participation
 of mentees from underrepresented groups.
- Buddy Program: An existing Salaried Associate provides guidance and support to newly hired talent during the onboarding process. As the needs of our company and industry shift, we will continue to expand our professional development and mentorship opportunities.

GLOBAL GENDER PARTICIPATION



U.S. RACE AND ETHNICITY PARTICIPATION













LEADERSHIP DEVELOPMENT

These initiatives are designed to foster the growth of our Salaried and Executive Associates, challenging them to enhance their thinking, planning, decision-making, and both soft and technical skills.

EXAMPLES INCLUDE:

- Problem-Solving Cultural Excellence: AAM utilizes the Shainin problem-solving approach that combines engineering insight with statistical thinking throughout our global enterprise and has developed an apprentice course.
- Plant Manager Development: Our Plant Manager Development Program includes an assessment process, feedback, networking and action learning projects.
- **Executive Development:** Our Executive Development Program assesses key senior-level Associates on the skills and behaviors needed to be a successful executive at AAM, and provides coaching and development opportunities.





COMMUNITY ENGAGEMENT

#TeamAAM embodied the strength and dedication of our Associates while actively supporting and enhancing the communities where we worked and lived. Our community engagement efforts made a meaningful difference globally, driven by both financial contributions and volunteerism. We were proud to continue expanding our support for organizations focused on families, youth, education, well-being and social equality.

We reinforced our commitment to community involvement by offering AAM Salaried Associates 16 paid hours each year to volunteer during the workday, allowing them to contribute to community events without using personal time. Additionally, Associates were able to financially support these initiatives through AAM's Executive Charitable Program.

In 2024, #TeamAAM volunteered more than 6,200 hours worldwide and contributed over \$1 million (USD) to over 90 organizations, making a positive impact in our communities. Beyond volunteering and financial donations, our facilities also participated in 5K charity runs, sponsored local sports teams, organized toy, food, and resource drives, hosted appreciation events for community first responders, held blood drives and more.































































2024 COMMUNITY STORIES



Our Associates at AAM's Hausach Manufacturing Facility in Germany hosted a "Christmas in a Shoebox" drive. The event involved Associates packing shoeboxes with gifts, essentials and festive items for children in need. #TeamAAM collected a wide range of donations which were sent to Berlin for distribution to children at Christmas in Eastern European countries such as Moldova, Ukraine and Romania.



#TeamAAM Associates from our facilities in Mexico donated food and clothing to the Instituto para las Mujeres Guanajuatenses (IMUG). IMUG is an organization dedicated to promoting gender equality and empowering women in Guanajuato through initiatives that support women's rights, economic independence and personal and professional development.

The donated items included clothing, shoes, paper towels, dry goods and other essentials.



Associates from our Halifax Manufacturing Facility in the United Kingdom supported our communities by organizing a food drive for The Gathering Place, a local nonprofit dedicated to providing help and resources to people in crisis.

A variety of donations were received from Associates, including groceries, baby products and essential hygiene items for men and women.



Associates at our Asia Headquarters & Engineering Center supported the Wujiadian Hope School in Jinzhai, Anhui Province, China. #TeamAAM contributed approximately \$1,017 USD for sports equipment along with donating nearly 600 books. They also have plans to build the "AAM China Hope Library" in the near future. Additionally, scholarships in the amount of approximately \$8,256 USD were provided to support the educational journey of underprivileged students.

WORKPLACE CULTURE

AAM's success is built on the expertise, skills and experience of our Associates. We are committed to a culture of quality, operational excellence and technology leadership, and strive to offer our Associates meaningful opportunities at every stage of their careers – from onboarding to retirement.

A focus on a positive workplace culture can drive community involvement, support customer values, strengthen supplier diversity efforts and positively impact overall productivity and profitability.

The role of DEI is integral to AAM Delivering POWER – it is embedded in our actions, shaping who we are and how we do business. Our DEI Statement serves as the foundation of our commitment to building a diverse workforce.

At AAM, we believe diversity drives creativity. We believe an equitable and inclusive culture encourages, supports and celebrates the unique voices of our global workforce. AAM is committed to listening, learning and taking action that will move our company and our communities forward, together.

LEADERSHIP COMMITMENT

The significance of our culture is evident through the continuous dedication of AAM's Senior Executive Leadership team and the supervision by our Board of Directors. Their proactive involvement and high standards establish the tone from the top.

Along with our leadership commitment and Board oversight, AAM has an Executive who oversees the global engagement strategy, Associate Resource Group coordination and serves as a liaison to our external partners.

DEI STEERING COMMITTEE

Our Diversity, Equity and Inclusion (DEI) Steering Committee plays a crucial role in developing company initiatives and providing Associate recommendations on relevant topics. The Committee is composed of Associates from across the company who are dedicated to advancing our inclusive culture, and act as inclusion

ambassadors and change agents. To provide a connection, AAM's Senior Executive Team, the Executive Vice President and Chief Financial Officer and the Senior Vice President of HR and Sustainability, serve as executive champions for this Committee. The Committee meets throughout the year and monitors and reports on pertinent activities and progress.

The Committee is organized into two teams: the Engagement Team and Talent Team. This structure gave us the ability to strengthen our focus, while boosting our impact and accountability. AAM also expanded our Steering Committee structure to include voluntary participation in other regions and countries. As a result, our Associates in Mexico, Brazil and Asia established their own Steering Committees to promote and develop initiatives in their regions.

STRATEGIC ROADMAP

A key element of our workplace culture approach is our Strategic Roadmap. The five pillars of our Roadmap outline our path forward and include action plans and monitoring of results as we strive for continuous improvement.



DEI Upskilling

To build a strong foundation and continue building capabilities to discuss and address DEI topics.



Safe and Inclusive Environment

To create a culture that is safe and inclusive for Associates to bring their whole selves to work and increase their sense of belonging.



Equitable Talent Management and Inclusive Benefits and Policies

To enhance AAM policies, procedures and benefits from a perspective that provides the infrastructure for an equitable and inclusive environment for all Associates.



External Engagement

To engage in community efforts and organizations that support the needs of underrepresented groups in our communities.



Leadership Ownership and Accountability Measures

To establish a clear "tone from the top" that workplace culture is a business imperative and support capabilities to discuss and address topics.



2024 SUSTAINABILITY REPORT OVERVIEW ENVIRONMENTAL <u>SOCIAL</u> PRODUCT SUPPLY CHAIN GOVERNANCE APPENDIX

GLOBAL 2+1 PROGRAM

Our global inclusion strategy provides flexibility for individual countries to incorporate their unique needs into the program. This approach helps foster an inclusive environment with meaningful impact at the local level.

Our Global 2+1 Program focuses on three topics (2+1):

- Two global topics.
- One additional topic for each country, which provides flexibility for individual countries to incorporate their unique needs into the program. This approach helps foster an inclusive environment with meaningful impact at the local level.

By implementing this unique Global 2+1 Program, each country identifies opportunities, develops an action plan and provides tools that will help AAM attract, recruit, engage and retain talent in underrepresented groups. For example, our Guanajuato Manufacturing Complex in Mexico hosted a Respect, Empathy, Inclusion and Disability Workshop in partnership with Juntos, an institution that works toward social and job inclusion for people with disabilities. Associates participated in interactive exercises and learned about the steps and challenges that come with hiring people with disabilities.

In addition, for their 2+1 focus, Associates at multiple facilities in India attended training sessions to enhance communication skills for professional and personal interactions. A dedicated Women's Day workshop was also organized to inspire and support female Associates at the Pune Business Office.

2-GLOBAL TOPICS

VALUING DIFFERENCES

provide awareness and the tools to create an inclusive environment where differences are appreciated.

GENDER

provide awareness and a more balanced representation of gender in the company.

+1-COUNTRY TOPICS

AGE/GENERATION

RELIGION AND SPIRITUALITY

PHYSICAL / MENTAL ABILITY

SEXUAL ORIENTATION / GENDER IDENTITY

RACE AND ETHNICITY

COMMUNICATION STYLE









ENGAGEMENT

A key aspect of creating an inclusive work environment is helping Associates feel safe bringing their whole selves to work. Associate Resource Groups (ARGs) are voluntary, Associate-led networks based on shared experiences, characteristics or backgrounds. They foster a sense of belonging, provide support, enhance career development and contribute to personal growth both inside and outside AAM. We encourage all our Associates to participate in ARGs either as members or supportive allies. AAM has five corporate ARGs aligned with our business strategy, along with four regionally affiliated chapters. They are supported by Executive Sponsors, who provide guidance on strategy and initiatives.

The ARGs incorporate the 4Cs Model, a commonly used approach for employee resource organizations which focuses on:

- Career: Promote Associate engagement initiatives and partner for diverse talent acquisition/referral opportunities, retention and career development.
- **Culture:** Incorporate key cultural awareness opportunities and champion initiatives that foster an inclusive work culture, as well as inspire psychological safety and allyship.
- **Community:** Represent AAM in external community events and participate in community volunteer and philanthropic efforts.
- **Company:** Support efforts communicating AAM's brand and visibility as an employer of choice and identify ARG collaboration opportunities where possible.

AAM'S ASSOCIATE RESOURCE GROUPS (ARGS)



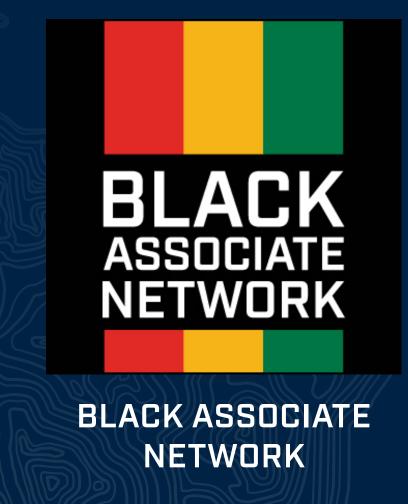




U.S. VETERANS



YOUNG PROFESSIONALS





LATIN



PRODUCT



ASSOCIATE RESOURCE GROUPS (ARGS) STORIES





- The Young Professionals ARG hosted an inspiring lunch with AAM leaders, where the leaders shared their personal career journeys, discussed overcoming professional challenges and explored the essence of leadership.
- Latin ARG members took part in a Latino leadership program where they explored Latino identity, learned to overcome barriers to leadership success and optimize their performance.
- The five ARGs organized webinars in areas such as Emotional Intelligence, Personal Branding, Generational Cohorts and Conflict Resolution.



CULTURE

- For Black History Month, the Black Associate Network hosted an inspiring presentation titled, "Celebrating Black History Makers in STEM and Automotive: How to Be Better Allies for Black Associates in the Workplace." The event highlighted the achievements of Black pioneers and offered insights on workplace allyship.
- POWhER hosted AAM's Pink Out Day during Breast
 Cancer Awareness Month, including an insightful
 presentation titled, "Are Some Hidden Disabilities
 Easier to Support Than Others? A Case Study on
 Breast Cancer." The session covered challenges and
 support options for individuals with hidden disabilities,
 using breast cancer as a focal point.



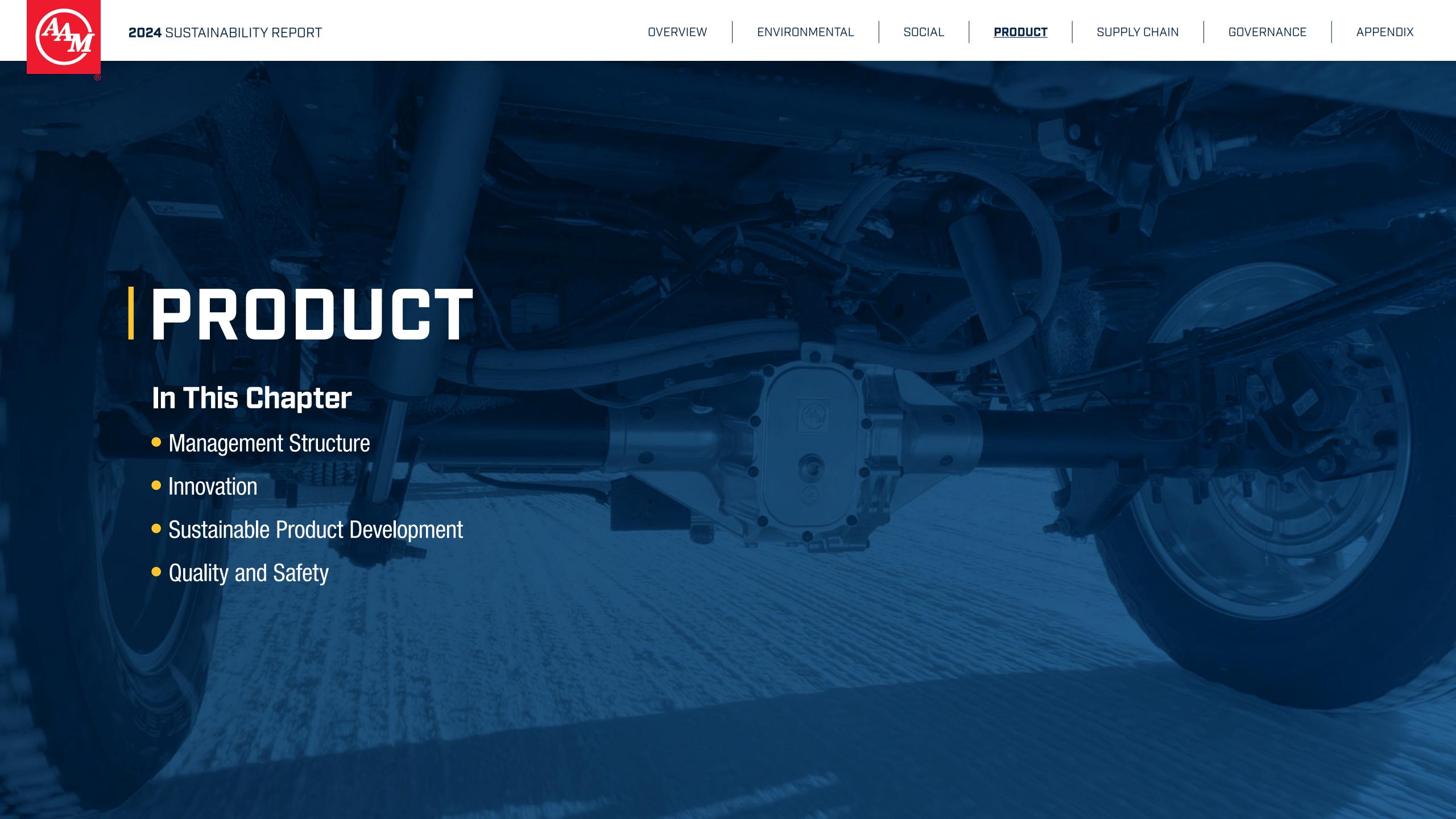
COMMUNITY

- The Veterans ARG, with the help of summer interns and the Young Professionals ARG, collected and packed over 60 boxes of hygiene and snack items to be shipped to men and women serving in the military, showcasing the power of collaboration within our ARG network and the importance of community service.
- The Young Professionals ARG volunteered and donated to Detroit Abloom, an organization which transforms vacant blighted lots into wellness gardens and offers programs to enhance the surrounding community.



COMPANY

- POWhER represented AAM at the Motor & Equipment Manufacturers Association (MEMA) event during a panel discussion. The event focused on driving sustainability across vehicle suppliers, including topics such as health and safety standards implementation and audits.
- The Young Professionals ARG participated in the 10th Annual Young Leader Conference, representing AAM. This event, designed by Young Leaders for Young Leaders, focused on the theme "Using the Past to Drive the Future" and offered attendees networking opportunities.





PRODUCT

At AAM, we conceive, design and deliver cutting-edge, driveline solutions that set new market standards and drive revenue growth. As a global technology leader, we provide components and assemblies to over 250 vehicle nameplates globally, and are dedicated to advancing mobility for a safer and more sustainable future by addressing the evolving needs of our customers and the planet.

In electrification, we lead the way with advanced electric propulsion solutions, including high-efficiency electric drive units (EDUs) and scalable e-Beam axles, designed to enhance vehicle performance, increase energy efficiency and reduce emissions. These innovations align with global efforts to transition toward carbon-neutral mobility while meeting diverse customer requirements.

Simultaneously, we continue to optimize traditional driveline systems for internal combustion engine (ICE) and hybrid electric vehicles (HEVs). This practice helps customers achieve improved fuel efficiency, reduced emissions and durable performance for the most demanding applications.

AAM's balanced approach supports the mobility needs of today while paving the way for the vehicles of tomorrow. Our solutions not only enhance fuel efficiency and extend battery range but also provide versatile options tailored to a wide range of vehicle applications. Through deep technical expertise, strategic partnerships and a culture of innovation, we develop sustainable technologies that adapt to shifting regulations, consumer demands and market trends.

We Provide Components and Assemblies to **OVER 250** Vehicle Nameplates Globally

IN 2024, AAM LAUNCHED

11 Major Programs

TO SUPPORT CUSTOMERS AROUND THE WORLD

MANAGEMENT STRUCTURE

At AAM, our product development process is supported by an organization structure designed to foster innovation, market alignment, collaboration and accountability from concept to production. The Vice President of Product Engineering and Quality reports to the President and Chief Operating Officer, while the Vice President of Strategy and Business Development oversees Innovation, Product Management and Market Analysis, reporting directly to the CEO. This alignment ensures that all aspects of product development are strategically coordinated, guided by market insights, and aligned with AAM's long-term goals.

AAM's Product Management Department conducts market research and tracks industry trends to guide the Innovation Team in developing innovative solutions. These concepts are then refined and leveraged by the Platform Development team, transforming them into market-ready solutions. Finally, the System Engineering team completes the full design, development and validation cycle to prepare the products for production.

Our product development strategy follows a logical progression from market research to product launch, with cross-functional teams overseeing each phase to ensure the product meets market demands and maintains high quality. Ongoing feedback among

the System Engineering team, Innovation team and Product Management Department is key to refining the product based on real-world performance and market feedback, fostering continuous improvement over time.

Overseeing this process is our Technology Steering Committee, a cross-functional governance body responsible for aligning technological direction with AAM's vision and objectives. The committee is composed of key leadership who provide strategic oversight, evaluate emerging market and technological trends and ensure that product development initiatives align with customer needs, regulatory requirements and AAM's sustainability commitments.

SOCIAL



INNOVATION

Advancing sustainability through innovation is a core pillar of AAM's product development strategy. Our technologies are designed not only to enhance performance and efficiency but also to contribute to global efforts to reduce CO_2 emissions and build a more sustainable future. By leveraging decades of expertise and cutting-edge research, AAM delivers solutions that address environmental challenges across all propulsion platforms. Since our founding more than 30 years ago, we have invested approximately \$2.7 billion in research and development. In addition, in 2024, approximately 66% of our research and development spend was on sustainability-focused projects.

ADVANCING ELECTRIC PROPULSION TECHNOLOGY

AAM's electric propulsion systems are foundational to enabling the transition to electrified mobility. Our high-efficiency EDUs and scalable e-Beam axles support a wide range of electric and hybrid electric architectures. By replacing traditional ICE vehicle propulsion systems, these technologies significantly reduce CO_2 emissions while delivering superior energy efficiency and power density. From compact passenger cars to heavy-duty trucks, our electric propulsion solutions help vehicle manufacturers meet stringent emission standards and sustainability goals.



OPTIMIZING TRADITIONAL DRIVELINE SYSTEMS

AAM leverages its extensive knowledge and decades of field data to optimize traditional driveline systems for improved sustainability. By designing products that are more power- and torque-dense, we reduce the amount of material required for manufacturing, lowering the CO₂ footprint of our production processes. Lighter driveline systems also contribute to reduced vehicle weight, which improves fuel efficiency and decreases emissions during vehicle operation.

AAM has pioneered and continues to advance innovative solutions to reduce energy losses in beam axle systems. These advancements include:

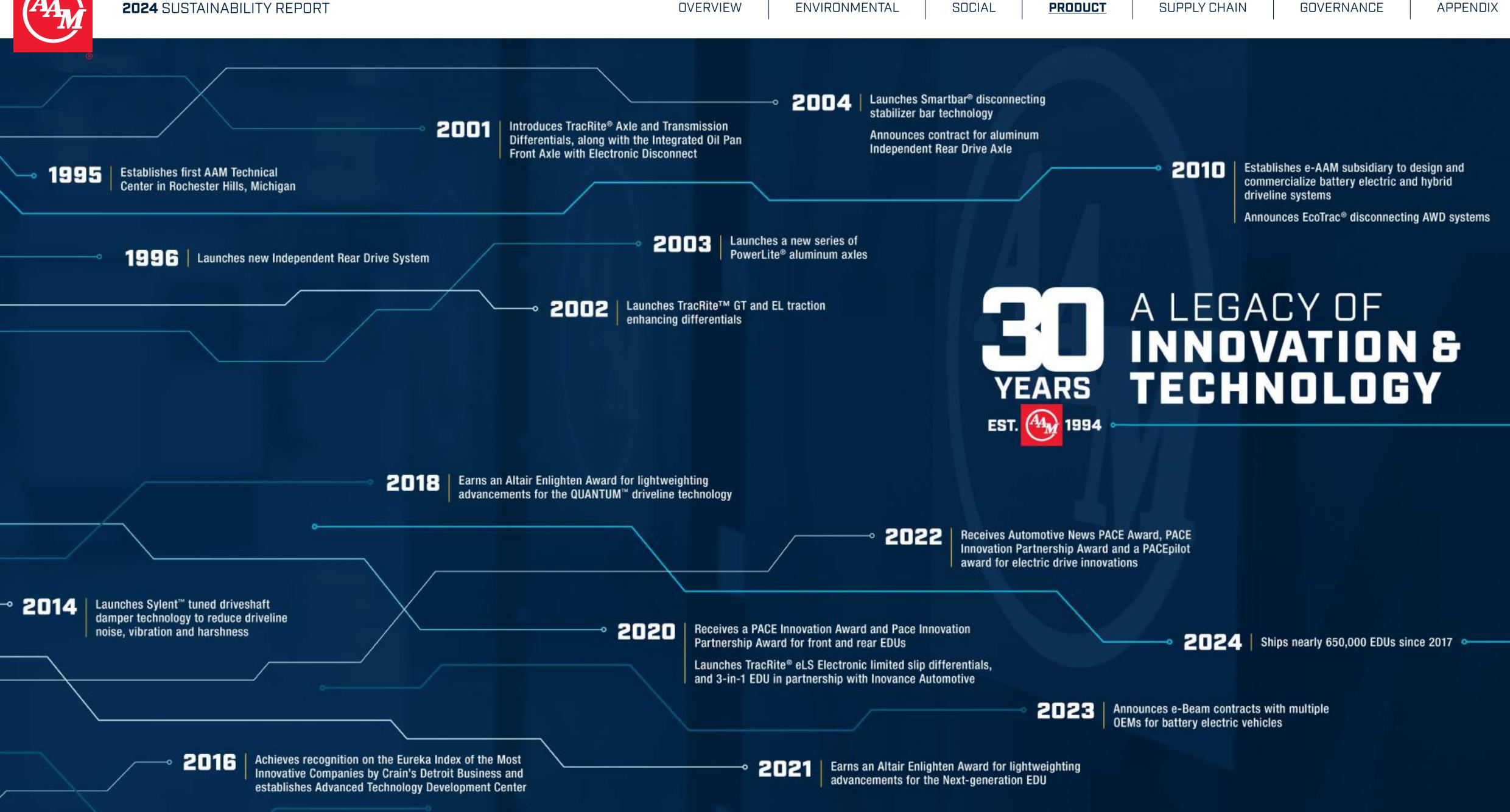
- Fuel-Efficient Lubricants developed in collaboration with our partners to minimize energy losses.
- Optimized Gear Geometries reducing friction and improving efficiency throughout the gear train.
- Advanced Lubricant Flow Management enhancing cooling and reducing energy consumption.
- Bearing Arrangement Optimization lowering mechanical losses while maintaining durability.
- Power-Dense Gear Systems leveraging AAM's extensive expertise in gear design to maximize torque capacity in smaller, more efficient packages.

Together, these innovations contribute to reduced fuel consumption and lower CO₂ emissions, making traditional propulsion systems more sustainable.

PIONEERING DISCONNECTING TECHNOLOGIES

AAM's industry-leading EcoTrac® disconnecting all-wheel drive (AWD) technology plays a critical role in enhancing fuel efficiency and reducing emissions in secondary drive applications. By disconnecting non-essential driveline components during vehicle operation, this technology minimizes energy losses and optimizes power usage.

Our first-to-market EcoTrac[™] technology has been integrated into a wide range of AWD vehicles. AAM's disconnecting technologies provide sustainability benefits across ICE, hybrid and electric platforms, reinforcing their versatility and adaptability in the evolving mobility landscape. Through these innovations, AAM demonstrates its commitment to delivering solutions that support global sustainability goals.



OVERVIEW



FACILITIES

AAM's Engineering Centers, strategically located across the globe, serve as centers of collaboration, exploration, inspiration and dedication. These facilities drive our pursuit of technology leadership, innovation and the development of advanced products. Our global network includes 12 engineering-focused facilities, highlighted by five main regional Engineering Centers.



Advanced Technology Development Center

ATDC serves as an innovative hub for engineering collaboration, driving innovation across every stage of product development. From initial ideation to optimized process design, engineers work collectively, incorporating team feedback at every step of the journey.

Rochester Hills Technical Center

RHTC is dedicated to rigorous Product Validation and Testing. Serving as the primary hub for comprehensive testing solutions, it offers a broad array of services, ranging from full vehicle instrumentation, system-level testing and component-level testing. RHTC also specializes in durability, efficiency, fatigue, NVH (Noise, Vibration and Harshness) and metallurgical testing, ensuring thorough validation across AAM's entire product portfolio.

European Headquarters and Engineering Center

EHEC operates as a strategic hub, purposefully equipped to support AAM's full product line across the region. It adheres to the standardized processes and procedures followed at RHTC and ATDC, fostering collaboration, quality and innovation throughout all operations.

Asia Headquarters and Engineering Center

AHEC is designed and fully equipped to support the complete range of products manufactured in the region. It operates under the same rigorous processes and procedures as RHTC and ATDC, ensuring consistent quality and adherence to AAM's high standards.

Pune Headquarters and Engineering Center

PEDC is a pivotal hub supporting global developments while tailoring solutions for regional customers. Featuring a prototype facility, PEDC operates with independence, positioned to meet the demands emerging from the region.



ADVANCING ELECTRIFICATION THROUGH COLLABORATION

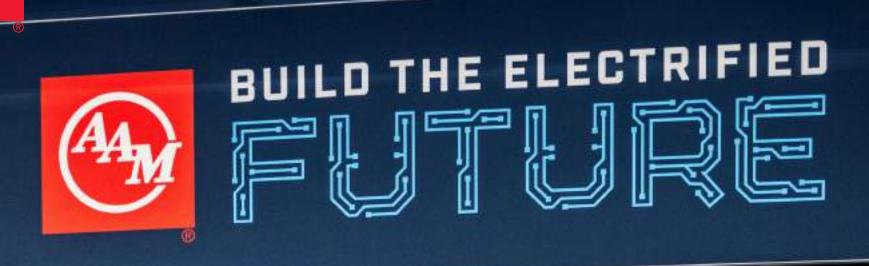
AAM partnered with another organization on a groundbreaking project aimed at addressing critical challenges in electric propulsion systems. AAM's sustainability commitments demonstrate alignment with advancing electrified transportation and reducing greenhouse gas emissions.

Through this project, AAM delivered innovative solutions that fully supported and met the project's objectives:

- **Environmental Benefits:** Reducing reliance on rare-earth materials and improved system efficiencies contribute to lower lifecycle emissions.
- **Economic Accessibility:** Achieving cost-effective electrification solutions facilitates broader adoption of EV technologies, supporting the transition to a carbonneutral future.
- **Technology Leadership:** Advancing thermal performance, power density and cost-efficiency.

This collaboration underscores AAM's dedication to driving sustainable innovation and supporting global efforts to achieve energy-efficient, low-carbon transportation solutions.

OVERVIEW



2024 SUSTAINABILITY REPORT



COLLABORATION AND STAKEHOLDER ENGAGEMENT

At AAM, collaboration and stakeholder engagement are central to our strategy for driving innovation, building relationships and advancing sustainable mobility. We actively engage with customers, industry leaders, academic institutions and other stakeholders to foster a shared vision for the future of transportation. Through these efforts, we ensure that our technologies remain at the forefront of industry trends while aligning with our sustainability and business objectives.

CUSTOMER-CENTRIC ENGAGEMENT

- **CES Participation:** AAM showcases its latest advancements at industry trade shows such as the Consumer Electronics Show (CES), demonstrating advanced technologies in electrification.
- Ride-and-Drive Events: We host experiential events where vehicle manufacturers, suppliers and media partners can experience our technologies firsthand. These events provide valuable feedback while demonstrating the tangible benefits of our innovative driveline and propulsion solutions.
- **Customer Collaboration:** AAM regularly participates in automotive supplier councils and hosts customer events that facilitate direct dialogue and align our priorities with emerging market demands.
- Industry Forums: AAM actively contributes
 to conferences, sharing insights and technical
 advancements in driveline and electric propulsion
 systems with industry peers and thought leaders.

ACADEMIC AND INDUSTRIAL COLLABORATIONS

- University Partnerships: AAM collaborates with leading academic institutions to advance research in areas such as electrification, materials science, and gear design and engineering. These partnerships include joint research initiatives, internships and sponsorships of projects.
- Industrial Collaborations: AAM engages with organizations such as the Michigan Economic Development Corporation (MEDC) to drive economic growth and innovation within the automotive sector. By participating in these type of programs, we contribute to workforce development and sustainable manufacturing practices.
- Venture Capital Engagement: Through partnerships with venture capital firms, we identify and collaborate with startup businesses that develop mobility and other emerging technologies that align with our business and sustainability objectives.

COMMUNITY AND STAKEHOLDER EVENTS

- Shareholder Engagement: We host events to keep shareholders informed about our strategic direction, key achievements and ongoing efforts to create long-term value through innovation and sustainability.
- Technology Showcases: AAM organizes in-house technology expos to highlight advancements across our global engineering centers, fostering collaboration among Associates, suppliers and partners.

SOCIAL

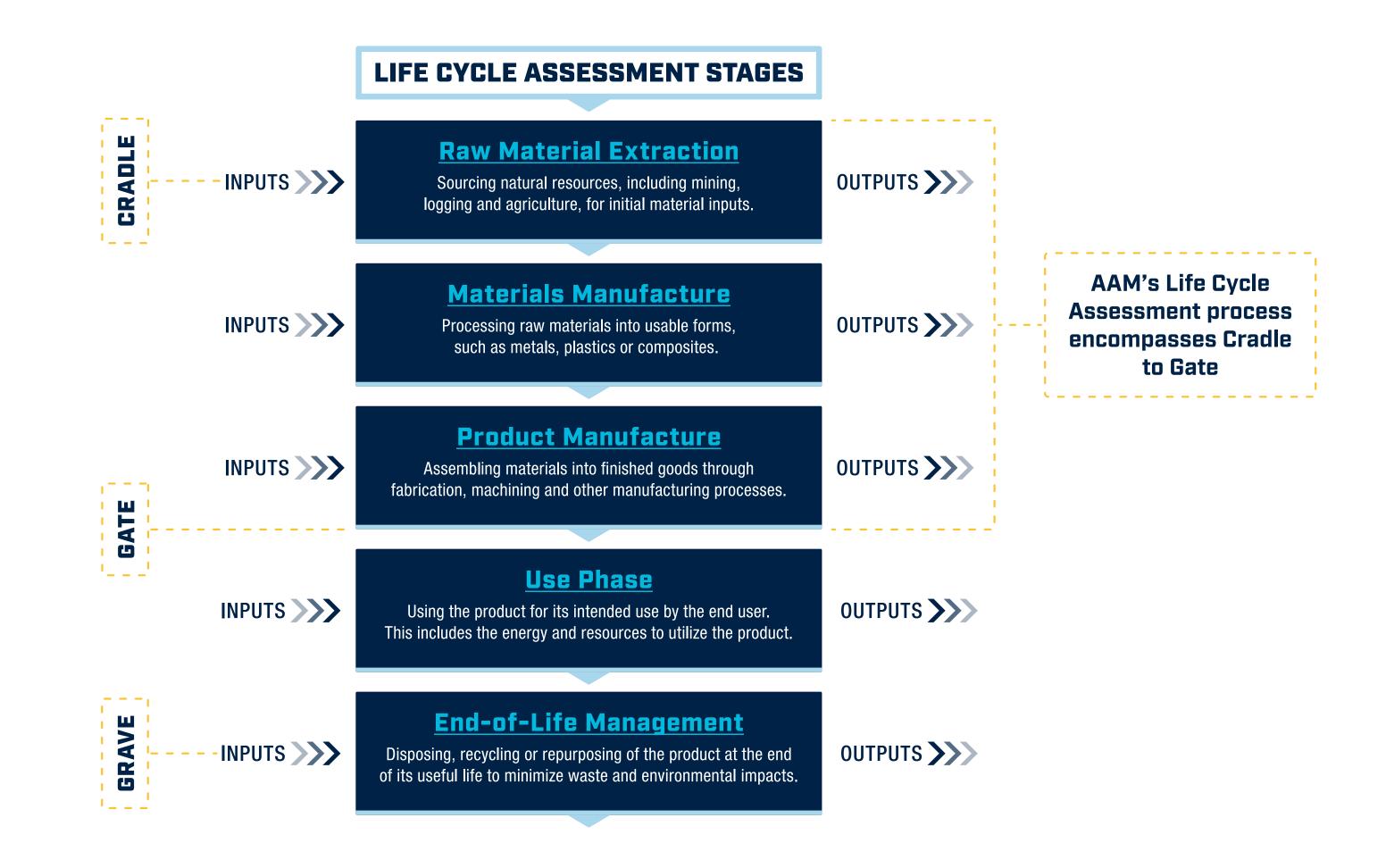


SUSTAINABLE PRODUCT DEVELOPMENT

AAM understands that sustainable product development is important not only due to its positive environmental and social impacts, but also because it can make our processes more efficient and effective. From managing materials to improving packaging and using recycled content, AAM's approach to product development is an important aspect in our overall sustainability strategy. From an environmental perspective, a majority of our Scope 3 emissions are attributed to the use of our products. In order to make impactful changes, AAM evaluates sustainable options during the product development phase.

LIFE CYCLE ASSESSMENT

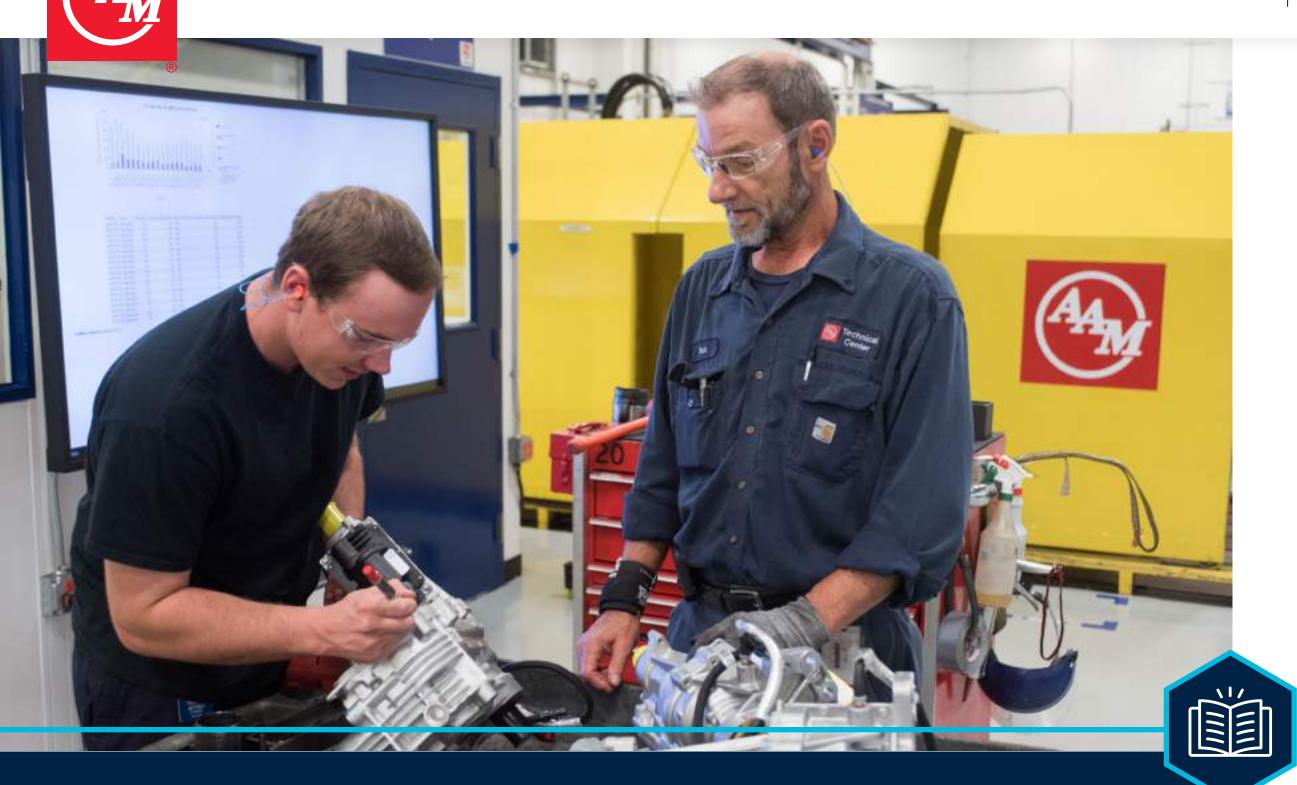
One significant development tool we use is Life Cycle Assessment (LCA). LCAs provide detailed insights into upstream and downstream environmental impacts at the product-level, guiding data-driven decisions for improved environmental performance. This tool can also be used to identify "hot spots" in our products' processes and identify opportunities to reduce costs, raw materials, waste, energy and other consumables.



AAM conducts LCAs for customers and utilizes LCA data to comply with legislation like the European Union's Carbon Border Adjustment Mechanism (CBAM).

We are developing our long-term approach to integrate LCAs into our processes and operationalize the program to span across our

global manufacturing facilities. We have developed an LCA training program and identified Plant Champions at our European plants, equipping them with LCA skills to further support our product development process and identify new opportunities to reduce our material and energy use, and operating costs.



VIRTUALIZATION INITIATIVE

At AAM, we prioritize innovation and efficiency in product development through our strategic virtualization initiative which started in 2017. This program focuses on multiple objectives, it:

- Leverages innovative physics-based methods to enhance efficiency.
- Reduces physical testing.
- Expedites time-to-market.
- Facilitates cost reduction in engineering development.

Initially focused on conventional axles, the initiative's success led to its expansion into hybrid electric vehicle axles. Currently, the program is advancing efforts in electrified drivelines, which enhances testing efficiency while maintaining our commitment to sustainable development.

This innovative and sustainable approach has enabled our teams to contribute to industry knowledge by publishing 21 peer-reviewed journal and conference papers, and presenting our virtualization initiative successes at 19 technical conferences.

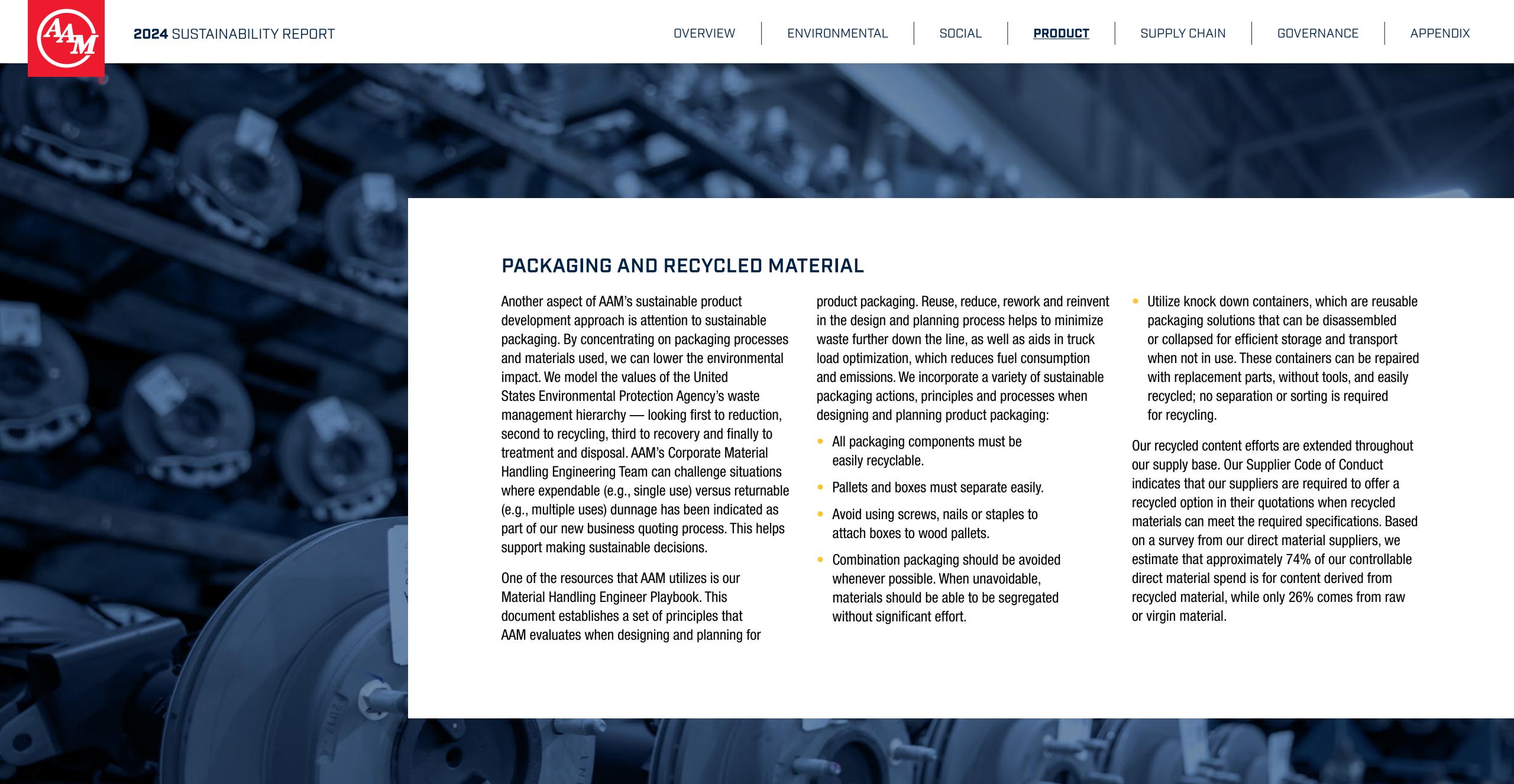
MATERIALS MANAGEMENT

The management of materials, such as raw and recycled material content, chemicals and substances, is a fundamental element of a sustainable strategy. In order to provide efficient material information flow across the supply chain and follow national and international compliance standards, the International Material Data System (IMDS) was developed over 20 years ago. More specifically, IMDS is a global database used by the automotive industry to manage and report material data for vehicle components. IMDS is a key element in our Production Part Approval Process (PPAP), as it requires IMDS submissions for each part. This includes details about the chemicals, substances and materials used to produce the part. The material information submitted is verified to ensure that it complies with legal requirements and environmental regulations to ensure product safety, improve sustainability and have traceability in the supply chain. Below are examples of regulations embedded within the IMDS submission process:

- ELV Directive the European Union's End-of-Life Vehicles Directive
- GADSL Global Automotive Declarable Substance List
- REACH Registration, Evaluation,
 Authorization and Restriction of Chemicals

As a global supplier, we comply with all regulations and customer requirements regarding the tracking and disclosure of any potentially hazardous materials in the products we ship. While our approach may vary due to specific customer or local government requirements, our practice is to use IMDS to disclose the materials within our products. This database helps facilitate transparency in the supply chain by documenting materials and substances used, enabling analysis for recyclability and reducing hazardous materials in our products. Any changes to product materials are reflected with updates to our IMDS entries.

AAM upholds its commitment to sustainable materials management by extending these expectations to our supply chain, as outlined in our Supplier Code of Conduct (SCoC). We require suppliers to identify, minimize or eliminate the use of restricted substances in both manufacturing processes and finished products to ensure full regulatory compliance. Additionally, suppliers are expected to be aware of any restricted substances used in processes and finished products, and to actively investigate suitable alternatives, reinforcing our shared commitment to product and environmental stewardship.



QUALITY AND SAFETY

As a material topic at AAM, product quality and safety extend beyond meeting required standards and regulatory compliance. They form the foundation of our commitment to earning and sustaining our customers' trust in our brand and products. As a part of AAM's approach to ensure we have robust processes, we have a series of rigorous audits to verify product and process integrity are maintained in our manufacturing facilities. Our focus is paying attention to detail, ensuring continuous improvement and utilizing industry-best practices in pursuit of global quality leadership.

MANAGEMENT AND COMPLIANCE

AAM's Quality organization is managed using both a global and local approach. Oversight is led by the Vice President of Product Engineering and Quality, who ensures that the quality management system meets ISO 9001:2015 and IATF 16949:2016 standards, while promoting a customer focus throughout the organization. Quality Managers, or their designees, are responsible for monitoring and reporting on the performance of the quality management system, identifying opportunities for improvement to top management and safeguarding the integrity of the system.

At the local level, Plant Managers are responsible for setting site-specific goals and objectives. Production Supervisors are responsible for conformity of product requirements and have the authority to stop shipments if necessary. In addition, Manufacturing Managers oversee operations across all shifts, ensuring adequate staffing to maintain product conformity and operational excellence.

Q⁴ QUALITY OPERATING SYSTEM

Our Q⁴ Operating System serves as a cornerstone of the AAM Operating System (AOS). AOS leverages our global standards, policies and best practices across all functions. This comprehensive system ensures our leadership in customer satisfaction, lean manufacturing and efficient cost management.

As part of our AOS, the Q⁴ Operating System aligns AAM's values, goals and objectives to drive continuous improvement. It also creates a sustainable and actionable quality and warranty program aimed at addressing both vehicle manufacturers' first-time quality and warranty reduction for vehicles and users.

The relationship between warranty and quality is interdependent. A comprehensive warranty process reinforces the assurance of a high-quality product, fostering consumer trust and satisfaction.

THE KEY ELEMENTS OF AAM'S LONG-TERM QUALITY AND WARRANTY PLAN INCLUDE:

- Clear customer focus through excellent service and fast response.
- Zero defect mindset in pursuit of perfect quality products.
- Global Read-Across process to share and apply to all manufacturing locations.
- Continuous Associate development to strengthen technical and quality system capabilities.
- Problem solving and analysis to ensure robust process enhancements.
- Broad and detailed audits for quality system.



Q⁴ LEVEL ATTAINMENT



% of Plants

LEVEL 1

Quality System not fully implemented.

Customer protection based on offline
containment. Quality department owns product
quality with support from multidisciplinary
team. Reactive quality approach.

LEVEL 2

Quality System compliance based on enforcement. Customer protection based on end-of-line inspection. Product quality ownership transferred from Quality to Manufacturing department.

LEVEL 3

Quality system consistently followed throughout the plant. Customer protection based on checks at the station. Product quality ownership fully transitioned from Quality to Manufacturing department.

LEVEL 4

Nonconformances are prevented through error-proofing and robust quality planning. Manufacturing sustains ownership of product quality with support from multidisciplinary team. Proactive quality approach.



QUALITY ENGAGEMENT

Quality is a foundational pillar of AAM's organization and culture and is one of our Strategic Principles. To honor this commitment, AAM proudly launched Quality Day in 2023 — an annual event held on the second Thursday of November — to highlight the importance of quality in driving high standards and economic prosperity across the automotive industry. In 2024, AAM celebrated its second annual Quality Day with the theme "Quality is everyone's responsibility." Associates from our global facilities participated in a variety of activities designed to emphasize the value of quality.

In addition to recognizing Associates for their achievements and hosting a variety of activities, workshops and presentations, they decorated their facilities with posters and signed banners reinforcing their commitment to quality. AAM's Quality Team also hosted its first-ever Global Problem-Solving Competition. This initiative aimed to strengthen Associates' problem-solving abilities, identify root causes and foster collaboration across the organization.

Teams from AAM facilities worldwide participated in the event, developing innovative solutions to challenges from complex issues identified during the manufacturing process. Regional Problem-Solving Leaders evaluated the solutions which were presented by the teams. The competition was designed to enhance Associates' ability to problem solve, identify root causes and improve teamwork. Winners were selected based on a 15-minute presentation by the region's Problem-Solving Leader, followed by a Q&A session with the competition's Assessment Team.

QUALITY PERFORMANCE

AAM has seen a direct correlation between better Q⁴ level performance and improvement in incidents per thousand vehicles at 12 months in service (IPTV @ 12 MIS). IPTV @ 12 MIS is AAM's leading indicator for warranty issues and is key to customer satisfaction and safety.

Since the development of our Q⁴ Quality System in 2015, AAM's IPTV @ 12 MIS rate has improved approximately 78%, based on AAM's 2024 year-end IPTV @ MIS of 2.38 rate.

Overall Warranty IPTV @ 12 Months In Service



*Non-AAM manufacturing related (supplier field action)





2024 QUALITY AWARDS

COMPANY	AWARD	LOCATION
GM	Supplier Quality Excellence Award	Changshu Manufacturing Complex - 1
GM	Supplier Quality Excellence Award	Guanajuato Manufacturing Complex - 4
GM	Supplier Quality Excellence Award	Guanajuato Manufacturing Complex - 5
GM	Supplier Quality Excellence Award	Guanajuato Manufacturing Complex - 3
GM	Supplier Quality Excellence Award	Araucaria Manufacturing Facility
SAIC-GM	Stabilized Supply Chain Award	Changshu Manufacturing Complex - 1
SAIC-GM	Supplier Quality Excellence Award	Changshu Manufacturing Complex - 1
Ford	Q1 Quality Award	Bluffton Manufacturing Facility
Ford	Q1 Quality Award	Pyeongtaek Manufacturing Facility

COMPANY	AWARD	LOCATION
PACCAR	10 PPM Quality Award	Hausach Manufacturing Facility
JLR	JLRQ Award	Eisenach Manufacturing Facility
Kaizen Institute	KAIZEN Award Mexico	Las Colinas Manufacturing Facility
Chery	Excellent Supplier Award	Changshu Manufacturing Complex - 1
Shainin	Dorian Award - Transaxional Business Project of the Year	Guanajuato Manufacturing Complex - 5
Ashok Leyland	Certificate of Appreciation for Consistent Quality Performance	Pune Manufacturing Facility
Ashok Leyland	Supplier Quality Excellence Award	Chennai Manufacturing Facility
Metal Powder Industry Federation	Distinguished Service to Powder Metallurgy Award	Subiaco Manufacturing Facility

SUPPLY CHAIN

AAM and our Supplier Partners worldwide work closely and collaboratively to deliver POWER to our customers. A key factor in our success is building a resilient supply chain that can adapt to shifting markets and evolving demands, while overcoming challenges. At the core of our sustainable supplier strategy is a commitment to greater transparency, which is reinforced through our sourcing, monitoring and engagement initiatives.

MANAGEMENT STRUCTURE

AAM relies on two organizations within the company to develop and manage our supply chain efforts. The Global Procurement and Supplier Quality Engineering organization is responsible for managing and directing all processes, systems and activities relating to the purchase of direct and indirect materials and services. They also ensure compliance to Production Part Approval Process (PPAP) requirements and work with the supply base to resolve part quality and production capacity issues.

The second organization, Global Supply Chain, is vital to making sure our products arrive on time to our customers around the globe. Their responsibilities range from demand and capacity analysis to import and export functions.

Global Procurement and Supplier Quality Engineering is managed using a global and local approach to ensure company policies and commitments are supported, while complying with requirements that may vary by market. The Vice President of Global Procurement and Supplier Quality Engineering reports directly to the President and Chief Operating Officer, allowing for direct communication and continuity of approach.

Similarly, Global Supply Chain is managed by using a global and local approach at the business unit level. The Directors of Supply Chain for our Driveline and Metal Forming Business Units report to the respective President of each business unit, who in turn, reports directly to the President and Chief Operating Officer.





ONBOARDING AND MONITORING

The purpose of supplier engagement, performance, monitoring and remediation is to drive a sustainable sourcing program and a resilient supply chain. This approach supports the important aspects of environmental protection, social responsibility and corporate governance. As a part of the process, prospective suppliers must register on the AAM website and provide the requested information for us to assess the business need and potential fit with our company.

Beginning with the onboarding phase, AAM uses a robust due-diligence process to ensure suppliers are committed to upholding our business expectations and sustainability-related requirements. This process includes assessments and reviews, as well as ongoing monitoring for domestic and international sanctions. We also check for placement on watch lists, adverse media coverage, and criminal and civil charges.

During the onboarding phase, prospective suppliers are required to read, acknowledge and adhere to our <u>Global Terms and</u> <u>Conditions</u>. All AAM purchase orders include our Global Terms and Conditions which hold suppliers responsible for providing products and services in compliance with applicable standards,

rules and regulations. In addition, they are also required to read, acknowledge and adhere to our Anti-Corruption Policy, Supplier Code of Conduct and Supplier Requirements Manual.

GOVERNANCE

APPENDIX

SUPPLY CHAIN ALIGNMENT

AAM employs numerous strategies and initiatives to ensure our Supplier Partners have the resources they need to meet our expectations and requirements. We have established supplier scorecards to validate the achievement of our mutual goals, which include, but are not limited to, cost, quality, delivery and launch. An updated Culture Score section was added in 2024 for key areas such as sustainability, conflict minerals, supplier diversity and financial reporting.

Our procurement sourcing process, principles of environmental protection, ethical labor practices, employee health and safety requirements and business integrity expectations are cascaded through our supply chain. The AAM website has a dedicated section for current and prospective suppliers that addresses our expectations, policies and continuing education requirements.

Our <u>iSupplier Portal</u> is also available and accessed through the AAM website. It provides bulletins, manuals, guidelines and other documents that are critical for doing business with our company.



SUPPLIER REQUIREMENTS MANUAL

Outlines the expectations and standards for all current and prospective suppliers, including their extended supply chains. Topics covered in the manual include quality, procurement, engineering, logistics, global trade, cybersecurity, environmental sustainability, social responsibility and corporate governance.



ANTI-CORRUPTION POLICY

Provides a framework for promoting effective compliance with anti-corruption laws and regulations globally. It also reinforces our commitment to compliance, transparency and integrity in all business activities as set forth in our Supplier Code of Conduct.



SUPPLIER CODE OF CONDUCT

Released in 2023 as a result of a proactive collaboration with our Supplier Partners. It was developed to promote the lawful, professional and responsible practices that emphasize respect for human rights, business ethics and the environment.



MONITORING PROCESS

To strengthen our ongoing sustainability efforts throughout our supply chain, we launched a new ESG measurement tool in 2024, EcoVadis. The assessment platform helps identify risks and opportunities, assess sustainability practices, monitor and track actions, understand and improve performance, and manage our program more effectively.

During our sourcing process, suppliers are asked about their EcoVadis sustainability rating. If a supplier does not have a rating, they must fill out our brief sustainability questionnaire as an interim placeholder.

Additionally, the new tool strives to optimize our data collection to support monitoring our suppliers' progress concerning the environment, labor and human rights, ethics, sustainable procurement along with establishing their own science-based targets.

From an environmental perspective, AAM has a target that 67% of our direct material suppliers (based on emissions) will have science-based targets validated by an accredited third party by 2027. In 2024, more than 20% achieved the goal.

AAM conducts ongoing supplier risk monitoring through a third-party due diligence platform that covers over 50 risk categories including, but not limited to, sanctions and watch lists, adverse media and politically exposed persons. AAM receives real-time reputation alerts when a supplier risk status has changed, which allows the Supplier Risk Management Team to understand the impact and make informed decisions.

Suppliers are measured on AAM's operational and cultural expectations. Failure to comply can lead to a supplier being put on New Business Hold, preventing them from gaining future business until the compliance requirements have been met.

In addition to our supplier monitoring processes,
AAM also provides training to help Associates learn
about potential supply chain risks. For example,
"Combating Modern Slavery and Human Trafficking"
is an online course focused on identifying common
forms of slavery, relevant laws, red flags,
prevalent locations, etc.

Responsible

Sourcing of Raw

Materials and

Minerals





As a part of our annual monitoring processes, AAM suppliers are required to comply with AAM's conflict mineral reporting requirements as directed by the Dodd-Frank Wall Street Reform and Consumer Protection Act of 2010. The Act requires manufacturers to disclose whether the products they manufacture or contract to manufacture contain "conflict minerals necessary to the functionality or production" of those products, which directly or indirectly finance or benefit armed groups in the Democratic Republic of Congo (DRC) or a surrounding country (Angola, Burundi, Central African Republic, Congo Republic, Rwanda, Sudan, Tanzania, Uganda, and/or Zambia). Specifically, the term "conflict minerals" is defined as tin, tantalum, tungsten and gold (3TG) or their derivatives.

Selected suppliers must complete a conflict minerals report for the calendar year, including a list of all smelters and refiners of 3TG necessary to the functionality or production of products supplied to AAM.

In addition, AAM requests that certain suppliers complete the Extended Minerals Reporting Template (EMRT) for due diligence related to the minerals mica and cobalt. To ensure compliance with these requirements, each manufacturer in the supply chain must request information from all direct material suppliers. Failure to comply with these requirements may compel AAM to partially or completely re-source current business, as AAM must comply with legal obligations outlined in the Dodd-Frank Wall Street Reform and Consumer Protection Act of 2010.

To support this effort, our website features a subsection dedicated to the management of Conflict Minerals. This section includes annual supplier requirements, including:

- AAM Conflict Minerals Reporting Template
- Annual Conflict Minerals Report
- Conflict Minerals Policy Statement

Furthermore, our internal website is used to educate Associates on Conflict Minerals due diligence.

To support responsible mineral production and sourcing globally, AAM is a member of the Responsible Minerals Initiative (RMI). RMI provides companies with tools and resources that improve regulatory compliance, align with international standards, and support industry and stakeholder expectations.

AAM also actively participates in the Automotive Industry Action Group's (AIAG) Responsible Materials Work Group, where supply chain industry experts work together to tackle related issues and challenges. They also influence widely used materials reporting content guidelines, standards and documents that impact the way we do business every day. As part of this group, AAM is a member of the Smelter Engagement Team which conducts outreach encouraging new and existing smelters/refiners to participate in smelter audits.

SUPPLIER ENGAGEMENT AND DIVERSITY

As a part of our engagement approach and supply chain support, we encourage suppliers who may not have their own sustainability programs to leverage our partnership with the Automotive Industry Action Group (AIAG). AIAG is a cooperative auto industry forum that focuses on improving business processes and practices involving trading partners and peers throughout the supply chain.

We also have a <u>Supplier Sustainability</u> section on the AAM website, which includes a free e-learning and knowledge assessment, as well as several AIAG reference documents:

- **Automotive Industry Guiding Principles Document**
- **Automotive Sustainability Practical Guidance Document**
- AIAG Corporate Social Responsibility

AAM's Supplier Council plays a key role in our Global Procurement and Supply Chain vision. The AAM Supplier Council members function as connections between AAM and our comprehensive supply base. Council members are selected based on criteria such as strategic fit, business volume, business unit (e.g., Driveline, Metal Forming) and type of buy (e.g., direct, raw material, indirect). The Council meets on a quarterly basis to discuss industry and market conditions, share best practices and review AAM/Supplier initiatives prior to implementation.

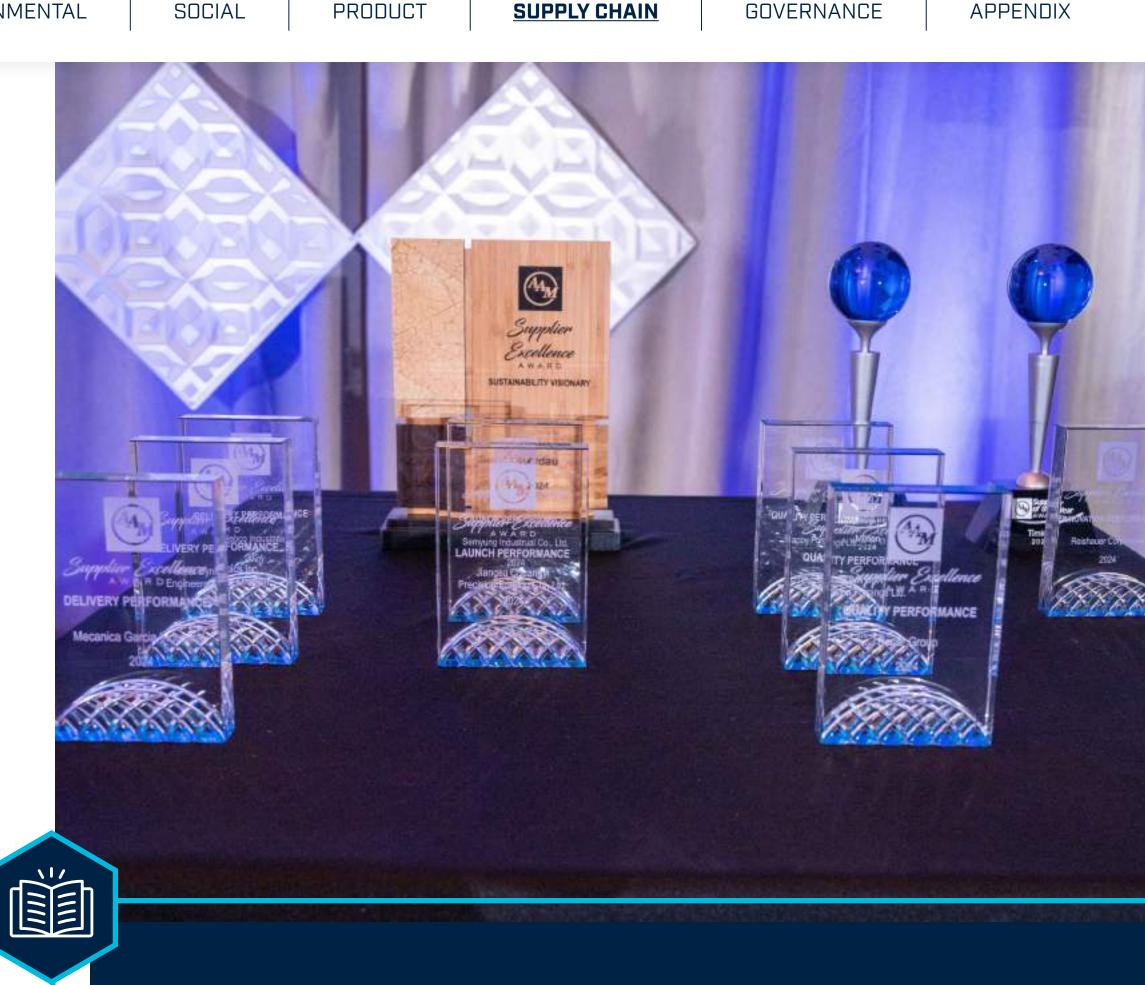
SUPPLIER SUSTAINABILITY COUNCIL

By partnering with our supply chain, we make a difference together.

As a division of the AAM Supplier Council, the Supplier Sustainability Council (SSC) represents the mix of our supply base that contributes to the majority of our Scope 3 emissions and serves as a voice for our global Supplier Partners. The SSC meets quarterly to discuss AAM sustainability policies and practices, along with overviews and guest speakers covering topics such as:

- Corporate Sustainability Reporting Directive (CSRD)
- Scope 3 Category Strategies
- **Employee Engagement**
- Carbon Border Adjustment Mechanism (CBAM)
- **Biodiversity**

Our SSC and strong supplier engagement approach provide feedback, guidance and recommendations on sustainability initiatives and strengthen alignment between AAM and our global network of suppliers.



AAM SUPPLIER AWARDS

In 2024, AAM celebrated its 30th anniversary at our annual Supplier Day. The event included a keynote address by AAM CEO David Dauch, featured an AAM Leadership panel that addressed topics such as cybersecurity, AI, electrification, relationships with our customers and an update on AAM's sustainability journey. Key suppliers were recognized with Supplier of the Year Awards and Supplier Excellence Awards across delivery, quality, launch performance, innovation and for the second year, sustainability. AAM has honored exceptional suppliers each year since our founding in 1994.



EXECUTIVE CHAMPION PROGRAM

AAM's Executive Champion Program, now in its second year, aims to improve Supplier Partner relationships, performance and sharing of new technology with our strategic suppliers. In 2024, AAM added our strategic diverse suppliers to the program. Each strategic supplier is assigned an Executive Champion that serves as a supplier advocate, assists with "roadblock" issues and hosts a semi-annual business review.

SUPPLIER DIVERSITY

The development of a sustainable, competitive and qualified Supplier Diversity Network is one of our key corporate objectives, and we are committed to building a supply chain that reflects the communities where we live and work. Additionally, we strongly encourage our tiered suppliers to implement their own supplier diversity policies and sourcing strategies.

We seek to build sustainable relationships with Supplier Partners from underrepresented and underutilized groups, including:

- **Minority Owned Businesses**
- Woman Owned Businesses
- Veteran Owned Businesses
- Service Disabled Veteran Owned Businesses
- LGBTQ+ Owned Businesses

- Small Businesses (as designated by the U.S. Small Business Administration)
- Historically Underutilized Business Regions
- Disabled Owned Businesses

IN 2024, WE INCREASED OUR YEAR-OVER-YEAR SUPPLIER DIVERSITY SPEND BY •

8%

We met all our customers' supplier diversity expectations, achieving a green rating. To support increased business opportunities for diverse suppliers, we continued to make progress in three strategic areas of focus: Program Development, Industry Engagement and Performance.



MENTORSHIP

AAM believes in the power of mentorship. AAM mentored a major healthcare system through the Michigan Minority Supplier Development Council's (MMSDC) InFuse Program, which promotes the progression and development of corporate supplier diversity programs.

AAM continued to serve as a Corporate Coach for the National Minority Supplier Development Council's Center of Excellence Certification Program. The program is designed to build minority entrepreneur competitiveness through relationship building and collaboration.

In 2024, AAM mentors paired with a veteran and disabled-owned business through the Disability:IN Supplier Mentoring Program. The goal of the program is to build more viable suppliers to be better positioned for growth, sustainability and inclusion in corporate and government supply chains. AAM also participated in the Disability:IN NextGen Leaders Program where college students with disabilities are matched with corporate partners for a sixmonth virtual mentoring relationship.

INDUSTRY DIVERSITY

AAM actively engages in a number of industry and community organizations that advocate, connect, certify and develop diverse owned suppliers. We contributed to these organizations through sponsorships, mentorship, board and committee participation and conferences. The organizations we support include:



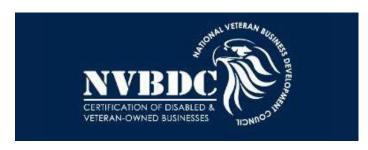














DIVERSITY AWARDS

We continue to focus on our customers' supplier diversity expectations and have received several awards throughout the years from customers and advocate organizations recognizing our commitment to supplier diversity and validating our work toward an impactful supplier diversity program. For example, in 2024, AAM received the Tier II Supplier Diversity Certificate from Nissan Motor Corporation. In addition, our Senior Manager for Supplier Relations, Compliance and Diversity was recognized by DiversityPlus Magazine's Top 25 Women in Power Impacting Diversity.



TIER II SUPPLIER DIVERSITY CERTIFICATE NISSAN MOTOR CORPORATION

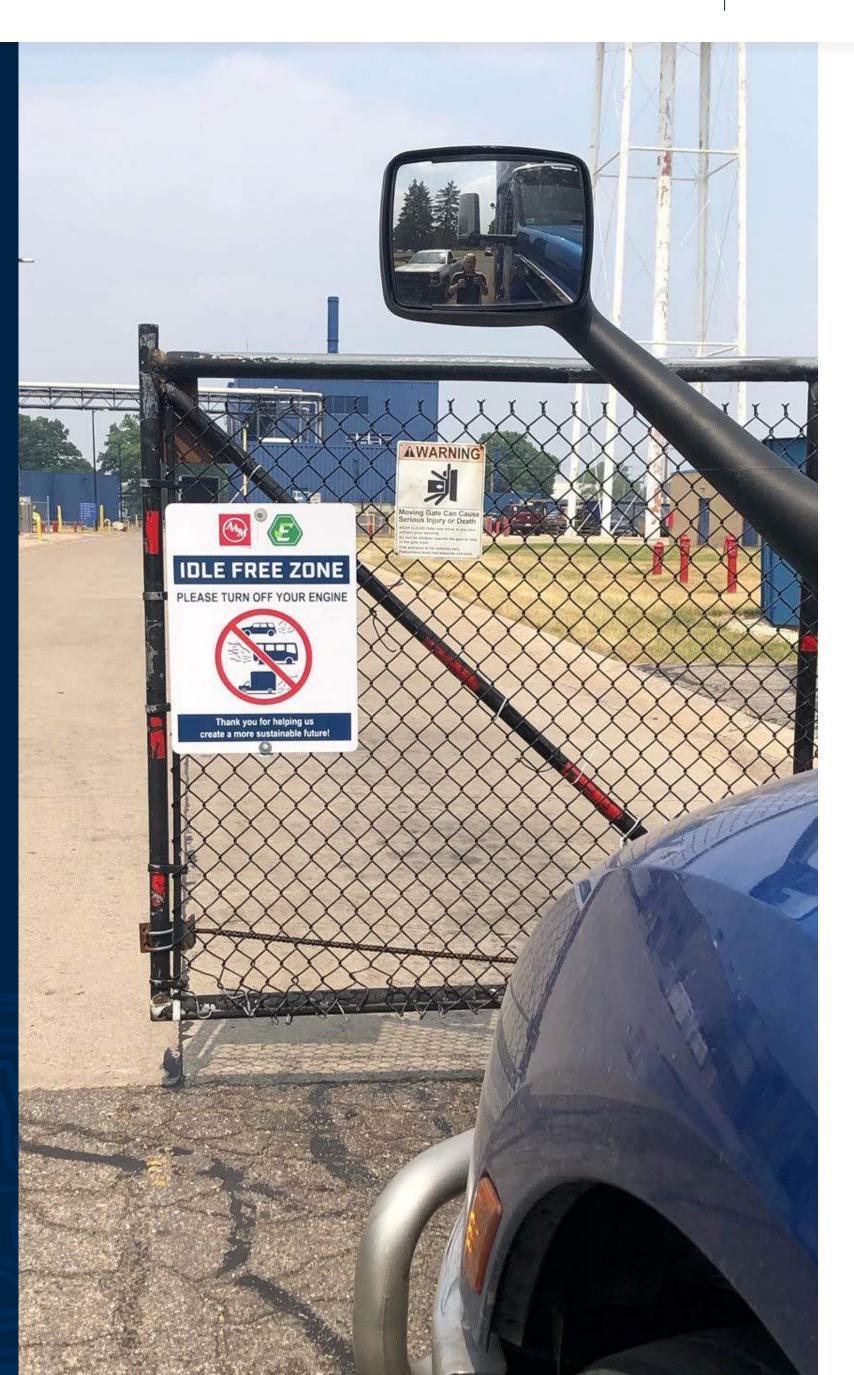


DIVERSITYPLUS MAGAZINE'S TOP 25
WOMEN IN POWER IMPACTING DIVERSITY

SOCIAL



A resilient and responsible supply chain extends beyond operations within individual facilities — it encompasses transporting products in the most efficient and effective way possible, ensuring they arrive at the right time, place and in the correct quantities. By optimizing transportation modes and capacity, both environmental benefits and cost savings can be achieved. In 2024, more than 230 improvement projects were implemented and focused on network utilization through frequency changes, mode shifting and scheduling optimization. This resulted in the elimination of more than 3,200 tons of CO₂e and 3.7 million USD in cost savings. AAM works with both internal and external resources to evaluate various transportation modes and alternative fuel options for opportunities to improve efficiency and reduce emissions.







COLLABORATIONS

By collaborating with external organizations focused on efficient transportation, we have access to information on clean and efficient transportation strategies. With 87% of our global transportation spend occurring in North America, many of our sustainable transportation initiatives are heavily concentrated in this region. Two such North American organizations that we partner with include SmartWay and Transporte Limpio.

The U.S. Environmental Protection Agency's
 SmartWay program helps companies advance
 supply chain sustainability by measuring,
 benchmarking and improving freight transportation
 efficiency. AAM was recognized by SmartWay as a
 High Performer and was nominated as a semifinalist

for the 2024 SmartWay Excellence Award. In 2024, 94% of AAM's U.S. and Canadian transportation spend was routed on SmartWay carriers.

AAM also remained an active partner in Mexico's Ministry of Environment and Natural Resources Transporte Limpio Clean Transportation Program. The program centers on the adoption of strategies, technologies and best practices that make transport more efficient, safe and sustainable. AAM was recognized for the second year in a row as one of the Most Outstanding Companies in 2024 based on our excellent environmental performance score. In 2024, 89% of our Mexico transportation spend was with Transporte Limpio carriers.





GOVERNANCE

At AAM, we leverage strong leadership, robust policies and governance frameworks to manage our business with responsibility and integrity.

Our leadership team is composed of knowledgeable, forward-thinking and passionate industry experts. Additionally, AAM's Board of Directors* brings together decades of strategic and visionary experience across diverse industries, providing effective and insightful guidance.

MANAGEMENT STRUCTURE AND BOARD LEVEL OVERSIGHT

The Board's governance of the Company's sustainability program is a key part of ensuring our sustainability initiatives align with and are integrated into our business strategy and operations. The Board has delegated oversight of the Company's sustainability program to the Nominating and Corporate Governance Committee, as set forth in the Nominating and Committee Charter. Other Board committees oversee sustainability topics related to their areas of responsibility and all committees provide regular updates to the full Board. The Board reviews the sustainability goals established by the Company and its progress against those goals and holds senior leadership accountable for sustainability performance and reporting.

BOARD COMMITTEE ROLES IN THE AAM SUSTAINABILITY PROGRAM

- Nominating/Corporate Governance: Oversees policies, strategies and performance related to corporate governance, ethics, sustainability and human capital management.
- Audit Committee: Oversees policies and activities related to financial reporting, internal controls, risk management, cybersecurity, ethics and corporate compliance.
- Compensation Committee: Structures executive compensation programs to drive performance aligned with our business strategy and objectives.
- Technology Committee: Oversees product technology, with a focus on advancements relative to powertrain, drivetrain and driveline components and systems and other key product technologies.



DAVID C. DAUCH ©
Chairman of the Board and
Chief Executive Officer



ELIZABETH A. CHAPPELL ©
Former President and Chief Executive
Officer, Detroit Economic Club



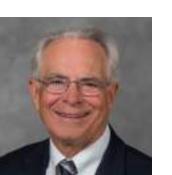
TERRY GRAYSON-CAPRIO
Global Business Advisor,
Retired Managing Partner, KPMG LLP



WILLIAM L. KOZYRA © ©
Chairman and Chief Executive Officer,
Wilko Plastics, Inc.

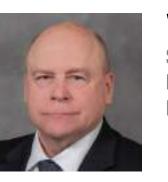


PETER D. LYONS © ©
Counsel, Freshfields Bruckhaus Deringer
U.S. LLP

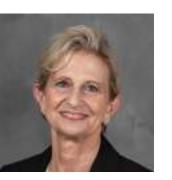


JAMES A. MCCASLIN @ 6 6 1 1

Retired President and Chief Operating Officer,
Harley-Davidson Motor Company



WILLIAM P. MILLER II (a) (b)
Senior Managing Director: Capital Markets,
Investments and Governance Financial
Markets International, Inc.



ALEKSANDRA A. MIZIOLEK ©
Retired Chief Transformation Officer,
Cooper-Standard Holdings, Inc.



HERBERT K. PARKER (A) (G)
Retired Executive Vice President of
Operational Excellence and Chief
Financial Officer, Harman International



SANDRA E. PIERCE © ©
Corporate Board Executive,
CEO Advisor, and Community Strategist



JOHN F. SMITH (1) (1)

Principal, Eagle Advisors

Retired Group Vice President,

General Motors



SAMUEL VALENTI III 4 6 0 Chairman and Chief Executive Officer, Valenti Capital LLC

^{*} Information above reflects Board of Directors as of March 17, 2025.

A Audit Committee
 Nominating/Corporate Governance Committee
 Compensation Committee



BOARD SKILLS AND QUALIFICATIONS

The desired skills and qualifications of the Board are focused in areas that enhance their effectiveness. Key skills and qualifications of our Board Members are depicted below.



ACTIVE ENGAGEMENT WITH OUR SHAREHOLDERS

Our Board and management team greatly value our shareholders' opinions and feedback. Our proactive, year-round shareholder engagement process includes an annual shareholder outreach program, conducted in the fall and winter. Our investor communication program consists of meetings and dialogue with shareholders throughout the year in various forums and encourages meaningful discussion about topics of interest. The Board regularly receives reports of shareholder feedback from these programs for its consideration.



INVESTOR COMMUNICATION PROGRAM

- THROUGHOUT THE YEAR -
- Senior management participation in conferences
- One-on-one and group meetings
- Events held at AAM locations featuring innovations in mobility technologies
- Day-to-day interaction with Investor Relations

ANNUAL SHAREHOLDER OUTREACH PROGRAM

- SEMIANNUAL -
- Fall/Winter outreach seeking engagement with shareholders and with proxy advisory firms
- Led by CFO and Investor Relations Department
- Committee Chair participates in and is available for outreach meetings

BOARD INVOLVEMENT

- ROUTINE -
- Board considers shareholder feedback and shareholder vote in decision-making
- Board reviews disclosure enhancements
- Board and management discuss shareholder feedback and the Board's response

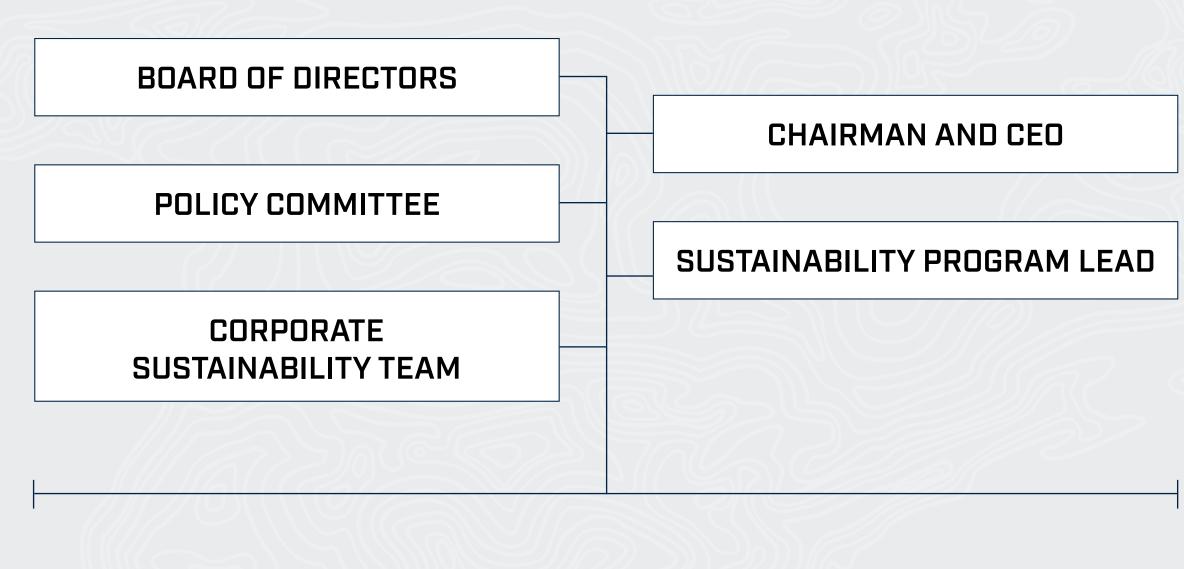
2024 SUSTAINABILITY REPORT OVERVIEW ENVIRONMENTAL SOCIAL PRODUCT SUPPLY CHAIN **GOVERNANCE** APPENDIX

SUSTAINABILITY GOVERNANCE

Governance of sustainability at AAM begins with our Board of Directors and moves through clearly established ownership responsibilities at multiple levels in the organization.

- Board of Directors, Chairman and CEO: Provide program governance and alignment of sustainability initiatives with overall business strategy.
- Policy Committee: Responsible for policymaking and implementation, including the determination of material topics. Chaired by our CEO, this committee consists of our President and Chief Operating Officer, EVP and Chief Financial Officer, Sr VP Human Resources and Sustainability, VP and General Counsel and the Top Business Unit Leaders.
- Sustainability Program Lead (Sr VP Human Resources and Sustainability): Reports to AAM's CEO and is responsible for guiding and directing corporate sustainability initiatives.
- Corporate Sustainability Team:
 Reports to AAM's Sr VP Human Resources and Sustainability and is responsible for sustainability-related communication,

- customer requests and rating agency assessments; works closely with top-level leadership on sustainability strategy, gap analysis and relevant initiatives; supports internal and external stakeholder engagement on sustainability matters.
- ESG Working Group: The ESG Working Group includes leads who are responsible for our 15 material topics. Monthly reports focus on the material topics and key sustainability deliverables to ensure information is shared across all relevant groups. The ESG Working Group includes leaders from Human Resources; Facilities and Environmental, Health and Safety; Supply Chain; Procurement; Strategy and Business Development; Product Engineering and Quality; Manufacturing Services; IT; Investor Relations; Marketing and Communications; Corporate Finance; and Legal.



ESG WORKING GROUP





RISK MANAGEMENT

AAM's Board of Directors has oversight of risk management with a focus on the most significant risks facing the Company. The Board believes that effective internal controls and risk management processes are essential for achieving shareholder value and their risk oversight process builds upon management's risk assessment and mitigation processes. AAM's comprehensive risk management process is led by top management, structured and based on standards, and executed in an environment of strong internal controls with comprehensive policies and procedures. AAM applies an enterprise risk management approach to assess and define substantive strategic, operational and financial risks within our business, as well as upstream and downstream in our value chain.

Strategic considerations include: changing industry dynamics, failure to attract and retain key talent, geopolitical risk, manufacturing site concentrations and climate-related risks.

Operational impacts may include IT and cybersecurity risk, supply chain disruptions, labor availability and energy availability. Financial considerations include fiscal crisis or severe financial downturns. Compliance risks include an assessment of AAM's ability to comply with financial, regulatory, environmental, or other regulated subjects and standards. Mitigation of the top identified risks, as well as risks in direct operations, is managed at the plant, business unit and enterprise level, depending on the risk topic.



Risk management practices and processes are embedded throughout the Company in our core management approaches and the AAM Operating System (AOS), a global operating system designed to deliver operational excellence by leveraging our global standards, policies and best practices. The AOS includes several modules and sub-systems in each of the functional areas of the business including:

- Q⁴ Quality Operating System
- S⁴ Safety Operating System

- SCM⁴ Global Supply Chain Operating System
- E⁴ Environmental Operating System
- IT⁴ Information Technology Operating System
- IPM⁴ Integrated Program Management Operating System
- O⁴ Operations Operating System
- HR⁴ Human Resources Operating System
- M⁴ Maintenance Operating System

Each of these systems includes processes designed to identify, assess and mitigate issues within that functional area.

Climate-related risk is one of the top-10 risks to be evaluated through our risk management process. Additional information can be found in the Environmental section.



CYBERSECURITY AND DATA PROTECTION

AAM is dedicated to protecting the confidentiality, integrity and availability of our data and essential systems by consistently assessing and enhancing our Information Security program.

We collaborate with our customers, stakeholders and suppliers to proactively identify opportunities for risk reduction by establishing appropriate levels of protection and mitigation.

The Audit Committee of the AAM
Board oversees our cybersecurity risk
management program, as well as other
information technology controls, procedures,
programs and mitigation processes. This
Committee receives quarterly reports from

AAM's Chief Information Security Officer on cybersecurity and data protection.

CYBERSECURITY AWARENESS AND TRAINING

With a mission of Enabling the Business, Securely, the Information Security team is focused on not only educating AAM Associates and Suppliers to become more cyber aware but also on implementing controls that balance user experience with risk reduction.

All AAM Associates with access to AAM Information Systems must complete cybersecurity awareness training. Phishing testing and training is conducted on an ongoing basis and results are reported quarterly to the Audit Committee of the AAM Board.

Our Cybersecurity Awareness program, #AAMSecure, promotes organization-wide awareness via global and regionally-targeted cybersecurity announcements and an information security digital resource center.

The AAM Information Security
Council (ISC), made up of leadership
representatives from across the
organization, meets periodically to
discuss current threats and trends,
and the resulting Information Security
initiatives and priorities. The ISC members
provide support for policy changes and
insights into how the Information Security
team can more effectively educate,
communicate and support.

AAM ENTERPRISE SECURITY PRINCIPLES





Integrate security into AAM business functions



Place resiliency and adaptability at the core of controls



Optimize and automate processes to drive efficiencies



Enhance AAM's ability to identify, detect, respond and recover

INFORMATION SECURITY MANAGEMENT SYSTEM

We have built a robust Information Security Management System (ISMS) that is integrated into the risk management framework to identify evolving risks and build a comprehensive strategy to address them. The ISMS leverages strong governance and comprehensive frameworks such as NIST, CIS, TISAX and ISO 27001.

Our ISMS is built upon a balance of people, processes and technologies comprised of:

- Information security experts holding multiple industry certifications
- 24/7 security monitoring using internal and external resources
- External security assessments and control validation
- Security awareness and phishing tests
- Annual table-top exercises
- Industry-leading email, endpoint and network protection technologies
- Principle of Least Privilege
- Multi-factor authentication
- Comprehensive incident response plan
- High availability, disaster recovery and business continuity
- Third-party risk management
- Continuous Threat Exposure Management (CTEM)



ENVIRONMENTAL

SOCIAL

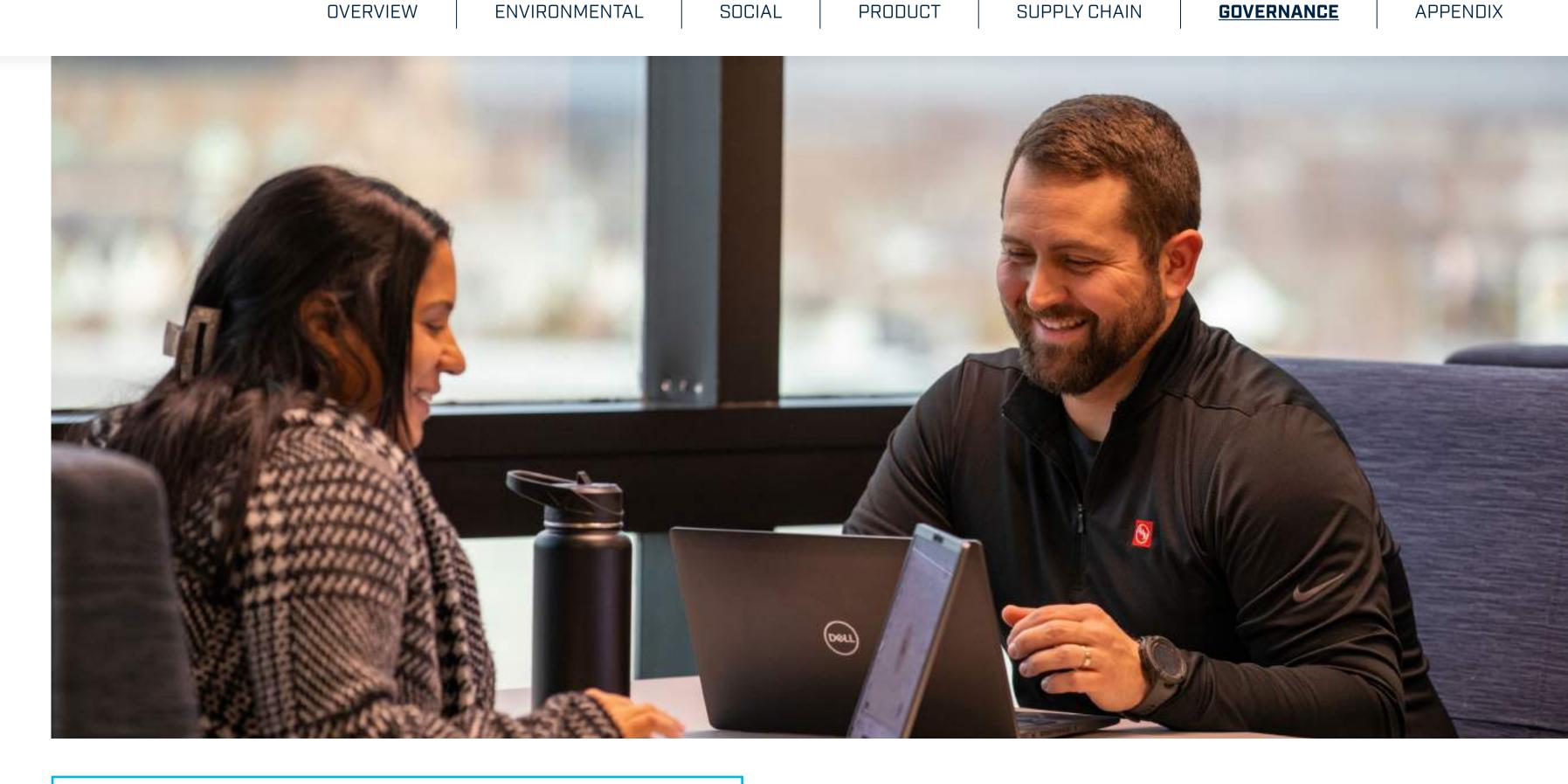
SUPPLY CHAIN



ETHICS AND COMPLIANCE PROGRAM

At AAM, we believe that doing what is right is vital to our continued success. We are committed to abiding by all laws and regulations of the jurisdictions in which we operate. We have developed a global ethics and compliance program to ensure a culture of integrity.

The Ethics and Compliance Committee (ECC) oversees our ethics and compliance programs, policies and procedures.



ETHICS AND COMPLIANCE COMMITTEE

MEMBERSHIP

- CEO
- President
- Executive Vice President and CFO
- Senior Vice President Human Resources and Sustainability
- Vice President and General Counsel
- Director Internal Audit

KEY RESPONSIBILITIES

- Overseeing the review and disposition of compliance-related concerns or complaints.
- Reviewing the effectiveness of our compliance programs.
- Reviewing risk management/assessment practices and policies regarding legal and regulatory compliance risks.
- Managing of the effectiveness of our training and communication programs in promoting a culture of integrity, ethics and compliance.



ETHICS AND COMPLIANCE TRAINING

Education is a fundamental aspect of our ethics and compliance program. Our training initiatives help Associates understand the expectations and policies related to our Code of Business Conduct and other compliance areas.

For example, the Code of Business Conduct course covers the key elements of the Policy, requires
Associates to demonstrate their knowledge of risk areas specifically in the automotive industry, identifies consequences to actions and provides resources.

AAM's Mutual Respect course focuses on how we can build a work environment where we feel like we belong, where we feel safe to bring our whole selves to work and where our differences are celebrated, not feared. The course covers understanding and recognizing different types of harassment and discrimination, understanding the impact of our actions, retaliation, proper reporting, and how AAM handles complaints.

All Salaried Associates, including management, are required to complete annual ethics and compliance courses. Variable incentive payments are linked to the completion of these mandatory courses. In 2024, 100% of Salaried Associates completed these requirements, which included the following courses:

- Code of Business Conduct
- Conflicts of Interest
- Mutual Respect: Preventing Harassment and Discrimination

AAM Salaried Associates and management are also required to review the <u>Anti-Corruption Policy</u> and <u>Conflict of Interest Policy</u> on an annual basis and disclose relevant information.

In addition, all newly hired Salaried Associates are required to complete Foreign Corrupt Practices Act (FCPA) and Global Anti-Corruption and Protecting Proprietary Information and Data Privacy courses. This supports our commitment to safeguarding the confidentiality, integrity, and availability of our data and critical systems. Newly hired Salaried Associates are also encouraged to attend courses led by subject matter experts that focus on AAM's history, innovation and products.

The ECC annually reviews our ethics and compliance training curriculum to ensure that Salaried Associates receive training each year on current and trending topics of importance to AAM and our stakeholders. In 2024, the ECC added mandatory training on Government Interactions to enhance Associate awareness of this compliance topic.

In 2024, AAM also expanded its in-person, instructor-led Ethics and Compliance training on a risk-prioritized basis. The topics included Introduction to AAM's Compliance and Ethics Program and Conducting Internal Investigations and training sessions were held in the U.S., Mexico, Brazil and Europe.

CODE OF BUSINESS CONDUCT

Our Associates are expected to conduct business using the highest standards of ethics and integrity. The AAM <u>Code of Business Conduct</u> serves as a guide to help Associates understand and meet these expectations, and is accessible in all the languages spoken where we conduct business. All Associates are required to read the Code and acknowledge their obligation to comply as part of their annual training. Newly hired Associates are introduced to the Code during the onboarding process.

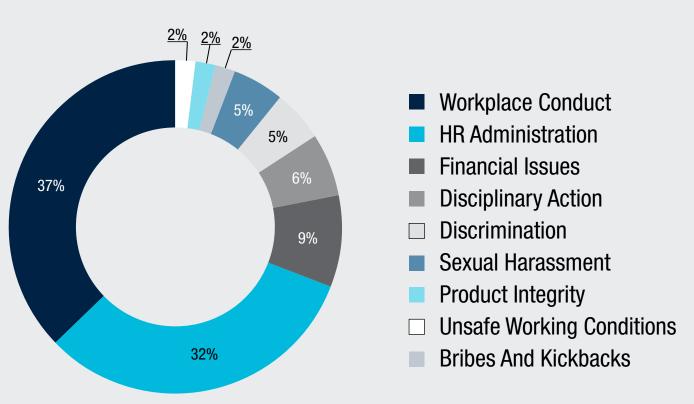
The Code is reviewed annually by both the Nominating/Corporate Governance Committee of the AAM Board of Directors and the full Board.

We actively monitor compliance with the Code through an ethics phone line and web-based reporting platform. AAM's Ethics Line is accessible to anyone, anywhere in the world.

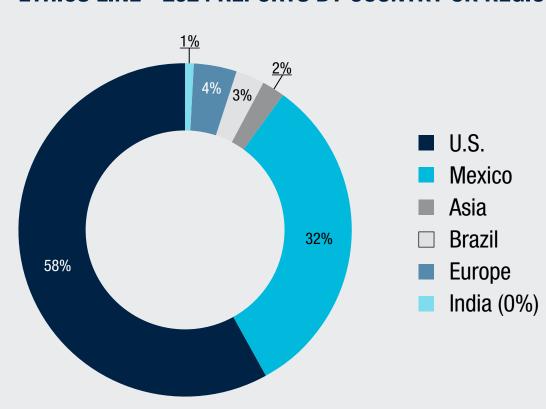


AAM ®

ETHICS LINE - 2024 REPORTS BY ALLEGATION



ETHICS LINE - 2024 REPORTS BY COUNTRY OR REGION



Reports received during 2024 were predominately related to workplace conduct and originated from the U.S. and Mexico.

REPORTING AND INVESTIGATIONS

- 24/7/365 availability online or via toll-free call to a third-party call center with local language translators available
- Option to remain anonymous
- 100% of reports investigated
- Substantiated reports frequently result in group or individual counseling or training; more serious violations can result in verbal and written warnings or termination of employment

- A quarterly summary of all the reports is provided to the Audit Committee of the Board of Directors
- In 2024, AAM received 362 reports to our Ethics Line. This equates to 1.7 reports per 100 Associates, which is within the median range of benchmarking data provided by our Ethics Line provider
- Our 2024 substantiation rate* of 59% indicates a high level of quality, actionable reports

*Substantiation rate is based on investigations that have been concluded as of February 20, 2025.

ETHICS AND COMPLIANCE REPORTING AND MONITORING

Ethics line complaints are received and reviewed by AAM's Investigation Oversight Committee. The Committee includes AAM's VP and General Counsel, Director of Internal Audit, Director of HR Compliance, Director of Legal Compliance and the Head of Security.

The Committee meets monthly to review every open case/complaint. Investigations are conducted by appropriate personnel, and the Investigation Oversight Committee ensures that investigations are addressed in a timely and thorough manner.

The Ethics and Compliance Committee meets on a quarterly basis to review and discuss Ethics Line cases and metrics/data. Additionally, the Audit Committee of the Board of Directors reviews Ethics Line metrics and data on a quarterly basis.





HUMAN RESOURCES POLICIES AND PROCEDURES

We are committed to reviewing and updating Human Resources policies and procedures on a continuous basis. This includes adding and revising language to reflect our inclusive values while encouraging Associates to bring their whole selves to work. In addition, we have a large, content-rich online library available to advance our Associates' knowledge in diversity, equity and inclusion.



EQUAL EMPLOYMENT OPPORTUNITY

AAM is an equal employment opportunity employer. AAM will not discriminate against any Associate or applicant for employment because of age, race, color, gender, religion, weight, height, marital status, sexual orientation, genetic history or information, gender identity or expression, disability, protected veteran status, national origin or other characteristics protected by law.

AAM will take additional actions to promote fairness and diversity as part of our policy, hiring practices, organizational development and succession planning. AAM will commit to providing flexible work arrangements and reflection rooms where possible and continue our commitment to promote Mutual Respect throughout the Company. AAM is also committed to maintaining a diverse, equitable and inclusive work environment and provide a culture that supports related learning events, discussion and engagement activities.

UNLAWFUL HARASSMENT, SEXUAL HARASSMENT AND DISCRIMINATION

AAM has a company-wide Unlawful Harassment, Sexual Harassment and Discrimination Policy where all Associates have the right to work in an environment free from all forms of harassment and discrimination.

Unlawful harassment, sexual harassment or discrimination of Associates, customers, suppliers or others because of age, race, color, gender, religion, weight, height, marital status, sexual orientation, genetic history or information, gender identity or expression, disability, protected veteran status, national origin, any protected status or characteristic protected by law is illegal and violates AAM's policy.



INDUSTRY ASSOCIATIONS

We seek to stay current with the policies, regulations and trends of the global automotive industry. To maintain our leadership in the field, we actively engage with associations and organizations around the world. Through our membership and involvement in these groups, we can exchange best practices, expand our expertise and strengthen our position as a leading global supplier.

NORTH AMERICA

- Automotive Industry Action Group
- CADIA CEO Coalition for Change
- Center for Automotive Diversity, Inclusion and Advancement
- Center for Automotive Research
- Forging Industry Association
- Motor & Equipment Manufacturers Association
- National Association of Manufacturers
- Society of Automotive Engineers
- Women in Manufacturing
- Society of Women Engineers
- The U.S.-Mexico Chamber of Commerce

EUROPE

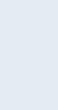
- European Association of Automotive Suppliers
- Hessenmetall Verband der Metall-und Elektro-Unternehmen Hessen e.V.
- Industrieverband Massivumformung e.V.
- VDA Verband der Automobilindustrie e.V.

SOUTH AMERICA

American Chamber of Commerce for Brazil

ASIA

- American Chamber of Commerce, Shanghai
- China Industry Technology Innovation Strategic
 Alliance for Electric Vehicle
- European Union Chamber of Commerce in China
- American Chamber of Commerce, Thailand
- Korean Auto Industry Cooperation Association
- American Chamber of Commerce in India
- Automotive Component Manufacturer Association
- The Automotive Research Association of India





ABOUT THIS REPORT

Our focus is to drive continuous improvement in the sustainability areas most important to AAM and our stakeholders. This is our sixth sustainability report describing the company's approach to sustainability program governance, priority topics, key metrics and targets, and our key sustainability initiatives and achievements. Our previous report covered the calendar year 2023 and was published in April 2024.

The content of this report generally covers subject matter for the calendar year 2024 and is limited to American Axle & Manufacturing Holdings, Inc. and its wholly-owned subsidiaries. Dollar amounts presented within this report are stated in U.S. dollars. Unless otherwise noted, all metrics related to AAM's operations, products, workforce and financial data refer to the calendar year ending December 31, 2024.

REPORTING FRAMEWORKS

Global Reporting Initiative (GRI) Standards: The GRI Standards were developed to enable organizations to report on their material impacts across the economy, environment and people. This report references the GRI Standards listed in the GRI Content Index.

Sustainability Accounting Standards Board (SASB): The SASB framework is a set of standards that identifies industry-specific, financially material sustainability topics and metrics. This report references the SASB Standards according to the Transportation – Auto Parts industry classification.

Task Force on Climate-Related Financial Disclosures (TCFD): The Financial Stability Board has developed a voluntary, consistent, climate-related financial risk disclosure for use by companies in providing information to investors, lenders, insurers and other stakeholders. Our public disclosures on climate change are included in the AAM 2024 Sustainability Report, our 2024 CDP response and in our 2024 Annual Report on Form 10-K, in alignment with the TCFD recommendations.

2024 SUSTAINABILITY MATERIAL TOPICS

The content featured in this report is based on the results of our 2022 materiality assessment. The assessment process followed Global Reporting Initiative (GRI) guidance and included:

DISCOVERY AND ANALYSIS:

- Analysis of industry-specific sustainability disclosures
- Benchmarking and comparison against industry best practices
- Review of AAM's sustainability-related disclosures, policies and procedures

STAKEHOLDER ENGAGEMENT:

- Interviews with customers, Board Members and internal stakeholders from AAM functions, including Environmental, Health and Safety, Finance, Human Resources, Marketing and Communications, and Procurement
- Materiality survey of more than 700 internal and external stakeholders such as Associates, customers, suppliers and the AAM Board of Directors

MATERIALITY ASSESSMENT:

- Analyze findings
- Identify common themes, trends and expectations across stakeholder groups
- Recommend material topics to integrate into business plans and reporting processes

The results of the assessment are used as we evaluate our strategy, develop additional long-term commitments and prioritize our sustainability-related initiatives.



2030

AAM SUSTAINABILITY-RELATED COMMITMENTS



Energy and Emissions

Achieve 100% renewable

energy in the U.S.

2025

Commit 67% of suppliers (by emissions) have science-based targets validated by an accredited third party

2027

Achieve 100% renewable energy globally

2035

Achieve net-zero GHG emissions across the value chain from a 2020 base year

2040



Waste and Hazardous Materials Management Achieve zero
waste-to-landfill status
for all facilities



Water and Wastewater Management

Achieve zero incidents of water scarcity and water contamination in the watersheds in which we operate (annual commitment)



Innovative Technology and Electrification

Achieve electrification market share >10% of our estimated addressable market share



Diversity, Equity and Inclusion (DEI)

Increase key DEI-related Associate representation

SUPPLY CHAIN



FORWARD-LOOKING STATEMENTS

2024 SUSTAINABILITY REPORT

In this Sustainability Report, we make statements concerning our expectations, beliefs, plans, objectives, goals, strategies and future events or performance. Such statements are forward-looking statements within the meaning of the Private Securities Litigation Reform Act of 1995 and relate to trends and events that may affect our future financial position and operating results. Terms such as "will," "may," "could," "would," "plan," "believe," "expect," "anticipate," "intend," "project," "target" and similar words or expressions, as well as statements in future tense, are intended to identify forward-looking statements. Forward-looking statements should not be read as a guarantee of future performance or results and will not necessarily be accurate indications of the times at or by which such performance or results will be achieved.

Forward-looking statements are based on information available at the time they are made and/or management's good-faith belief as of that time with respect to future events and are subject to risks and may differ materially from those expressed in or suggested by the forward-looking statements.

These risks and uncertainties include factors detailed in the reports we file with the Securities and Exchange Commission, including those described under "Risk Factors" in our most recent Annual Report on Form 10-K and our Quarterly Reports on Form 10-Q. These forward-looking statements speak only as of the date of this communication.

We expressly disclaim any obligation or undertaking to disseminate any updates or revisions to any forward-looking statement contained herein to reflect any change in our expectations with regard thereto or any change in events, conditions or circumstances on which any such statement is based.





ENVIRONMENTAL SUPPLEMENTAL INFORMATION

RENEWABLE AND CARBON-FREE ENERGY PURCHASING BY LOCATION**

U.S.

FACILITY	% RENEWABLE*
AAM World Headquarters	100%
Advanced Technolody Development Center	100%
Auburn Hills Manufacturing	100%
Bluffton Manufacturing Facility	100%
Bolingbrook Manufacturing Facility	100%
Chicago Manufacturing Facility	100%
Columbus Manufacturing Facility	100%
Detroit Business Office	100%
Detroit Manufacturing Facility	100%
Fort Wayne Manufacturing Facility	100%
Fraser Manufacturing Facility	100%
Minerva Manufacturing Facility	100%
North Vernon Manufacturing Facility	100%

FACILITY	% RENEWABLE*
Oxford Forge	100%
Oxford Manufacturing Facility	100%
Ridgway Manufacturing Facility	100%
Rochester Hills Technical Center	100%
Rochester Manufacturing Facility	100%
Royal Oak Manufacturing Facility	100%
St. Marys Manufacturing Facility	100%
Subiaco Manufacturing Facility	100%
Three Rivers Manufacturing Facility	100%
Troy Manufacturing Facility	100%
Twinsburg Manufacturing Facility	100%
Warren Manufacturing Facility	100%
Wooster Manufacturing Facility	100%

EUROPE			
FACILITY	% RENEWABLE*		
Barcelona Manufacturing Facility	100%		
Brasov Manufacturing Facility	0%		
Decines Manufacturing Facility	100%		
Eisenach Manufacturing Facility	100%		
Europe Headquarters & Engineering Center	100%		
Glasgow Manufacturing Facility	0%		
Halifax Manufacturing Facility	100%		
Hausach Manufacturing Facility	0%		
Ivancice Manufacturing Facility	0%		
Lyon Manufacturing Facility	100%		
Oslavany Manufacturing Facility	0%		
Rotenburg Manufacturing Facility	0%		
Schmölln Manufacturing Facility	0%		
Świdnica Manufacturing Facility	100%		
Valencia Manufacturing Facility	0%		
Zbysov Manufacturing Facility	0%		
Zell Manufacturing Facility	100%		

ASIA		
FACILITY	% RENEWABLE*	
Asia Headquarters & Engineering Center	0%	
Chakan Manufacturing Facility	0%	
Changshu Manufacturing - Plant 1	0%	
Changshu Manufacturing - Plant 2	0%	
Chennai Manufacturing Facility	0%	
Pune Engineering & Development Center	0%	
Pune Manufacturing Facility	0%	
Pyeongtaek Manufacturing Facility	0%	
Rayong Manufacturing Facility	0%	
Suzhou Manufacturing Facility	0%	

AMERICAS (EXC. U.S.)

FACILITY	% RENEWABLE*
Araucária Manufacturing Facility	100%
Betim Manufacturing Facility	100%
El Carmen Manufacturing Facility	100%
Guanajuato Forge	0%
Guanajuato Manufacturing - Plant 1	0%
Guanajuato Manufacturing - Plant 2	0%
Guanajuato Manufacturing - Plant 3	0%
Guanajuato Manufacturing - Plant 4	0%
Guanajuato Manufacturing - Plant 5	0%
Guanajuato Manufacturing - Plant 6	0%
Indaiatuba Manufacturing Facility	100%
Irapuato Manufacturing Facility	0%
Jundiai Manufacturing Complex 1	100%
Jundiai Manufacturing Complex 2	100%
Las Colinas Manufacturing Facility	0%
Ramos Manufacturing Complex - Plant 1	0%
Ramos Manufacturing Complex - Plant 2	0%
Silao Manufacturing Facility	0%

^{*} Includes both renewable and carbon-free energy.

^{**}Includes manufacturing, engineering and/or headquarters-related facilities as of December 31, 2024.

ENVIRONMENTAL



ENVIRONMENTAL SUPPLEMENTAL INFORMATION

ENERGY AND WATER DATA

% OF RENEWABLE* ENERGY BY REGION		
U.S.	100%	
Europe	47%	
Asia	0%	
Americas (Exc. U.S.)	39%	

WATER WITHDRAWAL (ML) BY REGION		
U.S.	1,053	
Europe	199	
Asia	149	
Americas (Exc. U.S.)	588	
Water Scarce Regions	555	
Non-water Scarce Regions	1,434	

OVERVIEW

83

^{*} Includes both renewable and carbon-free energy.





EMPLOYEES BY GENDER

2024 SUSTAINABILITY REPORT

GENDER	TOTAL	PERCENTAGE
Male	14,566	78.1%
Female	4,096	21.9%
Unidentified	0	0.0%

EMPLOYEES BY REGION

REGION	TOTAL	PERCENTAGE
Asia	1,661	8.9%
Europe	3,560	19.1%
North America	12,385	66.3%
South America	1,056	5.7%

EMPLOYEES BY GENDER AND AGE GROUP

AGE GROUP	FEMALE	MALE
29 and Under	6.2%	16.8%
30 to 49	11.1%	42.0%
50 and over	4.7%	19.2%

LABOR AGREEMENTS

TOTAL ASSOCIATES WITH UNION AFFILIATION	54%
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EMPLOYEES BY GENDER AND REGION

REGION	FEMALE	MALE
Asia	1.2%	7.7%
Europe	3.7%	15.4%
North America	16.2%	50.1%
South America	0.9%	4.8%

AVERAGE TRAINING HOURS PER EMPLOYEE

EMPLOYEE CATEGORY	HOURS
Hourly	796,000
Salaried	223,000
Total Training Hours	1,019,000
Average Training Hours per Employee	54.6

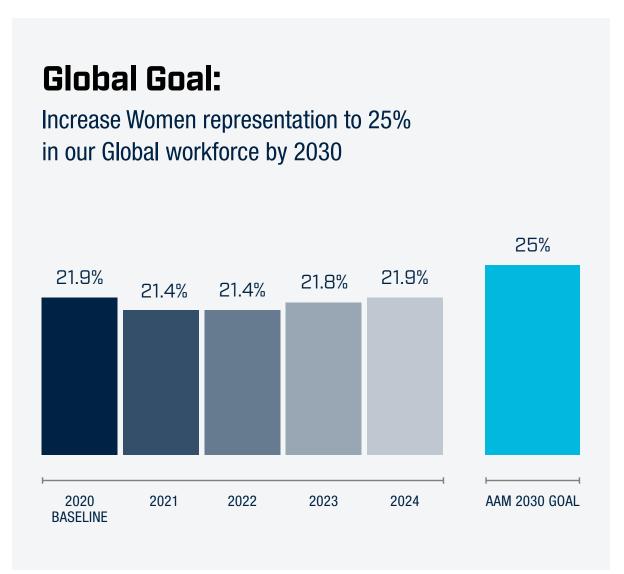
TOTAL TRAINING HOURS BY TOPIC

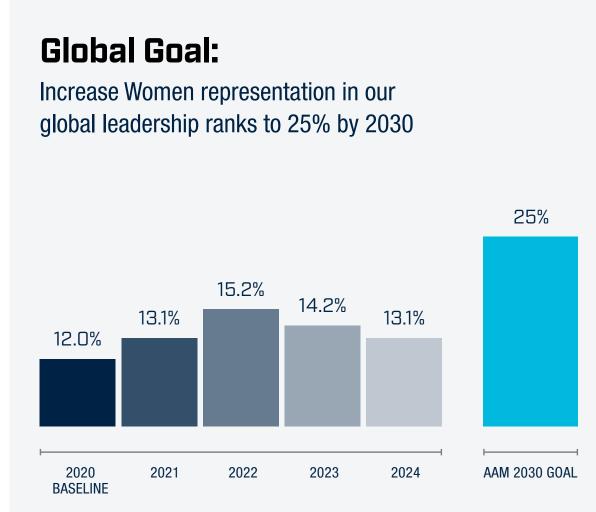
TOPIC	HOURS
Safety	317,000
Environmental	68,000
Quality	165,000
Technical Skills	444,000
Ethics and Compliance	19,000
DEI, Leadership, Language and other Professional Development	6,000



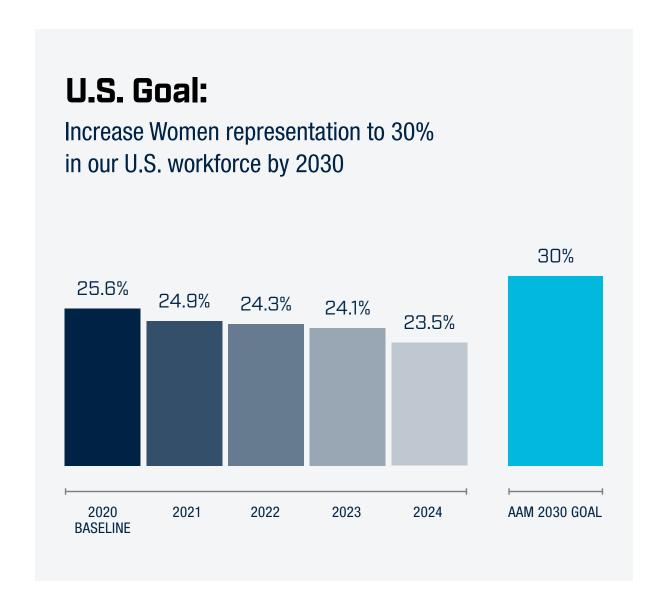
DEMOGRAPHIC GOALS

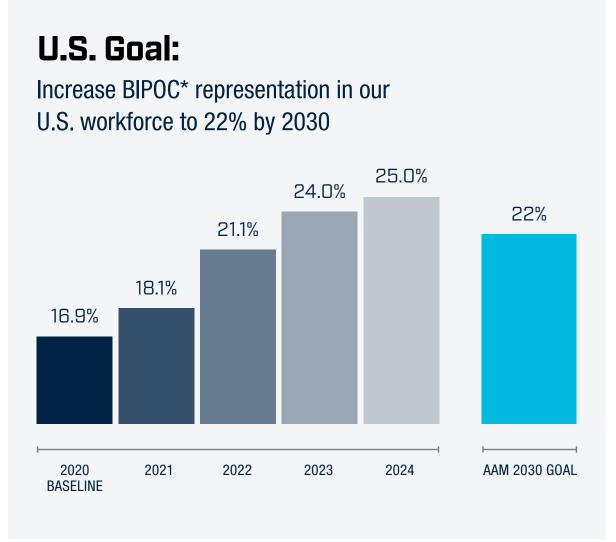
As a part of our global program, AAM established three global and four U.S. 2030 goals. These goals help drive accountability, are reviewed annually with our Board of Directors and shared with our global workforce. We continue to strengthen our talent attraction initiatives and focus on gender and underrepresented groups.

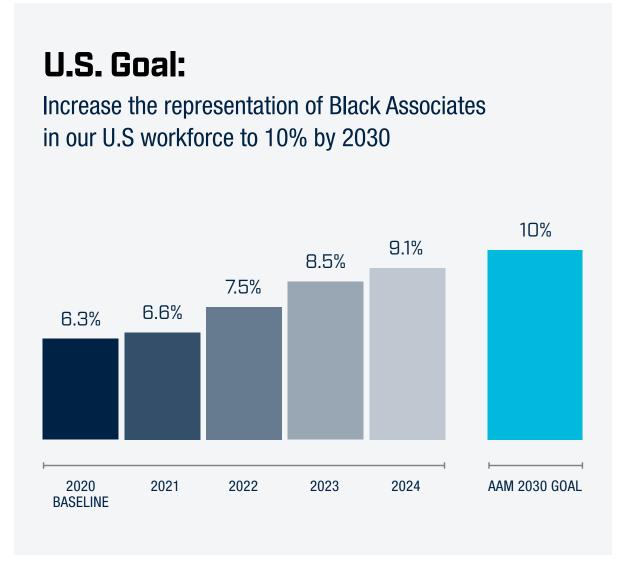


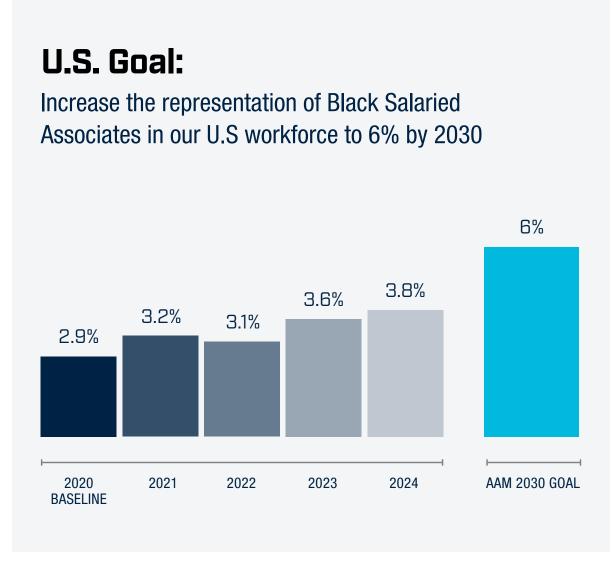












*BIPOC = Black, Indigenous and People of Color





SUPPLY CHAIN SUPPLEMENTAL INFORMATION

A key tool that helps us identify risks and opportunities, assess sustainability practices, track and monitor actions, improve performance, and manage our program more efficiently is the EcoVadis platform. The tool is designed to optimize data collection, enabling us to better track our suppliers' progress in areas such as environmental impact, labor and human rights, ethics, and sustainable procurement, while also supporting them in setting their own science-based targets.

We launched the platform in 2024, focusing on our efforts on direct material suppliers that account for the majority of our Scope 3 category 1 emissions. The percent of those suppliers that shared their EcoVadis scores with AAM was approximately 75%.

Below is a sampling of EcoVadis survey results from 2024:

ECOVADIS SURVEY RESULTS

EcoVadis Key Performance Indicator	% of suppliers
Labor and human rights policy on child labor, forced labor and human trafficking	68%
Environmental policy	54%
Ethics policy	72%
Information security policy	69%
Sustainable procurement policy	62%
Grievance mechanism or whistleblowing procedure in place	57%
ISO 14001 certified (at least one operational site)	81%
Use of renewable energy	58%

SOCIAL



	SDG	AAM GOALS, INITIATIVES AND ACHIEVEMENTS
3 month sinc	GOOD HEALTH AND WELL-BEING: Ensure healthy lives and promote well-being for all at all ages	 Benefits focus on four well-being pillars: physical, emotional, financial and social Psychological safety and wellness support through a variety of global programs and initiatives Partnered with Progyny, a leading fertility assistance company, to provide family building benefits
5 STATES TO STATE OF THE STATE	GENDER EQUALITY: Achieve gender equality and empower all women and girls	 Goal to increase the representation of women in AAM's global workforce to 25% by 2030 Goal to double the representation of women executives at global leadership levels to 25% by 2030
7 supposed the control of the contro	AFFORDABLE AND CLEAN ENERGY: Ensure access to affordable, reliable, sustainable and modern energy for all	 Goal to source 100% renewable or carbon-free energy globally by 2035 Achieved 100% of energy sourced in the U.S. in 2024 from renewable or carbon-free, a year prior to the 2025 goal 66% of energy sourced globally in 2024 was renewable or carbon-free
8 RECENT MORE AND ICCOMMING GREATS	DECENT WORK AND ECONOMIC GROWTH: Promote sustained, inclusive and sustainable economic growth; full and productive employment; and decent work for all	 Supply Chain Human Rights addressed in Supplier Code of Conduct, covering topics such as Women's Rights, Rights of Minorities and Indigenous Peoples, Land Rights, and Forced Eviction Partner with organizations globally to provide college co-op, summer intern and other student programs Ensuring human rights are respected through our Human Rights Policy enhanced in 2024
9 interestricture	INDUSTRY, INNOVATION AND INFRASTRUCTURE: Build resilient infrastructure, promote inclusive and sustainable industrialization, and foster innovation	 Approximately 66% of R&D spend in 2024 on sustainability-focused projects Goal of > 10% of our estimated addressable market share by 2030 in electric powertrain technology
10 MODELLES	REDUCED INEQUALITIES: Reduce inequality within and among countries	 Global 2+1 Engagement program progressed globally Exceeded 2030 goal of 22% BIPOC Associates in workforce by achieving 25% in 2024
12 SEPTIMENT SEP	RESPONSIBLE CONSUMPTION AND PRODUCTION: Ensure sustainable consumption and production patterns	 Goal of zero waste-to-landfill status for all facilities by 2035 81% of waste, by weight, diverted from landfill in 2024 Annual goal of zero incidents of water contamination and water scarcity in watersheds where we operate
13 (CMA)T	CLIMATE ACTION: Take urgent action to combat climate change and its impacts	 Net-zero emissions goals validated by SBTi Extended biodiversity partnership with the Wildlife Habitat Council to 2025 67% of our direct material suppliers (by emissions) required to have science-based targets validated by 2027
16 PERSE ASSETS AND STREAM PROTECTIONS	PEACE, JUSTICE AND STRONG INSTITUTIONS: Promote peaceful and inclusive societies for sustainable development; provide access to justice for all; and build effective, accountable and inclusive institutions at all levels	 Contributed more than \$1 million (USD) in monetary donations and volunteered more than 6,200 hours worldwide Expanded in-person, instructor-led Ethics and Compliance training on a risk-prioritized basis

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GRI Standard	Disclosure	Reference/Response	Page
GRI 2: GENERA	L DISCLOSURES 2024		
	2-1 Organizational details	American Axle & Manufacturing Holdings, Inc. (NYSE:AXL) is a publicly traded corporation incorporated in the state of Delaware. Our shares are traded on the New York Stock Exchange. 2024 Form 10-K: Business	_
	2-2 Entities included in the organization's sustainability reporting	2024 Form 10-K: Exhibit 21	_
	2-3 Reporting period, frequency and contact point	2024 Annual (published April 2024) Contact: Sustainability@AAM.com	_
	2-4 Restatements of information	Any restatements are noted as part of the data presented within the body of this report.	_
	2-5 External assurance	This report has not been externally assured.	_
	2-6 Activities, value chain and other business relationships	2024 Form 10-K: Business	_
	2-7 Employees	Social Supplemental Information	84
		CATEGORY NUMBER	
	2-8 Workers who are not employees	Hourly 418	_
		Salaried 87	
	2-9 Governance structure and composition	Governance	<u>68-7</u> 1



GRI STANDAR	GRI STANDARDS INDEX			
GRI Standard	Disclosure	Reference/Response	Page	
GRI 2: GENERA	L DISCLOSURES 2024 – (CONTINUED)			
	2-10 Nomination and selection of the highest governance body	2025 Proxy Statement: Corporate Governance	_	
	2-11 Chair of the highest governance body	Chairman and CEO Letter Governance	<u>6</u> 68-70	
	2-12 Role of the highest governance body in overseeing the management of impacts	Governance	<u>68-70</u>	
	2-13 Delegation of responsibility for managing impacts	Governance	<u>68-70</u>	
	2-14 Role of the highest governance body in sustainability reporting	Governance	<u>68-70</u>	
	2-15 Conflicts of interest	Ethics and Compliance Training Conflict of Interest Policy	<u>74</u> –	
	2-16 Communication of critical concerns	Ethics and Compliance Program Code of Business Conduct	<u>77</u>	
	2-17 Collective knowledge of the highest governance body	2025 Proxy Statement: Corporate Governance	_	
	2-18 Evaluation of the performance of the highest governance body	2025 Proxy Statement: Corporate Governance	_	



GRI STANDAF	RI STANDARDS INDEX			
GRI Standard	Disclosure	Reference/Response	Page	
GRI 2: GENERA	L DISCLOSURES 2024 – (CONTINUED)			
	2-19 Remuneration policies	2025 Proxy Statement: Corporate Governance Benefits and Compensation	_ <u>31</u>	
	2-20 Process to determine remuneration	2025 Proxy Statement: Compensation Discussion and Analysis	_	
	2-21 Annual total compensation ratio	2025 Proxy Statement: CEO Pay Ratio	_	
	2-22 Statement on sustainable development strategy	Chairman and CEO Letter	<u>6</u>	
	2-26 Mechanisms for seeking advice and raising concerns	Code of Business Conduct	_	
	2-27 Compliance with laws and regulations	Code of Business Conduct	_	
	2-28 Membership associations	Industry Associations	77	
	2-29 Approach to stakeholder engagement	Sustainability Priority Topics Board Engagement and Responsiveness About this Report 2025 Proxy Statement: Corporate Governance	<u>7</u> <u>68-69</u> <u>79</u>	
	2-30 Collective bargaining agreements	2024 Form 10-K: Business Labor Relations	_ 24	



GRI STANDAR	GRI STANDARDS INDEX			
GRI Standard	Disclosure	Reference/Response	Page	
GRI 3: MATERIA	L TOPICS 2024			
	3-1 Process to determine material topics	Sustainability Priority Topics About this Report	<u>7</u> <u>79</u>	
	3-2 List of material topics	Sustainability Strategy	7	
	3-3 Management of material topics	Governance	<u>68-70</u>	
GRI 200: ECON	OMIC			
205 - ANTI-CO	RRUPTION			
	205-1 Operations assessed for risks related to corruption	Ethics and Compliance Reporting and Monitoring	<u>73</u>	
	205-2 Communication and training about anti-corruption policies and procedures	Ethics and Compliance Reporting and Monitoring	<u>73-75</u>	
	205-3 Confirmed incidents of corruption and actions taken	2024 Form 10-K: Legal Proceedings	_	
206 - ANTI-CO	206 - ANTI-COMPETITIVE BEHAVIOR			
	206-1 Legal actions for anti-competitive behavior, anti-trust and monopoly practices	2024 Form 10-K: Legal Proceedings	_	

<u>APPENDIX</u>

GRI STANDAR	DS INDEX		
GRI Standard	Disclosure	Reference/Response	Page
GRI 300: ENVIR	ONMENTAL		
301 - MATERIA	LS		
	301-2 Recycled input materials used	Sustainable Product Development	<u>54</u>
302 - ENERGY			
	302-1 Energy consumption within the organization	Energy and Emissions Environmental Supplemental Information	<u>13-15</u> <u>82-83</u>
	302-2 Energy consumption outside of the organization	Energy and Emissions Supply Chain	<u>16</u> 61, 63, 66
	302-3 Energy intensity	Energy and Emissions	<u>13-14</u>
	302-4 Reduction of energy consumption	Energy and Emissions	<u>14</u>
303 - WATER A	ND EFFLUENTS		
	303-1 Interactions with water as a shared resource	Water Management 2024 CDP Response	<u>17</u>
	303-2 Management of water discharge-related impacts	Water Management 2024 CDP Response	<u>17</u>
	303-3 Water withdrawal	Water Management	<u>17</u>
	303-4 Water discharge	2024 CDP Response	-
	303-5 Water consumption	2024 CDP Response	_

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GRI STANDAR	RDS INDEX		
GRI Standard	Disclosure	Reference/Response	Page
GRI 300: ENVIR	RONMENTAL – (CONTINUED)		
305 - EMISSIO	NS		
	305-1 Direct (Scope 1) GHG emissions	Energy and Emissions	<u>13</u>
	305-2 Energy indirect (Scope 2) GHG emissions	Energy and Emissions	<u>13</u>
	305-3 Other indirect (Scope 3) GHG emissions	Energy and Emissions Monitoring Processes Supplier Sustainability Council	1 <u>6</u> <u>61</u> <u>63</u>
	305-4 GHG emissions intensity	Energy and Emissions Carbon-Free and Renewable Energy	<u>13-14</u> <u>15</u>
	305-5 Reduction of GHG emissions	Energy and Emissions Carbon-Free and Renewable Energy	14 15
306 - WASTE			
	306-1 Waste generation and significant waste-related impacts	AAM Environmental Policy Waste Management	_ 18
	306-2 Management of significant waste-related impacts	AAM Environmental Policy Waste Management	_ 18
	306-3 Waste generated	Waste Management	<u>18</u>
	306-4 Waste diverted from disposal	Waste Management	<u>18</u>
	306-5 Waste directed to disposal	52,885 tons sent to landfill	<u>18</u>
308 - SUPPLIE	R ENVIRONMENTAL ASSESSMENT		
	308-1 New suppliers that were screened using environmental criteria	Supply Chain	<u>59-63</u>
	308-2 Negative environmental impacts in the supply chain and actions taken	Supply Chain	<u>59-63</u>

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RI Standard	Disclosure	Reference/Response				Pag
RI 400: SOCI <i>A</i>	AL					
)1 - EMPLOYN	MENT					
						_
			HIRES	NUMBER	PERCENTAGE*	
			Total Hires	3,954	21.2%	
			Male	2,973	15.9%	
			Female	977	5.2%	
			Unidentified	4	0.0%	
			29 and Under	1,895	10.2%	
			30 to 49	1,667	8.9%	
	404 d Navy against a biggs and against turns again	401-1 NEW EMPLOYEE HIRES	50 and Over	392	2.1%	
	401-1 New employee hires and employee turnover	AND EMPLOYEE TURNOVER	TURNOVER	NUMBER	PERCENTAGE*	
			Total Turnover	4,349	23.3%	
			Male	3,315	17.8%	
			Female	1,032	5.5%	
			Unidentified	2	0.0%	
			29 and Under	1,703	9.1%	
			30 to 49	1,882	10.1%	
			50 and Over	764	4.1%	

^{*} Percentages are calculated based on total global Associates



GRI STANDAR	RDS INDEX		
GRI Standard	Disclosure	Reference/Response	Page
GRI 400: SOCIA	AL – (CONTINUED)		
403 - OCCUPAT	TIONAL HEALTH AND SAFETY		
	403-1 Occupational health and safety management system	Health and Safety	20-21
	403-2 Hazard identification, risk assessment and incident investigation	Health and Safety	20-22
	403-3 Occupational health services	Benefits and Compensation	<u>30-31</u>
	403-4 Worker participation, consultation and communication on occupational health and safety	Health and Safety	20-22
	403-5 Worker training on occupational health and safety	Health and Safety Social Supplemental Information	<u>20-22</u> <u>84</u>
	403-6 Promotion of worker health	Benefits and Compensation Wellbeing	<u>30-31</u> <u>32</u>
	403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationship	Health and Safety	20-22
	403-8 Workers covered by an occupational health and safety management system	Management Structure	20
	403-9 Work-related injuries	Health and Safety	<u>22</u>
404 - TRAININ	G AND EDUCATION		
	404-1 Average hours of training per year, per employee	Social Supplemental Information	<u>84</u>
	404-2 Programs for upgrading employee skills and transition assistance programs	Career and Development	33-38
	404-3 Percentage of employees receiving regular performance and career development reviews	100% of eligible salaried employees receive regular performance and career development reviews	_

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GRI STANDARDS INDEX						
GRI Standard	Disclosure	Reference/Response	Page			
GRI 400: SOCIA	AL – (CONTINUED)					
405 - DIVERSI	TY AND EQUAL OPPORTUNITY					
	405-1 Diversity of governance bodies and employees	% of Women on Board of Directors = 33%* % of BIPOC on Board of Directors = 8%*	_			
	405-2 Ratio of basic salary and remuneration of women to men	This data is being collected and analyzed as part of AAM's Strategic Roadmap	_			
408 - CHILD LA	ABOR					
	408-1 Operations and suppliers at significant risk for incidents of child labor	Respect for Human Rights Human Rights Policy	<u>23</u> –			
409 - FORCED	OR COMPULSORY LABOR					
	409-1 Operations and suppliers at significant risk for incidents of forced or compulsory labor	Respect for Human Rights Human Rights Policy	<u>23</u> –			
410 - SECURIT	Y PRACTICES					
	410-1 Security personnel trained in human rights policies or procedures	100% of security personnel have completed Code of Conduct training, which addresses human rights policies and procedures	_			
413 - LOCAL CO	OMMUNITIES					
	413-1 Operations with local community engagement, impact assessments and development programs	Community Engagement	39-40			
414 - SUPPLIE	R SOCIAL ASSESSMENT					
	414-1 New suppliers that were screened using social criteria	Supply Chain	<u>59-61, 63-64</u>			
	414-2 Negative social impacts in the supply chain and actions taken	Supply Chain	<u>59-62</u>			

^{*} Information above reflects Board of Directors as of March 17, 2025.

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SUSTAINABILITY ACCOUNTING STANDARDS BOARD (SASB) STANDARDS INDEX							
Code	Topic	Metric	Reference/Response	Page			
ACCOUNTING	ACCOUNTING METRICS						
TR-AP-130A.1	Energy Management	Total energy consumed Percentage grid electricity Percentage renewable	5,897,290 GJ 100% of electric power drawn from the grid 66%	_ _ <u>15</u>			
TR-AP-150A.1	Waste Management	Total amount of waste from manufacturing Percentage hazardous Percentage recycled	285,165 tons (274,972 tons of non-hazardous waste generated + 10,193 tons hazardous waste) 4% 81%	_			
TR-AP-250A.1	Product Safety	Number of recalls issued, total units recalled	AAM had 0 product recalls during 2024.	_			
TR-AP-410A.1	Design for Fuel Efficiency	Revenue from products designed to increase fuel efficiency and/or reduce emissions	2024 CDP Response	_			
TR-AP-440A.1	Materials Sourcing	Description of the management of risks associated with the use of critical materials	Conflict Minerals Policy Statement 2024 From 10-K	<u>62</u> —			
TR-AP-440B.1	Matariala Efficianov	Percentage of products sold that are recyclable	Sustainable Product Development Substantially all products we sell are principally comprised of steel, iron, copper or aluminum, which are recyclable materials.	<u>52-54</u>			
TR-AP-440B.2	- Materials Efficiency	Percentage of input materials from recycled or remanufactured content	Packaging and Recycled Material				
TR-AP-520A.1	Competitive Behavior	Total amount of monetary losses as a result of legal proceedings associated with anti-competitive behavior regulations	2024 Form 10-K: Legal Proceedings	_			

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Disclosure	Reference/Response Response Re	Page
GOVERNANCE		
a) Describe the board's oversight of climate-related risks and opportunities	Management Structure and Board Level Oversight Sustainability Governance	<u>68</u> 70
b) Describe management's role in assessing and managing climate-related risks and opportunities	Environmental Governance	
STRATEGY		
a) Describe the climate-related risks and opportunities the organization has identified over the short, medium and long term	Climate risk assessment and scenario analysis was conducted in 2022. Results and strategy have been integrated into the AAM Enterprise Risk Management system (ERM) with risks and opportunities defined.	_
b) Describe the impact of climate-related risks and opportunities on the organization's businesses, strategy and financial planning	2024 Form 10-K: Business	-
c) Describe the resilience of the organization's strategy under different climate-related scenarios, including a 2°C or lower scenario	Climate risk assessment and scenario analysis was conducted in 2022. Risks, opportunities and mitigation actions under both high and low carbon scenarios have been defined.	_
RISK MANAGEMENT		
a) Describe the organization's processes for identifying and assessing climate-related risks	AAM leverages the risk management system to assess and develop action toward climate concerns. Input into the ERM is based on the results of a Climate Scenario Analysis conducted in 2022. Climate Risk is listed as one of the top ten risk concerns of AAM.	_
b) Describe the organization's process for managing climate-related risks	Analysis: Formal Climate Scenario Analysis Process: Risk Management Process	-
c) Describe how processes for identifying, assessing and managing climate-related risks are integrated into the organization's overallrisk management	A dedicated environmental sustainability leader at a senior executive level identifies potential climate-related risks for analysis and consideration by the AAM Risk Management Working Group. This Group is responsible for determining which risks should be reviewed by the Company's Policy Committee and Board of Directors. Sustainability Governance	<u>-</u> <u>70</u>
METRICS		
a) Disclose the metrics used by the organization to assess climate-related risks and opportunities in line with its strategy and risk management process	Environmental 2024 CDP Response	<u>11-16</u> —
b) Disclose Scope 1, Scope 2 and, if appropriate, Scope 3 GHG emissions and the related risks	Environmental 2024 CDP Response	<u>11-16</u>
c) Describe the targets used to manage climate-related risks and opportunities and performance against targets	Environmental 2024 CDP Response	<u>11-16</u> — 80

