

*This document is a translation into English of an original document drafted in Spanish. This translation is for information purposes only, therefore, in case of discrepancy, the Spanish version shall prevail.*

**REPORT ISSUED BY THE GESTAMP AUTOMOCIÓN, S.A. APPOINTMENTS AND REMUNERATION COMMITTEE REGARDING THE RE-ELECTION OF THE MEMBER OF THE BOARD OF DIRECTORS PROPOSED FOR THE APPROVAL BY THE NEXT GENERAL SHAREHOLDERS' MEETING.**

**1. BACKGROUND**

The Directors of Gestamp Automoción, S.A. (the "**Company**") are appointed for a term of 4 years in accordance with the provisions of articles 221.2 and 529(11.1) of the Revised Text of the Spanish Companies Act ("**LSC**") and article 18.1 of the Company's Articles of Association.

The Board Members Mrs. Concepción Rivero Bermejo, was appointed by the Company's General Shareholders' Meeting, held on 25 June 2020, accepting her position on the same date.

Consequently, on 25 June 2024, the 4-year term of office of the aforementioned Director will have expired.

In order to give continuity to the aforementioned mandate, the Nomination and Compensation Committee has proposed to the Board of Directors, for submission to the next Ordinary General Shareholders' Meeting, the re-election of the Independent Director Mrs. Concepción Rivero Bermejo.

**2. PURPOSE OF THIS REPORT**

In compliance with the provisions of Article 41.1(e) and (f) of the Board of Directors Regulations, the Company's Nomination and Compensation Committee prepares this report regarding, the submission for approval of the Committee's own proposal for the re-election of the Independent Director, Mrs. Concepción Rivero Bermejo, at the next Ordinary General Shareholders' Meeting.

**3. ANALYSIS OF THE CANDIDATE PROPOSED BY THE COMMITTEE FOR RE-ELECTION AS INDEPENDENT DIRECTOR.**

On the occasion of the last appointment that took place within the Company's Board of Directors, the Nomination and Compensation Committee approved a new Board of Directors skills matrix at its meeting on 18 May 2020.

*This document is a translation into English of an original document drafted in Spanish. This translation is for information purposes only, therefore, in case of discrepancy, the Spanish version shall prevail.*

In this regard, the Nomination and Compensation Committee confirms that the profile and capabilities of the candidate Ms. Concepción Rivero Bermejo proposed by the Appointments and Remuneration Committee for re-election as Independent Director complies with the aforementioned matrix, and, therefore, with the profile and capabilities required to address the challenges and opportunities that the Company is expected to face in the short, medium and long term. The professional profile of Ms. Concepción Rivero Bermejo is as follows:

*She holds a degree in Economics and Business Administration from the Autonomía University of Madrid, as well as an Advance Management Program from IESE, Madrid, and an Executive Program from Singularity University, California.*

*She started her career at Telyco (a subsidiary of Telefonica) as Product Marketing Director. After that, she was Marketing Director at Amena (now called Orange) and Marketing Director at Xfera (now called Yoigo). Later on, she worked for Nokia as CEO of the Iberia business and as SVP of Telefonica global business at Nokia for 7 years while also serving as a member of the Global Brand Board of the company. After that, she moved to Telefonica as Global Director of the Devices Business Unit, and later, as Global Marketing Director. Her last role at Telefonica was as Deputy General Director of Digital and Commercial Global Unit. Afterwards, she was Senior Advisor at Ericsson and President of the International Women Forum.*

*She is currently an independent director of Cellnex Telecom and chair of its Nomination, Remuneration and Sustainability Committee, a member of the advisory board of the Mutualidad de la Abogacía, as well as non-executive chair of Onivia and its Appointments and Remuneration Committee. Additionally, she is a member of the board of the Spanish Association of Executives (AED) and Co-Chairwoman of Women Corporate Director Spain.*

- (i) her knowledge in the technological field, as a result of her professional experience of more than 25 years in this sector;
- (ii) the candidate's extensive experience in management functions and in positions related to the definition and execution of strategy;
- (iii) professional experience in listed companies, in growth and in areas related to the technology sector;
- (iv) her experience in international environments;
- (v) their independent status, given that they meet the criteria established in article 529 duodecies of the Capital Companies Act and that they are not subject to any of the legal or statutory incompatibilities or prohibitions, nor are they in a situation of conflict of interest with the Company; (vi) their sufficient availability and availability as required by the Company's bylaws; (vii) the fact that they are not subject to a conflict of interest with the Company;

*This document is a translation into English of an original document drafted in Spanish. This translation is for information purposes only, therefore, in case of discrepancy, the Spanish version shall prevail.*

- (vi) their sufficient and necessary availability to perform the function; and
- (vii) compliance with the principles inspiring the Selection and Diversity Policy of the Board of Directors and the criteria established in the Guideline on Knowledge, Skills, Diversity and Experience of the Board of Directors as regards diversity in the composition of the Board of Directors.

#### **4. CONCLUSION**

In view of the foregoing, the Nomination and Compensation Committee concludes that Ms. Marieta del Rivero Bermejo has the suitability, availability, competence, experience and merits necessary to hold the position of member of the Board of Directors of the Company, given that she adequately meets the profile and capabilities required to cover the needs thereof, and therefore submits the proposal for her re-election issued by the Nomination and Compensation Committee for the approval of the next Ordinary General Shareholders' Meeting, with the category of Independent Director.

*Madrid, 21 March 2024*