



Gestamp 

PROGRESS ON OUR ESG STRATEGY

GESTAMP
THE ESG
PARTNER
SUPPLIER

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ESG AT THE CENTER OF GESTAMP'S STRATEGY

Sustainability is a fundamental pillar of Gestamp's business strategy with which it creates long-term value, generates trust in its stakeholders and strengthens its competitive advantage.



Long-term vision

Committed to our people and local communities

Family business principles and values

ESG AT THE CENTER OF GESTAMP'S ESTRATEGY

The ESG strategy is integrated into Gestamp's business plan, establishing the path to follow to meet the major challenges facing the company, while maintaining its faithful commitment to the planet, society and its stakeholders.



ESG PLAN 2025. Manufacturing Sustainability from within



The ESG Plan is deployed in 8 pillars to work transversally across all the organization and aligned to the SDGs

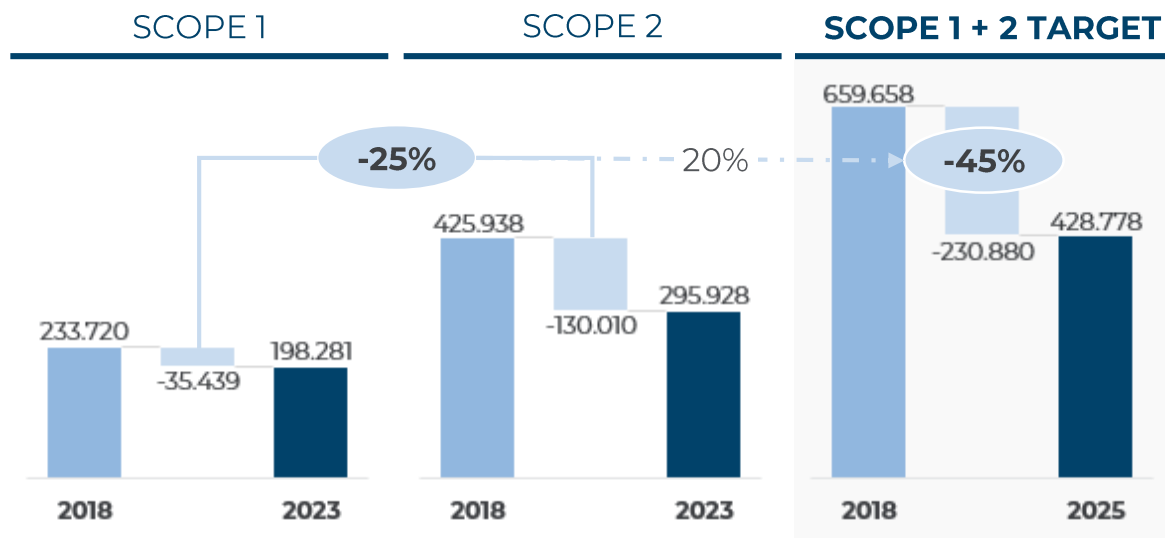
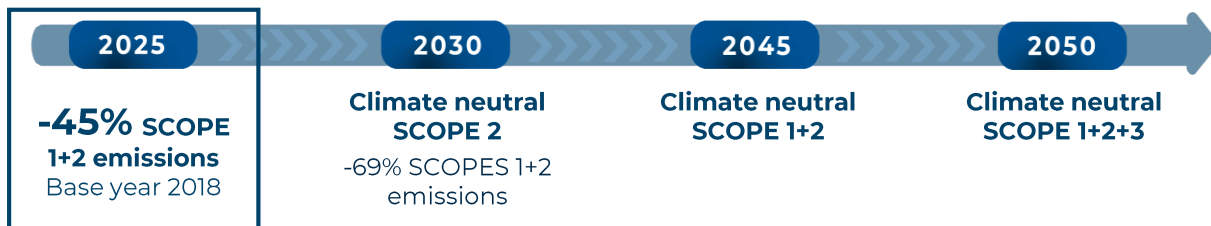


In the following slides find the progress towards the main objectives of the ESG 2025 Plan...

COMMITMENT TO THE ENVIRONMENT

ROAD TO NEUTRALITY

Gestamp faces the challenge of climate change, being a key player in the decarbonization of the Automotive Sector.



CIRCULARITY

Gestamp understands circularity as one of the basic pillars of the company's sustainability

GESTAMP AND SSAB BEGIN PARTNERSHIP IN FOSSIL-FREE STEEL



GESTAMP AND TATA STEEL NEARLY DOUBLE RECYCLED STEEL CONTENT WITH NEW CIRCULARITY PARTNERSHIP



ARCELORMITTAL AND GESTAMP SIGN CIRCULARITY AGREEMENT



GESTAMP ACQUIRES A STRATEGIC STAKE IN GESCRAP TO ENHANCE ITS ESG PLAN



GESTAMP HAS CERTIFIED ITS 100% CIRCULAR STRATEGY BY AENOR



20% OF PRODUCT FAMILIES FOR WHICH CARBON FOOTPRINT ANALYSIS HAS BEEN PERFORMED BY 2023 (100% BY 2025)

ENVIRONMENTAL TARGETS

Gestamp works to reduce its footprint and protect natural resources.



¹ Base year 2022.
² Base year 2022. The present target is annual.
³ Base year 2021.

COMMITMENT TO THE SOCIETY

TALENT

Our people are our most important pillar. That is why we strive to provide them with the training and tools necessary for their professional growth.

In 2023:	By 2025:
<p>100% OF THE PEOPLE INVOLVED IN THE DEVELOPMENT OF NEW TECHNOLOGIES HAVE RECEIVED TECHNICAL TRAINING.</p>	<p>100%</p>
<p>1 DEVELOPMENT PROGRAM FOR LEADERSHIP POSITIONS IN 2023</p>	<p>1 PROGRAM FOR AT LEAST 30%</p>
<p>1 ESG TRAINING OFFER RECEIVED BY 72.6% OF EMPLOYEES</p>	<p>1 ANNUAL ESG TRAINING OFFER</p>
<p>27,5% OF NEW FEMALE HIRES - TARGET ACHIEVED</p>	<p>DO NOT FALL BELOW 27% OF NEW FEMALE HIRES</p>
<p>2,2% OF PEOPLE WITH DISABILITIES</p>	<p>3%</p>

HEALTH, SAFETY AND WELFARE

Committed to provide a safe and healthy work environment.

By 2025:

<p>GHSS¹ AUDITED IN 100% OF PLANTS</p>	<p>-5% OF THE ACCIDENT FREQUENCY INDEX²</p>	<p>WORKING CONDITIONS AND PREVENTION MANAGEMENT INDEXES BELOW 45/100</p>
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In 2023: 55%	-10%	▼ 45/100
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¹ Gestamp Health and Safety System. ² Base year 2021

SOCIAL CONTRIBUTION

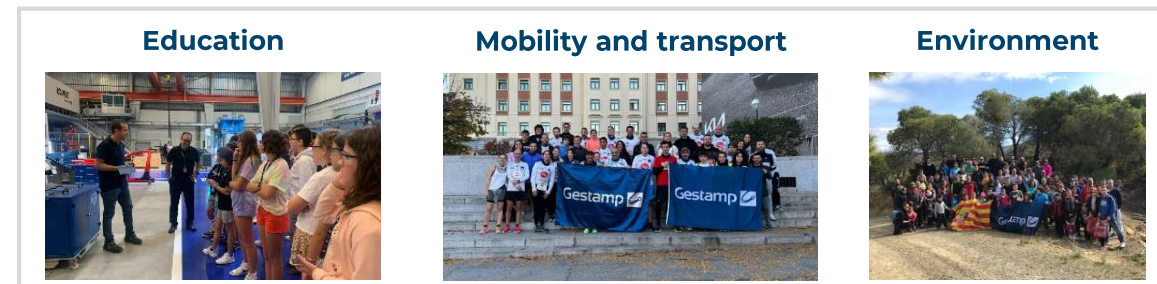
Gestamp's social action focuses on three priority areas of action to align its social contribution with the business, maximizing the positive impact.

En 2023:

1,13M€ TO PROMOTE SOCIAL ACTION PROJECTS	81,6% OF THE GROUP'S CONTRIBUTION TO THE 3 STRATEGIC LINES OF BUSINESS
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By 2025: 1,3M€	AT LEAST MORE THAN 70% OF
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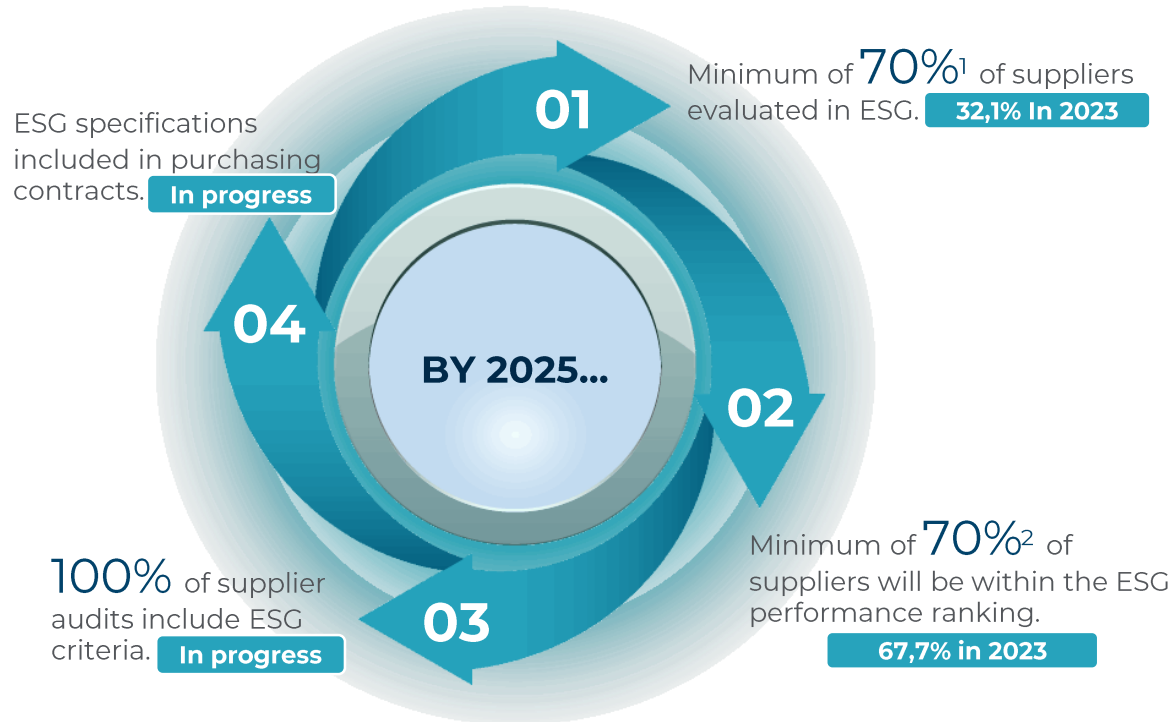
STRATEGIC LINES



RESPONSIBLE SUPPLY CHAIN AND ETHICS AND GOOD GOVERNANCE

RESPONSIBLE SUPPLY CHAIN

Our commitment to sustainability is throughout the entire supply chain, starting with partnerships with our suppliers for the integration of ESG criteria



Specific training for suppliers with low ESG performance is being evaluated and developed.

¹ out of the total suppliers susceptible to ESG Gestamp evaluation.
² >50% ESG points.

ETHICS AND GOOD GOVERNANCE

Transparency, commitment, business ethics and guidance; these are the values we focus on to strengthen the bonds of trust with our stakeholders.



ALWAYS ENSURING ETHICS AND HUMAN RIGHTS



In 2023, the project for updating and improving the Criminal Risk Prevention Model outside Spain continued. This project has reached 40% of the countries in which the Group is present, and which account for nearly 80% of the Group's turnover.

In conjunction with this project, **the Third Party Due Diligence program has been deployed, focusing on integrity and compliance risks with international sanctions regulations.**



We are working to develop a **Human Rights Due Diligence** program in the company.

WORKING FOR A SAFER AND LIGHTER CAR



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