

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 NOMINATION AND COMPENSATION COMMITTEE OF GESTAMP AUTOMOCIÓN, S.A. REGARDING THE APPOINTMENT THROUGH THE CO-OPTION METHOD, RATIFICATION AND RE-ELECTION OF A MEMBER TO THE BOARD OF DIRECTORS

1. BACKGROUND

Mr Tomofumi Osaki has written to Gestamp Automoción, S.A. (the "**Company**") to announce his resignation from the Company's Board of Directors, where he holds the position of Proprietary Director, appointed at the proposal of the shareholder Acek Desarrollo y Gestión Industrial, S.L. His resignation will take effect on 28 March 2021.

On the other hand, on June 26, 2020, the National Securities Market Commission published the reform of the Code of good governance of listed companies (the "**Code**"), after the revision process of the Code published in 2015. This reform seeks keep the corporate governance of listed companies aligned with the highest international standards and incorporates multiple legal modifications that have occurred since 2015.

Among the novelties introduced in the Code in matters to be taken into account in relation to the appointment of new directors, the reinforcement of the principle of gender diversity in the composition of the boards of directors and a greater emphasis on the involvement of the advice on matters related to sustainability.

To fill the vacancy created on the Board of Directors by the resignation of Mr Tomofumi Osaki, Acek Desarrollo y Gestión Industrial, S.L., exercising its right of proportional representation, has proposed the appointment of Mrs. Chisato Eiki as a Board member. Acek Desarrollo y Gestión Industrial, S.L. made this proposal at the request of Mitsui & Co. Ltd., in accordance with the rights held by this company under the shareholders' agreement entered into by Acek Desarrollo y Gestión Industrial, S.L., Mitsui & Co., Ltd. and Gestamp 2020, S.L. (Clause 7.1.(b)), reported to Spain's National Securities Market Commission (CNMV) on 7 April 2017.

The Company's Board of Directors is scheduled to decide on March 29, 2021 on this proposal and, if applicable, to proceed with the appointment through the co-option method of Mrs. Chisato Eiki to the Board of Directors, as a Proprietary Director. In case of appointment through co-option method, the Company's Board of Directors is expected to also seek ratification from the General Shareholders' Meeting of the appointment and re-election of Mrs. Chisato Eiki as a Board member.

2. PURPOSE OF THIS REPORT

In accordance with article 41.1(f) of the Regulations of the Board of Directors, the Company's Nomination and Compensation Committee has prepared this report on the proposed appointment through the co-option method of Mrs. Chisato Eiki to the Board of

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.

Directors, as Proprietary Director, for discussion by the Board of Directors. Also, the Commission issues this report in relation to the envisaged proposal for ratification of the appointment and re-election of Mrs. Chisato Eiki by the General Shareholders' Meeting.

3. ANALYSIS OF THE PROPOSED CANDIDATE

In its analysis, the Nomination and Compensation Committee has assessed the competency, experience and merits of the proposed candidate whose professional profile is as follows:

Mrs. Chisato Eiki holds a degree in Social Sciences faculty of the Hitotsubashi University, Japan.

She is actually General manager of the Corporate Sustainability Division of the Mitsui & Co. Ltd Group, position that holds since 2020.

For the last 25 years, she has been working at Mitsui Group developing her professional experience in the Infrastructure Project Business Unit through a variety of executive positions for the South America and Asia region. She started her career at the Infrastructure Project Business Unit holding different positions. In 2008, she worked for the Energy Transportation department for the Mobility Business Unit. In 2010 she was appointed Assistant General Manager of the Infrastructure Project Business Unit, being promoted in 2014 as General Manager of the of the Infrastructure Project Business Unit.

She is also member of the governing bodies of certain companies belonging to Mitsui Group.

In this respect, the Nomination and Compensation Committee, in compliance with the Selection Policy and the Knowledge Guidelines, gives a positive assessment of the following:

- (i) her extensive experience in the performance of management functions;
- (ii) her professional background in areas relevant to the Company, specifically in the field of sustainability;
- (iii) her experience in international settings, as the candidate has worked in different locations as Latin America and Asia; and
- (iv) her experience on boards of directors for various companies.

In addition, the Commission has verified that no legal or statutory incompatibility or prohibition applies to the candidate and that there is no 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.

4. CONCLUSION

In light of the foregoing, the Nomination and Compensation Committee concludes that Mrs. Chisato Eiki has the competency, experience and merits required to sit on the Board of Directors of the Company, and issues a favourable report on her appointment through the co-option method by the Board of Directors and the ratification of her appointment and re-election as a Board member by the General Shareholders' Meeting.

Madrid, 24 March 2021