



## GESTAMP AUTOMOCIÓN, S.A.

### 2025 GENERAL SHAREHOLDERS' MEETING CALL

By agreement of the Board of Directors of Gestamp Automoción, S.A. (the "Company") on 1 April 2025, the Company's General Shareholders' Meeting is called to be held exclusively online at **12:30 on 8 May 2025** on first call and, if applicable, the following day, May 9, 2025, at the same time on second call, for the purpose of deliberating and deciding on the following agenda:

1. Consideration and approval, if applicable, of the annual accounts and management report of Gestamp Automoción, S.A., and of the annual accounts and management report of its consolidated group of companies, corresponding to the financial year 2024, as well as the management of the Board of Directors during the financial year 2024.
2. Consideration and approval, if applicable, of the consolidated statement of non-financial information and sustainability information, corresponding to the financial year 2024.
3. Consideration and approval, if applicable, of the proposal for the application of the individual result of Gestamp Automoción, S.A. for the 2024 financial year.
4. Distribution of a supplementary dividend against unrestricted reserves.
5. Appointment and re-election of Directors, as appropriate.
  - 5.1. Appointment of Ms. Patricia Riberas López, as a member of the Board of Directors of the Company, with the category of Executive Director.
  - 5.2. Re-election of Mr. Francisco José Riberas Mera, as member of the Board of Directors of the Company, with the category of Executive Director.
  - 5.3. Re-election of Mr. Juan María Riberas Mera, as member of the Board of Directors of the Company, with the category of Proprietary Director.
  - 5.4. Re-election of Ms. Chisato Eiki, as a member of the Board of Directors of the Company, with the category of Proprietary Director.
  - 5.5. Re-election of Mr. Alberto Rodríguez-Fraile Díaz, as member of the Board of Directors of the Company, with the category of Independent Director.
  - 5.6. Re-election of Mr. Javier Rodríguez Pellitero, as a member of the Board of Directors of the Company, with the category of Independent Director.
  - 5.7. Re-election of Mr. Pedro Sainz de Baranda Riva, as a member of the Board of Directors of the Company, with the category of Independent Director.
  - 5.8. Re-election of Ms. Ana García Fau as a member of the Board of Directors of the Company, with the category of Independent Director.
  - 5.9. Re-election of Mr. César Cernuda Rego, as a member of the Board of Directors of the Company, with the category of Independent Director.
  - 5.10. Re-election of Ms. Loreto Ordóñez Solís, as member of the Board of Directors of the Company, with the category of Independent Director.
6. Approval, if applicable, of the Remuneration Policy for the Company's Directors.



7. Approval, if applicable, of the Long-Term Incentive (LTI) applicable to the Executive Director.
8. Approval, on an advisory basis, of the Annual Report on the Remuneration of the Company's Directors for the year 2024.
9. Approval, on an advisory basis, of the degree of progress of the Gestamp Group's ESG 2023-2025 Strategic Plan.
10. Authorization to the Board of Directors, with express powers of delegation, to increase the share capital in accordance with the terms and within the limits of article 297.1.b) of the Spanish Companies Act, attributing, in addition, the power to exclude the pre-emptive subscription right, up to a limit of 20% of the share capital at the time of this delegation, under the terms of article 506 of the Spanish Companies Act.
11. Authorization to the Board of Directors, with express powers of delegation, for the derivative acquisition of treasury shares, directly or through companies of the Gestamp Group, in accordance with articles 146 and 509 of the Capital Companies Act; reduction of the share capital to redeem treasury shares, delegating to the Board of Directors the powers necessary for its execution.
12. Authorization to the Board of Directors, with express powers of delegation, to issue notes convertible into new shares of the Company, as well as warrants (options to subscribe for new shares of the Company). Establishment of the criteria for determining the bases and modalities of the conversion and attribution to the Board of Directors of the power to increase the share capital by the necessary amount, as well as to exclude the pre-emptive subscription right (from the date of admission to trading of the Company's shares), although the latter power is limited to a maximum of 20% of the share capital on the date of authorization.
13. Delegation of powers for the formalization, interpretation, correction and execution of the resolutions adopted by the Ordinary General Shareholders' Meeting.
14. Approval of the minutes of the meeting.

## **Supplement to the call and submission of new proposals.**

In accordance with Article 519 of the Companies Act, a number of shareholders representing at least three percent (3%) of the share capital will be entitled to request publication of a supplement to the call for the General Shareholders' Meeting, to include one or more additional items on the Agenda.

This right must be exercised by means of certified notification - sent for the attention of the Secretary of the Board of Directors (ref: General Shareholders' Meeting 2025) - to be received at the registered office (Polígono Industrial de Lebario, s/n, Abadiano, 48220, Bizkaia) within five (5) days of the announcement of this call, which must expressly request that a supplement to this call be published to include one or more items on the Agenda, provided the new items are backed by relevant justification or, where appropriate, a substantiated proposed resolution.

The notification must state the name or corporate name of the applicant shareholder or shareholders, and be sent with the appropriate documentation - a copy of the attendance, proxy and voting card or certificate of authentication - proving their status as shareholders and the number of shares they own or represent. The addendum to the call will be published at least fifteen (15) days ahead of the date scheduled for holding the General Shareholders' Meeting on first call.

Likewise, in accordance with article 519.3 of the Companies Act, the shareholders representing at least three percent (3%) of the share capital may, within the term and in the manner established in the paragraph above, submit substantiated proposed resolutions on any matters already included or which should be included in the Agenda. Said proposed resolutions and, where appropriate, supporting documentation, will be published continuously on the Company's website



(www.gestamp.com) as and when they are received.

## Right to information.

Shareholders are entitled to examine at the registered office, located at Polígono Industrial de Lebario, s/n, Abadiano, 48220, Bizkaia or through the Company's website (<http://www.gestamp.com>), the documents that are stated below, as well as request a copy thereof to be delivered or sent free of charge to them:

1. Full text of the notice of call.
2. Full text of the proposed resolutions corresponding to the items on the Agenda.
3. Full text of the Company's individual Financial Statements (Balance Sheet, Profit and Loss Account, Explanatory Notes, Statement of Changes in Equity and Cash Flow Statement) and Management Report for the 2024 financial year, as well as the respective Auditor's Report.
4. Full text of the consolidated Financial Statements (Balance Sheet, Profit and Loss Account, Explanatory Notes, Statement of Changes in Equity and Cash Flow Statement) and Management Report (which includes the consolidated non-financial statement and the sustainability information) for the group of which the Company is the parent company for the 2024 financial year, as well as the respective Auditor's Report and the non-financial information Verification Report.
5. Directors' reports in connection with the fifth, sixth, tenth, eleventh and twelfth item on the Agenda.
6. Reports by the Nomination and Compensation Committee in connection with the fifth and sixth item on the Agenda.
7. Professional profile and biography of the director whose appointment or re-election, where applicable, is subject to approval under the fifth item on the Agenda.
8. Directors Remuneration Policy subject to approval under the sixth item on the Agenda.
9. Annual Report on Remuneration of Directors of the Company for the 2024 financial year.
10. Annual Corporate Governance Report for the 2024 financial year.
11. Level of progress of the ESG Strategic Plan 2025 of the Gestamp Group.
12. The respective Activity Reports by the Audit Committee, the Nomination and Compensation Committee and the Sustainability Committee for the 2024 financial year.
13. The report on auditor independence issued by the Audit Committee referred to in Article 529 quaterdecies of the Companies Act.
14. The total number of shares and voting rights as of the date of the call.
15. Regulations on the Shareholder Forum.
16. Attendance, proxies and voting card.

In accordance with the provisions set forth in Article 8.2 of the Regulations on the General Shareholders' Meeting, from the publication of this notice of call for the General Shareholders' Meeting and until the fifth day before, including the date scheduled to hold it on first call, shareholders may request in writing any reports or clarifications they deem necessary, or draw up in writing any questions they deem pertinent, concerning the matters included in the Agenda. In addition, and within the same term and in the same manner, shareholders may request reports or clarifications or draw up questions in writing concerning the information accessible to the public that would have been provided by the Company to Spanish Securities and Stock Exchange Commission (Comisión Nacional del Mercado de Valores) since the last General Shareholders' Meeting was held, as well as concerning the auditor's report.

The requests for information must include the first name and surname(s) of the applicant shareholder, accredit the shares held by them and be supported by the appropriate documentation - a copy of the attendance, proxy and voting card or



certificate of authentication - proving their status as a shareholder.

These requests for information may be sent to the Company by email ([accionistas@gestamp.com](mailto:accionistas@gestamp.com)) or -sent for the attention of the Secretary of the Board of Directors (ref: General Shareholders' Meeting 2025) - by post to:

- (i) the offices in Madrid (Calle Alfonso XII 16, 28014, Madrid) or, alternatively, to
- (ii) the registered office (Polígono Industrial de Lebario, s/n, Abadiano, 48220, Bizkaia).

## Special reporting tools.

In accordance with the provisions set forth in Article 539.2 of the Companies Act, the Company has a website (<http://www.gestamp.com>) to address shareholders' exercise of their right to information and to disseminate the relevant information required under securities market legislation.

Also, the Company's website (<http://www.gestamp.com>) contains a document related to the right to information and also another document related to the right to attend, proxy and vote, both under the terms of this call.

## Shareholder Forum.

The Company's website ([www.gestamp.com](http://www.gestamp.com)) has a Shareholder Forum which may be accessed with the due guarantees by both individual shareholders and voluntary associations validly constituted under the provisions set forth in Article 539.2 of the Companies Act to facilitate communication prior to the General Shareholders' Meeting, the foregoing under the terms set out in said Article 539 of the Companies Act.

## Right to attend.

In accordance with the provision 12 of the By-laws, the owners of shares registered in the corresponding share book entry at least five (5) days before the date on which the Meeting is to be held will be entitled to attend the General Shareholders' Meeting. Said circumstance must be accredited by means of the appropriate attendance, proxy and voting card issued by the Company or by means of a card or a certificate of authentication issued by the depositary institution or institutions responsible for keeping the share book entry with the shareholder information and personal attendance at the meeting sections duly filled in. In addition to the presentation of the attendance, proxy and voting card, for the purpose of verifying the identity of the shareholders, at the entrance to the location where the General Shareholders' Meeting is held, accreditation of the attendees' identity will be requested and confirmed by presenting their D.N.I (National Identity Card), T.I.E. (Foreigner's Identity Card) or passport, in the case of foreign nationals and the powers of attorney in case of legal person.

## Right to proxies.

In accordance with the provisions set forth in Article 12 of the By-laws and Article 10 of the Regulations on the General Shareholders' Meeting, any shareholder who is entitled to attend may be represented at the General Shareholders' Meeting by another person, even if the latter is not a shareholder, with the proxy being granted in writing and specifically for the Meeting. The proxy must be completed and signed by the shareholder, signing the attendance, proxy and voting card or the relevant card issued by the institutions responsible for keeping the share book entry with the shareholder information and proxies sections duly filled in. The proxy must be accepted by the representative, without which the proxy cannot be exercised. For this purpose, the representative must also sign relevant document through which the proxy was



granted. The person in whose favour the proxy is granted must exercise the proxy by attending the Meeting personally, providing the relevant document through which the proxy was granted, at the shareholder entry registration desks at the place and on the day scheduled for the General Shareholders' Meeting, from one hour before the scheduled time for the start of the meeting. In addition to the presentation of any of the above mentioned documents, for the purpose of verifying their identity, at the entrance to the location where the General Shareholders' Meeting is held, accreditation of the representative's identity will be requested and confirmed by presenting their D.N.I (National Identity Card), T.I.E. (Foreigner's Identity Card) or passport, in the case of foreign nationals and the powers of attorney in case of legal person.

Under the terms set out in the By-laws and the Regulations on the General Shareholders' Meeting, the Chairman and the Secretary of the General Shareholders' Meeting will have all the powers possible under Law to admit the validity of the document verifying the proxy.

## **Proxy by email or post.**

In accordance with the provisions set forth in Article 10 of the Regulations on the General Shareholders' Meeting, shareholders may grant their proxies by email or post, for which purpose they must verify their status as shareholders and send the attendance, proxy and voting card issued by the Company filling in the "Shareholder Information" and "Proxies" sections, or by sending the relevant card issued by the depository institution or institutions responsible for keeping the share book entry, to the Company by email (accionistas@gestamp.com) or -sent for the attention of the Secretary of the Board of Directors (ref: General Shareholders' Meeting 2025) - by post to:

- (i) the offices in Madrid (Calle Alfonso XII 16, 28014, Madrid) or, alternatively, to
- (ii) the registered office (Polígono Industrial de Lebario, s/n, Abadiano, 48220, Bizkaia).

In cases of legal representation, the powers of the signatory proxy in the name and on behalf of the shareholder must be verified through the delivery of an uncertified copy of the aforementioned power of attorney.

Shareholders who grant their proxies by email or post must communicate to the person appointed as their representative the proxy granted in their favour. Proxies granted by email or post must be accepted by the representative. To this end, the representative must sign the document through which the proxy was granted, keeping a copy of the same for the purpose of presentation and delivery at the shareholder entry registration desks at the location and on the date scheduled for holding the General Shareholders' Meeting. Therefore, the person in whose favour the proxy is granted by email or post must exercise the proxy by attending the Meeting personally. The proxy will be understood to have been granted to the Chairman of the General Shareholders' Meeting in the event that the shareholder who granted their proxy by post did not identify the person to whom the proxy was granted.

Proxies granted by email or post may be rendered ineffective by the shareholder's express revocation effected by the same means as used to grant the proxy, within the term established for granting it, or by the shareholder's personal attendance at the General Shareholders' Meeting.

Proxies granted by email or post may be issued as of the date of publication of the call and must be received by the Company at least twenty four (24) hours before the time scheduled for holding the General Shareholders' Meeting, that is, before **12:30 p.m. on 7 May 2025**.

## **Conflict of interest in case of proxy.**

In cases where the shareholder exercised their right to proxy, and for the purposes of the provisions set forth in Articles 523 and 526 of the Companies Act, it is hereby reported that the Chairman of the Board of Directors, as well as, if applicable, any other members of the Board of Directors, may be subject to a conflict of interest in connection with: (i) the fifth item on the Agenda, regarding proposal of the reeleccion of the directors; (ii) sixth and eighth item of the Agenda regarding the



directors' remuneration; and (iii) the circumstances set out in sections b) or c) of Article 526.1 LSC, (dismissal or removal of directors and exercise of the derivative action) that could be presented off the Agenda under the Act. In connection with these items, if the represented party has not provided specific voting instructions, the proxy, unless expressly indicated otherwise on the attendance, proxy and voting card, will be understood to have been granted to the Secretary of the General Shareholders' Meeting.

## Voting right.

Shareholders who are entitled to attend may vote by personally attending and voting at the Meeting with the attendance, proxy and voting card issued by the Company or with the relevant card or a certificate of authentication issued by the depositary institution or institutions responsible for keeping the share book, signed with the shareholder information and personal attendance at the meeting sections duly filled in.

## Sending the vote via email or post.

In accordance with the provisions set forth in Article 14 of the Regulations on the General Shareholders' Meeting, shareholders may exercise their voting right by means of remote communications. In this regard, shareholders may vote by email or post. To this effect, shareholders must sign the attendance, proxy and voting card issued by the Company or the card issued by the entity or entities responsible for keeping the share book entry, with the shareholder information and distance voting sections duly filled in, stating their vote by checking the corresponding box with a cross.

The attendance, proxy and voting card, duly filled in and signed, may be sent to the Company by email (accionistas@gestamp.com) or -sent for the attention of the Secretary of the Board of Directors (ref: General Shareholders' Meeting 2025) - by post to:

- (i) the offices in Madrid (Calle Alfonso XII 16, 28014, Madrid) or, alternatively, to
- (ii) the registered office (Polígono Industrial de Lebario, s/n, Abadiano, 48220, Bizkaia).

Should any shareholders cast a email or postal vote and fail to check any or all of the allocated boxes to indicate their votes regarding items included on the Agenda, it shall be understood that they vote in favour of the respective proposals drawn up by the Board of Directors.

Postal votes will be rendered ineffective by the shareholder's subsequent express revocation effected by email or post for the issue and within the period established for this, or by the personal attendance at the General Shareholders' Meeting of the shareholder who had voted by email or post or the attendance of their representative.

Votes cast by email or post must have been received by the Company at least 24 hours before the time scheduled for holding the General Shareholders' Meeting on first call, that is, before **12:30 p.m. on 7 May 2025**. Otherwise, such vote will be deemed not to have been cast. After the aforementioned deadline, only the in-person votes cast at the General Shareholders' Meeting by the shareholder or the person validly representing them will be admitted. Shareholders who vote remotely by email or post will be considered as being present for the purposes of the constitution of the General Shareholders' Meeting.

## Proxies and voting in the case of addenda to the call.

If, as a result of exercising the right to include new items on the Agenda held by shareholders representing at least three percent (3%) of the share capital, a supplement to this call is published, shareholders who had granted a proxy or who had voted before the publication of said supplement may:



- a) Grant once again their proxy with the corresponding voting instructions, or vote again, with respect to all the items on the Agenda (including both the initial items and the new items incorporated through the supplement), in which case the proxy granted or the vote cast previously will be deemed to have been revoked, without any effect; or
- b) Fill in the corresponding voting instructions for the representative initially appointed (which must be the same, with no other being appointed) solely with respect to the new items on the Agenda incorporated through the supplement, all in accordance with the procedures and methods stated in the previous sections, and by the same means as used in the proxy originally granted or the vote originally cast.

For the above purposes, the Company will make a new attendance, proxy and voting card available to shareholders on its website ([www.gestamp.com](http://www.gestamp.com)), including the new items on the agenda that are the subject of the addendum to the call.

In the event that the shareholder had granted their proxy before the publication of the addendum and they did not perform any of the actions stated under paragraphs (a) and (b) above, the representative will vote in the manner they understand to be most favourable to the represented party's interests, unless it is expressly instructed on the document through which the proxy was granted already sent that the representative must abstain with respect to any new items.

In the event that the shareholder had voted remotely before the publication of the addendum and they did not perform any of the actions stated under paragraphs (a) and (b) above, it will be understood that they grant their proxy in favour of the Chairman of the General Shareholders' Meeting to vote on said new items (applying the rules on voting in the case of no instructions and in cases of conflicts of interest), unless it is expressly stated on the document already issued through which the voting right by post was made, that the shareholder opposes said proxy, in which case it will be understood that the shareholder abstains in connection with said proposed resolutions.

## **Data protection.**

Personal data sent by the shareholders to the Company in order to exercise their rights to attend, grant proxies and vote at the General Shareholders' Meeting, or provided by the banking institutions and Securities Companies and Agencies in which said shareholders have deposited their shares through the entity legally authorised to keep the share book entry, Iberclear, will be processed by the Company as responsible for the processing, with the purpose of managing the development, compliance and control of existing shareholder relations and the execution and fulfilment of its legal obligations. The Company will process identification, contact, economic and investment data.

In accordance with applicable legal obligations, the Company is entitled to transfer personal data sent by the shareholders to public authorities. The Company is also entitled to transfer these data to Gestamp Servicios, S.A. domiciled at Alfonso XII no.16, 28014 Madrid, and VAT A-82275330 for the same processing purpose, and which will be then responsible for his processing.

Personal data sent by shareholders shall be kept as long as this purpose exists and, on a later stage, some of these data shall be blocked when required by law. After the legal term, these personal data shall be destroyed.

In the same way, shareholders are informed about the technical and organizational measures adopted by the Company that guarantee the security of all personal data and avoid data tampering, loss, data processing or unauthorized access considering technology, type of data and risks. The data will be treated by ensuring respect and compliance of guarantees and principles of EU Regulation 2016/679 and Organic Law 3/2018 on the Protection of Personal Data and digital rights guarantee in any case.

Shareholders may exercise their rights of access, correction, cancellation/suppression, opposition, limitation and portability by sending an e-mail to [dataprotection@gestamp.com](mailto:dataprotection@gestamp.com), or through ordinary post to the Company located at the following address; Polígono Industrial de Lebario, s/n, Abadiano, 48220, Bizkaia, España, identifying as a shareholder, with ID photocopy or equivalent document and being specific about the request.

*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.*



Likewise, in case of considering data protection rights violated, shareholders may interpose a claim to the competent authority for Data Protection ("Agencia Española de Protección de Datos", [www.agpd.es](http://www.agpd.es)).

## **Broadcast of the Ordinary General Meeting of Shareholders.**

The Ordinary General Shareholders' Meeting will be held only face to face. This means that the exercise of the rights of attendance, representation and vote may only be exercised in the manner established in this call, that is, attending and voting at the place and time indicated in this call for the General Meeting, or casting the vote or representation by email or post prior to it.

However, in compliance with Recommendation 7 of the Code of Good Governance of listed companies of June 2020, of the National Securities Market Commission, persons interested in following the holding of the Ordinary General Shareholders' Meeting, whether they are shareholders or not, they may do so through the Company's website ([www.gestamp.com](http://www.gestamp.com)).

## **Expectation for holding the General Shareholders' Meeting.**

It is expected that the General Shareholders' Meeting will be held on first call, that is, on May 8, 2025, at the time and place stated above, this is, in Bilbao (Bizkaia), Palacio Euskalduna Jauregia - Avenida Abandoibarra, number 4, at 12:30 p.m.

Bilbao, April 1, 2025. The Secretary. Mr. David Vázquez Pascual.