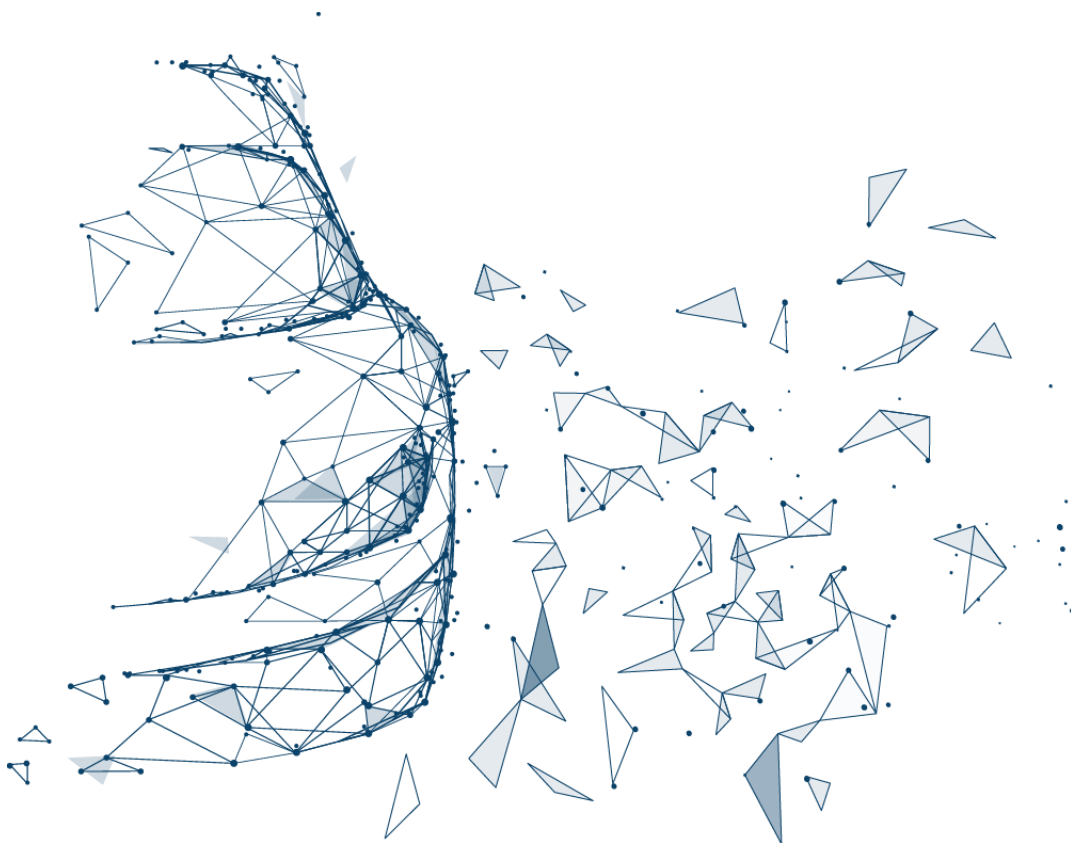


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REPORT ISSUED BY THE BOARD OF DIRECTORS OF GESTAMP AUTOMOCIÓN, S.A. REGARDING ITEM 5.1 OF THE GENERAL SHAREHOLDERS' MEETING

Appointment of a member of the Board of Directors



1. BACKGROUND.

Given the upcoming expiration of their appointments, it is expected that the re-election of the Independent Directors, Mr. Alberto Rodríguez-Fraile Díaz, Mr. Javier Rodríguez Pellitero, Mr. Pedro Sainz de Baranda Riva, Mrs. Ana García Fau, Mr. César Cernuda Rego and Mrs. Loreto Ordóñez Solís as well as the re-election of the Non-Independent Directors, Mr. Francisco José Riberas Mera, Mr. Juan María Riberas Mera and Ms. Chisato Eiki, will be submitted for approval by the Ordinary General Meeting of Shareholders of Gestamp Automoción, S.A. (the "Company") convened at first call on May 8, 2025.

However, Mr. Gonzalo Urquijo Fernández de Araoz will not renew his position as an external director of the Company, thereby generating a vacancy on the Board of Directors. It is expected that at its meeting on April 1, 2025, the Board of Directors will decide to submit for approval the aforementioned Ordinary General Shareholders' Meeting the appointment of Ms. Patricia Riberas López as a member of the Board of Directors of the Company, as executive director.

2. PURPOSE OF THIS REPORT.

In compliance with the provisions of article 529 decies of the Spanish Companies Act, the Board of Directors formulates this report on the proposal to appoint Ms. Patricia Riberas López as a member of the Board of Directors, as executive director.

3. ANALYSIS OF THE CANDIDATE PROPOSED BY THE BOARD OF DIRECTORS

The Board of Directors, in its analysis, has valued the competence, experience and merits of the proposed candidate.

To carry out the aforementioned analysis, the Board of Directors has taken into account the matrix of competencies of the Board of Directors, last update of which was approved by the Nomination and Compensation Committee on 16 December 2025.

The professional profile of the proposed candidate is as follows:

Ms. Patricia Riberas López has a degree in Business Administration and Management (B.A.) from Babson College in Boston (USA), and a Master's degree in Business Administration (MBA) from Columbia Business School in New York (USA).

Before joining the Gestamp Group, she worked in strategic consulting at Roland Berger in Spain, France and Switzerland. Later, she was an account manager at the Endeavor Foundation in Spain.

Ms. Patricia Riberas López joined the Gestamp Group in 2018 as Director of Sales and Marketing Control; later in 2020 she was appointed Director of Transformation and Organization; and since 2023 she has held the position of Director of Operational Excellence of the Gestamp Group.

She is also director of General de Alquiler de Maquinaria, S.A.

In this regard, the Board of Directors has assessed the suitability of the candidate and justifies it on the following grounds:

- (i) her accounting, auditing and risk management knowledge as a result of her professional experience in these areas;
- (ii) the candidate's experience in management roles and in particular in positions related to the company's digital transformation and business strategy;
- (iii) her professional career in the Gestamp group and in entrepreneurial environments;
- (iv) her experience in international environments;
- (i) her capacity as Independent Director, given that she meets the criteria established in Article 529(12) LSC and is not involved in any situation of incompatibility, legal or statutory disqualification, or of conflict of interest as regards the Company;
- (ii) the fact that she has the availability required to perform the role; and
- (vii) compliance with the guiding principles of the Board of Directors' Selection and Diversity Policy and the criteria established in the Guide on Knowledge, Skills, Diversity and Experience of the Board of Directors, as well as with article 529 bis of the Spanish Companies Act, as far as diversity in the composition of the Board of Directors is concerned and in accordance with its amendment by virtue of the *Organic Law 2/2024, of 1 August, on equal representation and balanced presence of women and men*. In this regard, the Committee points out that with this appointment the Board of Directors of the Company will have a composition that ensures the presence, at least, of people of the underrepresented sex, in this case, women.

4. CONCLUSION.

In view of the above, the Board of Directors concludes that Ms. Patricia Riberas López has the suitability, availability, competence, experience and merits necessary to hold the position as member of the Board of Directors of the Company since she fulfils the profile and capabilities required to meet the needs of the Board of Directors and, therefore, it reports favourably on its proposal for appointment submitted for approval at the next Ordinary General Shareholders' Meeting.

5. FULL TEXT OF THE PROPOSED AGREEMENT SUBMITTED TO THE ORDINARY GENERAL SHAREHOLDERS' MEETING FOR DELIBERATION AND DECISION

"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.

To appoint Ms. Patricia Riberas López as a member of the Board of Directors of the Company for the statutory term of 4 years and with the category of Executive Director.

Ms. Patricia Riberas López will accept her position by any of the means admitted by law.

It is hereby stated that this agreement, in compliance with the provisions of article 529 decies. 4. of the Spanish Companies Act, is adopted at the proposal of the Board of Directors, following a report from the Nomination and Compensation Committee Committee.

It is also noted that the Board of Directors has also prepared the report justifying the proposal presented here."

Madrid, 1 April 2025