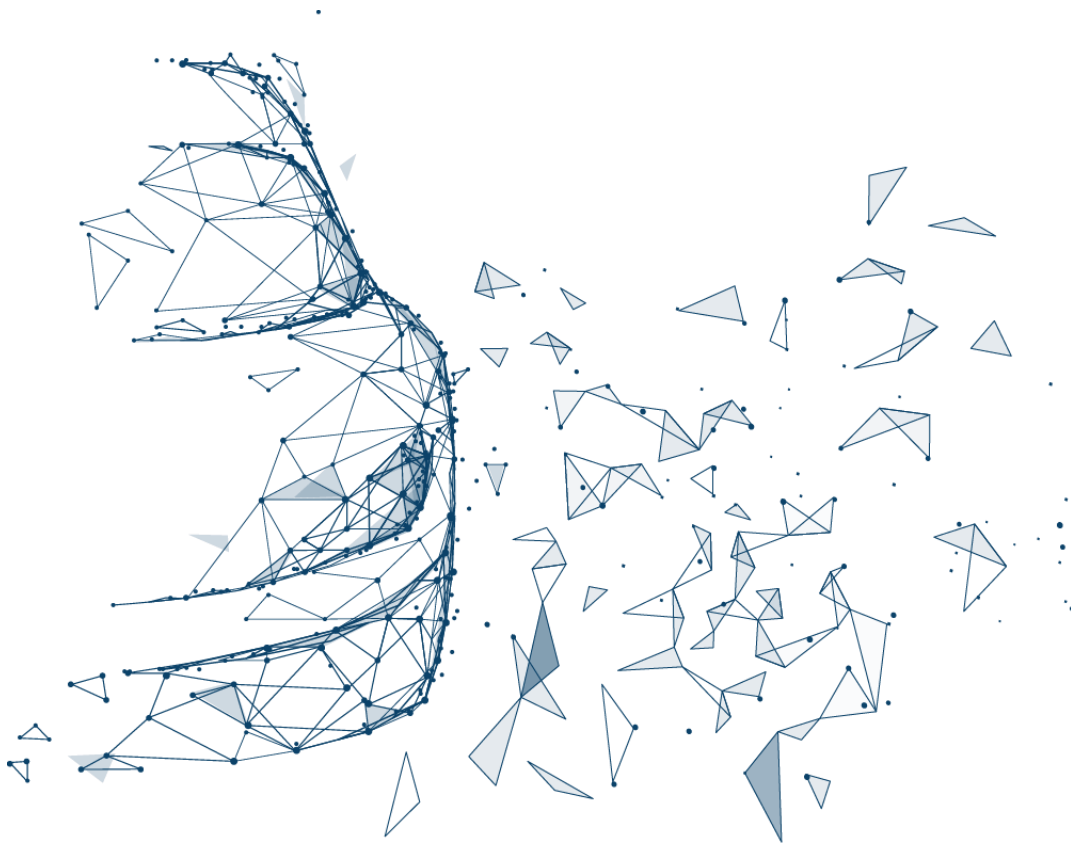


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REPORT ISSUED BY THE GESTAMP AUTOMOCIÓN, S.A. NOMINATION AND COMPENSATION COMMITTEE

Appointment of a new 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, 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, Ms. Ana García Fau, Mr. César Cernuda Rego and Ms. 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.

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 41.1 (f) of the Regulations of the Board of Directors, the Nomination and Compensation Committee of the Company formulates this report on the proposal that the Board of Directors is expected to issue on the appointment of Ms. Patricia Riberas López as executive director, for submission at the next Ordinary General Shareholders' Meeting.

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

The Nomination and Compensation Committee, in its analysis, has assessed the competence, experience and merits of the proposed candidate.

In carrying out the aforementioned analysis, the Nomination and Compensation Committee has taken into account the Board of Directors' competence matrix, the last update of which was approved by the Committee itself 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 Nomination and Compensation Committee has assessed the suitability of the candidate and justifies her suitability 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 Guidance Guide on Knowledge, Skills, Diversity and Experience of the Board of Directors, as well as with article 529 bis of the Capital 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 Nomination and Compensation Committee concludes that Ms. Patricia Riberas López has the suitability, availability, competence, experience and merits necessary to hold the position of 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 that the Board of Directors is expected to submit for approval at the next Ordinary General Meeting of Shareholders, with the category of Executive Director.

Madrid, 27 March 2025