



Gestamp 

PROGRESS ON OUR ESG STRATEGY

GESTAMP
THE ESG
PARTNER
SUPPLIER

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ESG AT THE CENTER OF GESTAMP'S ESTRATEGY

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.



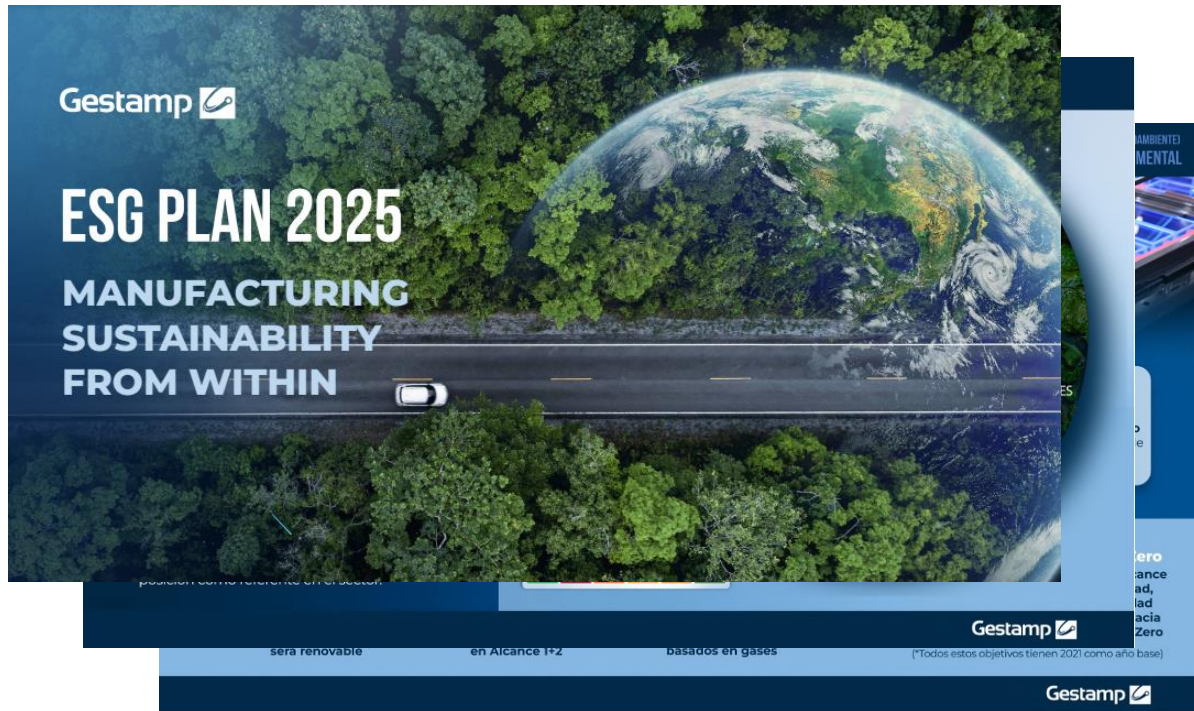
Long-term vision

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 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

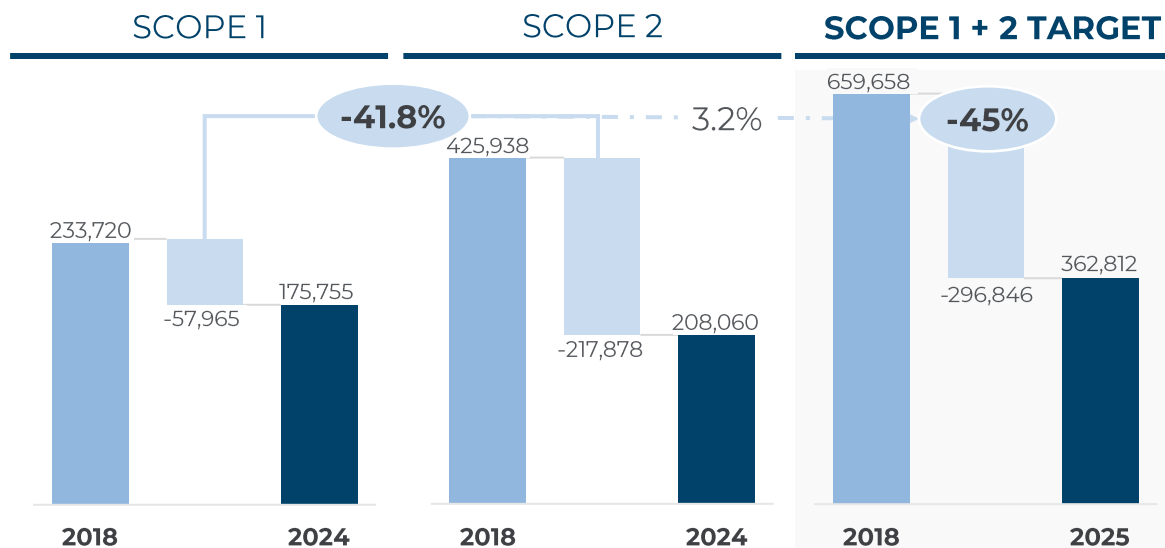
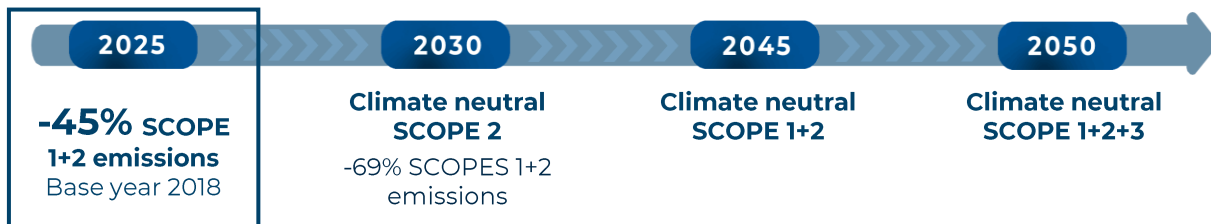


In the following slides find the progress towards the main objectives of the ESG 2025 Plan...

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 ACCIAIERIA ARVEDI SIGNS AGREEMENT FOR LOW-EMISSIONS STEEL



Acciaieria Arvedi

GESTAMP TARGETS LOW EMISSIONS STEEL FROM SALZGITTER FLACHSTAHL



SALZGITTER FLACHSTAHL

GESTAMP HAS CERTIFIED ITS 100% CIRCULAR STRATEGY BY AENOR



55% OF PRODUCT FAMILIES FOR WHICH CARBON FOOTPRINT ANALYSIS HAS BEEN PERFORMED BY 2024 (100% BY 2025)

ENVIRONMENTAL TARGETS

Gestamp works to reduce its footprint and protect natural resources.



WATER CONSUMPTION



WASTE MANAGEMENT

- 6% reduction of water consumption/sales (5% in 2024)¹
- Global monitoring of water consumption and its use in our processes and facilities



- 35% reduction of hazardous waste (28% in 2024)²

¹ Base year 2022.

² Base year 2022. (tons of polluted water not recycled or recovered/added value) x 100

COMMITMENT TO THE SOCIETY

TALENT

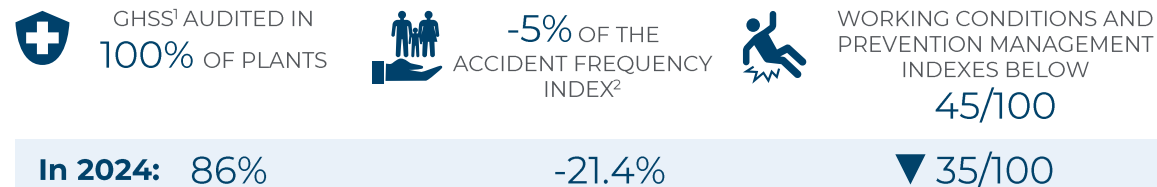
Our people are our most important pillar. That is why we strive to provide them with the training and tools necessary for their professional growth.

In 2024:	By 2025:
<p>5 TRAINING PROGRAMS IN DIGITALIZATION AND EV.</p>	<p>6 TRAINING PROGRAMS IN DIGITALIZATION AND EV.</p>
<p>1 DEVELOPMENT PROGRAM FOR LEADERSHIP POSITIONS IN 2024</p>	<p>1 PROGRAM FOR AT LEAST 30%</p>
<p>1 NEW ESG TRAINING OFFER FOR EMPLOYEES</p>	<p>1 ANNUAL ESG TRAINING OFFER</p>
<p>27% OF NEW FEMALE HIRES</p>	<p>DO NOT FALL BELOW 27% OF NEW FEMALE HIRES</p>
<p>2% OF PEOPLE WITH DISABILITIES</p>	<p>3%</p>

HEALTH, SAFETY AND WELFARE

Committed to provide a safe and healthy work environment.

By 2025:

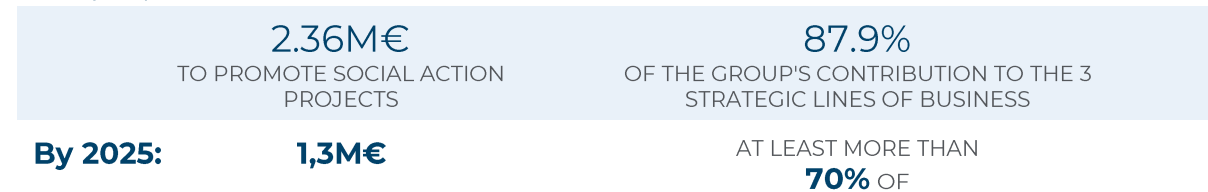


¹ Gestamp Health and Safety System. ² Base year 2021

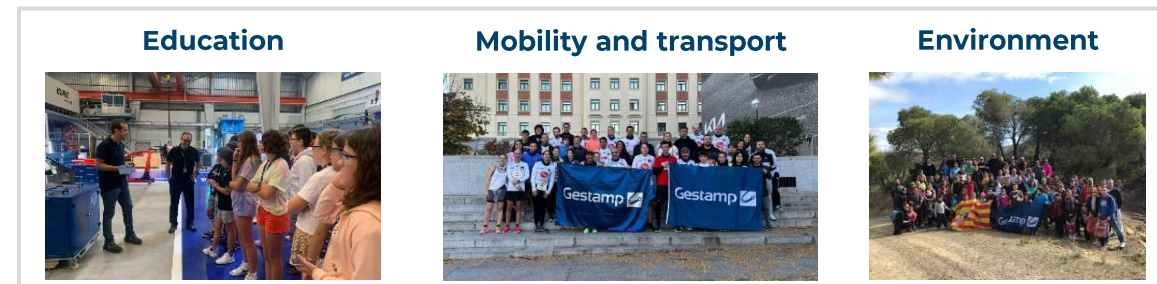
SOCIAL CONTRIBUTION

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

In 2024:



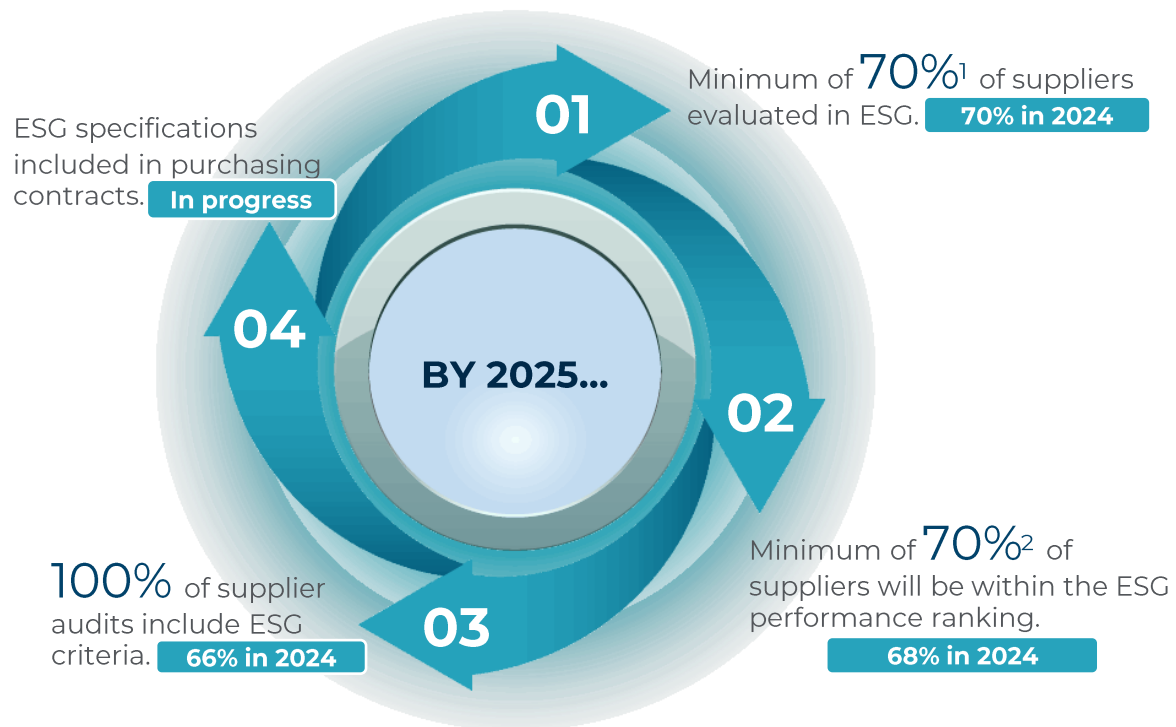
STRATEGIC LINES



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



In 2024, 3 specific training courses were developed for suppliers with poor ESG performance.

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 2024, the project for updating and improving the Criminal Risk Prevention Model outside Spain continued. This project has reached 62.5% 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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