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

Ratification of appointment by co-optation,
ratification and re-election

1. BACKGROUND.

Mr. Makoto Takasugi submitted, by letter sent to Gestamp Automoción, S.A. (the "**Gestamp**" or the "**Company**"), his resignation, with effect from April 6, 2026, from his status as a member of the Board of Directors of the Company, with the category of Proprietary Director, appointed at the proposal of the shareholder Acek Desarrollo y Gestión Industrial, S.L.

In order to fill the vacancy in the Board of Directors of the Company caused by the resignation of Mr. Makoto Takasugi, Acek Desarrollo y Gestión Industrial, S.L., in exercise of its right of proportional representation, has proposed the appointment of Mr. Norimichi Hatayama as a member of the Board of Directors. It is hereby stated that the proposal of Acek Desarrollo y Gestión Industrial, S.L. has been made at the request of Mitsui & Co. Ltd., in accordance with the rights for this company derived from the shareholders' agreement signed between Acek Desarrollo y Gestión Industrial, S.L., Mitsui & Co., Ltd. and Gestamp 2020, S.L. (clause 7.1.(b)), agreement communicated to the CNMV on 7 April 2017.

It is expected that on April 7, 2026, the Board of Directors of the Company will decide on this proposal and, if appropriate, proceed to the appointment by co-optation of Mr. Norimichi Hatayama as a member of the Board of Directors, as Proprietary Director. In the event of such appointment by co-optation, in turn, the Board of Directors of the Company will submit to the approval of the General Shareholders' Meeting the ratification of the appointment and re-election of Mr. Norimichi Hatayama as a member of the Board of Directors.

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 regarding the proposal for the appointment by co-optation of Mr. Norimichi Hatayama as a member of the Board of Directors, with the category of Proprietary Director. The Committee also issues this report in relation to the foreseeable proposal to ratify the appointment by co-optation and re-election of Mr. Norimichi Hatayama by the General Shareholders' Meeting.

3. ANALYSIS OF THE CANDIDATE PROPOSED.

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.

In this regard, based on the aforementioned matrix, the Nomination and Compensation Committee confirms that the profile and qualifications of the candidate, Mr. Norimichi Hatayama, proposed by the Board of Directors, meet the requirements necessary to address the challenges and opportunities the Company is expected to face in the short, medium, and long term.

Mr. Norimichi Hatayama's professional profile is as follows:

Mr. Norimichi Hatayama has a Bachelor's degree in Arts from the Tokyo University of Foreign Studies (TUFS), and he holds an International Student Program from the Tecnológico de Monterrey Institute, Mexico.

He has wide professional experience in the steel sector, with more than 20 years working for Mitsui Group, through different positions worldwide. As of April 2025, he serves as General Manager of the Mobility Value Chain Business Division of the Iron & Steel Products Business Unit at Mitsui & Co., Ltd.

He started his professional career in 1998 at Mitsui, holding different positions at the Bar, Shapes & Rails Division, as well as at the Flat Rolled Steel Overseas Division, in Tokyo.

From 2002 to 2003, he was assigned to Mexico as a trainee, including assignments at Tecnológico de Monterrey and Mitsui de Mexico, S. de R.L. de C.V. From 2009 to 2015 he was Assistant General Manager of the Steel Product Division for the Middles East, Chief Representative of Al-Khobar Office and General Manager of the Metal Department of the Saudi Arabia branch of Mitsui. From May 2015, he was appointed General Manager of the Rail Overseas Department of the Pipe, Plate, & Rail Overseas Division in Tokyo head office. After that, from 2018 he was appointed the General Manager of Automotive Body Parts Department of the Automotive Parts Business Division. From 2021, and before holding his current position, he was based in London at Mitsui & Co. Europe PLC, serving as General Manager of the Steel Business Development & Investment Department and General Manager of the Steel Department.

In this regard, the Nomination and Compensation Committee has assessed the suitability of the candidate and justifies his suitability on the following grounds:

- (i) the candidate's extensive experience in management roles and in positions related to strategy development and execution;
- (ii) a professional background in fields relevant to the Company, particularly in the steel and automotive sectors, and specifically in the Gestamp business, having served on the Company's Board of Directors from 2020 to 2024;
- (iii) his experience in international environments, given that the candidate has held various positions within the multinational Mitsui Group in different regions;
- (iv) his status as a proprietary director, given that he meets the criteria established in Article 529-duodecies of the Capital Companies Act and is not subject to any of the grounds for incompatibility or legal or statutory prohibition, nor is he in a situation of conflict of interest with the Company;
- (v) his sufficient and necessary availability to perform the role; and
- (vi) his contribution to diversity in the composition of the Board of Directors, in accordance with the guiding principles of the Board of Directors' Selection and Diversity Policy and the criteria established in the Board of Directors' Guidance on Knowledge, Skills, Diversity, and Experience.

4. CONCLUSION.

In view of the above, the Nomination and Compensation Committee concludes that Mr. Norimichi Hatayama possesses the necessary competence, experience, and qualifications to serve as a member of the Company's Board of Directors and recommends his appointment by co-optation by the Board of Directors, as well as the ratification of his appointment and re-election as a member of the Board of Directors by the General Shareholders' Meeting.

Madrid, 27 March 2026