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Gestamp Automoción, S.A.

SUSTAINABILITY COMMITTEE

ACTIVITY REPORT FOR 2025

26 February 2026



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1. INTRODUCTION.

The Sustainability Committee of Gestamp Automoción, S.A. (the “**Company**”) has prepared this activity report (the “**Report**”) that sets out the main activities undertaken by the Committee during financial year 2025.

This report was prepared pursuant to Article 39(j) of the Company’s Board of Directors Regulations and in compliance with the recommendations of the Good Governance Code for Listed Companies approved by the National Securities Market Commission (CNMV) on 26 June 2020 (“**the Good Governance Code**”), and it shall be made available to the Company’s shareholders when the convening notice for the 2026 Annual General Shareholders’ Meeting is issued.

2. REGULATIONS.

The Sustainability Committee regulations are set out in the Company’s By-laws approved by the General Shareholders’ Meeting of on 10 May 2022 and in the Board of Directors Regulations which were approved by the company’s Board of Directors on 29 March 2021. Furthermore, the Sustainability Committee is governed by the provisions of the Spanish Companies Act and by the recommendations of the Good Governance Code.

3. COMPOSITION.

Pursuant to Article 39 of the Company’s Board of Directors Regulations, the Sustainability Committee must abide by the following:

- (a) Have at least three and at most five members appointed based on their knowledge, skills and experience, as well as the duties to be performed by the Committee.
- (b) The majority of members shall have the status of independent director.
- (c) The Chairman shall be elected from among the independent directors. In turn, the Secretary of the Sustainability Committee shall be the Secretary of the Board of Directors.

As of 31 December 2025, the Sustainability Committee has the following members:

Members	Position	Date Appointment	Category
Mr César Cernuda Rego	Chairman	08/05/25	Independent
Ms Concepción Rivero Bermejo	Member	09/05/24	Independent
Ms Chisato Eiki	Member	08/05/25	Proprietary
Mr David Vázquez Pascual	Non-member secretary	03/06/2021	Not applicable
Ms Elena Torregrosa Blanchart	Non-member first deputy secretary	03/06/2021	Not applicable
Mr Carlos Franch Jiménez	Non-member second deputy secretary	20/12/2021	Not applicable

As of 31 December 2025, the Company's Sustainability Committee (i) has been comprised of three members, two of whom are Independent Directors and one of whom is a Proprietary Director and (ii) has been chaired by the Independent Director Mr César Cernuda Rego. It is hereby noted that, on May 8, 2025, Ms. Loreto Ordóñez Solís resigned as a member of the Sustainability Committee and joined the Nomination and Compensation Committee.

The members of the Sustainability Committee have the appropriate knowledge, skills and experience to carry out the tasks entrusted to the Committee by the Board.

In terms of establishing the profiles of members of the Sustainability Committee, the Board of Directors opted for Directors who are experienced in environmental, social and/or corporate governance (ESG), as well as international experience, and who have sat on other boards of directors for which some of these matters were essential, or have held other positions related to these matters, such that they may offer their experience and provide guidance on the issues to be addressed by the Committee and the Board of Directors itself. Mr César Cernuda Rego was appointed Chairman of the Sustainability Committee due to his independent status and knowledge, as well as having previously been a member of other boards and having management experience at international companies. Ms. Concepción Rivero Bermejo was also appointed for her knowledge and membership of other boards of directors and, in particular, for her experience on another equivalent committee in another listed company, as well as for her management experience in multinational companies. Lastly, Ms Chisato Eiki was appointed as a member of the Committee given her experience in ESG matters that she gained through holding ESG management positions.

For further information on the members of the Sustainability Committee, see the following links to the Company's website:

- <https://www.gestamp.com/Investors-Shareholders/Corporate-Governance/Committees-of-the-Board-of-Directors>
- <https://www.gestamp.com/Investors-Shareholders/Corporate-Governance/Board-of-Directors>

4. FUNCTIONS.

The Company's Sustainability Committee is a reporting and advisory body without executive functions that has the power to report, supervise, advise and make proposals in relation to matters within its scope of activity.

According to Article 42 of the Regulations of the Board of Directors, the Sustainability Committee shall have the following basic functions:

- (a) Proposing the environmental, social and corporate governance strategy, submitting any plans deemed necessary for this purpose to the Board of Directors.
- (b) Periodically assessing and reviewing the corporate governance system and environmental and social policies in place at the Company in order to ensure that they fulfil the mission of promoting social interest and take into account the legitimate interests of the remaining stakeholders, as appropriate.
- (c) Monitoring the Company's environmental, social and corporate governance practices to ensure that they are aligned with the strategy and policy established.
- (d) Overseeing and evaluating the diverse stakeholder relationship processes regarding environmental, social and corporate governance matters, ensuring that responsible communication practices are followed.

These functions were not amended during the financial year 2025.

5. OPERATION.

The basic principles of conduct and the internal operating system of the Sustainability Committee are set forth in the rules contained in the Board of Directors Regulations.

Pursuant to Article 39 of the Company's Board of Directors Regulations, the Sustainability Committee:

- Shall meet whenever necessary, at the Chairman's discretion, to exercise its powers, and whenever two of its members so request, and it shall be convened in a valid manner whenever the majority of its members are present or represented, its resolutions being adopted by an absolute majority of the attending members. In the event of a tie, the Committee Chairman shall cast the tie-breaking vote.
- Likewise, the Chairman of the Sustainability Committee shall inform the Board of Directors of the issues discussed and the resolutions adopted at its meetings during the first Board of Directors' meeting held after the Committee meeting.
- Within three months after each year-end the Sustainability Committee shall voluntarily submit this Report for approval by the Board of Directors, which shall be made available to the shareholders during their Annual General Shareholders' Meeting.
- As regards the other rules of operation, the operating system established for the Board of Directors in the Regulations of the Board shall apply.

6. MEETINGS.

During the 2025 financial year, the Sustainability Committee met on seven occasions, with all members of the Committee attending, except for Ms. Concepción Rivero Bermejo, who was unable to attend one meeting but nevertheless issued the corresponding proxy and voting instructions in favor to the Chairman of the Sustainability Committee, Mr. César Cernuda Rego.

The Sustainability Committee has been assisted and supported at each meeting by the Gestamp Group's ESG Department, headed by the Corporate ESG Director. On one occasion, it was also assisted by the Corporate General Manager, who participated in the presentation on the status of the 2026-2030 ESG Strategic Plan and the monitoring of activities with stakeholders. In addition, the Committee was attended by the Director of Internal Audit and Risk Management and a member of the Risk Management team to report on the degree of implementation of the Internal Control System for Sustainability Information (SCIIS) and on the analysis carried out on the physical risks from climate events to which the Gestamp Group could potentially be exposed. In turn, the verifiers of non-financial and sustainability information attended a meeting of the Sustainability Committee to report on the preparatory work for the verification of such information. Finally, the non-Director Secretary of the Board of Directors attended on three occasions to provide advice on regulatory aspects and purely formal matters.

7. ACTIVITIES.

In 2025, the Sustainability Committee mainly carried out the following activities:

■ Sustainability information.

The Committee has reviewed the non-financial information (EINF) and sustainability information contained in the consolidated management report for the 2024 financial year, which has been prepared in accordance with Directive (EU) 2022/2464 on sustainability reporting (CSRD), Law 11/2018 of December 28, on non-financial reporting and diversity, and the European Sustainability Reporting Standards (ESRS). It has also been informed of the digital tools implemented in the Gestamp Group for reporting such information.

Finally, it has been informed of the degree of implementation of the SCIIS, as well as the model for its governance.

■ ESG Strategic Plan.

The Committee has been informed of the degree of achievement of the objectives of the ESG Strategic Plan 2023-2025 for the 2024 financial year through the scorecard of said strategic plan, which has enabled periodic monitoring of compliance with the plan's objectives through its 34 Key Performance Indicators. Similarly, at each meeting of the Committee, it has been informed of the degree of compliance with the 2025 objectives under this plan.

The Committee has also proposed, for approval by the Board of Directors, the ESG Plan 2026-2030, which will be reported on in the consolidated management report for the 2025 financial year.

■ **Policies.**

The Committee has approved the Gestamp Group's SCIS Policy, which was subsequently proposed by the Audit Committee for approval by the Board of Directors, as well as the Gestamp Group's Conflict Minerals Policy. Furthermore, it has proposed for approval by the Board of Directors the amendment of the Gestamp Group's Human Rights Policy, updated to bring it into line with international best practices in this area.

■ **Assessment of functioning and performance.**

The assessment process regarding the Board of Directors and its committees, including the Sustainability Committee, began on 4 November 2025 and was coordinated by the Nomination and Compensation Committee, at the request of the Chairman of the Board of Directors. Among other areas, the Directors evaluated the functioning and composition of the Sustainability Committee.

On 16 December 2025, the results of their assessment were submitted to the Sustainability Committee. After analysing the results, the Committee issued a report on this assessment, for the approval of the Board of Directors at its first meeting of 2026.

■ **Other activities.**

Also, the Sustainability Committee has been informed and has debated about other aspects and significant ESG initiatives undertaken by the Gestamp Group, and in particular, about:

- (a) eligibility and alignment of Gestamp's activities under the EU Taxonomy Regulation;
- (b) activities related to different stakeholders (employees, customers, suppliers, regulators, rating agencies, and associations) and, in particular, Gestamp's scores in the various reports issued by ESG rating agencies, the awards it has received for its sustainability activities, and ESG requirements at the customer and supplier level;
- (c) ESG risks in the double materiality analysis and their alignment with the ESG-related risks in the Company's corporate risk map;
- (d) An analysis of the coexistence of the circular and linear economies in Gestamp's decarbonization strategy;
- (e) the conclusions of a report prepared by an external advisor on physical climate risks in the Gestamp Group, which shows the different climate scenarios to which the various plants are exposed and quantifies their vulnerability to these scenarios;
- (f) the work that Gestamp is carrying out with regard to its chain of custody, with the aim of obtaining an independent assessment of its blockchain system, in accordance with one of the models established in the ISO 22095 chain of custody standard; and
- (g) the activities that Gestamp is carrying out within the framework of Catena X, a collaborative data space project in the automotive industry, to drive business processes using data-based value chains; and
- (h) finally, it has approved the Sustainability Committee's meeting schedule for the 2026 financial year.

8. PREPARATION AND APPROVAL.

This Report was prepared by the Sustainability Committee on 26 February 2026 and approved by the Board of Directors on the same date.