



# ESG PLAN 26 – 30

**MANUFACTURING  
SUSTAINABILITY  
FROM WITHIN**



# PILLARS

## TARGETS 13

## COMMITMENTS 12



ROAD TO NEUTRALITY

2  
2

- Sc. 2 Neutrality 2030.
- 70% Sc. 1&2 emission reduction by 2030 (b.y. 2024).

CIRCULARITY

0  
3

- Assessment of water-related impacts of our value chain.
- Zero Waste to landfill across 75% production facilities.

ENVIRONMENTAL TARGETS

2  
1

- 24 annual training hours per employee in >4 divisions.
- Average female hiring rate of 27% from 2026 to 2030.

TALENT

2  
1

- 100% plants GHSS internally audited.
- <45 Health & Safety Management and Health & Safety Working Conditions indexes.

HEALTH & SAFETY

2  
1

- Implement the volunteering policy in >90% of plants.

SOCIAL CONTRIBUTION

1  
0

- Ensure that 80% of suppliers are published and evaluated in GoSupply.
- ESG training sessions to suppliers with low ESG scores and high billing volumes.

SUPPLY CHAIN MANAGEMENT

2  
1

- Maintain a minimum of 40% women on the BoD.
- Maintain a minimum of 50% independent directors on the BoD.

ETHICS AND GOOD GOVERNANCE

2  
3

- Promotion of energy efficiency & optimization of resources.
- Low carbon material sourcing and logistics.

- Product sustainability and eco-design.
- Emissions reduction due to reuse of assets (b.y. 2024)
- Circularity project and High-Recycled Content material commitment ensuring 100% scrap recyclability

- Conducting biodiversity assessments at production sites

- Launch of an engagement survey across the entire Group.

- Conducting external audits.

- Implement a sustainability DD procedure in the value chain.

- Strengthen governance through updated policies.
- Establish a comprehensive risk management through policies and procedures aligned with best practices.
- Develop. of the E&S DD procedure, policy, and gov.

# OUR VALUE & COMMITMENTS PROPOSAL

Sustainability remains a core strategic pillar for Gestamp, just as it has been since our inception. As we enter this next chapter, we are reinforcing our long-standing commitment to designing and manufacturing vehicle components that prioritize safety and efficiency. This plan represents the natural continuation of our mission: to protect passengers and pedestrians while driving the transition toward a lighter, low-carbon future through constant innovation.

**Having achieved 95% of the KPIs under our ESG 23-25 plan, we are committed to staying on course with this new strategy.**

Aligned with our long-term vision, the ESG 26-30 plan is designed with our internal stakeholders to establish more accurate, better-governed targets and commitments, strengthening delivery over the next four years and reinforcing our focus on what matters most.

**The ESG Plan continues to rely on the eight pillars defined in the previous plan as the core of its strategy, working transversally across the entire organization.**



# 1. ROAD TO NEUTRALITY

Gestamp **keeps contributing** to the decarbonization of mobility and industry through the design, development and manufacture of more sustainable products, technologies and industrial operations.

## HOW DO WE CONTRIBUTE TO THE CHALLENGES OF THE INDUSTRY AND SUSTAINABLE MOBILITY?

Through a three-pronged approach in which we play an **active role in overcoming the industry's challenges towards neutrality.**

### THE WAY WE MANUFACTURE

Gestamp follows a detailed plan to reduce GHG (Greenhouse Gas) emissions by **decreasing the energy intensity and emissions of its operations.**

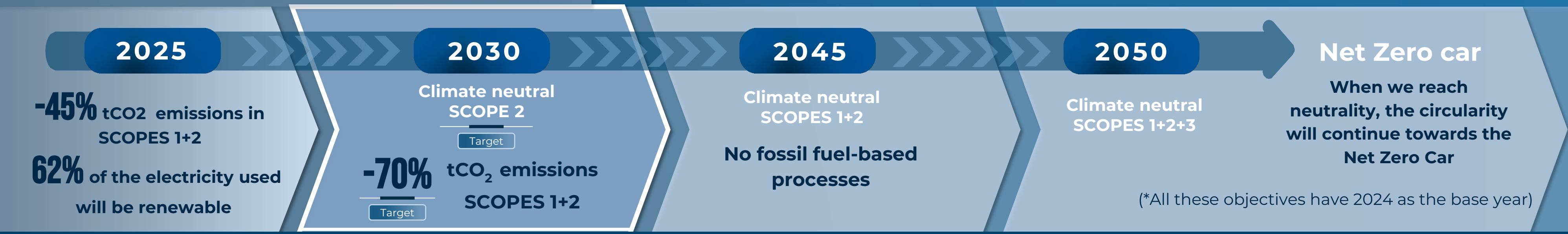
### RAW MATERIALS & RESOURCES WE USE TO MANUFACTURE

Gestamp works on the **decarbonization of materials, ensuring the recycling of steel and aluminium** to collaborate in the development of low-emission raw materials.

### THE PRODUCTS WE MANUFACTURE

Gestamp focuses on **reducing the weight of vehicle parts to reduce emissions over the useful life of the car** and, in the case of electric vehicles, to increase the autonomy of the batteries.

## WHEN WILL WE REACH OUR GOALS?



(\*All these objectives have 2024 as the base year)

Already achieved

# 1. ROAD TO NEUTRALITY

Gestamp **remains committed** to reducing GHG emissions in line with the Paris Agreement and customer requirements, continuing its **contribution to the global goal of achieving neutrality by 2050.**

## HOW ARE WE GOING TO ACHIEVE IT?

Gestamp sees the road to neutrality as an opportunity to improve its processes and its constant search for operational excellence.



### Electrifying production:

23 – 25

Long-term efforts to **eliminate fossil fuel-based processes.**

26 – 30

Focus on **electrification of forklifts.**



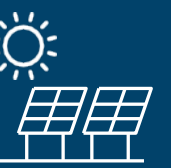
### Increasing efficiency:

23 – 25

Detailed programs at plant level to **reduce energy use.**

26 – 30

**Detailed programs** at plant level and **bigger focus** on possible **efficiency measures.**



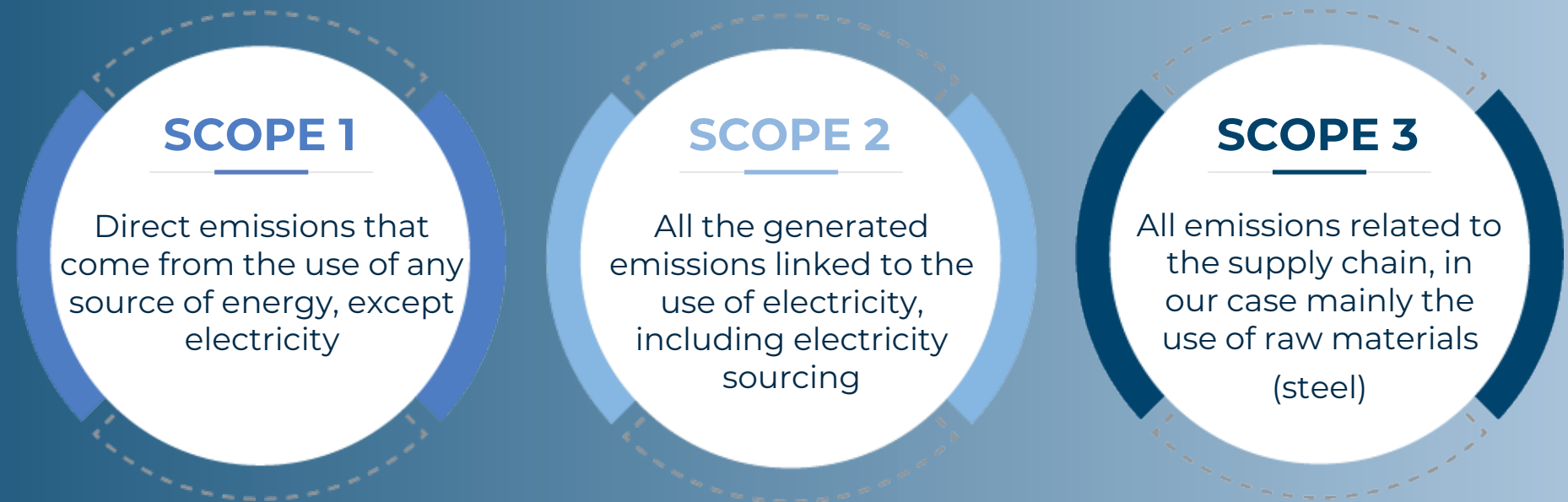
### Energy sourcing:

23 – 25

Agreement to **buy renewable electricity** and **self-generation.**

26 – 30

Strategy centered on **increasing renewable electricity sourcing and self-generation**, with the option to integrate **biogas.**



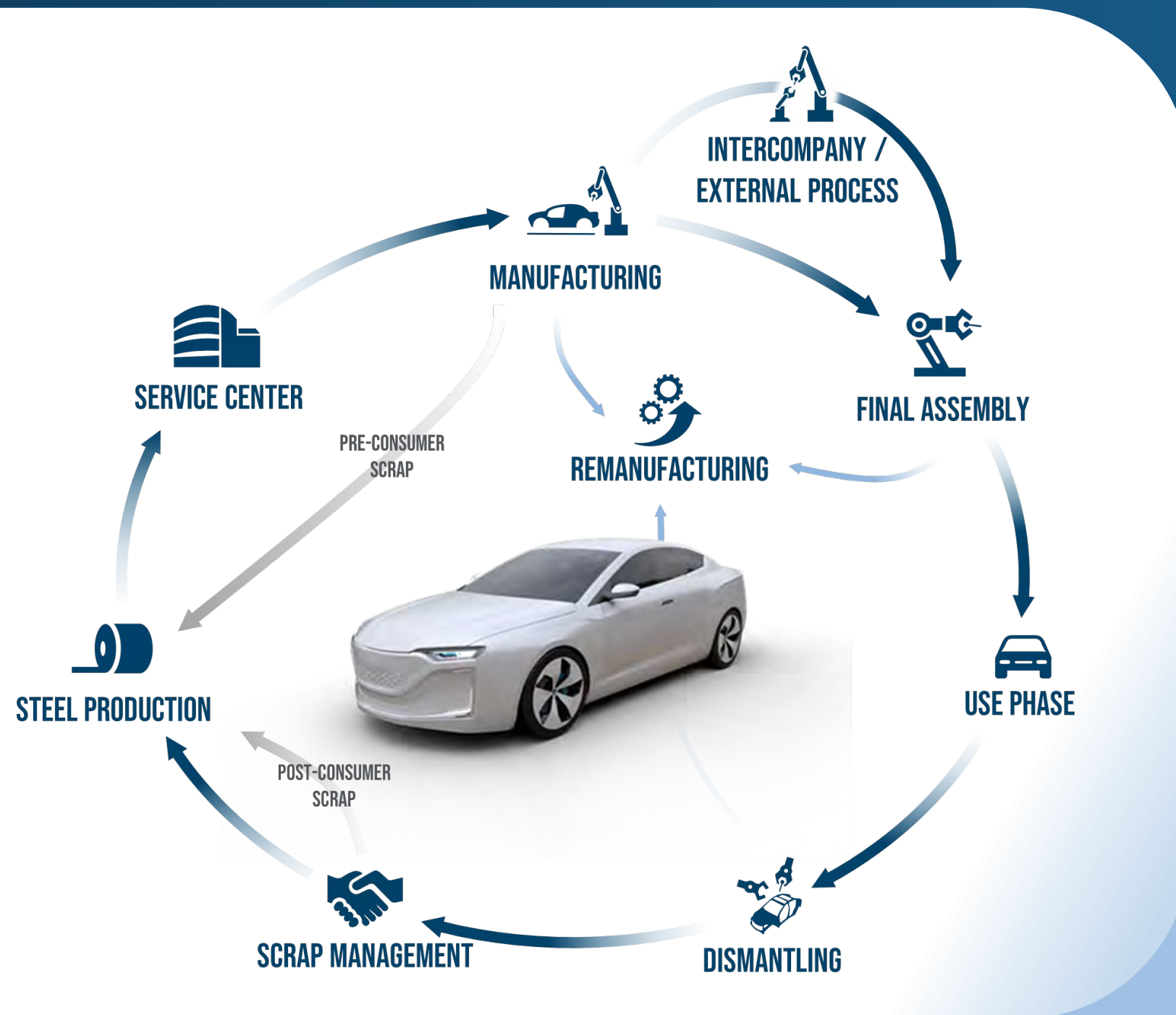
5% of our emissions

95% of our emissions fall under Scope 3, of which

>90% of which stem from the purchase of goods and services

# 2. CIRCULARITY

Nature is an essential pillar of our circularity strategy. We are committed to **continuously increasing the circularity** of our raw materials, while acknowledging the **necessary balance and coexistence** between circular and linear resource models.



## Gestamp as a key player to reach the Net Zero Car

Gestamp understands **circularity as a key pillar of sustainability** — reducing mineral extraction, optimizing waste management, and helping decarbonize the value chain — supported by **low-carbon material sourcing and logistics**.

## The importance of recycling raw materials: low carbon steel & aluminium

**Steel & aluminium can be 100% re-melted** an infinite number of times to produce materials of the **same quality**.

**STEEL & ALUMINUM RECYCLING CONTRIBUTES TO...**

**Circular Economy**  
More efficient and sustainable products

**Decarbonization**

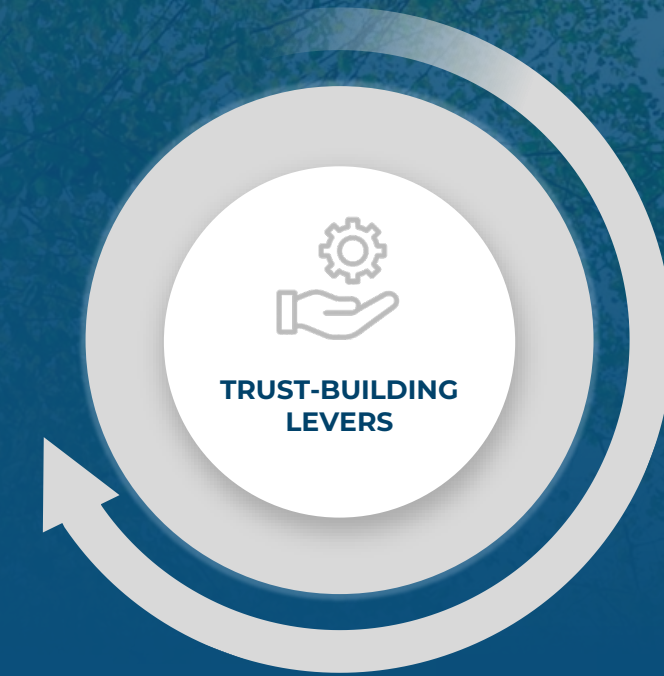
- Industry decarbonization
- Material decarbonization
- More efficient use of natural resources
- Energy savings



# 2. CIRCULARITY

## Commitments to achieve Gestamps Circular strategy

How this will be achieved?



- Promoting **eco-design principles to integrate sustainability criteria** from the **earliest stages** of product development.
- **New PCF indicators** enabling comparison across similar parts, providing an **additional data layer** to enhance **decision quality**.

- **Strengthen agreements with suppliers** regarding the purchase of materials with recycled content and low emission products.
- **Circularity project and High-Recycled Content** material commitment ensuring 100% scrap recyclability to produce low-emission steel.

- New ways to decarbonise our own operations with the focus on the **reuse of our assets**.

- The **PCF tool's database and methodology were certified** by Applus+ for the second consecutive year, reinforcing their reliability.
- **AENOR's Circular Economy Strategy certification** renewed for the second consecutive year, reinforcing our **long-term strategy**.
- **Enhance our traceability systems through blockchain** to ensure maximum reliability and data integrity.

# 3. ENVIRONMENTAL TARGETS

Our planet has limited resources. We must protect them at all costs by using them efficiently and appropriately. That is why at Gestamp we work hard to reduce our footprint and protect natural resources.



**Gestamp's Environmental Performance Index** evaluates our impact in +100 production centres with a common criteria



**+98%** of Gestamp's waste is recycled, reused, and recovered

## WATER CONSUMPTION

- Assessment of **water-related impacts** in our value chain

**80%** of prioritized **UNSPSC categories** to include **water-specific questions** in the ESG questionnaire.  
Target

**90%** of **LCA** and **PCF** studies to include the **water impact category**.  
Target

**100%** **water risk analysis** in plants located in areas with **water-stress** and **high water consumption**.  
Target



## ZERO WASTE

**75%** of production facilities achieving **Zero Waste to landfill**.  
Target

## BIODIVERSITY

- Conducting **biodiversity assessments** at production sites.

## 4. TALENT

Our people are our most important pillar. We remain committed to providing the necessary training and tools that support their growth, strengthening our focus on upskilling and reskilling to develop their talent.

### TRAINING EMPLOYEES

**24** annual training hours per employee across more than **four of our divisions**.  
Target

Reinforcing our commitment to continuous learning and capability building.

This consistent investment ensures that our teams remain equipped with the skills needed to support **our long-term growth and innovation**.

### FEMALE HIRING

**27%** average female hiring rate between 2026 and 2030.  
Target

Reinforcing our commitment to advancing gender balance across our workforce.

This long-term approach supports a **more diverse and inclusive talent pipeline** throughout the organization.

### ENGAGEMENT SURVEY


We will launch an **engagement survey across the entire Group** to incorporate their feedback into **our long-term people strategy**.


# 5. HEALTH AND SAFETY

Safety has always been a core commitment at Gestamp, and we continue to build on this foundation. **Our priority** remains to **provide a safe and healthy work environment for everyone**, engaging all employees in strengthening a prevention-driven culture. We advance safety by choice, not by chance.

At the same time, **Gestamp continues to protect what matters through the components** that contribute to **vehicle passive safety** — always present, even when they cannot be seen.



 **100%** Target Gestamp's plants internally audited under the Gestamp Health and Safety System (GHSS).

 **< 45** Target points or **below** in **Prevention Management and Working Conditions Indexes across the entire group.**

 **Conduct external audits** to enhance transparency.



# 6. SOCIAL CONTRIBUTION

Our decisions continue to be guided by a long-term commitment to creating social and economic value and to supporting the sustainable growth and well-being of the communities where we operate.

## COMMITTED TO THE COMMUNITIES WITH SOCIAL ACTION PROGRAMS



90%

Target

Implementation of the **volunteer policy** in production **plants**.



The group's **social contribution** will be allocated to the **3 strategic lines** established for social action.



### Mobility and transportation

- **Promote mobility as a mean of progress** and improve the quality of life of vulnerable people.



### Education and training

- **Industrial and digital training for young people**, improving their employability.
- **Equal educational opportunities** for vulnerable groups.




### Environmental

- **Preserving the environmental surroundings** of the areas where the Group operates.



# 7. RESPONSIBLE SUPPLY CHAIN MANAGEMENT

Our commitment to sustainability is throughout the entire supply chain, starting with partnerships with our suppliers for the integration of ESG criteria that allow us to strengthen a value-added ecosystem.

 **Supplier Management System** that includes procedures and tools that make it possible to control the entire value chain

 **Supplier Risk Management** and an **Approval Platform** that globally monitors all suppliers according to different risk factors to react to any changes with resilience.

 **Conflict Minerals Policy** guarantees that all suppliers must **comply** with laws regarding the sourcing of minerals and raw materials

Implement a **sustainability Due Diligence procedure** in the value chain



**80%** minimum of suppliers **published and evaluated in GoSupply**  
Target

**ESG training sessions** to suppliers with low ESG scores and high billing volumes

Target

# 8. ETHICS AND GOOD GOVERNANCE

Transparency, commitment, business ethics and guidance continue to shape our actions, reinforcing the bonds of trust we have built with our stakeholders.



**40%** **minimum representation of women** maintained on the Board of Directors.

Target

**50%** **minimum of independent directors** to be maintained on the Board of Directors.

Target

## OTHER LEVERS TO STRENGTHEN AND MAINTAIN STRONG GOVERNANCE



Strengthen governance through updated policies.

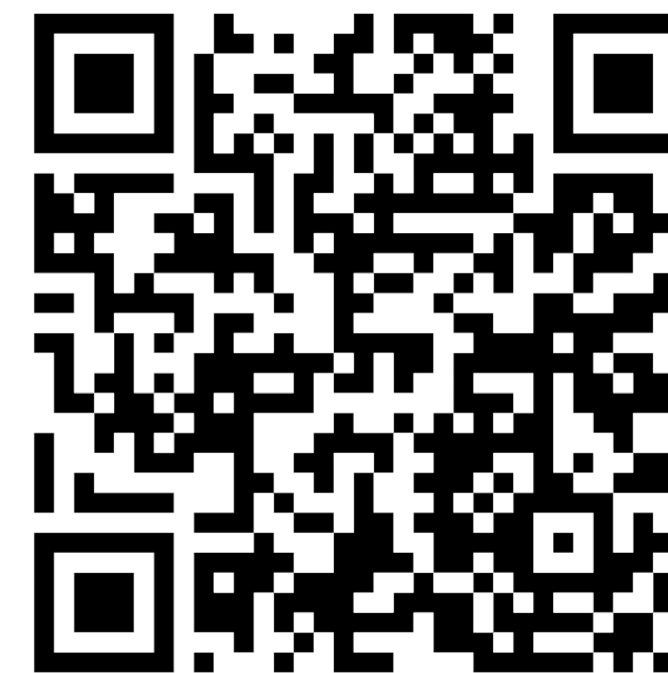


Stablish a comprehensive risk management through policies and procedures aligned with best practices.



Development of the environmental and social Due Diligence procedure, policy, and governance model.

**The ESG Plan**  
allows us to further  
strengthen our commitment  
to sustainable mobility,  
actively protecting the planet  
and our society.



Check all our ESG pillars in detail by visiting our website and following our social media profiles.