



# ESG PLAN 2025

**MANUFACTURING  
SUSTAINABILITY  
FROM WITHIN**





# OUR VALUE PROPOSAL & COMMITMENTS

Sustainability has been one of Gestamp's strategic pillars since its beginnings as a company. Through the design, development, and manufacture of vehicle parts, **Gestamp maintains its commitment to contribute to the production of cars that are increasingly safer for people**, by ensuring the protection of passengers and pedestrians, **and lighter for the environment**, by reducing CO<sub>2</sub> emissions.

Sustainability at Gestamp seeks to create long-term value to strengthen the growth strategy and create a competitive advantage for all stakeholders.

From its long-term vision, **Gestamp reinforces its responsibility to its stakeholders by promoting environmental, social and governance criteria in all its operations**, with the aim of creating value for all stakeholders and building a competitive advantage, thus strengthening its position as a benchmark in the sector.



The ESG Plan is deployed in 8 pillars to work transversally across all the organization and aligned to the SDGs





# 1. ROAD TO NEUTRALITY

Gestamp contributes 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 toward 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.**



### The raw materials & resources we use for manufacturing

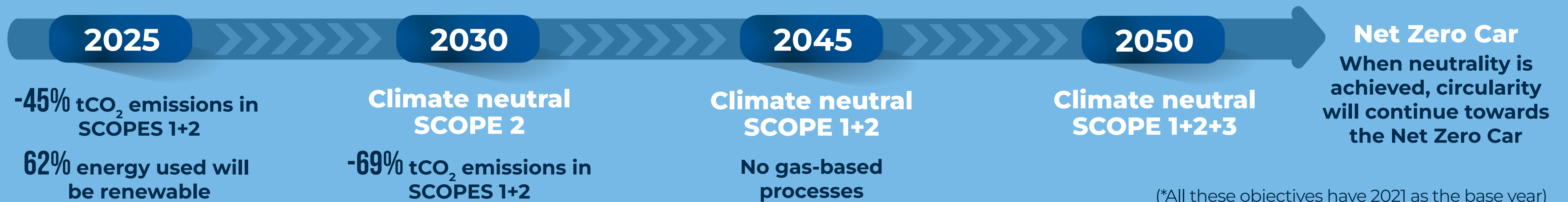
Gestamp works on the **decarbonization of materials, ensuring the recycling of steel and aluminum** to collaborate in the development of low-emission raw materials.



### The products we manufacture

Gestamp focuses on **reducing the weight of vehicle parts to save 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 2021 as the base year)



# 1. ROAD TO NEUTRALITY

Gestamp is committed to **reducing GHG emissions**, in line with the provisions of the Paris Agreement and the requirements of its customers, and to **contribute 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.



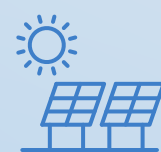
### Electrifying production:

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



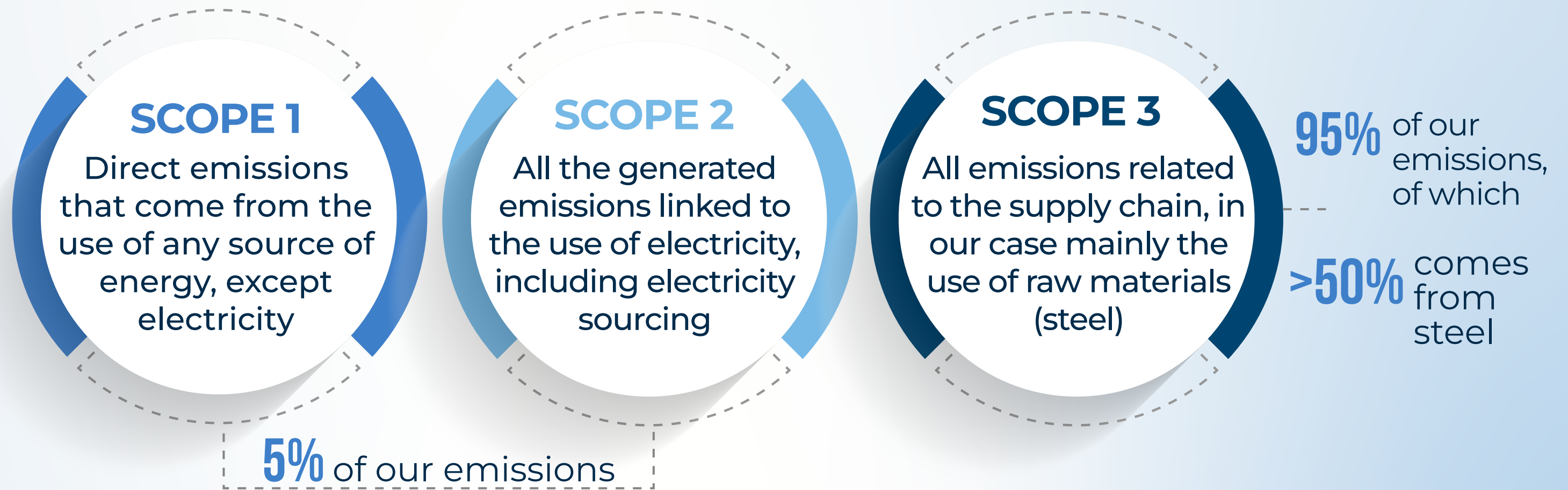
### Increasing efficiency:

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



### Electricity sourcing:

- **Agreements to buy renewable energy** at country level
- **Self-generating renewable electricity**



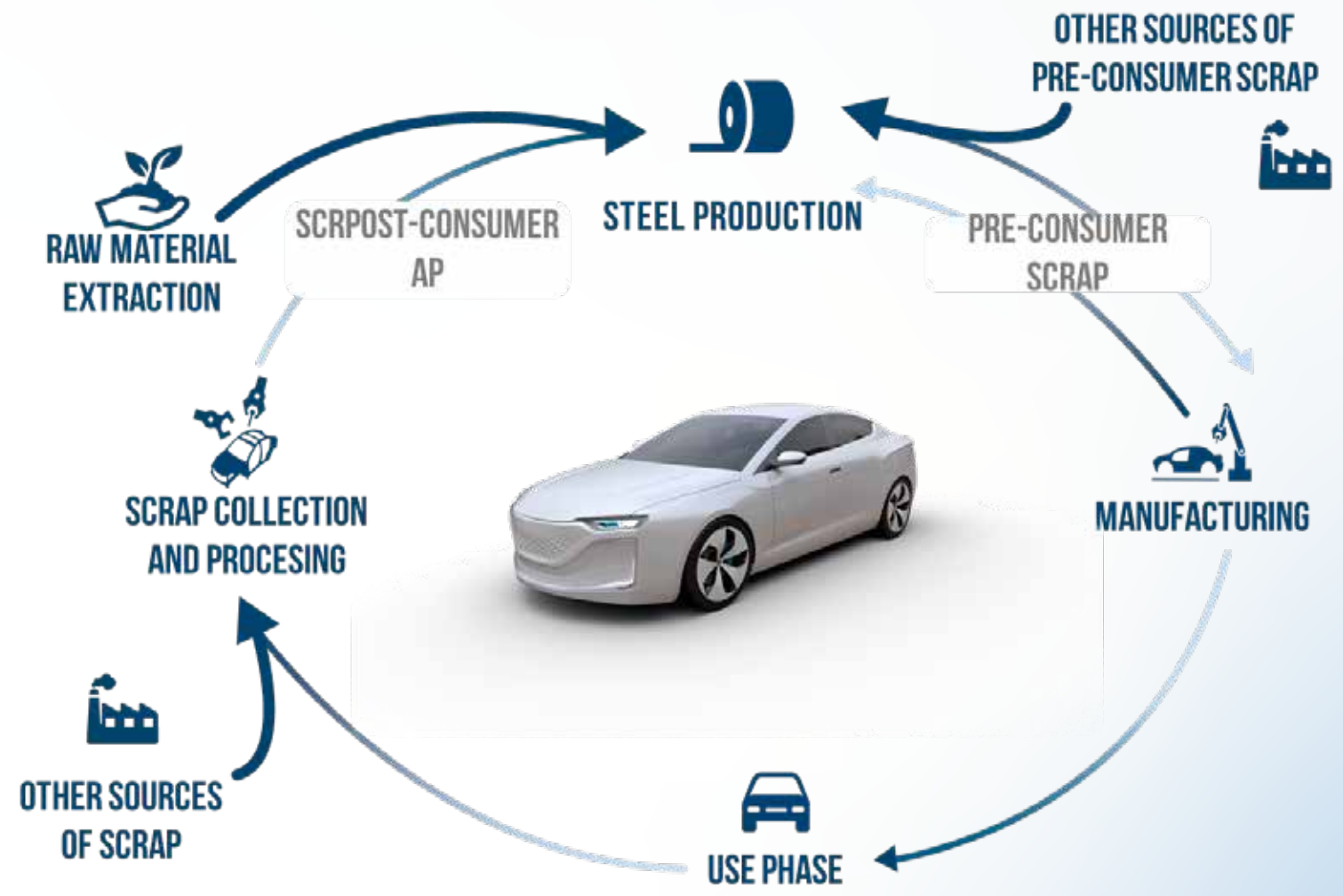


# 2. CIRCULARITY

In nature, nothing is wasted. Everything is transformed and reused in the same cycle. Nature is our reference for our circular economy model with the aim that all our products and waste return to the useful life cycle.

## Managing the coexistence of linear and circular economy

Gestamp seeks to enhance the circularity of its business model, **promoting the use of its scrap as a secondary raw material in the production of low-emission steel.**



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

Gestamp understands circularity as one of the basic pillars of sustainability since, on one hand, **it contributes to the reduction of mineral extraction** (mainly iron and aluminum) and, on the other hand, **it promotes the optimization of waste management.**

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

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





# 2. CIRCULARITY

## Gestamp plays an active role towards the Net Zero Car

How we are going to achieve it?



- Promoting the **use of its scrap as a secondary raw material** in the production of low-emission steel
  - Acquisition of a relevant stake to enter materials value chain **and relentlessly innovating for recycling** 
- Enhance traceability to close loop and digital solutions



- **Strengthen agreements with suppliers** regarding the purchase of materials with recycled content and low emission products
- **Homologation & validation of new materials** (low emission, recycled, etc.) in existing technical solutions for product development



- Development of products with **weight reduction and efficient use of materials**



### The importance of assessing lifecycle of our products

Gestamp relies on life cycle analysis as a **differential element in the development of its parts for improving the es weight reduction solutions offers to its customers.** This study is decisive when co-designing a part, as it helps to **reliably value and quantify Gestamp's circularity strategy.**



- Carbon footprint calculation** for new product developments:
- **100% in Body in White.**
  - **60% in Chassis.**



# 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 centers with a common criteria



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



## WATER CONSUMPTION

- **6% reduction of water consumption/sales\***  
(\*base year 2022)
- **Global monitoring of water consumption and its reuse** in our processes and facilities
- Increase the development of **water efficiency projects**



## ZERO WASTE CERTIFICATION

- **AENOR circular economy certification**



## WASTE MANAGEMENT

- **35% reduction of hazardous waste\***  
(\*base year 2021)





# 4. 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, focusing on upskilling and reskilling to develop their talent regardless of age, gender, race or nationality.

## TRAINING AND TALENT DEVELOPMENT



Technical training for **100% of the key people involved** in new technologies and digitization



Development programs for at least **30% of leadership positions**



ESG training for **100% of Gestamp employees** by 2023

## WORKING IN A DIVERSE AND INCLUSIVE ENVIRONMENT



Achieve **27% of new female hires**



**Global Diversity and Inclusion Plan**



Reach **3% of people with disabilities**



# 5. SOCIAL CONTRIBUTION

Our decisions are guided towards long-term commitment and the generation of social and economic value for the growth and support of local communities where we're present.

## COMMITTED TO THE COMMUNITIES WITH SOCIAL ACTION PROGRAMS



**70%** of the group's social contribution will be allocated to the **3 strategic lines** established for social action



At least **€1.3M per year** to promote **Social Action projects**



**Analysis of strategic markets** through socio-economic impact studies



### Education and training

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



### Mobility and transportation

- Initiatives, volunteering and donations related to **road safety prevention and efficient driving**
- **Promote mobility as a means of progress** and improve the quality of life of vulnerable people



### Environment

- **Actions to preserve the environment** in the communities in which we are present, and **promote energy saving and efficient use** within the automotive sector





# 6. HEALTH AND SAFETY

Gestamp is fully committed to the safety of our own. Our priority is to build a safe and healthy work environment for all, engaging all members in the responsibility of striving towards a culture of prevention. We ensure safety by choice, not by chance.

Gestamp always travels with you even when you can't see it, protecting what matters thanks to the parts that make up the passive safety of vehicles.





# 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 monitor all suppliers according to different risk factors to react resiliently to any changes



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

ESG specifications included in purchasing contracts



Minimum of **70%\*** of suppliers evaluated in ESG

\*out of the total number of registered suppliers (SAP Ariba&GoSupply)

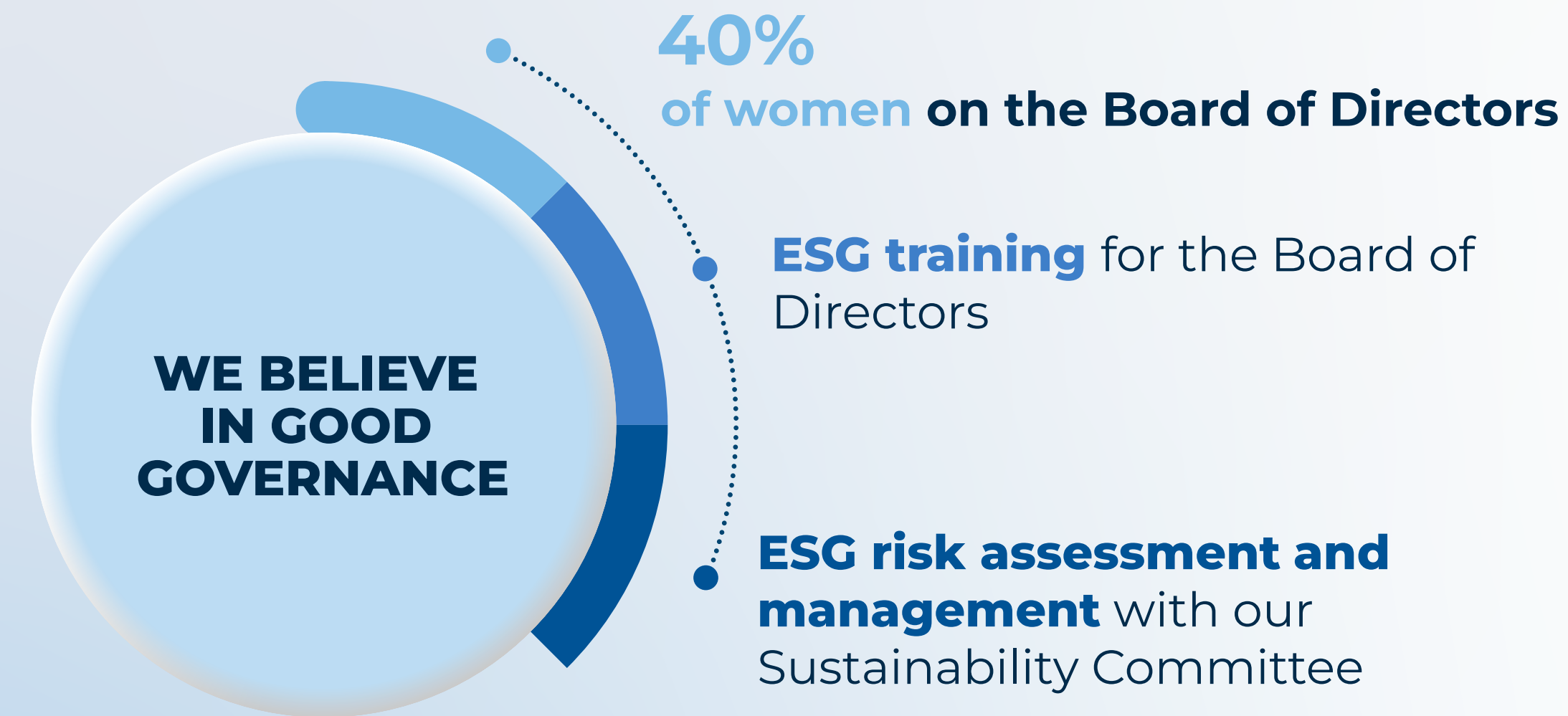
Minimum of **70%\*** of the awarded suppliers will be within the ESG evaluation scores\* >50 ESG points

**100%** supplier audits include ESG criteria



# 8. 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

We are responsible for the compliance of human rights not only in our direct activities, but in all our business relationships.



**Implementation of Third Party and Human Rights due diligence, and Criminal Risk Prevention Program**



**Code of Conduct** to follow a common frame of reference for ethical and respectful behavior of all members of Gestamp



**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.