



# SOCIAL ACTION POLICY

November 7<sup>th</sup>, 2022

## 1. Introduction and Purpose

Social action is a core part of Gestamp's ESG strategy (environmental, social and governance considerations). It's important for the Gestamp Group to contribute to creating a positive impact on society, particularly on the communities and spaces where it is present.

This Social Action Policy (hereafter the "**Policy**") is intended to (i) define what the Group understands by social action and what objectives it should pursue, (ii) establish priority areas for social action at Gestamp, and (iii) set out the principles of conduct that should guide the Group's social action.

## 2. Scope

This Policy applies to Gestamp Automoción, S.A. and to all its subsidiaries (collectively, the "**Group**" or "**Gestamp**").

## 3. Social Action at Gestamp: Definition and Aims

### 3.1 Definition of Social Action

For the purposes of this Policy, social action is understood as those voluntary collaborations in which Gestamp participates by offering human, technical or financial resources in order to help and add value to society as a whole, especially to vulnerable groups, as well as to contribute to creating a positive social and environmental impact.

### 3.2 Aims

Gestamp is aware that it must be a major player in contributing to the sustainable development of communities in the countries where it operates and help towards the improvement of people's quality of life, beyond its own business activity.

To achieve this aim, Gestamp seeks to align its contribution to society with its business, through medium/long-term outreach projects in those communities where Gestamp is present, reinforcing trust between the company and the societies where it operates and expanding its positive contributions.

## 4. Priority Areas

Gestamp’s social action shall be directed towards the following priority areas, with the intention of aligning our contribution to society with our business, ensuring consistency as well as focusing and maximizing positive social impact.

- Education and Training:** projects aimed at expanding industrial and digital skills of all groups, with a greater focus on those groups with lower representation in these skills, such as women, people who struggle in terms of employability and/or are at risk of social exclusion. Collaborative efforts may also be directed towards activities aimed at combating school drop-out rates, after-school support, equal educational opportunities and access to education for vulnerable groups.



- Mobility and Transport:** another priority area for social action at Gestamp is road safety, including initiatives, volunteering or donations directed towards efficient driving and the prevention of road accidents. In relation to mobility, we aim to support social action projects that promote mobility as a means of progress, as well as improve the quality of life for vulnerable people, with a particular focus on the local communities where the Group is present.



- Environment:** developing initiatives that seek to protect the environment where the Group is present, as well as those that promote energy conservation and efficient energy use within the automotive industry.



## 5. Principles of conduct

The following principles of conduct shall guide Gestamp’s social action:

**Collaboration:** Gestamp works with institutions, non-governmental organizations, private companies, educational and other entities for the effective development of its social action.

Relationships and collaborations with public or private institutions are aimed at combining efforts to support the community.

**Ethics and Transparency:** Gestamp takes an ethical and transparent approach to its collaborations with other bodies, so that these collaborations are not exploited for purposes contrary to the applicable legislation at any given time. The Group’s established procedures for third party due diligence shall be applied.

**Long term:** Gestamp’s social action initiatives and its relationship with communities, as well as its business activities, are intended to be permanent in the medium and long term.

**Adapting to local needs:** For every project it undertakes, Gestamp is committed to initiatives that are flexibly adapted to the local needs and demands of the communities in which it operates.

**Employee involvement:** social action initiatives provide the opportunity to channel concerns over solidarity and commitment, which is why Gestamp encourages volunteering among its employees.

**Leaving an impact:** the ultimate goal of Gestamp’s social action is to create a positive impact on the local communities where it operates and to contribute towards improving people’s quality of life, beyond its own business activity.

## 6. Approval

This Policy has been approved by the Company’s Board of Directors, upon request of the Sustainability Committee. Any modification of the same will require the oversight of the Sustainability Committee and approval of the Board of Directors.

Version	Issuer	Supervisor	Approving Body	Company	Date of approval
1.0	ESG Department	Sustainability Committee	Board of Directors	GESTAMP AUTOMOCIÓN, S.A.	7 <sup>th</sup> november, 2022

If you have questions, suggestions or need further clarification regarding this document, please contact Gestamp’s ESG Department: [GestampESG@gestamp.com](mailto:GestampESG@gestamp.com)