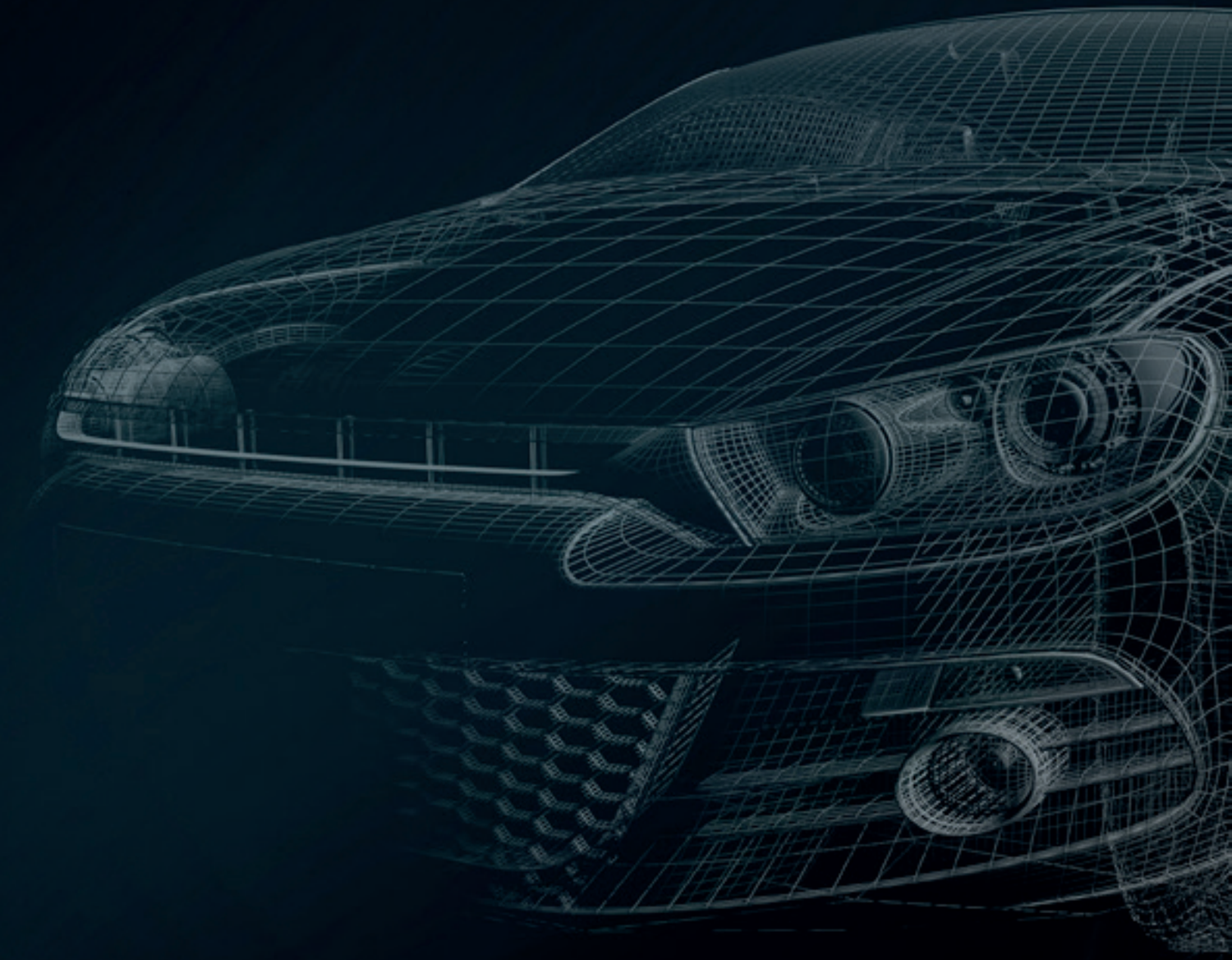
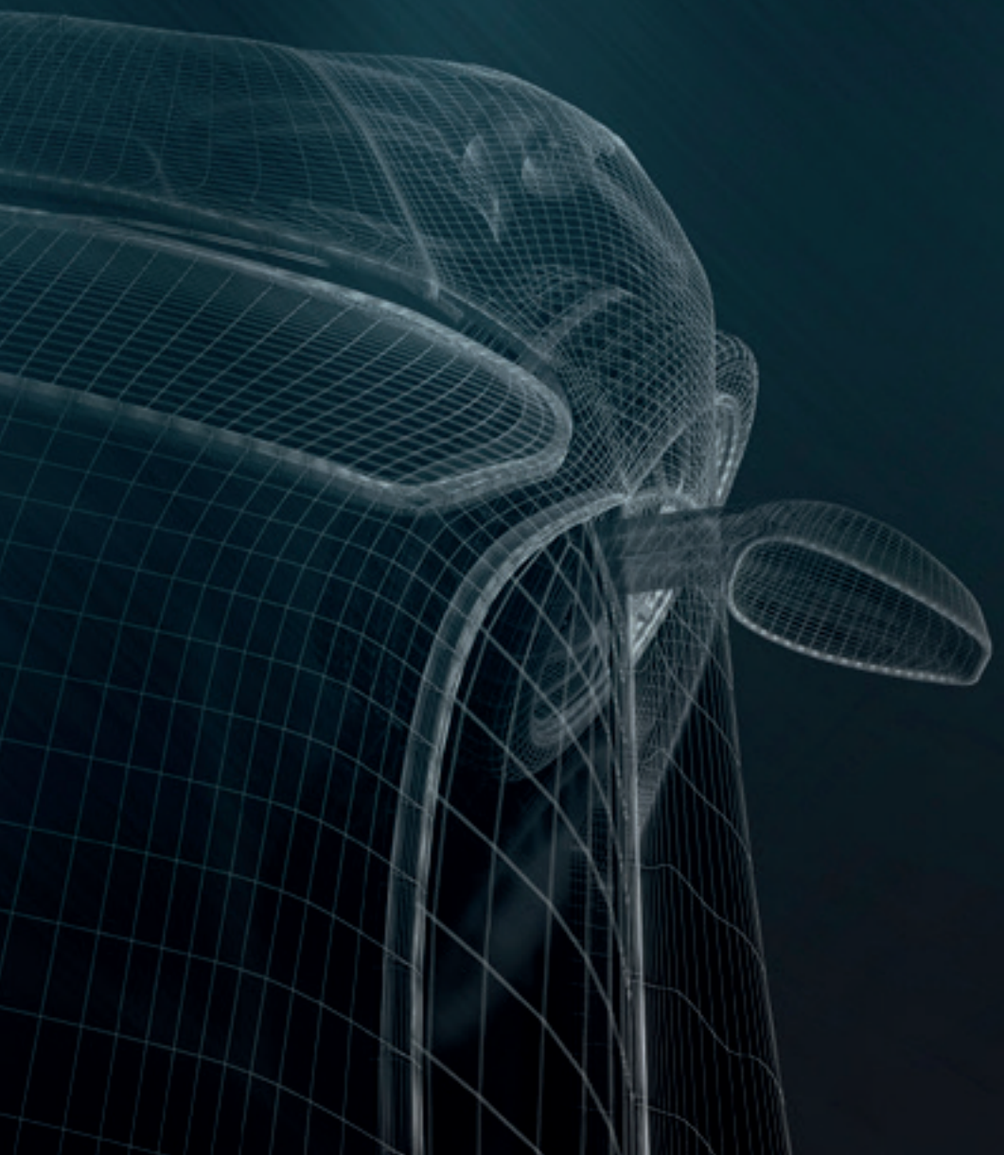
ANNUAL REPORT 2022



Gestamp

25 YEARS ON TRACK

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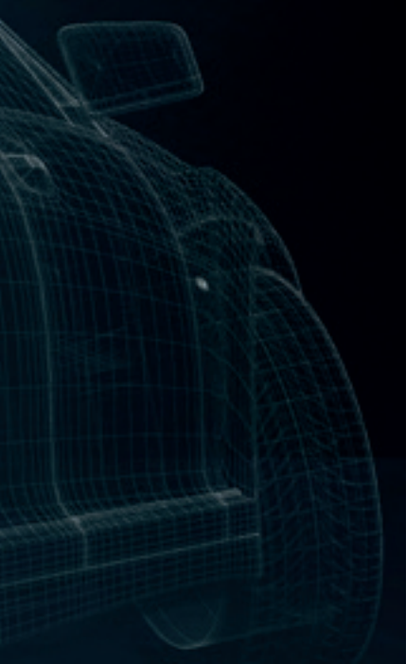
25 YEARS ON TRACK

01. LETTER FROM THE CHAIRMAN

01



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The Gestamp story began more than 25 years ago. In these 25 years, we have gone from being a small local stamping supplier to a world leader in the development and manufacture of metal components for the automotive sector. We have experienced huge growth, expanding our activity to 24 countries and employing more than 40,000 people of different nationalities who make up a great, diverse and multicultural team.

During these 25 years, there have been good and bad periods in which the company has always been by its customers´ side accompanying them in their globalisation, helping them to develop increasingly safe and efficient vehicles and offering them innovative solutions to the many and diverse challenges of the automotive sector.

In 2022 major challenges were experienced, mainly in the form of skyrocketing inflation and the implementation by central banks of sharp increases in interest rates, after years of expansive monetary policy. The war in Ukraine, a major human tragedy that sadly continues its course, has had a significant impact in price increases and supply chain tensions particularly in relation to energy. In this context, global vehicle production has continued its recovery. Although still below pre- pandemic volumes, the annual growth for 2022 was 6.7%, with a very uneven distribution in geographical areas. In 2022, we have again seen major growth in the manufacture of electric vehicles.

Once again, the commitment, performance and efficiency of our teams has made it possible to react in the best way possible in the face of the uncertainty. In this context, the Group has presented very positive results, with revenues increasing by +32.5% in 2022, reaching €10,726.4 million.

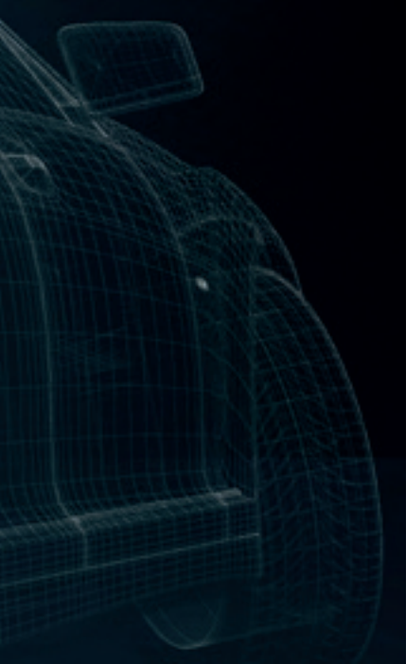
In terms of profitability, EBITDA in 2022 reached €1,209.5 million, surpassing the pre-pandemic levels, with an increase of +21.2% with respect to 2021. The EBITDA margin was 12.7% in 2022 and the net profit for the period reached €260 million, versus the €155.4 million reported in 2021. Free cash flow generation was €255 million, despite strong investment in new projects for electric vehicles and Gestamp's net borrowing falling once again, with our financial leverage at the lowest levels in many years.

As a family business, Gestamp was intended to be a long-term project from the very beginning. This intention has remained strong over the years, through the fostering of long-lasting relationships based on trust with our main stakeholders. Over the past 25 years, Gestamp has established itself as a major group in the automotive industry, committed to ensuring safety and reliability, always striving for a safer and cleaner mobility.

For all these reasons, ESG is a priority in our business culture and the reason why, in 2022, the Board of Directors approved an ESG Strategic Plan to 2025. This plan has been possible thanks to the effort of many teams involved and the contributions of the ESG Committee consisting of members of Senior Management and the Sustainability Committee of the Board of Directors. This strategic plan is a step further in the trajectory maintained since the start of our activity, and whose priority is to contribute, in these times of transition, to the decarbonisation of the sector and the company's commitment to the circular economy.

The automotive sector has been strongly focused on reducing emissions during the use of the vehicle, but it is increasingly essential to accompany our clients in reducing emissions throughout the supply chain. In this context, in 2022 an agreement was signed with Cemig,

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so that all the production and R&D centres that Gestamp has in Brazil operate with 100% renewable energy from 2023. In addition, since 2022, and thanks to a similar agreement signed with Naturgy, all the production and R&D centres that Gestamp has in Spain operate with 100% renewable energy.

Gestamp has a circular economy business model that encourages responsible waste treatment practices. More than 98% of Gestamp's waste is recycled, reused and recovered instead of being deposited in landfills. With regard to our supply chain emissions, the vast majority of them are from our principal raw material, steel. The strategic investment in Gescrap at the end of this period strengthens the Group's major commitment to leading the circular economy, promoting the use of scrap metal as a secondary raw material in the production of low emissions steel, and therefore reducing our scope 3 emissions, specifically of steel.

In 2022 we took a step forward to strengthen sustainability cooperation by signing an agreement with ArcelorMittal, through which Gestamp validates and approves low emission steel to comply with the standards of excellence that automotive clients require, therefore helping make vehicles more sustainable.

Moreover, we have to continue committing to competitiveness, digitisation and innovation. For several years now, Gestamp has been a pioneer in digitisation and Industry 4.0 capabilities to achieve greater flexibility in manufacturing and efficiency at its plants. In 2022, more co-development projects than ever were carried out, 79% more than in 2017. Gestamp continues to work closely with its customers, providing a wide range of new products for electric vehicles.

ESG will continue to gain increasing relevance in the Group, and we will continue to put all the means available to deploy the sustainability strategy, reaffirming our commitment to the Ten Principles of the Global Compact and contributing to the achievement of the UN Sustainable Development Goals to secure a better and more sustainable world.

In 2022, Gestamp celebrates its 25th anniversary, looking back with pride and motivated to take on new challenges.



Francisco J. Riberas Mera
Executive Chairman of Gestamp

02. GESTAMP GROUP

2.1 About Gestamp

2.2 Economic Strategy

2.3 Operational Excellence



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2.1 About Gestamp

25 Years on Track

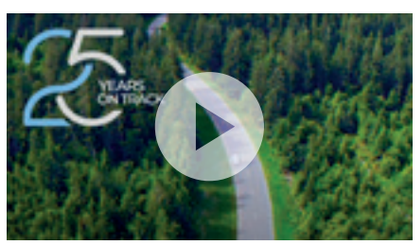
Gestamp is a multinational company specialising in the design, development and manufacture of highly engineered metal components for the automotive industry. In 2022, Gestamp celebrates its 25th anniversary, looking back with pride and motivated to take on new challenges.

Since it was formed in 1997, Gestamp has gone from being a small local stamping supplier to a global company, operating in the main automobile manufacturing hubs. The customer has always been at the centre of the business, with Gestamp accompanying them into new markets and offering them innovative solutions to tackle the many different challenges of the automotive industry.

Thus, Gestamp is a standout supplier in the automotive components industry, with the necessary critical mass to meet the needs of its customers, and a strategy based on globalisation, technological development, financial solvency and operational excellence.

Over the past 25 years, Gestamp has established itself as a major group in the automotive industry, committed to ensuring safety and reliability, always striving for safer and cleaner mobility.

With operations in 24 countries, Gestamp is made up of more than 40,000 people of different nationalities, forming a large, diverse, multicultural team.



As a family business, Gestamp was intended to be a long-term project from the very beginning. This intention has remained strong over the years, through the fostering of long-lasting relationships based on trust. After 25 years of progress, Gestamp looks to the future ambitiously, while remaining loyal to the core essence of the business and with a firm commitment to becoming better every day.

25th Anniversary Video

In these 25 years, Gestamp has based its strategy on globalisation, technological development,financial solvency and operational excellence.



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Business Strategy

Gestamp's strategy is based on three key aspects: to be an innovative, competitive and sustainable company.

- It aims to strengthen its position as an innovative supplier and move forward together with its customers, by offering them innovative solutions to build more sustainable mobility.
- Committed to competitiveness by making good use of all the progress achieved in recent years in the area of Industry 4.0.
- Making progress in terms of sustainability in all the ways that society is currently demanding.

With its sights set on the long term, and with the aim of maintaining its position as the global strategic partner for automotive manufacturers in BIW, Chassis and Machinery, Gestamp is rolling out a Transformation Plan to adapt its organisational and industrial structures, in preparation for the future and for any changes the market may dictate.

VISION AND PRINCIPLES

> To be the automotive supplier that is most renowned for its ability to adapt business to creating value for the customer, while maintaining sustainable economic and social development.



CORPORATE PRINCIPLES

1. The **client** as the centre of the business
2. **Operating Excellence** as a regular practice
3. **Innovation** as a means of progress
4. **Sustainability** to ensure permanence in time
5. **People** as architects of success

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Solid Business Track Record

Over its 25-year history, Gestamp has become a global supplier with expertise in technology, standing out for its proximity to its customers, continuous innovation and strong internationalisation strategy. The company bases its strategy on leadership, globalisation, technological development, financial solvency and operational excellence.

First Phase of Internationalization

1997 — Foundation

1998 - 2001

Becominga Multi-Technology Partner

2002 - 2004 — Acquisition HARD TECH

Expansion into Emerging Markets

2006 - 2009

Focus on Products

2010 — Acquisition EDSCHA

2011 — Acquisition THYSSENKRUPP METAL FORMING

Focus on Asia

2013 - 2017 — MITSUI JV

Gestamp IPO

2017

Focus on New Mobility

2017 - 2018

2020 - 2022

Organisational Structure

The organisational model is fundamentally structured around business units centred on business, product, process and strategic development, while the geographic divisions are focused on the launch of industrial projects and the efficient management of production capacities, where each production plant is an economic hub.

Board of Directors

- Nomination and Compensation Committee
- Audit Committee
- Sustainability Committee

Management Committee

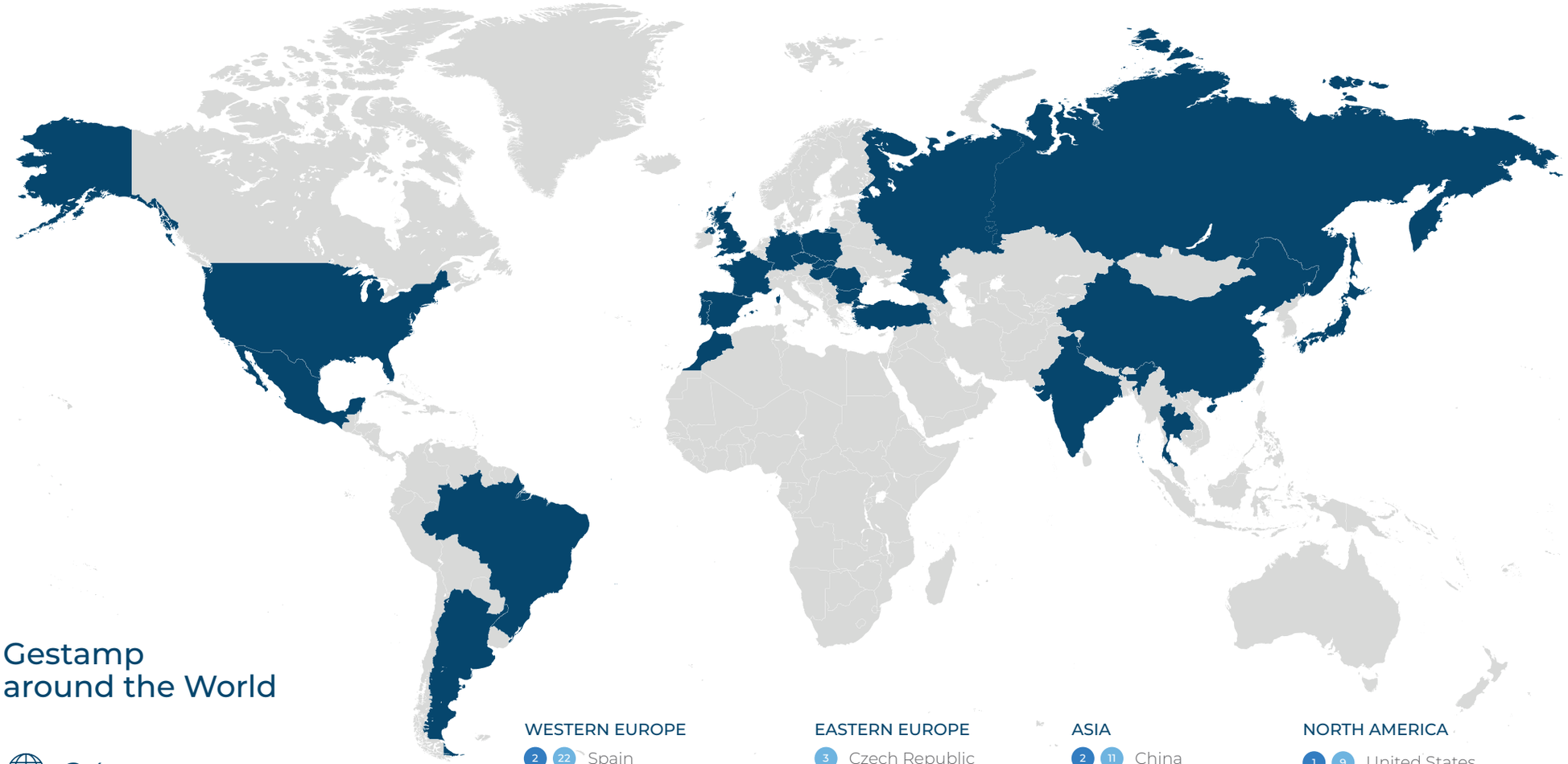
Executive Chairman

- COOs
- Corporate Directors

Gestamp

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Gestamp around the World

- 24 COUNTRIES
- 113 PRODUCTION PLANS
- 13 R&D CENTERS

WESTERN EUROPE

2	22	Spain
	3	Portugal
2	7	France
1	7	UK
2	6	Germany
1	1	Sweden

EASTERN EUROPE

3	Czech Republic
2	Poland
2	Slovakia
1	Hungary
4	Russia
1	Romania
1	Bulgaria
5	Turkey

ASIA

2	11	China
	2	South Korea
	3	India
	1	Thailand
1	1	Japan

AFRICA

1	Morocco

NORTH AMERICA

1	9	United States
	7	México

SOUTH AMERICA

1	8	Brazil
	5	Argentina

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Products and Technologies

Operational excellence is central to the way Gestamp works. Both the products and the activity of Gestamp are the result of high-quality work, efficiency and effectiveness. In the search for lighter, safer and more sustainable products for its customers, Gestamp is committed to innovation as a driving force for developing solutions that help in the transition towards cleaner mobility that is more beneficial for people, and to help address challenges within the industry.



TECHNOLOGIES

Gestamp features a broad range of technology, allowing it to provide customers with innovative solutions that respond to industry demands by ensuring a balance between safety, performance, weight and cost.

Over its 25-year history, Gestamp has have evolved technologically from a company specialising in cold stamping to a multi-technological company, continually striving to incorporate new technology into manufacturing processes and expanding on traditional techniques.

Gestamp is a leader in hot stamping technology, with more than 100 lines all over the world. This technology makes it possible to manufacture safer and lighter metal components. This, in turn, reduces the overall weight of the vehicle, thereby reducing CO_2 emissions. By weighing less, these components reduce the overall weight of the vehicle, which in turn reduces power consumption and energy use.

Technologies



Multistep



Hot stamping



Cold stamping



High-strength steel stamping



Roll forming



Hydroforming



Welding and assembly



Laser welded blanks



Patchwork blanks

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PRODUCTS

Gestamp boasts a wide range of products, many of which are essential for the structural integrity of vehicles. Gestamp's activity extends to all the processes involved in manufacturing parts, from the creation of presses and dies to the manufacturing and finishing of the product.

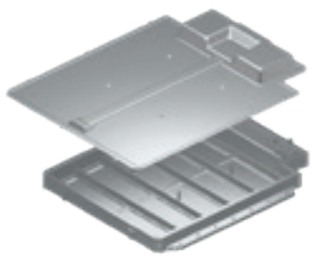
BIW



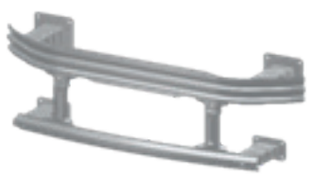
STRUCTURAL ASSEMBLIES



CLOSURES



BATTERY BOXES



BUMPER SYSTEMS



CROSS CAR BEAMS



GIGASTAMPINGS



UNDERBODY



UPPERBODY



CLASS A

Chassis



SUBFRAMES



LINKS



CONTROL ARMS



REAR TWIST SYSTEMS

Mechanisms



HINGES



POWERED SYSTEMS

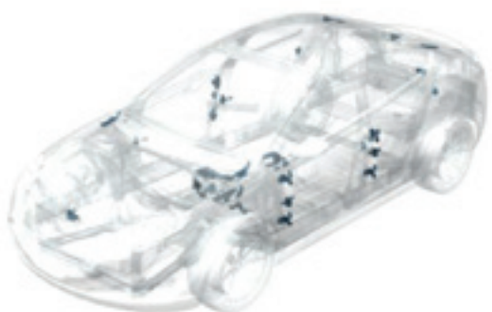


DOOR CHECKS

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Body in white

Body-in-White (BIW) products make up the structure that bears the weight of the vehicle and protects the driver and passengers.

The performance of these parts is highly important in terms of safety and weight reduction.

Chassis

The chassis comprises the under body of the vehicle and includes systems, frames and related parts, such as front and rear axles and couplings, control arms and integrated couplings, which connect the body to the powertrain of a vehicle and support its weight.

These structures are essential for the dynamics, performance and safety of vehicles and have a particular influence as regards noise, vibrations, driving and impacts.

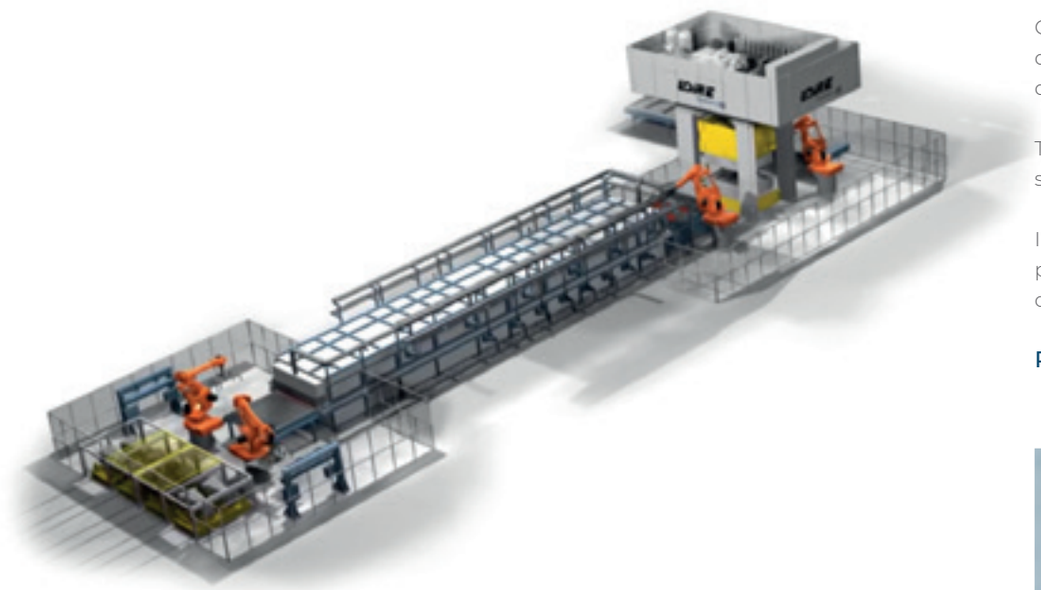
Mechanisms

These are mechanical components, such as hinges for doors, bonnets and boot doors, door checks and door hinges, which enable users to open and close a vehicle's bonnet, side doors, rear doors and boot, as well as pedal systems and hand brakes. Mechanisms also include powered systems that allow vehicle doors to open and close electrically and by means of remote activation

These components afford important functionalities and play a significant role in safety and comfort.



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Dies, Presses and Other Products and Services

Gestamp has established broad in-house capabilities for developing and manufacturing dies, covering the entire value chain: design, machining, construction, commissioning, developing prototypes and tracking.

The company also offers its own press construction services and engineering technical services, independent of its specific manufacturing programmes.

In this way, Gestamp keeps within the group the maximum experience in stamping processes, both cold and hot, achieving the optimization of quality and commitment to cost.

Presses Tooling



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2022 Milestones

2022 has been marked by the celebration of Gestamp's 25th anniversary, with different commemorative events in which the evolution of Gestamp has been valued, going from being a local stamping supplier to a global company, also standing out for its ability to face the new challenges of the sector.

FEBRUARY

22/02/2022

Agreement between Gestamp and Powen (Spain and Portugal)



28/02/2022

Presentation of annual results

MARCH

03/03/2022

César Pontvianne, new CEO of Edscha Group

16/03/2022

Gestamp appoints a new Finance Director

APRIL

08/04/2022

Gestamp, sponsor of the exhibition 'Motion. Autos, Art, Architecture'



MAY

05/05/2022

Edscha partners with Indian automotive supplier Aditya Auto

10/05/2022

Annual General Meeting

25/05/2022

Expansion of the Matsusaka plant (Japan)

31/05/2022

New machining centre at Edscha Burgos

JUNE

01/06/2022

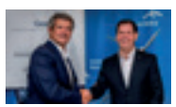
Francisco J. Riberas awarded the Order of the British Empire



JULY

21/07/2022

Partnership between Gestamp and ArcelorMittal



OCTOBER

04/10/2022

Gestamp appoints Ernesto Barceló as Corporate ESG Director

11/10/2022

Gestamp showcases its latest innovations for current and future mobility at IZB



NOVEMBER

04/11/2022

Gestamp signs an agreement with Cemig (Brazil)

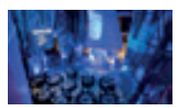
DECEMBER

01/12/2022

Gestamp acquires a strategic shareholding in Gescrap

21/12/2022

Leadership Meeting 2022 / 25th Anniversary Celebration



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25TH ANNIVERSARY: MEMORY BOOK

Gestamp has celebrated 25 years of history by taking a trip back in time. Those at the organisation took part in an interactive panel where they shared memories, anecdotes and the milestones of their time at the company, showing a sense of pride in what has been achieved, in the families and teams that have been created, and in the commitment to innovation, the environment and the growth of Gestamp. Several production plants also held separate celebrations for their 25th anniversary through meetings and employee events.

Gestamp is well aware that its history has been written by people and teams, and so throughout the year employees have been given the chance to get involved with Gestamp's Memory Book. An initiative that captures Gestamp's journey over the years, remembering the company's most significant milestones through the voices and experiences of its longest-standing employees, and paying tribute to the more than one hundred plants that make up the Gestamp Group.





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2.2 Economic Strategy

Company Performance and Results

MACROECONOMIC CONTEXT AND SECTOR EVOLUTION

As reported in the January World Economic Outlook (WEO) update, global economic growth is estimated to have reached 3.4% in 2022. GDP growth has been lower than expected at the beginning of 2022 - the International Monetary Fund (IMF) forecasted a 4.4% global economic growth in its January 2022 WEO - as a result of the outbreak of the Russia-Ukraine conflict, the soaring inflation seen in most countries and a resurgence of COVID-19 in China. These factors are expected to continue weighing down global economic activity in 2023 and the IMF now expects a limited global GDP growth of 2.9% in 2023, 0.2% higher than the October 2022 WEO projections.

In addition to the turbulent macroeconomic context, the auto sector has also continued to be impacted by the semiconductors shortage during 2022, although to a lesser extent versus the previous year. According to IHS update as of February 2023 volumes grew by 6.2% in Gestamp's footprint during 2022 reaching 74.5 million units which stands 6.1 million units below pre-pandemic levels (2019). Once again, Gestamp has outperformed the market on a constant currency basis and excluding the impact from raw materials by 10.4 percentage points (in Gestamp's footprint – IHS data as of February 2023) or by 11.8 percentage points on a weighted basis and excluding raw materials.

During 2022, North America (NAFTA) and South America (Mercosur) were the two regions showing the strongest production growth (+9.5% and +8.3%, respectively) followed by Asia (+7.3%) and Western Europe (+6.5%), while Eastern Europe saw a production volume decline of -9.8% (in Gestamp's footprint according to IHS as of February 2023) due to the impact of the war in Ukraine.

According to IHS (as of February 2023), global light vehicle production is expected to continue its recovery trend in 2023 with a 3.5% YoY growth across Gestamp's production footprint. By the end of 2023, market production volumes should still be 3.5 million vehicles below those of 2019 and are expected to reach pre-pandemic levels only in 2024 when production volumes are expected to increase by 4.4% YoY.

> According to IHS, the global vehicle production is expected to continue its recovery trend in 2023 with a year-on-year growth of 3.5%.

Beyond the short-term challenges, the automotive industry continues looking at the medium term and the electrification trend is further accelerating, as a result of tougher regulations related to emissions in most countries. In this context, IHS as of December 2022 expects electric vehicles (EV) to represent more than 24% of total production volumes by 2024 versus a 14% in 2022. Europe, China and the United States are being the main promoters of this EV trend, with major OEMs already deploying substantial capex to develop their EV platforms. Gestamp continues to work closely to its clients consolidating its positioning in this powertrain transition through its focus in Research and Development, which allows to provide OEMs with an ample scope of new products for EVs such as the extreme size parts and the battery related products, but also with better solutions to adapt the products such as the re-engineered chassis for EVs.

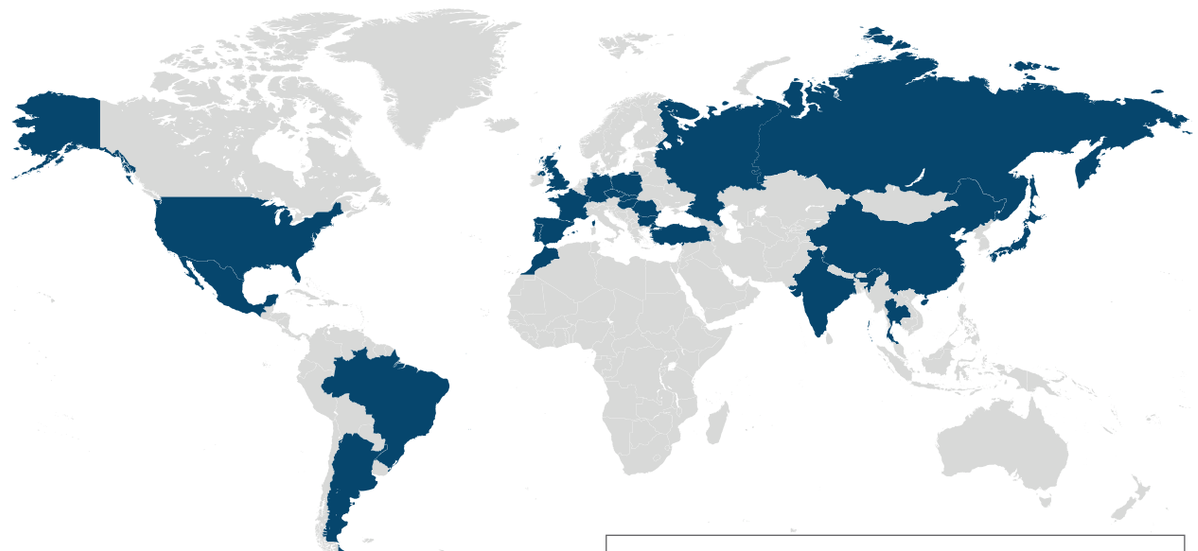
> The IHS forecast for 2022, expects electric vehicles to represent more than 24% of total production volumes by 2024, versus a 14% in 2022.

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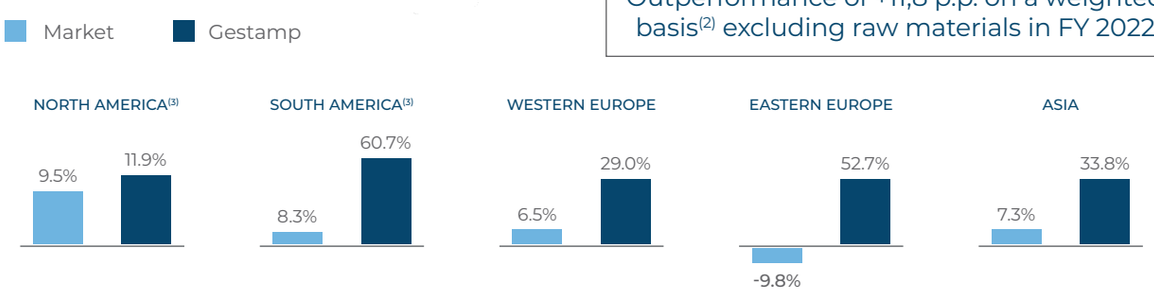
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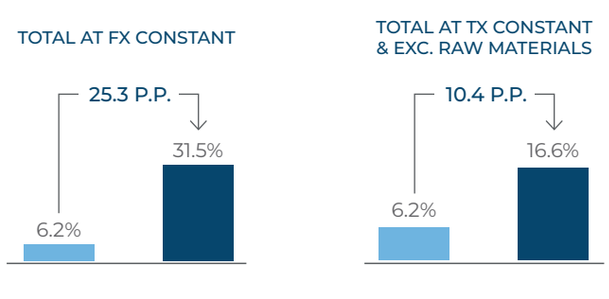
CRECIMIENTO MERCADO FY 2022 VS. FY 2021

Gestamp Revenue Growth at TX Constant[1] vs. Market Production Growth in Gestamp Footprint



Outperformance of +11,8 p.p. on a weighted basis[2] excluding raw materials in FY 2022





FINANCIAL RESULTS OVERVIEW

The 2022 financial year was marked by auto production volumes still impacted by the disruptions in the supply chain, together with a rising inflation and the increase in interest rates by central banks to tackle this inflation. Revenues increased by +32.5% in 2022 reaching €10,726.4 million, implying a +31.7% increase at constant FX. Considering organic growth at Fx constant and excluding the impact of raw materials price increase of € 1,205.6 million, the Group has reached an outperformance to the market of +10.4 percentage points (compared to market production volume growth in Gestamp's production footprint – IHS data as per February 2023 of +6.2%). In terms of profitability, EBITDA in 2022 reached €1,209.5 million including the contribution from Gescrap with an implied improvement of +21.2% when compared to 2021. EBITDA margin stood at 12.7% in 2022, excluding the impact of raw materials at top line, consolidating the profitability improvements implemented since 2020. The net profit for the period reached €260.0 million versus the €155.4 million reported in 2021.

(1) Gestamp's organic growth at constant FX used for comparability with production volumes. Market production volume growth is based on countries in Gestamp's production footprint (IHS data as of February 2023). Western Europe data includes Morocco in line with the reporting.

(2) Market and Gestamp weighted growth measured with FY 2021 geographical weights as a base (at constant FX and excluding raw materials).

(3) North America refers to NAFTA / South America refers to Mercosur.

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In 2022 the capital expenditure of Gestamp increased by €267.3m (including IFRS 16), or +50.3%, to €798.5m from €531.2 in the previous year.

Capital expenditures include mainly growth, recurrent and intangible capital expenditures. Growth capital expenditures defined as capital expenditure on greenfield property, plant & equipment, major plant expansions and new customer products/technologies. Recurrent capital expenditures mainly include investments to replace existing programs and expenditures on the maintenance of the production assets. Lastly, intangible capital expenditures include a part of the Group's investments in R&D, among other concepts.

Million Euros	2021	2022
Growth capital expenditures	187.7	360.0
Recurrent capital expenditures	241.0	230.0
Intangible capital expenditures	95.4	102.5
Capital expenditures (excl. IFRS 16)	**524.0**	**692.6**
IFRS 16 Impact	7.2	105.9
Capital expenditures	**531.2**	**798.5**

Gestamp's Net financial debt as of 2022 year-end amounted to €2,145.2 million, implying a leverage ratio (Net financial debt / EBITDA) of 1.77x.

In summary, main figures in 2022 compared to 2021 are as follows:

Million Euros	2021	2022	% Change
Revenues	8,092.8	10,726.4	+32.5
EBITDA	997.6	1,209.5	+21.2
EBIT	413.5	539.7	+30.5
Profit Before Tax	277.7	391.5	+41.0
Profit attributable to shareholders	155.4	260.0	+67.3
Equity	2,221.4	2,757.9	+24.2
Net financial debt	2,266.4	2,145.2	-5.3
Capital expenditure	531.2	798.5	+50.3

In 2022, Gestamp has met all the targets guided to the market: i) outperformance of +10.4 p.p. to auto production volumes growth, ii) an EBITDA margin standing at 12.7% excluding raw materials, within the 12.5%-13.0% range guided, iii) capex at 8.4% of revenues excluding raw materials, in line with the target having a capex up to 9% and iv) a Free Cash Flow generation of € 255 million.

REVENUES BY PRODUCT

Total revenues in the period increased to €10,726.4 million, of which Body in White and Chassis represented €9,198.1 million and Mechanisms represented €1,099.4 million. Tooling and others stood at €428.9 million in 2022.

REVENUES AND EBITDA BY REGION

Revenues – Million Euros	2021	2022	% Change
Western Europe	3,316.5	4,278.2	29.0
Eastern Europe	1,285.7	1,597.4	24.2
North America (NAFTA)	1,846.4	2,325.6	25.9
South America (Mercosur)	494.8	865.8	75.0
Asia	1,149.5	1,642.0	42.8
Gescrap	0.0	17.6	n.s.
Total	**8,092.8**	**10,726.4**	**32.5**

EBITDA – Million Euros	2021	2022	% Change
Western Europe	339.1	457.6	34.9
Eastern Europe	235.1	232.3	-1.2
North America (NAFTA)	201.9	196.0	-2.9
South America (Mercosur)	56.4	105.2	86.7
Asia	165.1	216.3	31.0
Gescrap	0.0	2.0	n.s.
Total	**997.6**	**1,209.5**	**21.2**

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Western Europe

Revenues in 2022 increased by €961.7 million, or +29.0% (same at Fx constant) to €4,278.2 million from €3,316.5 million in 2021. Performance was positive across all countries in the region as a result of production volumes growth of 6.5% YoY in Western Europe in Gestamp's production footprint as of IHS in February 2023 and also partly explained by the pass-through to customers of the increase in the price of raw materials.

EBITDA in 2022 experienced an increase of €118.5 million, or +34.9%, to €457.6 million from €339.1 million in 2021. EBITDA margin in the region has reached 10.7% versus 10.2% in 2021.

Eastern Europe

During 2022, revenues increased by €311.7 million, or +24.2% (+52.7% at constant FX), to €1,597.4 million from €1,285.7 million in the previous year. All countries in the region have performed positively in the year, partly explained by the raw materials pass-through, except for Russia. The region experienced FX headwinds, mainly in Turkey, which impacted negatively the results.

EBITDA during 2022 decreased by €2.8 million, or -1.2%, to €232.3 million from €235.1 million in 2021, mainly due to the €20 million provision booked in Russia. As a result, EBITDA margin in the region stood at 14.5% in 2022, deteriorating from the 18.3% reported last year.

North America (NAFTA)

During 2022, revenues increased by €479.1 million, or +25.9% (+11.9% at constant FX), to €2,325.6 million from €1,846.4 million during 2021.

EBITDA in 2022 decreased by €5.9 million, or -2.9%, to €196.0 million from €201.9 million during the year of 2021. EBITDA margin reached an 8.4%.

South America (Mercosur)

Revenues in 2022 increased by €371.0 million, or +75.0% (+60.7% at constant FX), to €865.8 million from €494.8 million in 2021. This region has shown the strongest performance in the year, due to a positive performance of both Brazil and Argentina.

During 2022, EBITDA increased by €48.9 million, or +86.7%, to €105.2 million from €56.4 million in 2021. In 2022, EBITDA margin improved to 12.2% from the 11.4% reported in 2021.

Asia

Revenues in 2022 went up by €492.5 million, or +42.8% (+33.8% at constant FX) to €1,642.0 million from €1,149.5 million in 2021.

EBITDA during 2022 increased by €51.3 million, or +31.0%, to €216.3 million from €165.1 million in 2021. EBITDA margin reached 13.2%.

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Debt and Liquidity

As of December 31st, 2022, Net financial debt amounted to €2,145.2 million resulting in a 1.77x leverage ratio (Net Financial Debt / EBITDA).

Million Euros	2021	2022
Non-current financial liabilities	**3,015.2**	**2,681.1**
Interest-bearing loans and borrowings and debt issues	2,509.2	2,252.1
Financial leasing	369.1	395.5
Borrowings from related parties	119.6	17.9
Other non-current financial liabilities	17.5	15.6
Current financial liabilities	**796.3**	**1,263.8**
Interest-bearing loans and borrowings and debt issues	326.4	576.9
Financial leasing	77.2	87.1
Borrowings from related parties	9.4	111.1
Other current financial liabilities	393.3	488.7
Gross debt	**3,811.7**	**3,944.9**
Net financial debt	**2,266.4**	**2,145.2**
EBITDA	997.6	1,209.5
Leverage ratio (Net Financial Debt / EBITDA)	2.27x	1.77x
Leverage ratio (excluding IFRS 16)	2.05x	1.53x

The long-term indebtedness with credit institutions and debt securities consists mainly of €396 million in senior secured bonds issued in 2018 and maturing in 2026, €83 million senior bonds (Schuldschein bond) issued in 2019, €938 million of a senior secured loan originally signed on April 19, 2013, €200 million of debt with the European Investment Bank, €100 million of debt with the Instituto de Crédito Oficial (ICO) and €535 million of aggregate principal amount in other bilateral financings.



Million Euros	2021	2022
Cash and cash equivalents	1,480.2	1,695.1
Current financial investments	65.1	104.6
Revolving credit facilities	325.0	325.0
Undrawn credit facilities s/t	265.3	372.9
Undrawn credit facilities l/t	191.2	91.4
Total	**3,811.7**	**3,944.9**

The main source of liquidity is the operating cash flow. Net cash flow from operating activities amounted to €1,044.9 million in 2022. In addition, Gestamp has a €325 million Revolving Credit Facility maturing in 2025 that is undrawn as of December 31, 2022, as well as €96.3 million in credit facilities maturing in more than 12 months, of which €4.9 million were drawn as of December 31, 2022 and €382.2 million in credit facilities maturing in less than 12 months, of which €9.3 million were drawn as of December 31, 2022. These credit lines are generally renewed each year, do not have any security and have customary covenants.

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Foreseeable Evolution of the Group

According to IHS data as of February 2023, the auto sector will continue its recovery trend in 2023 with global light vehicle production expected to grow by 3.5% versus 2022 based on countries in Gestamp's production footprint with the strongest recovery expected to be seen in Western Europe (+9.2% YoY), NAFTA (+5.2% YoY) and Mercosur (+4.7% YoY).

Despite the macroeconomic challenges, demand for light vehicles should still be supported over the period by low inventory levels and the existing pent-up demand in the auto sector resulting from the limited offering we have seen over the last two years due to supply chain issues. However, there are still uncertainties in the market and main potential risks to the auto sector recovery lie on: i) a more pronounced macro slowdown than currently expected, ii) supply chain still being disrupted by semiconductors and other components' shortage, and iii) the uncertainty there is around China due to the COVID-19 reopening.

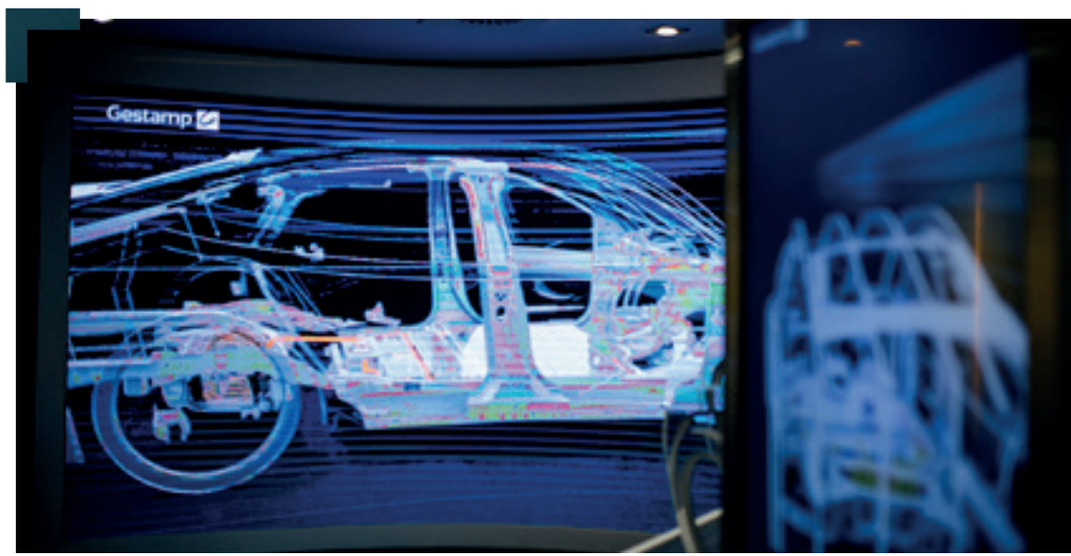
Regarding Gestamp's operations, the main focus during 2023 will be to continue tackling the inflationary pressure on the cost base. Inflation reached extraordinary high levels during 2022 and, although it has started to ease in 2023, it is still far from normalized levels and will still put pressure on the margins during the period. The Group will continue deploying its plan to preserve profitability through: i) a strict cost control, ii) further implementation of efficiency measures, iii) improvement of business flexibility and iv) constructive price discussions with its customers.

> The main focus during 2023 will be to continue tackling the inflationary pressure on the cost base.

As a result of this ongoing inflation, steel prices are still above its historical average and, as seen throughout 2022, despite not having an impact on absolute EBITDA figures due to the pass-through mechanisms the Group has in place, it will continue having a dilutive effect on EBITDA margin in 2023.

In this context, the Group is determined to continue reinforcing its financial positioning and expects a solid performance in 2023. Gestamp expects revenues in 2023 to grow by double-digit versus 2022, which entails a high-single digit outperformance to market and a 4-5% of additional growth from consolidating Gescrap. In terms of profitability, the Company expects EBITDA on absolute terms to grow by double-digit compared to 2022, with an EBITDA margin excluding raw materials of 12.5% to 13.0%. Regarding capex and Free Cash Flow targets, Gestamp expects to invest around 7.5% of revenues in 2023 and to generate more than €200 million of Free Cash Flow (FCF defined as net debt reduction excluding minority acquisitions, dividends, and share repurchases as well as potential M&A items). Gestamp is strongly committed on delivering on this guidance.

The Group's competitive positioning remains strong and, beyond 2023, Gestamp will continue focusing on capturing new opportunities, particularly linked to the electrification trend, whilst keeping a prudent financial profile.



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Fiscal Strategy

Gestamp bases its fiscal strategy on current national and international tax regulations, aware of the importance and need of its contribution to the public finances of the different territories in which it operates.

Fiscal Policy revolves around four basic pillars:

- Responsibility in decisions and actions in fiscal matters.
- Tax contributions where the activities take place. Gestamp's aim has never been to relocate activities or profits to particular jurisdictions for purely fiscal reasons.
- Transparency in all the information that Gestamp provides to shareholders, the market and the different stakeholders with which it is associated; this information is also accessible, transparent and reliable.
- Cooperation with the different public administrations of the countries where Gestamp has an industrial presence and always subject to solid values of professionalism, collaboration, good faith, mutual trust and mutual respect.

The bodies at Gestamp that are competent and responsible for the fiscal area include the Board of Administration, the Audit Committee, the Risk Committees, the Fiscal Area of the Legal Advice and Tax Department, and the Internal Audit and Risk Management Department.

In particular, the Fiscal Area of the Legal Advice and Tax Department is in charge of preserving and developing all the principles and values of Gestamp in the area of taxation and of overseeing their fulfilment, defining and establishing the required control mechanisms. It also provides information on fiscal risks and their management to the Internal Audit and Risk Management Department which, in turn, follows up and monitors said risks, including them in the Group's Comprehensive Risk Management System and informing the Audit Committee of them.

	Corporate tax expenses		Profit before taxes		Subsid. Capital		Subsid. Operations	
	2021	2022	2021	2022	2021	2022	2021	2022
WESTERN EUROPE								
Spain	-14.5	-19.8	51.6	134.7	2.8	2.7	6.1	7.4
Germany	-2.3	-2.7	2.6	22.2	0.2	0.4	0.0	0.6
United Kingdom	0.7	0.5	-41.1	-36.1	0.1	0.0	0.6	0.6
France	-0.1	-0.7	15.8	32.0	0.0	0.2	0.3	0.3
Portugal	-1.5	-1.8	13.4	20.9	0.4	0.9	1.1	0.4
Sweden	0.1	0.0	20.0	34.9	0.0	0.0	0.0	0.0
Luxembourg	0.0	0.1	-26.7	-0.2	0.0	0.0	0.0	0.0
Morocco	0.0	0.0	1.6	1.6	0.0	0.0	0.0	0.0
EASTERN EUROPE								
Turkey	-1.0	-0.9	55.7	67.1	0.0	0.0	0.0	0.0
Russia	-1.6	-0.9	15.8	-18.8	0.0	0.0	0.0	0.1
Czech Republic	-0.8	-1.0	7.1	4.3	0.1	0.0	0.0	0.1
Poland	-6.2	-4.6	31.8	42.6	0.0	0.0	0.0	0.0
Hungary	0.0	0.0	1.7	6.0	0.0	0.0	0.0	0.0
Slovakia	-2.8	-3.6	25.5	27.2	0.4	0.5	0.0	0.0
Romania	0.0	-0.3	2.8	5.6	0.0	0.0	0.2	0.0
Bulgaria	0.0	0.0	1.7	1.7	0.0	0.0	0.3	0.0
SOUTH AMERICA								
Brazil	-8.4	-8.5	11.4	41.0	0.0	0.0	0.0	0.0
Argentina	0.0	0.0	1.8	-4.8	0.0	0.0	0.0	0.0
NORTH AMERICA								
United States	-0.3	0.0	-27.3	-61.5	0.0	0.0	1.2	0.9
Mexico	-4.3	-13.2	31.2	-3.5	0.1	0.1	0.0	0.0
ASIA								
China	-10.1	-10.4	62.8	76.5	0.0	0.0	3.5	6.3
India	-2.2	-4.0	12.1	19.4	0.0	0.0	0.0	0.0
South Korea	-1.8	-2.2	7.8	11.8	0.0	0.0	0.0	0.0
Japan	-0.2	-0.1	-2.8	-2.8	0.9	0.8	0.0	0.0
Thailand	-0.2	-0.2	1.3	1.5	0.0	0.0	0.0	0.0
Taiwan	0.0	0.0	0.1	0.0	0.0	0.0	0.0	0.0
Samoa	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0

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The Company in the Capital Markets

STOCK EXCHANGE EVOLUTION

On April 7th, 2017, Gestamp made its debut as a publicly listed company on the Spanish stock exchanges (Madrid, Barcelona, Bilbao, and Valencia) under the "GEST" ticker. The final offering consisted of 156,588,438 shares (initial offering of 155,388,877 plus final over-allotment option of 1,199,561 shares corresponding to the Greenshoe of 23,308,331 shares). The price was set at 5.60 euros per share, representing an initial market capitalization of €3,222 million.

Since December 2017, the company's shares have been included in the IBEX Medium Cap index.

As of December 31st of 2022, 73.76% of the share capital was controlled (directly and indirectly) by Acek Desarrollo y Gestión Industrial S.L. (the Riberas Family industrial holding), being 61.235% owned by Acek and 12.525% by Mitsui. Gestamp's total Free Float amounted to 26.240% as of December 2022 (including shares held by the Board of Directors and Gestamp own shares that JB Capital Markets operates under the liquidity contract).

See below for Gestamp´s share price evolution since January 1st, 2022:



Source: Bloomberg as of December 31st, 2022

As of December 31st, 2022, Gestamp's shares have decreased by -18.8% since the 31st of December 2021, implying a market capitalization of €2,080 million at the end of the year. Total volume traded during 2022 stood at 127.9 million shares or €440.0 million.

The shares reached its maximum level for the year on January 6th, (€4.67) and its minimum level on March 8th, 2021 (€2.82). During 2022, the average share price stood at €3.50.

The most relevant information regarding the stock's evolution in 2022 and 2021 is shown in the table below:

Euros	2021	2022
Total Number of Shares	575,514,360	575,514,360
Share Price at year end	4.45	3.61
Market Cap. at year end (in Thousands)	2,561	2,080
Maximum Price	4.95	4.67
Date of Max. Price	07/06/2021	06/01/2022
Minimum Price	3.27	2.82
Date of Min. Price	04/10/2021	08/03/2022
Average Price	4.15	3.50
Total Volume (in Shares)	131,070,639	127,909,369
Average of Daily Volume Traded (in Shares)	511,995	497,702
Total Turnover (in Millions)	538.88	439.96
Average of Turnover Traded (in Thousands)	2,105.00	1,711.90

Data as of December 31st, 2022. Source: Bloomberg & BME (Bolsas y Mercados Españoles)

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TRANSACTIONS WITH OWN SHARES

On 27 July 2018, the Parent Company entered into a liquidity agreement with JB Capital Markets, S.V., S.A.U., adapted to Circular 1/2017, of 26 April, of the CNMV. The framework of this agreement will be the Spanish stock markets.

This agreement stipulates the conditions in which the financial intermediary will operate for the account of the issuer, buying or selling own shares of the latter, with the sole objective of favouring the liquidity and regularity of their listing, and it will have a duration of 12 months, deemed to be tacitly extended for the same period, unless indicated otherwise by the parties.

The amount earmarked to the cash account associated with the agreement is 9,000 thousand euros.

Treasury shares as of December 31st, 2022 represented 0.08% of the Parent Company's share capital (0.12% as of December 31st, 2021) and comprised 460,513 shares (676,492 shares as of December 31st, 2021), at an average acquisition price of €3.483 per share (€4.014 per share as of December 31st, 2021).

The movements in 2022 and 2021 were as follows:

	Number of own shares	Thousands of Euros
Balance at December 31st, 2020	**380.048**	**1.349**
Increases/Purchases	7.670.599	31.796
Decreases/Sales	(7.374.155)	(30.429)
Balance at December 31st, 2021	**676.492**	**2.716**
Increases/Purchases	7.674.278	26.249
Decreases/Sales	(7.890.257)	(27.362)
Balance at December 31st, 2022	**460.513**	**1.603**

The sale price of treasury shares during 2022 detailed in the table above amounted to 27,279 thousand euros (30,795 thousand euros as of December 31st, 2021), generating a negative result of €83 thousand (positive result of €366 thousand as of December 31st, 2021), which has been recognized under Unrestricted Reserves (Note 17.2).

BONDS AND CREDIT RATINGS

On May 2013, the Group completed an issuance of bonds through its subsidiary Gestamp Funding Luxembourg, S.A., a company belonging to the Western Europe segment. This issuance was carried out in two tranches, one amounting to 500 million euros at an annual coupon of 5.875%, and the other amounting to 350 million dollars with a 5.625% annual coupon.

On May 4th, 2016 the Group issued a bond, through the subsidiary Gestamp Funding Luxembourg, S.A. for €500 million with an annual coupon of 3.5%. The issuance was used to fully refinance the May 2013 Euro bond and accrued interest. The US dollar bonds issued in May 2013 were fully refinanced on June 17th, 2016 with the tranche A2 of the new syndicated loan granted on May 20th, 2016. On May 25th, 2021 the Company early redeemed at par value the €500 million, 3.50% senior secured notes due 2023.

On April 20th, 2018 the Group issued a new bond, through the Parent Company (Gestamp Automoción S.A.), amounting to €400 million with an annual coupon of 3.25%. The issuance was used to refinance certain of Gestamp's existing long and short-term debt facilities. The maturity date of this new bond is April 30th, 2026.

As of December 31st, 2022 Gestamp's corporate credit rating was "BB- / Stable outlook" by Standard & Poor's and "Ba3 / Stable outlook" by Moody's. On July 26th, 2022, Moody's confirmed Gestamp's "Ba3 / Stable Outlook" credit rating. Standard & Poor's confirmed the "BB- / Stable outlook" on September 22nd, 2022.

STANDARD &POOR'S

CORPORATE CREDIT RATING
BB-
Outlook **STABLE**
Last Review 22/09/2022

SENIOR SECURED NOTES
BB
Outlook **STABLE**
Last Review 22/09/2022

MOODY'S

CORPORATE CREDIT RATING
Ba3
Outlook **STABLE**
Last Review 22/09/2022

SENIOR SECURED NOTES
Ba3
Outlook **STABLE**
Last Review 22/09/2022

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Dividend Policy

In 2018, the Board of Directors of Gestamp approved a dividend policy. Gestamp decided to distribute on an annual basis a total dividend equivalent to approximately 30% of the consolidated net profit for each year, but in two payments, anticipating part of the payment via an interim dividend:

I. A first payment, through the distribution of an interim dividend, that will be approved pursuant to a resolution of the Board of Directors to be adopted in December of each year and paid between January and February of the following year.

II. A second payment, through the distribution of an ordinary dividend, that will be approved by virtue of a resolution of the Ordinary General Shareholders' Meeting at the time of approval of the annual accounts and will be paid between the months of June and July of each year.

In line with the policy, in December 2022, the Board of Directors approved the distribution of an interim cash dividend in January 2023 against 2022 financial results. The payment took place on January 12th, 2023 for a gross amount of 0.061 euros per share.

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Other Relevant Information

AVERAGE PERIOD FOR PAYMENT TO SUPPLIERS

The Group's Spanish companies have adapted their internal process and payment period policy to Law 15/2010, hence, measures to fight against default in trade operations have been implemented. In this regard, the conditions for contracting to commercial suppliers relating to industrial activity for the manufacture of parts located in Spanish territory included payment periods equal to or less than 60 days in both 2022 and 2021, as stipulated in Transitional Provision Two of the aforementioned law.

In accordance with such Law, the following information corresponds to the Group companies that operate in Spain:

	2021	2022
Average payment period to suppliers	51 days	43 days
Total payments made	2,860 €M	3,393 €M
Total payments pending	487 €M	618 €M

The monetary volume paid in the financial year 2022 in a period shorter than the maximum mandated in regulation of late payment, for companies based in Spain, is 673,169 thousand euros corresponding to 42,027 invoices.

For reasons of efficiency and in line with common business uses, the Group's Spanish companies basically have a supplier payment schedule, whereby payments are made on fixed days which, at the main companies, are twice a month.

Generally in 2022 and 2021, the payments made by Spanish companies to suppliers, under agreements entered into following the entry into force of Law 15/2010, and did not exceed the statutory deferral limits. Payments to Spanish suppliers which, in 2022 and 2021, exceeded the legal term established have been, in quantitative terms, of scant importance and arise from



circumstances or incidents removed from the payment policy established, including mainly the conclusion of the agreements with suppliers in the delivery of goods or the provision of the service or specific handling processes.

Also, at 31 December 2022 and 2021, no amounts were pending payment to suppliers located in Spain that exceed the legal payment term.

Subsequent Events

There are no significant subsequent events as of 31st December 2022.

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2.3 Operational excellence

Competitiveness, based on quality, efficiency and effectiveness, is one of Gestamp's strategic pillars. With the sights set on the long term, here at Gestamp we strive to continuously improve the processes and operations in order to be efficient at all levels. In a competitive sector, such as the automotive sector, standing out from the rest is necessary. The operations and management have to be excellent.

Gestamp's Transformation Plan

In order to be prepared for the future and the changes forced upon us by the uncertainty of today's world and market, Gestamp has launched Atenea, a comprehensive and ambitious transformation plan for continued growth and improvement, addressing the key issues arising from the company's rapid growth.

This project will be a key milestone for the future of the Group and aims to build on everything that has made Gestamp successful in the past, in order to maintain competitiveness in the future.

> The transformation programme seeks to improve the efficiency and effectiveness of corporate functions and operational layers in processes, systems, organisation and culture.

The programme was launched in September 2021 with 45 initiatives, signifying the first steps of this model of excellence. This live project will see the launch of a second wave of 25 initiatives at the start of 2022, this time put forward by the organisation and led by talent from all regions. Thus, the transformation plan is a programme championed and driven by the organisation itself. All levels of the company are involved, as leaders are rallied to take an active role in the process.

There are currently 58 initiatives underway, 39 of which are supported by multidivisional teams working together to come up with the best solution. Around 80% of the programme is expected to have an impact on plants and divisions. In total, more than 700 people are working on Atenea every day.

This ambitious plan is part of Gestamp's strategy and will be key to taking on the challenge of the future, with the aim of reinforcing operational excellence in the factories and the transition towards corporate functions with greater added value.



DRIVEN BY THE ORGANISATION



STRUCTURED IN "TRANSFORMATION WAVES"



RULED WITH A CLEAR GOVERNANCE MODEL



MONITORED WITH FULL TRANSPARENCY

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ATENEA Transformation Programme

1. It is a transformation programme that seeks to improve efficiency and effectiveness across the organisation in terms of processes, systems, organisation and culture, covering both corporate and operational functions
2. It leverages Gestamp's values as key pillars to support each transformation project, given their fundamental contribution to the Group's recent growth success
3. It will create a multidisciplinary ecosystem that brings together operations, corporate functions, IT systems and data, organisation and culture to meet Gestamp's needs
4. It is an incremental value creation initiative through waves of structural change, a clear governance model and a monitoring system with transparent KPIs
5. Data strategy is the cornerstone of this programme, geared towards maximising business value through the use of data, and a system of governance that ensures its proper management and preserves its quality



CULTURE

- New transparent and uniform approaches to working across all geographical areas and departments
- An ecosystem of collaboration and coordination between departments and operational levels
- Formalisation of management processes (e.g. commitment to results, monitoring, accountability)
- Clear communication mechanisms
- Promoting global talent by identifying and empowering the leaders of tomorrow

ORGANISATION

- Strengthened leadership with shared objectives
- New roles and responsibilities in relation to the governance model for transformation projects
- A greater level of integration across divisions and corporate functions

ESG (ENVIRONMENTAL, SOCIAL AND GOVERNANCE)

- Ensuring alignment of Atenea with ESG

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Quality

In the automotive industry, each part that makes up the final product is important in ensuring the correct functioning of the manufacturer's assembly line, the quality of the vehicle and even, for some products, the safety of users. For those reasons, the industry is a pioneer in the application of quality systems throughout the value chain. Gestamp's customers demand flawless products in the required quantity and by the agreed deadline to ensure both the quality of the final product and its proper functioning.

QUALITY SYSTEMS

All of Gestamp's production plants have developed and maintained a quality management system that boasts the international certifications required by Gestamp's customers. These certifications are mainly in accordance with IATF 16949 (99% of Gestamp's production plants), with the remaining 1% representing a single plant that only supplies customers who do not require this certification.

The management systems of each and every one of the plants are based on Gestamp's minimum quality management system, known as GQS (Gestamp Quality System), which ensures a minimum degree of uniformity across all of them.

This management system aids Gestamp's continuous improvement by focusing on the customer and promoting prevention over detection, resulting in fewer defects and less waste in the supply chain, in a safe and sustainable manner.

Nevertheless, sometimes customer incidents may arise, in which case built-in mechanisms are activated to provide a full response and to take measures to tackle the causes of these incidents so that they do not recur.

These management systems are ever-evolving, capable of adapting to industry changes and seeking continuous improvement. It is worth noting the continued efforts during 2022 to establish and roll-out the new quality-related cost control system, which had begun in 2021, with extensive use of available IT tools.



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CUSTOMER QUALITY

Gestamp is committed to building solid and long-lasting relationships with its customers based on trust and, with that in mind, the company promotes continuous dialogue which serves to make improvements and meet their needs.

Annual meetings

Annual meetings are held at the highest level with customers in order to review short-term results and forecasts; longer-term prospects, trends and opportunities are also discussed at these meetings. Moreover, the development of common strategies, new technologies and any needs raised by the customer are considered.

Day-to-day relations

Direct contact is maintained with the customer in respect of day-to-day activities, both in the industrialisation phase and in mass delivery. During the industrialisation phase of new products, we maintain constant contact with the customers and carry out a special follow-up for those projects that are considered strategic in order to ensure an appropriate response.

The production plants maintain daily contact with the facilities of the customers. This contact is more operational in nature, seeking to provide a flexible response to the requirements and needs of the customer, and resolve any issues that may arise on a day-to-day basis.

Customer audits

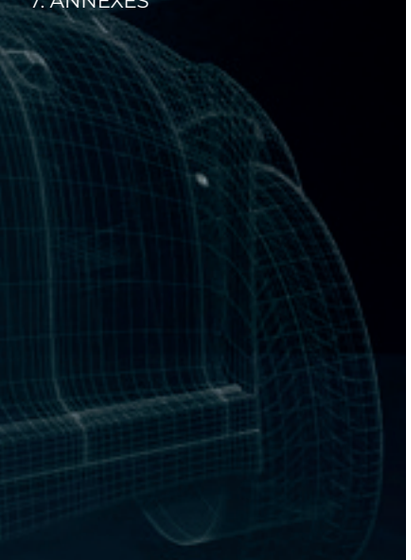
The customer, in turn, visits the plants from time to time to carry out audits and contribute towards continuous improvement, together with periodic assessments which allow Gestamp to determine its level of quality in comparison with the customer's other suppliers, and to take steps where the customers believe there is room for improvement.

Each client decides on the frequency of these audits, which is usually yearly, but can be adapted according to the circumstances. Gestamp always works with the customer by arranging these visits and providing the information required for the audit to be conducted properly.



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Monitoring and Internal control

Monitoring the quality performance of parts delivered to customers is undertaken through internal audits on products, processes and systems, as well as through the use of indicators at all levels of the organisation (plants, regions, divisions and corporations).

The incidents that occurred during the year were resolved between the automotive manufacturers and the Group, which favourably managed the incidents within the optimal time frames. This ensured that end users did not face any inconvenience whatsoever and no vehicle in the possession of an end user was recalled for a revision for any reason relating to the products supplied by the Group in 2022.

The manner in which said incidents were handled was the key element in resolving them. As such, there was no need to resort to the insurance guarantees that the Group has taken out.

Handling of critical parts

Gestamp has a specific policy or procedure for the handling of critical parts. Gestamp defines 'critical component' as a component with a critical feature that affects safety or prompts compliance with regulatory requirements, in line with the approach of the VDA (Verband Der Automobilindustrie).

Parts considered to be critical have special features in terms of safety and/or legal/regulatory requirements. They are those parts that pose an immediate risk to life and limb, or that must comply with legal regulations. Examples include braking, steering and suspension systems, lights, vehicle noise and crashworthiness.

Of all the special features, those concerning safety involve the most risk and are therefore the most important. If such a feature were to fall outside of the prescribed limits, this may affect the safe operation of the vehicle and could lead to an accident. Therefore, under this policy, Gestamp understands product safety as the rules relating to the design and manufacture of products to ensure that they do not pose harm or danger to customers.

To ensure the quality of critical parts, they must be clearly labelled as such so that any user in the production chain of the component—designer, quality engineer, plant operator or laboratory technician—is aware that they must pay special attention to them. Once identified, special documentary requirements have to be taken into account, which includes determining the documented information concerned and how to manage it. Furthermore, several tests are carried out before the parts are sent.

By way of example, we may consider arc welding technology. The proper joining of two or more parts may be safety critical, especially for the chassis. Therefore, it is highly important to know how to identify a defective joint and to make sure that the welding process has been properly controlled. To enhance this control, process parameters can be identified as special features, such as welding speed and wire material.

Monitoring the quality performance of parts delivered to customers is undertaken through internal audits on products, processes and systems, as well as through the use of indicators at all levels of the organisation.

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PROJECT QUALITY

In order to adequately manage risk right from the project phase, the company area for project quality is leading an umbrella initiative related to risk prioritisation based on the so-called FMEA (Failure Mode and Effects Analysis) cycle, one of the most powerful standards in the industry.

To this end, an ambitious programme is underway to improve its use, both in terms of methodology and through the development of an IT tool, which will improve the analysis and detection of potential faults in the design of the product or production process, as well as their causes, and the subsequent implementation of the relevant measures in the mass production control phases.

During 2022, the tool was completed according to plan and was rolled out in all plants for projects in their start-up phase, reaching a total of 1,476 active users of the new system with 151 projects, including 408 P-FMEA and 125 Control plans at the end of 2022. General scenarios have also been developed and published for various different technologies, to be reused by all plants, thus capitalising on the experiences already gained throughout Gestamp.

The Corporate area of Project Quality, leads a global initiative, related to the priorization of risks in all of the Group´s plants, involving more than than 1400 users in 151 open projects.



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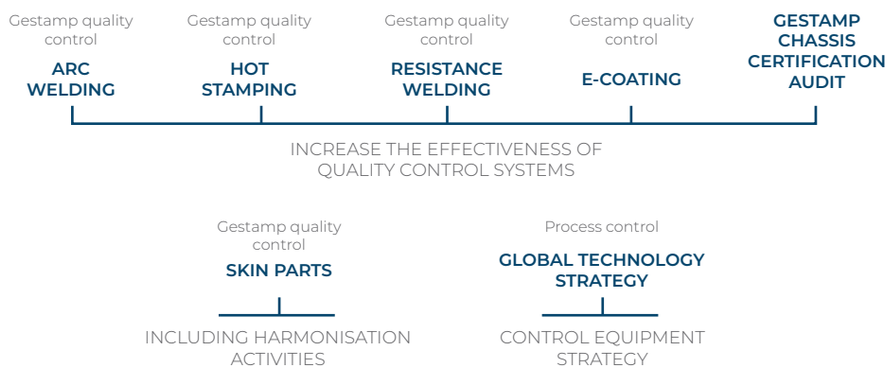
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PROCESS QUALITY

The Process Quality area provides the whole organisation with a set of standards and methodologies linked to the most critical technologies and production processes within the Group, focusing in particular on special processes (those in which the part has to be destroyed to ensure that the product is up to standard; such as parts involving arc welding).

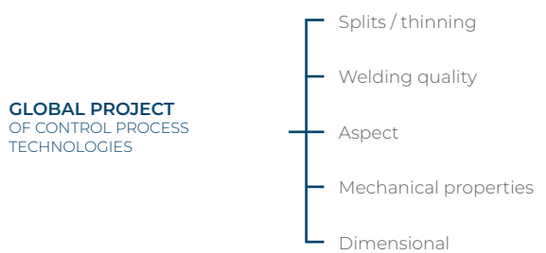
Its aim is to align all of Gestamp's production activities with the customer's quality requirements and international standards in order to maximise the quality and efficiency of said processes. Thus, Gestamp ensures compliance with the customer's requirements throughout every process, from the early phases of production to delivery of the final product.

So far, standards have been established for arc welding, hot stamping, leather pieces, and resistance welding, as well as for sub-projects stemming from the main projects. A benchmark was also set for all chassis plants in 2022, covering system aspects and those of each of the relevant technologies.



In 2022, part of the plant certification process has been resumed, with the assessment of chassis plants being a priority. In 2023, assessments of the production plants' implementation of those standards already defined are expected to resume.

GLOBAL CONTROL EQUIPMENT PROJECT





Throughout 2022, the umbrella project for control equipment was implemented. The project had established different lines of action that include assessing the inventory of available equipment in the production plants around the world, reviewing and identifying suppliers of this technology and their limits, and drawing up complete guidelines for different families of equipment. Finally, a database is also available for managing all the equipment, thus optimising the analysis of the plants' needs from a technical perspective, regarding which there has been an improvement in order to obtain and make good use of feedback from the plants.

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Industry 4.0 model

For years, Gestamp has been pursuing an Industry 4.0 model in an effort to create more efficient and flexible production plants, as well as more consistent and reliable processes through data analysis and by incorporating intelligence into the processes, so that the right information reaches the right people at the right time.

During this time, over 100 IoT projects have been set in motion, covering Gestamp's main production processes such as hot stamping, cold stamping, chassis manufacturing and spot welding. Furthermore, more than 50 projects have been virtualised, ranging from sophisticated production lines to entire factories. Also, 9 applications have been developed for maintenance, logistics, quality and energy efficiency tasks, which facilitate day-to-day plant management.

Gestamp has been able to develop these projects thanks to the work of multidisciplinary teams made up of experts in industrial and technological operations, digital developers, and new professional profiles specialised in data management. This has ensured greater knowledge in the areas of digital technology, IoT, big data, virtualisation, as well as others such as artificial intelligence, collaborative robots, resource orchestration, computing, etc. The majority of these technologies are being used in projects currently underway.

Thanks to the experience we have gained over the years, the Digital Factory is now a reality at Gestamp. A Digital Factory where everything is connected —products, machines, systems and people— sharing information in real time in a transparent way, meaning the factories can operate efficiently at all times.

> In the Digital Factory everything is connected products, machines, systems and people sharing information in real time.

Gestamp is currently in the process of evolving and structuring all the technologies that are moving towards the concept of smart manufacturing. Above all, this means ensuring integration and standardisation among them, so that they come together in an environment governed to perfection. This will allow us to design and deploy a longer-term strategy.

Meanwhile, in 2022 greater impetus was given to all aspects related to change management, the creation of digital culture and the strengthening of teams and structures designed specifically for the implementation of the strategic digitalisation plan. This involves a major effort in terms of training and transforming professional profiles specialised in digital systems, defining positions and duties allocated across the various regions and plants, and fostering a robust community within Gestamp that upholds its strategy and governance overall.

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Similarly, in terms of new developments and innovation, tremendous effort is going into systematising and standardising relationships with both strategic and service partners, so as to streamline all these efforts and boost progress on the roadmap towards a smart factory.

In addition, the structures and platform for the design and deployment of artificial intelligence (AI) applied to the ever-growing quantity of real-time data, are also undergoing reinforcement and standardisation, resulting in more accurate forecasts and better management of scheduled analytics.

All this allows Gestamp to deal with any uncertainty in the automotive industry and be more adaptable to change. Gestamp is actively working on a model of a connected, smart, virtualised, safe and scalable factory that can be flexibly, swiftly and efficiently adapted to the constantly changing needs of the industry.

By combining experience in digitalisation and advanced engineering, Gestamp has developed a new concept of flexible assembly, allowing for the production of different products on the same line. Thus, we are taking a step further in terms of digital industrialisation, evolving from product-specific and linked systems to generic and individual systems where movements are carried out by AGVs (guided vehicles) instead of static robots.

Combining expertise in digitization and advanced engineering, Gestamp has developed the flexible assembly concept, that allows to produce different parts in the same line, going from specific installations by product to generic and individual installations.



FROM DIGITAL FACTORY...
CONNECTED, TRANSPARENT & EFICIENT

100% ASSET UTILIZATION

CAPITAL OPTIMIZATION

DECREASE OPERATIONAL COSTS

...TOWARDS THE SMART FACTORY
VIRTUAL, AUTONOMOUS & FLEXIBLE

CUT LEAD TIMES

OPTIMIZE RAW MATERIAL UTILIZATION

100% CUSTOMER SATISFACTION

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Innovation

INNOVATION AS A MEANS OF PROGRESS

For Gestamp Research and Development is a priority. Through Innovation, Gestamp seeks to anticipate new technological trends and offer differentiating products that meet the requirements of efficiency, weight, cost, quality, comfort, safety and sustainability.

With 13 R&D Centers around the world, Gestamp understands Innovation is essential to gain a value added and get a differentiated position in the automotive sector.

Gestamp supports its customers in the design and manufacturing of products, from the early stages of development up to final production. This cooperation, which sometimes lasts up to 5 years before a vehicle is launched, enables us to respond to current expectations and also to jointly develop concepts, technologies and solutions for the future.

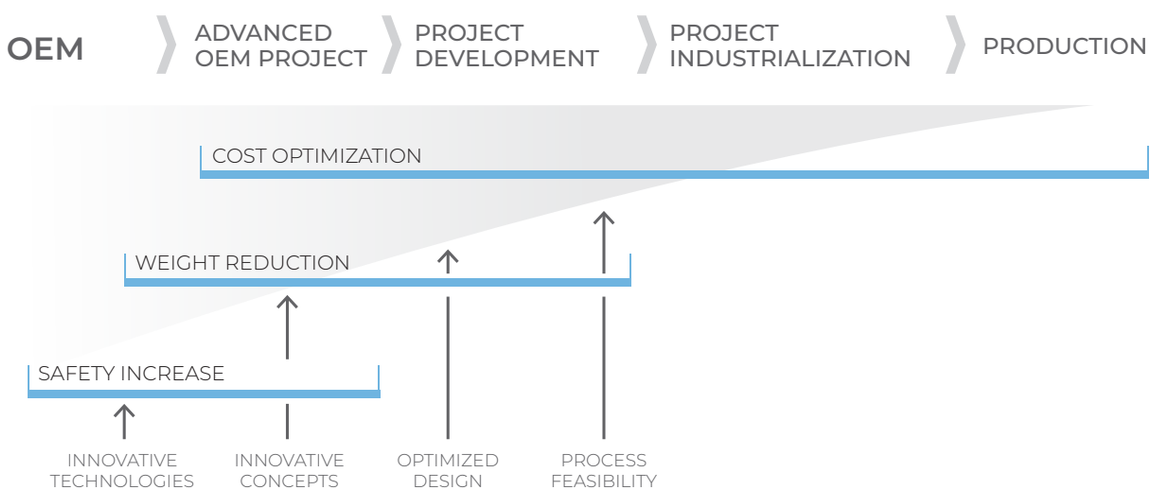
Thus, Gestamp works on a greater number of projects based on future models, totalling 476 body-in-white, chassis and mechanism co-development projects.

Gestamp has made significant investments in the recent years in developing and expanding the R&D area, which allows to establish a strategic and trustful relation with clients.

By late 2022, almost 1,700 people were working both in the 13 R&D centres and in production plants. Many projects count with the participation of not only R&D engineers, but also stamping, metrology, welding and quality engineers and project managers, whose contribution is invaluable throughout the entire development process, linking the product and process development early in the concept phase.

> In 2022, Gestamp has worked on a greater number of projects based on future models, totalling 476 body-in-white, chassis and mechanism co-development projects.

Co-development collaboration with OEM



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KEY FACTORS FOR GESTAMP R&D

Safety

Gestamp works hard to achieve an increasingly safer car, focussing on identifying formulas that lead to greater safety both for the occupants of the vehicle and pedestrians. Gestamp is a pioneer in manufacturing products using hot stamping, which is one of the most advanced technologies for improving performance and passenger safety in the event of a collision.

Furthermore, the high-strength steel products significantly improve the ability of vehicles to withstand impacts. The improvements made in energy absorption in Gestamp products, regarding both chassis and body-in-white, increases the passive safety of vehicles.

Hot Stamping technology, in which Gestamp is leader, allows to meet the strictest safety requirements and to withstand car-to-car crash tests. Gestamp is developing new Hot stamping products, such as extreme size parts that will increase safety performance, will integrate more functions and reduces the assembly time of the customer.

Also, passive safety solutions are being developed and produced from the mechanisms unit, achieving good results in improving pedestrian safety thanks to hood hinges.



SKIN PANELS





B-PILLAR



FRONT SIDE MEMBER



ONE PIECE FLOOR



OVERLAP PATCH DOOR RING



BATTERY BOX



BUMPER BEAM



REAR SIDE MEMBER



ROCKER REINFORCEMENT



CAR CROSS BEAM



CHASSIS

> The improvement made in the energy absorption in Gestamp products, regading bth chassis and body-in white, increases the passive safety of vehicles.

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Lightweight and emission reduction

Gestamp works continuously on developing lighter vehicles. Weight reduction is one of Gestamp's main research areas. This is one of the most demanded requirements in the automotive sector due to the need to improve fuel efficiency and to reduce CO_2 emissions.

The body-in-white and chassis parts are essential for achieving the emissions objectives since they account around a 70% of the total vehicle weight.

Also, as part of the electrification trend in the sector and the increase in mass that batteries add to the car, the focus in light weighting has been reinforced. For instance, the weight affects also to the electrical vehicle autonomy, and till the full decarbonisation of the electricity grid, its consumption still has an important role to play in the vehicles CO_2 emissions through their use phase.

Therefore, Gestamp provides innovative solutions to offer the best weight-reducing results and to meet the strictest requirements in the sector. Extensive experience in hot stamping technology and the development of multi-material solutions have given rise to several alternatives for achieving lighter vehicles.

Gestamp provides innovative solutions to offer the best weight-reducing results and to meet the strictest requirements in the sector.

In order to account the environmental impact of i.e. the weight reduction, Life Cycle Analysis (LCA) of the products are conducted as strategic element in the design phase. As explained in the Circular Economy chapter, the carbon footprint of the different processes carried within Gestamp and the materials used in the production phase, are some of the main variables analysed in the study. For instance, weight reduction of the parts and using less raw material has been demonstrated to have one of the highest impact in lowering the carbon footprint. This is due to the high impact of the extraction phase of the materials used, and also, due to the use phase of the vehicle as explained above.

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Confort

Driver experience, comfort and dynamics are some of the key aspects that users take into consideration. Gestamp develops solutions that improve comfort and ease when using the vehicle, such as components that reduce vehicle noise and vibrations, and electrical systems that automatically lift or hold up the boot or that open doors with the highest level of safety thanks to a full range of sensors that help to prevent impacts.

Some of the main criteria users take into account when purchasing a vehicle regard drive experience, comfort and dynamics. This is leading to a rise in demand for components such as electric liftgate systems, noise and vibration reducing components, electric door systems, power assist steps and noise reducing tyres.

Gestamp has been working on these components for many years and it leads the way in the sector. They have long been components installed in top-of-the-range vehicles and SUVs, although it is expected that they will become standard in all cars within the next few years.

Gestamp EV concept

Electrification is an unstoppable trend for the automotive sector, with diverse factors driving it forward, the most important of which is the growth in urban populations and the improvement in the air quality there.

Gestamp's strategy continues to be always accompanying its clients to provide them with the best innovations for their vehicles, and in the case of EVs, to help these clients in their transition to the electric vehicle.

The Electric Vehicle area and R&D teams at Gestamp are offering diverse solutions, such as the new electric battery box and chassis components that integrate the new e-motors and satisfy traditional specification like durability, stiffness and strength but have to be optimized for noise transfer and energy absorption during crash due to the specific BEV architecture, as well as innovations with the use of different materials to reduce weight and provide appropriate solutions for the new electric platforms – the right materials in the right place.

Crash behaviour is different in BEV mainly driven by the increased weight and the low point of gravity of the battery system. Moreover, the increased mass of batteries also adds to the vehicle potential energy in a crash event. Gestamp has developed a wide range of BIW products to increase safety and also to protect the passengers in the vehicle from the batteries in a crash event.

It should be noted that we have collaborated on diverse types of mobility, not just electrification itself. Projects have thus been developed for cars that travel long distances, small cars for city driving and also the so-called “urban people mover” and “last mile delivery” concepts.



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GESTAMP MAIN INNOVATIONS

Gestamp Laboratory for automotive components validation

G-Lab, Gestamp's Virtual Laboratory for Automotive Product Validation, is an R&D program that develops digital prototypes of its own vehicles in order to validate the behaviour of new BIW components and technologies.

This is the most relevant project focused on safety at Gestamp, since G-Lab is based on prevention as the main pillar throughout the design, development and manufacturing process of vehicle components.

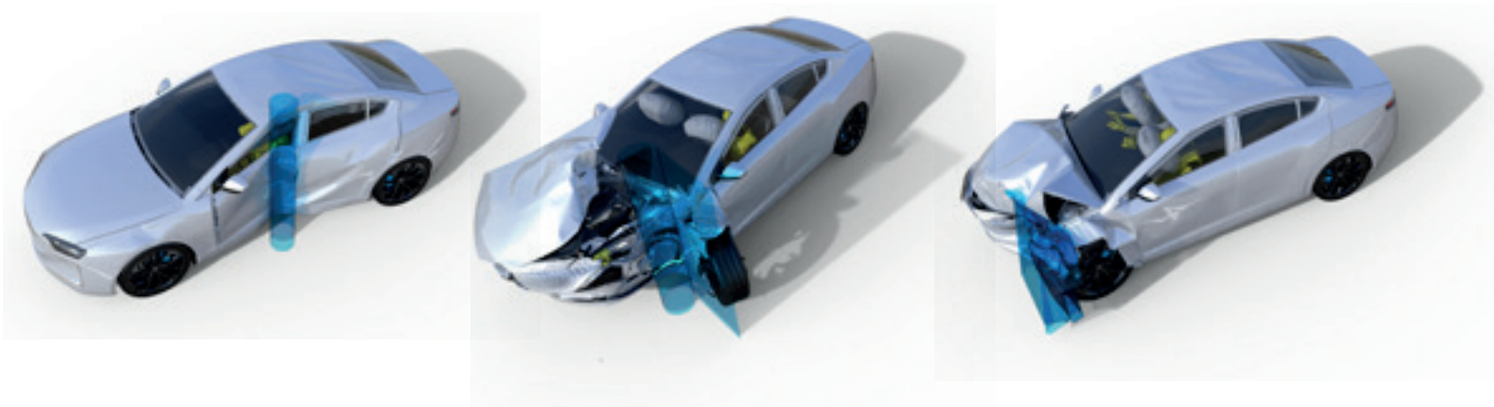
G-Lab was born with the aim of obtaining the best result in virtual validation of all types of crashes and impact scenarios for the different vehicle segments. For this reason, the program allows full-vehicle crash simulations to be performed during the co-development process with customers.

Thanks to G-Lab, Gestamp offers the best BiW solutions in the new mobility scenarios, focusing on safety, lightweighting and sustainability. With these models, much of the development and testing can be evaluated by Gestamp in a virtual environment, thus speeding up the design, test and approval phases.

Gestamp has numerous virtual models of internal combustion engine (ICE), plug-in hybrid electric vehicles (PHEV) and battery electric vehicles (BEV). These models enable to anticipate the impact of new technologies, new designs and/or materials on the body-in-white and chassis and to assess them in terms of weight, performance and cost.



> G-Lab was born with the aim of obtaining the best result in virtual validation of all types of crashes and impact scenarios.



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New materials

In a bid to develop new, safer and lighter products, at Gestamp we are conducting research into the development of new materials. We believe that the kind of structural materials used will gradually change in the years to come, with an increase in the use of aluminium, carbon fibre, new high-strength steels and multi-material hybrid structures.

High-strength and ultra-high-strength steels

The use of advanced high-strength steel and ultra-high-strength steel helps to reinforce vehicles to protect the passenger compartment in the event of an accident.

Aluminium

The use of aluminium reduces the weight of top-of-the-range models by applying aluminium solutions to skin parts and vehicle doors. Gestamp is already manufacturing battery boxes by using the most advanced crash alloys.

Composites

Some manufacturers have used composites to reduce the weight of top-of-the-range vehicles and improve efficiency. Due to the great need to reduce the weight of electric vehicles, we find more and more applications of these materials..

Multi-material structures

Companies such as Gestamp are investing in new technologies and machinery to create multi-material structures as part of the existing manufacturing process and value chain. This formula supports the philosophy of the right-material in the right-place and paves the way for a wide range of innovations which make parts lighter, thus satisfying the need to reduce energy consumption and emissions.

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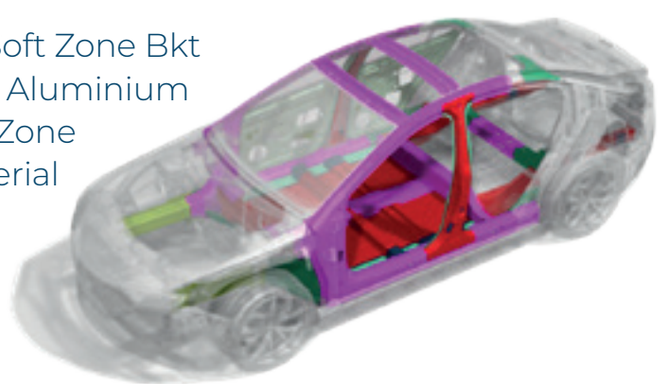
Technology development

Gestamp R&D teams are continually innovating new technologies in line with the customer needs, to increase performance or reduce mass. This includes examples including the launching of new advanced cold-formed steels with increased strength properties that enable mass reduction, through the utilisation of extensive forming and chassis product development knowledge and experience. Development teams focus on innovative design approaches to deliver optimised and high performing products; increase fatigue life through design, minimising mass through in-house optimisation tools coupled with manufacturing experience to realise 10-15% mass reduction, to the introduction of new paint processes to increase product corrosion protection for example.

In the hot stamping field, development of the new Ges-Multistep technology continued, optimising the process for different types of steel, including zinc materials with a new, improved corrosion protection coating.

New processes have also been developed that now enable hot stamping of a material with +25% strength. A laser post-treatment is required in the manufacturing of this material to give it sufficient ductility to achieve the best crash test results.

- Multistep
- 2000 Mpa & Soft Zone Bkt
- Hotstamping Aluminium
- Furnace Soft Zone
- Alu Multimaterial
- Alu Extrusion



Three partial tempering methods are used to generate different mechanical properties along the length of a part in order to enhance performance in the event of a collision. New degrees of hardness/absorption have been achieved so that deformation is even further controlled.

Gestamp has managed to produce parts with soft-zones that feature different degrees of hardness and absorb the force of the impact by using different production processes.

- **During forming:** on the forming die/tool
- **Generated after forming:** post-treatment featuring an alternative heat source, laser, induction, Ges Softbend
- **Generated before forming:** in the heating furnace

These developments position Gestamp as the most advanced supplier on the hot-stamping market, offering a wide range of materials with different strength and coating characteristics.

Gestamp has moved beyond steel to bring this hot-stamping technology to aluminium as well. The need to reduce vehicle weight had led some manufacturers to turn increasingly to aluminium for certain components such as doors, and chassis components on large/luxury vehicles.

The low level of formability and the high elastic recovery of this material in the conventional cold stamping process has prompted the R&D department to process hot stamping, which produces parts with a design that is very similar to those made of steel, but much lighter and with almost no elastic recovery.

Both materials can currently be used on Gestamp's hot-stamping lines, changing only the process parameters. By the end of 2022 Gestamp had a total of 100 hot-stamping lines installed.

New aluminium extrusion processes have been developed for the manufacturing of battery boxes, producing highly ductile, large cross-section profiles. This enables us to manufacture boxes with very light-weight frames to protect the battery.

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PRODUCTS DEVELOPMENT

Product innovation at Gestamp comes from the application of new technologies to create lighter, more efficient components.

BIW

Extreme Size Parts

Gestamp has created two product families, GES-GIGASTAMPING™ and GES-ENERCONT™. There is a clear growing trend in all Oem's for extreme size parts, fully aligned with ev challenges.

Being leaders in hot stamping technology has allowed Gestamp to create new products of much larger sizes than those that currently make up the Body in White. Thanks to the reduction in the number of components, the complexity of the assembly processes in the manufacturers' manufacturing lines is reduced, minimizing their internal manufacturing costs.

These extreme size parts are designed to improve vehicle weight, CO_2 footprint while maintaining safety.

With different mobility possibilities in mind, Gestamp has created the GES-ENERCONT, a family of energy containers. In the case of long range vehicles, Gestamp has developed a compact solution where the energy capacity has been maximized and with a valid design in steel and aluminium.

This product in combination with hot stamping extreme size parts offers a unique cell to body solution. With urban mobility in mind, Gestamp has created a lightweight and compact solution that uses not only aluminium but also composite materials.

Gestamp thus launches an innovative solution in which, thanks to the integration of functions, a battery box with few components and a large free capacity has been obtained to maximize the number of batteries in its interior.



GES-GIGASTAMPING is an extreme size product range designed to improve the vehicle´s weight and carbon footprint, while maintaining its safety.



GES-ENERCONT is an innovative solution that thanks to the integration of compact solutions with few components and a large free capacity, has been able to maximize the number of batteries in its interior.

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Chassis

Use of fibre-reinforced composite materials in chassis products

On the Chassis project Gestamp, along with partners Ford (lead), the NCC and the University of Nottingham, came together to reduce the weight of three components in a Ford Transit, the bestselling van of all time. These were the front sub frame, front lower control arm and rear dead beam. This resulted in an average weight reduction across the components of 40% at an affordable cost target. This represents over 30kgs of weight saving from the current steel components. In this Project Gestamp employed their own 'In-House' topology and material utilisation optimisation tools to generate the novel CHASSIS concepts by placing the correct material, with optimal component geometry in the most advantageous position.

The opportunity to explore new innovative ideas, to reduce mass in chassis products, consolidates Gestamp's existing market leading position of Steel and Aluminium chassis structures, and is a further example of Gestamp's continual drive to use innovation as a means of progress, to be at the forefront of innovation in the sector, whilst working closely in collaboration with the customers.

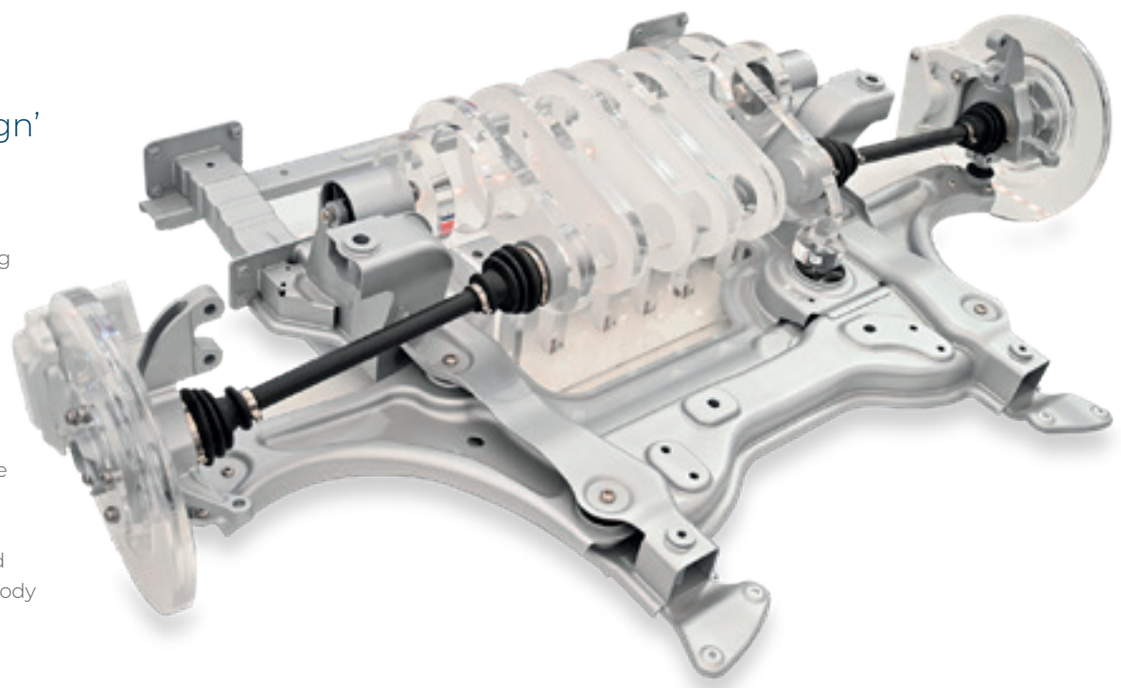
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Gestamp Chassis: 'Innovation in Composite Design' 2022 industry awards

Gestamp worked in an Innovate UK project with Ford Motor Company investigating economically viable light-weight hybrid material structures.

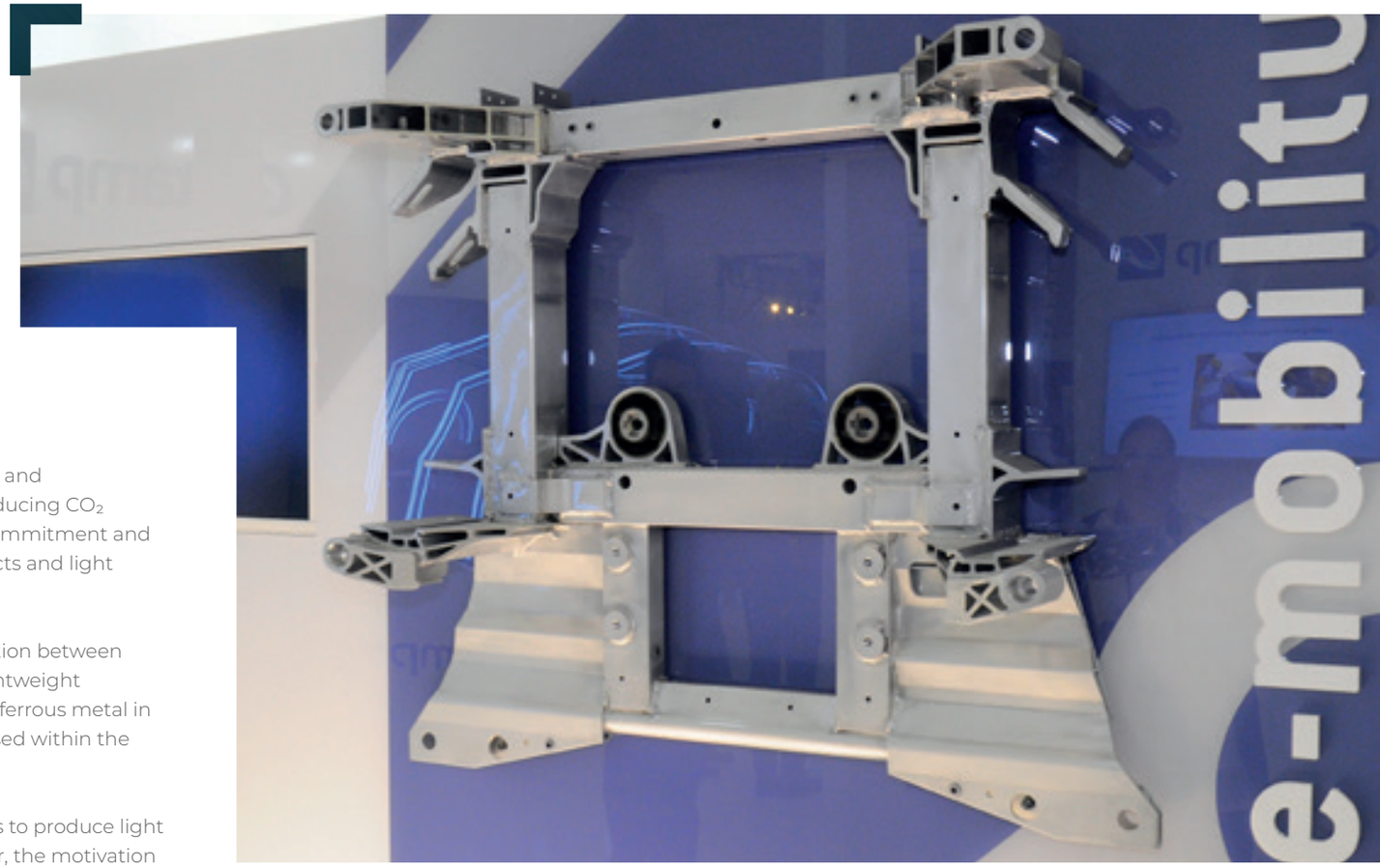
This Project and team won the 2022 Composites UK 'Innovation in Design' award for the innovative composite design solutions implemented by Gestamp Chassis team within the Product designs.

The Project is demonstrating a new approach for engineering practices that enable the next generation electrified vehicle technologies to be developed. Reducing the reliance on traditional engineering and materials will provide the efficiencies needed to provide a class leading weight optimisation for major CO_2 reduction and simultaneous payload increase for commercial vehicles which can translate to all body on frame vehicles.



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Aluminium Chassis

In recent years, there has been a large shift towards sustainability and environmental focus with carmakers focusing on significantly reducing CO_2 emissions toward a net zero goal. Gestamp is aligned with this commitment and supports the drive toward electrification with eco-friendly products and light weighting for Electric Vehicles (EVs).

Beside Steel, the application of other materials and the combination between them is playing a more significant role in the development of lightweight automotive parts. Aluminium is by far the most widely used non-ferrous metal in the world and, arguably, one of the most sustainable materials used within the current global automotive industry.

Historically, aluminium has been used for over one hundred years to produce light weight car bodies for improved performance and agility. However, the motivation for light weight chassis design has been driven by growth of Battery Electric Vehicles (BEV), particularly in China, with aluminium seen as a light weight metal that can be used to offset the increased weight from lithium-ion batteries. With typical weight reductions of up to 30%, when compared with the equivalent steel chassis structure, aluminium is seen as a sustainable enabler for light weighting.

Gestamp recognise that electrifying the automotive industry provides the quickest route to zero emissions and anticipated this global market shift and implemented a strategy to independently develop and validate in-house Aluminium Chassis design and manufacturing competences.

> With weight reductions of up to 30%, when compared with the equivalent steel chassis structure, aluminium is seen as a sustainable enabler for light weighting.

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EDSCHA: Mechanisms/ Mechatronics

Powered Side Door

Edscha has developed a second generation of its Power Door. The first generation was awarded the Automotive Innovations Award 2021. In fact, Edscha offers a comprehensive system around the Power Door, including intelligent sensor technology that detects obstacles in the vicinity of the door and can stop the door in due time before a collision. Edscha also supplies the control unit (ECU). It is used to control the actuator by means of specially developed software and is also the link to the vehicle environment monitoring system, which also detects static and dynamic obstacles such as pedestrians and cyclists.

Edscha Power Frunk System

Edscha's Active Frunk is a solution specially tailored for electric vehicles. Where most vehicles today still have an internal combustion engine, electric vehicles have space that can be used for other purposes such as carrying luggage. The Active Frunk system Edscha allows to combines a powered system for fully automatic opening and closing of the front while keeping full functionality of the active pedestrian protection.

Edscha Power Sliding Door

When it comes to sliding doors, Edscha has many years of experience. A large number of precision-fit mechanical solutions for passenger cars and commercial vehicles have resulted from this know-how. Now Edscha has applied its extensive expertise in the field of powered flaps, lids and doors to the development of an electrically powered sliding door system. Edscha supplies the mechanical components, the electric drive for opening and closing the sliding door and other electronic components.



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Participation in strategic events

After almost two and half years of pandemic mode due to the global COVID-19 epidemic, on-site events have slowly returned to the Gestamp calendar while 2022.

Even after the successful implementation of various digital event formats as customer webinars, Teams sessions and online conferences while 2020 and 2021, it has become clear that a balanced mix of online, hybrid and physical events will be the key of success to promote the innovations, technologies & products and stay in touch with the different stakeholders.

Also 2022, Gestamp has followed a strategic calendar including core events, conferences and further activities to reach target groups all over the world and in different regions. Besides that, Gestamp also participates in activities arranged by customers and other stakeholders such as universities, associations and business partners.

Technology Events and Public Fairs

A core pillar of Gestamp`s event portfolio are Technological Events and Public Trade Fairs. This type of event allows us to provide a more in-depth picture of the concepts and innovative developments addressed to a really technical and professional audience of the mobility sector, but also other related industries

In 2022 Gestamp's technical experts from R&D had the chance to attend several leading automotive conferences in the core regions as Europe, US, Japan and Brazil.

Regarding Automotive and Mobility Fairs, Gestamp has presented the latest innovations to the market and public, as well as strengthen its position as a leading international supplier of automotive components. One highlight is the International Supplier Fair in Wolfsburg. In the direct neighbourhood of Volkswagen, more than 900 leading automotive suppliers present their products, innovations and technologies to trade visitors, media and public.



Customer related events

As the first quarter of 2022 has been touched a little bit more by the COVID-19 situation we kicked the event calendar off with a customer online webinar. Later on, it has been possible to restart physical event formats with the clients. So, first in-house events at some OEM locations have been organized. In parallel, some clients stick to the online formats and invited Gestamp to join digital supplier days.

Gestamp Innovation Days

The Innovation Days hold by the R&D Teams in Gestamp R&D Center in Barcelona. The Business Units BiW, Chassis and Edscha (Mechanism & Mechatronics) presented their latest innovations and path breaking developments to their internal core stakeholders. A perfect example for knowhow transfer and internal close cooperation between the different teams.

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3.1 ESG at Gestamp

3.2 Stakeholder value creation

3.3 Responsible supply chain management

3.4 Ratings under ESG criteria



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3.1 ESG at Gestamp

Sustainability has been one of the strategic focuses of Gestamp since the very beginning, evidenced by the company´s commitment to designing and manufacturing parts that make vehicles safer for people and cleaner for the environment, helping reduce CO_2 emissions throughout their lifespan.

In addition, Gestamp has implemented policies, management systems and procedures that have a greater impact on society and the environment, and reduce the negative impacts of its business activity.

ESG governing bodies

From an organisational point of view, and in order to promote policies and initiatives with a focus on the environment, society and good governance, in 2022 Gestamp:

- Strengthened the ESG Department, which reports directly to the company's Executive Chairman.
- Set up an ESG Committee, headed by the Executive Chairman and comprised of members of the company's senior management.
- Continued to hold Board of Directors' Sustainability Committee meetings.

ESG Commission

Board of Directors

Strategic Plan supervision and transmission of its progress to the Board.

Executive Chairman

ESG Committee

Body responsible for approving the Strategic Plan and monitoring its achievement.

ESG Departament

Responsible for establishing the level of ambition and defining the areas of the estrategic plan and ensuring its achievement.

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Contribution to Sustainable Development Goals

Gestamp, through its business activities, seeks to maximize its contribution to the United Nation's Sustainable Development Goals, with this being possible mainly thanks to its commitment to sustainable industry, the circular economy, employment creation and the fight against climate change.

In order to help achieve these goals, the company has followed the SDG Compass guide (developed by the UN Global Compact, the WBCSD and GRI), using it to determine which SDGs to prioritise based on Gestamp´s impact along its entire supply chain: design and development, manufacture, use and end of lifespan.

More information on Gestamp's contribution to the Sustainable Development Goals



Gestamp designs and develops components that make vehicles safer in the event of an accident.

Chapter on Operational Excellence (Innovation)



Gestamp drives technological development and innovation, as well as the efficient use of natural resources. In addition, it safeguards human rights and decent and safe work that ensures that no person who works for the company is put at risk.

Chapter on Occupational Health and Safety
Chapter on Operational Excellence
Chapter on Ethics and Regulatory Compliance (Human Rights)



Gestamp strives to bring about a more sustainable and inclusive automotive industry through its contribution to technological development and employment creation.

Chapter on Operational Excellence
Chapter on Talent



Gestamp helps provide safe and more sustainable transport systems.

Chapter on Operational Excellence (Innovation)



Gestamp promotes the efficient use of natural resources, works to reduce the waste it generates and mitigates the adverse effects on the environment caused during the entire lifecycle of its products.

Chapter on Environmental Management
Chapter on Circular Economy



Gestamp fights against climate change by adopting mitigation and adaptation measures.

Chapter on Climate Change

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ESG strategy

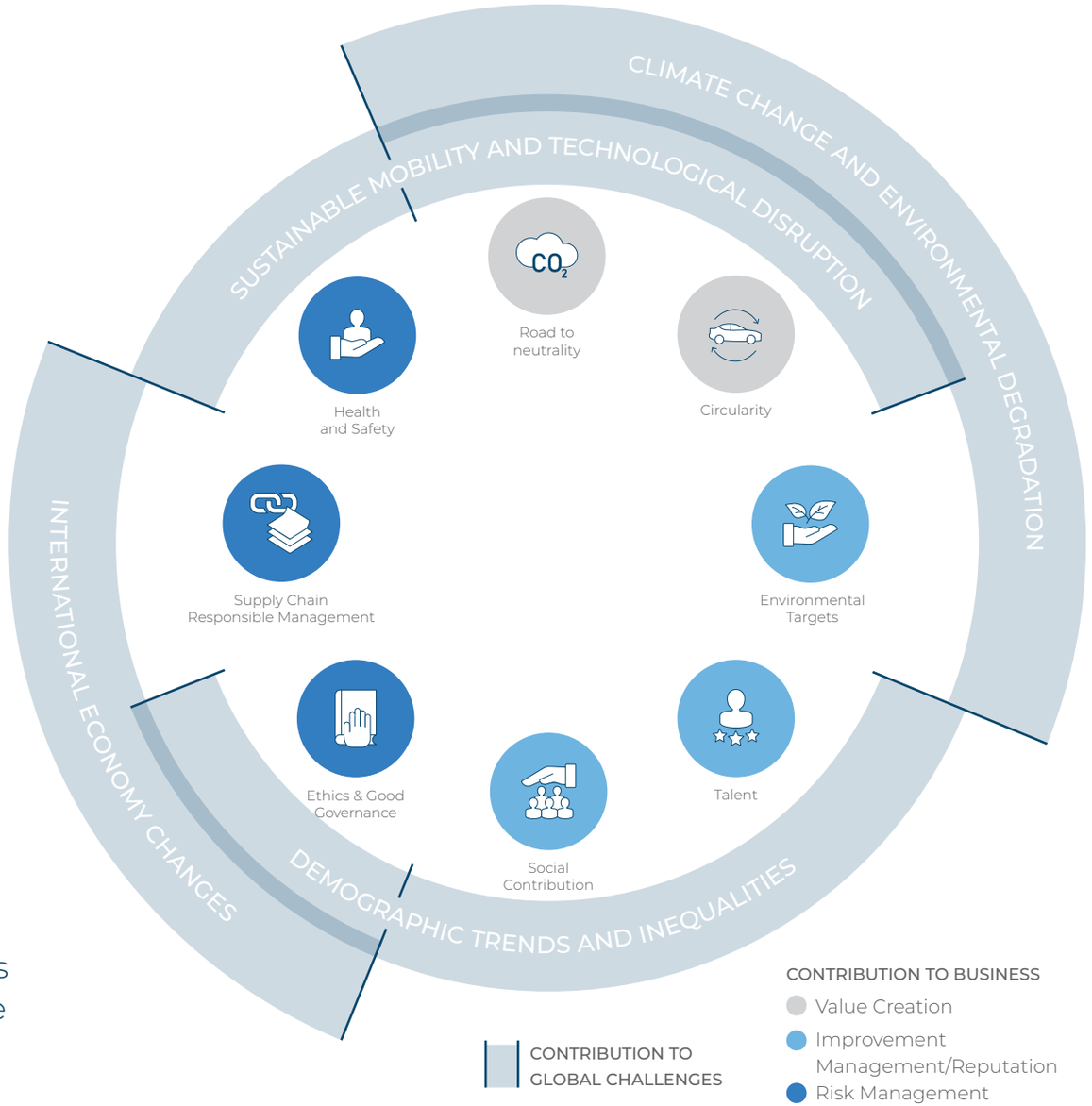
In line with Gestamp´s ESG principles set out by the Company from the very beginning, in 2022, Gestamp drew up its 2025 ESG Strategic Plan. The plan is based around the sustainability pillars and initiatives that the company has already implemented and it reinforces the areas that produce most added value for the business and its stakeholders.

This plan takes into consideration global megatrends and risks, the main international and sectoral sustainability reference frameworks, the company's strategy, the double materiality study, the requirements of the company's main clients, and an analysis of the Company´s competitors and ESG rating agencies.

The Plan is made up of eight strategic areas for which quantitative objectives and initiatives have been set for 2025 and which affect all divisions and regions, where the company operates.

Each area of the plan has been specifically designed to add value and create a competitive advantage for the Group. In addition, the plan seeks to improve the management and/or reputation of the company as well as its risk management.

> Each area of the plan has been designed to improve management and/or the company´s reputation, management of risks and are, to a greater or lesser extent, a source of added value.



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3.2 Stakeholder Value Creation

Gestamp aims to create long-term value for its stakeholders by striking up relationships and maximising the positive impacts these create for society and the environment, while also minimising and eliminating the negative consequences that its business activity may have. This is why it is of utmost importance to be fully aware of the interests and expectations of the different stakeholders by maintaining channels of dialogue and communication that help build close, transparent relationships that are based on trust and that allow Gestamp to make business decisions accordingly.

Main Stakeholders	Channels of Communication*	Indicators of value creation	Related chapters
Employees	Corporate intranet, internal newsletters, suggestion box, whistleblowing hotline, performance evaluation tools, direct contact with HR in the workplace, social media	· 42,670 employees · 93 nationalities · 27.5 hours of training per employee · 27% women in structure posts (Plant Office & Corporate functions). · 6.60% salary gap · 1,625.8 M€ staff costs	· Chapter on Talent · Chapter on Health and Safety · Chapter on Local Communities
Customers	Customer platforms, periodic meetings and audits, co-designs, customer and sector events, daily operational contact in each production plant	· 10,726.4 million of euros of revenues · 13 R&D centres · 72.99M€ spent on innovation · 1,300 patents, utility models and applications.	· Chapter on Operational Excellence · Chapter on Climate Change
Suppliers	Digital platform for suppliers, contractual specifications, special collaborations, recurrent meetings, direct local contact	· €8,639 m on purchases · 19,866 suppliers with invoicing · 95% local suppliers	· Chapter on ESG Perspective (Responsible Supply Chain Management)
Regulatory Bodies	Lobbying; national, international and sectoral association events	· Participation in 51 local and international associations and bodies · Alignment with CNMV recommendations on good governance	· Chapter on Local Communities · Chapter on Ethics and Regulatory Compliance
Financial Community	Conferences, roadshows, site visits, meetings, ad-hoc calls, questionnaires, Capital Markets Day, participation in ESG ratings, reports and conference calls on quarterly financial results	Elegibility under EU taxonomy · Revenues: 2.32% · Capex: 11.79% · 798.5M€ Capex · ESG ratings above sector average · 16.2% Scope 1&2 emissions reduction (base year 2018) · 20% renewable electricity consumed	· Chapter on Economic Strategy · Chapter on ESG Perspective (ESG Criteria Ratings) · Chapter on Risk Management · Chapter on Climate Change
Civil Society and Opinion Makers	Press releases and social media; participation in industry forums, talks and events; social action and volunteer work	· 236 social action initiatives · €1.21m invested in social action · 808 employees engaged in volunteer work · 147 project partners	· Chapter on Local Communities.

* In addition to these specific channels, Gestamp also has its company website: www.gestamp.com

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3.3 Responsible Supply Chain Management

The automotive sector is characterised by an increasingly more complex supply chain that require robust internal systems and procedures to manage suppliers, subcontractors and collaborators globally, in a responsible manner.

Gestamp boasts a purchasing process that entails everything from registration and standardisation to managing and negotiating tenders for the concession and hiring of services and products, and it is based on the following pillars:

- Contracting that guarantees production supply and an efficient supply chain.
- Assessment of the innovation and operational quality and excellence of every contract awarded.
- Selection of suppliers based on the principles of concurrence, objectivity and professionalism.
- Awarding of contracts based on need, suitability and quality.
- Ensuring the traceability of the purchasing process and upholding the commitments taken on.
- Passing the same highest standards in terms of the environment, society and ethics onto the suppliers.

The company also has General Purchasing Terms that govern all facets of the process, including placing the order, delivery and execution, invoicing, and rights and responsibilities, among other things.

Gestamp has a General Purchasing Department, responsible for establishing the systems, procedures and standards used by the company to manage the supply chain, which apply to the whole Group. Moreover, the purchasing managers, located in Plants, Divisions and Corporations, oversee compliance with Gestamp's principles and ensure that all legal, quality and sustainability requirements are met.

8,639€M
IN PURCHASESS

19,866
SUPPLIERS WITH INVOICING

95%
OF SUPPLIERS ARE LOCAL

Local suppliers are those that supply plants in a single country

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SUPPLIER MANAGEMENT AND EVALUATION

Suppliers all over the world are managed via Gestamp's Supplier Portal, with this forming part of the shared tool used by all companies in the Group to manage purchases.

In addition, on a local level, each production plant has a close relationship with the suppliers in the community that is based on trust and commitment.

The company effectively and consistently evaluates the performance of suppliers and ensures that the supply chain meets all the automotive industry's requirements, as well as all local and international legal and regulatory standards, a key element in guaranteeing the continuity of the business.

This goal of this management system is to:

- Monitor the performance of suppliers in a systematic and objective way.
- Comply with local and international legal requirements and sector regulations and check that suppliers also observe all relevant regulations.
- Achieve greater transparency in the supply chain regarding both direct and indirect material suppliers.
- Facilitate risk management and product acquisition activities.
- Ensure the sustainability of the business, customers and suppliers.



Gestamp evaluates the performance of suppliers and ensures that the supply chain complies with the key requirements to ensure business continuity.

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SUPPLIER MANAGEMENT PROCESS

ESG Criteria

01 Acceptance of Gestamp CSR Requirements

02 Review of certifications, including ISO 14001 Certification

03 Gestamp Risk Monitoring: Management System with real-time alerts, updated daily

04 On-site audit includes environmental, social and ethical aspects



Process methodology

01 All suppliers that want to establish a relationship with Gestamp must register in the Group's Supplier Portal, accept Gestamp's Purchase Conditions and fill out the corresponding forms. For direct material suppliers (raw material and components), we have also established the following procedure.

02 The quality department evaluates whether or not the raw material or component supplier is certified. Such certification must correspond to IATF 16949 or ISO 9001. The ISO 14001 certification will also be valued.

03 Direct material suppliers delivering to Gestamp are subject to a monthly evaluation based on two aspects:

QUALITY INDICATORS
(Product quality, logistics and non-quality positions)

AUDITS

The Global Quality Index (GQI) is obtained through both aspects, which allows the supplier to be classified into the following categories:

A	IGC≥ 85	B	60≤IGC<85	C	IGC<60
Suppliers with optimal performance		Suppliers that should improve their quality or logistic performance.		Suppliers with risks related to quality or logistic performance or without IATF 16949 or ISO 9001 certification	

In the event that a plant classifies a supplier as C, the plant requests a specific improvement plan and follow-ups until a positive result is obtained.

04 Periodically, plants conduct on-site audit to suppliers to monitor their capacity to meet the requirements and expectations. These audits are prioritized based on the risk of the supplier, which is evaluated according to the risk matrix. They are based on an internal model that complies with IATF 16949 and VDA standards, including environmental aspects (energy, water and raw materials use; hazardous waste management) and social (working conditions, human rights, health and safety, anti-corruption)

Results

19,866 suppliers with some invoicing

95% local suppliers

3,530 new registered suppliers

630 strategic suppliers

2,629 authorized suppliers

1,312 suppliers evaluated

- A 1,197
- B 86
- C 29

166 on-site audits

- A **57** (34%)
- B **93** (56%)
- C **16** (10%)

46% suppliers improved rating on the last audit

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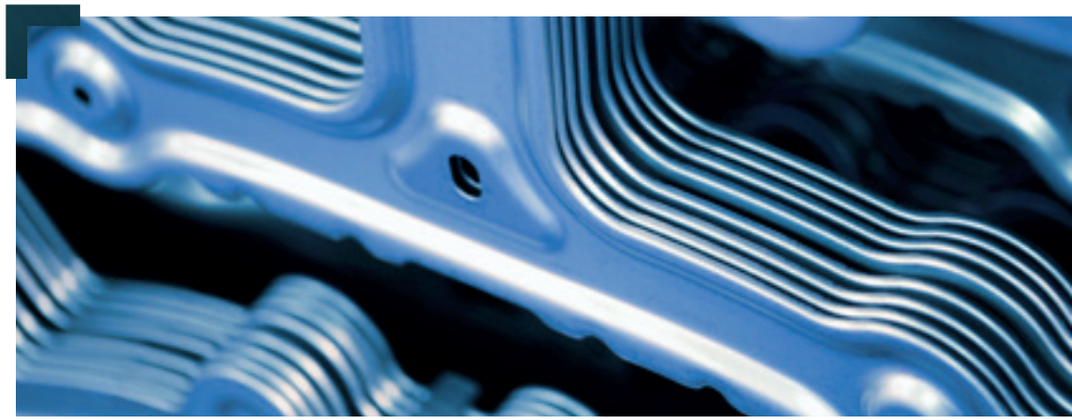
SUPPLIER RISK MANAGEMENT

The supplier risk management system establishing a supplier risk profile adjusted to Gestamp´s needs. At first glance, the company can assess whether the supplier is suitable to work with Gestamp or whether any additional action is required to assess whether the risk detected can be assumed if successfully awarded the contract. By considering a number of different risk factors, the supplier risk management model provides the visibility needed to be able to react swiftly and efficiently in the event of any uncertainty or change in the market.

During the first three quarters of 2022, only Gestamp's strategic suppliers were included in the GoSupply risk monitoring system. A strategic supplier is one that requires a more exhaustive monitoring given the product and/or service they provide and their large invoicing amount.

In the final quarter, this supplier risk monitoring model was extended to include all Gestamp providers in the system, which now allows the company to evaluate suppliers by their company type.





QUALITY IN THE SUPPLY CHAIN

The quality of the components that Gestamp produce, mostly depends on the quality of the goods and services provided by the raw material and components suppliers. Therefore, Gestamp rates each of its suppliers in terms of quality on both a production and corporate level.

Each year, the company undertakes on-site audits of its suppliers in order to control and monitor their capacity to meet Gestamp's requirements and standards.

These audits are prioritised according to the supplier risk, which is evaluated using a risk matrix based on an internal model that complies with the IATF 16949 and VDA standards.

In 2022, 166 on-site supplier audits were conducted, 34% of which received the top rating (grade A), 56% earned an average rating with room for improvement (grade B) and 10% of which did not meet Gestamp's standards and were thus required to implement the relevant action plan.

Out of the suppliers that were audited on more than one occasion in the past two years, 46% obtained a better rating in the latest audit.

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SUSTAINABILITY IN THE SUPPLY CHAIN

The Ethical, Social and Environmental Requirements for Suppliers of Goods and Services, must be complied with by all Gestamp Group suppliers and their employees, as well as any subcontractors, regardless of the country in which they provide their services.

These requirements were updated in 2022 and cover the areas of human rights, labour standards, business ethics, environmental protection and safety, among others.

Ethical, Social and Environmental Requirements for Suppliers of Goods and Services

In addition, under the General Purchasing Terms, suppliers undertake to fulfil the UN Global Compact.

The quality audits assess ESG criteria while taking into account more in-depth aspects of the suppliers' environmental performance – such as legal compliance, environmental management systems and training – as well as human rights, occupational health and safety and anti-corruption and bribery policies.

Gestamp earned an A in the Supplier Engagement Rating given by CDP.

> Gestamp requires all the Group's suppliers to comply with strict ESG requirements,regardless of the country in which they develop their activity.

RESPONSIBLE PURCHASING OF RAW MATERIALS

In 2014, Gestamp implemented a Conflict Mineral Policy which obliges suppliers to act in accordance with laws on the responsible procurement of minerals, and to apply and undertake legally required investigations into minerals coming from conflict areas. If they find any impact caused by such minerals, suppliers must report on the affected minerals and carry out actions to find alternative sources of supply as soon as possible.

Conflict Mineral Policy

Gestamp follows the recommendations of the Responsible Minerals Initiative and the OECD Due Diligence Guidance for Responsible Supply Chains of Minerals from Conflict-Affected and High-Risk Areas. Through these actions, Gestamp aims to identify and assess the risks found along the supply chain by requesting that suppliers complete the Conflict Minerals Reporting Template (CMRT) for tin, tantalum, tungsten and gold, and the Extended Minerals Reporting Template (EMRT) for cobalt and mica. As such, when required by any stakeholder (mainly customers or regulatory authorities), Gestamp has access to all the information regarding their management.

TRANSITION TO THE NEW PURCHASING MODEL

During 2022, and as part of the company's new purchasing model, Gestamp began transitioning to a new purchasing system, SAP Ariba. All regions will be affected by this change, which is being implemented gradually and expected to be completed by the beginning of 2023, with 72% of the company having already completed the transition.

This global tool will help increase standardisation and give greater control over purchasing processes. In addition, this system will also be integrated into the GoSupply platform in order to ensure that supplier risk assessment criteria are considered when taking decisions.

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3.4 ESG Criteria Ratings

Gestamp participates in evaluations by a number of ESG rating agencies, achieving scores that are above the sector average.

These scores are of growing importance not just to investors, analysts and financial institutions, but also to customers, as they are a true reflection of the company's performance in sustainability.

S&P Global

Included in the Sustainability Year Book de 2022

64/100 (+6)

SUSTAINALYTICS
a Morningstar company

7th percentile in the auto components industry

6th percentile in the auto parts subindustry

ESG INDUSTRY TOP RATED

12.6 (+9.4)*
LOW RISK
* Lower score, lower risk level

V.E

7th position in the automotive sector (7/38)

58/100 (+5)
ROBUST LEVEL

CDP

Metal products manufacturing

A- CLIMATE
B- WATER
A SUPPLIER ENGAGEMENT

FTSE Russell

Automobiles % Parts - Auto Parts

Incluided in FTSE4Good Ibex (BME)

3.9/5 (+0.1)

ecovadis

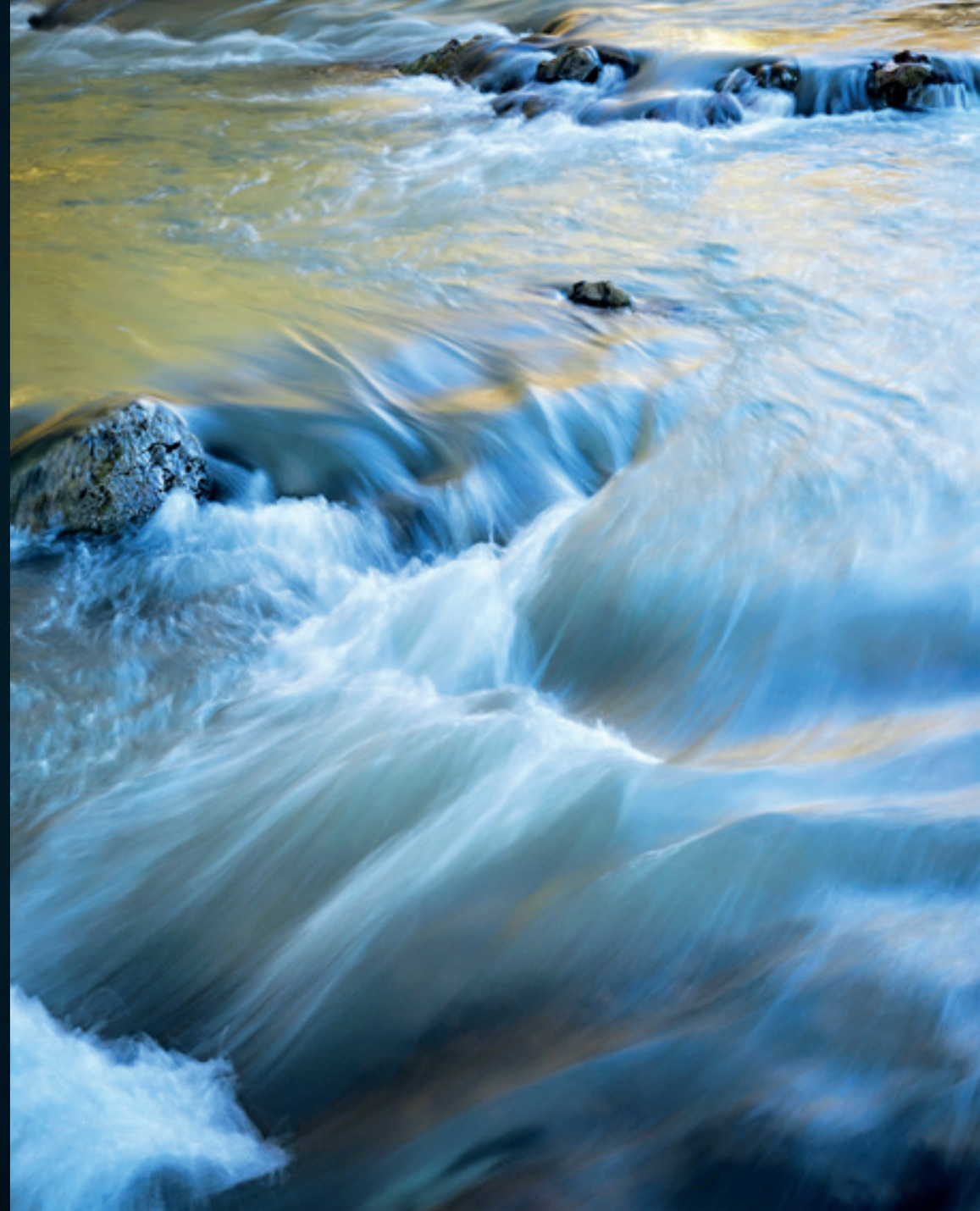
TOP 4% of the global metal supplier industry

Silver Medal

69/100 (+4)*
* By closing the audit this note has not been published

04. ENVIRONMENTAL

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4.1 Environmental Management

The environmental management carried out by Gestamp is comprehensive. Environmental criteria are applied at every stage of production, from the selection of suppliers and optimisation of raw materials to the management of the necessary energy consumed in manufacturing components and management of waste and of greenhouse gas emissions in the product usage stage.

Environmental policy and management

In order to control and minimise the environmental impact of its activity, Gestamp has established an Environmental Policy that requires the following from all its production centres:

- Implementation and maintenance of a certified Environmental Management System in accordance with international standards (ISO 14001 or EMAS).

- Quarterly reporting of the main environmental aspects through a management tool for monitoring environmental performance, identifying improvements and sharing the implementation of best practices. In this way, the data from all the production centres on water consumption, raw material consumption, waste management, waste production, energy consumption, environmental incidents and best practices is reported to Corporate, which audits it and carries out comprehensive monitoring of its evolution at each of the centres and for the Group as a whole, based on the following key indicators:

  - **WPI.** Waste Production Index
  - **WMI.** Waste Management Index
  - **WCI.** Water Consumption Index
  - **CO_2 EI.** CO_2 Emission Index



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Certifications and Human, Technical and Economic Resources

CERTIFICATIONS AND AUDITS

At 31 December 2022, 93% of the Group's plants were certified in accordance with the ISO 14001:2015 standard and/or EMAS. 4 new certifications were obtained during the year: Edscha Michigan, Edscha Chongqing, Gestamp Chattanooga and Gestamp Chelsea; and the Cannock plant, which had the certificate, has been closed.

Each plant is audited both externally and internally every year. In order to carry out internal audits, the Group encourages cross audits in which two specialists from two plants audit a third plant in order to share experiences, replicate solutions, propose improvements, etc. This project is currently implemented in plants in Spain, Portugal, Germany and Brazil.

Furthermore, internal audits have been carried out in all plants that are included in the scope of the Zero Waste certification.

In 2022, both internal and external on-site audits have resumed, after the break suffered due to the limitations imposed by COVID19.



RESOURCES EARMARKED FOR ENVIRONMENTAL PREVENTION: PEOPLE, PROVISIONS AND GUARANTEES

Gestamp has a professional team dedicated to complying with environmental requirements both at the corporate level and at each of the production plants. Environmental technicians report quarterly to the corporate team, who monitor and evaluate the indicators.

All investments in systems, equipment and facilities in relation to the protection and improvement of the environment, as well as any expenses incurred with regard to the protection and improvement of the environment are set out below:

	2020	2021	2022
Environmental investments (thousands of €)	5,036	4,520	5,046
Environmental expenses (thousands of €)	1,091	1,685	1,965

Regarding environmental risks, Gestamp makes financial provisions to cover their implementation. Additionally, the company has guarantees in the form of insurance that can cover the occurrence of environmental risks:

- Environmental Liability Insurance.
- Third-Party Liability Cover for Sudden and Accidental Pollution in the General Third-Party Liability policy.

During 2022, there has been no environmental incident that has affected the exterior surface of any plant, therefore the activation of the guarantees of the Environmental Liability Insurance that the Group has contracted has not been required.

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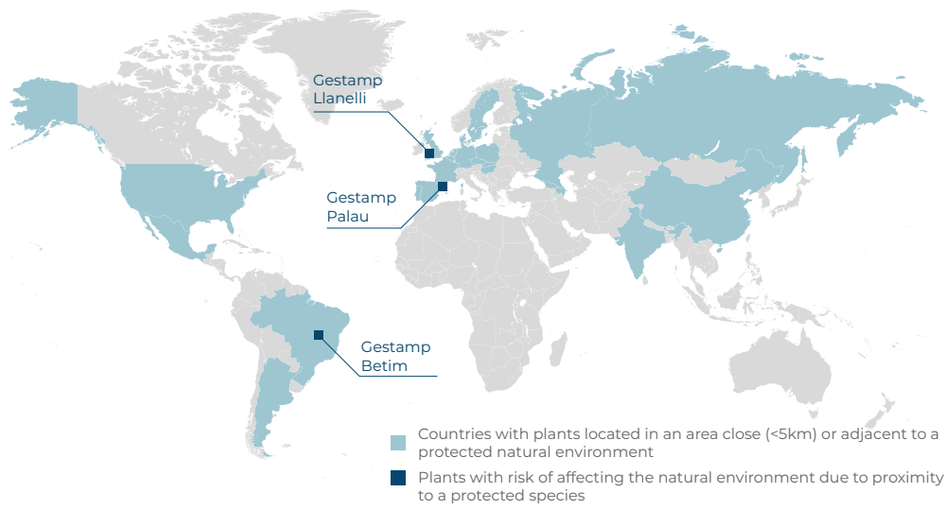
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Protected areas and biodiversity

All of Gestamp's production plants are located in urban and industrial areas.

In 2022, detailed analysis has continued to be conducted of the situation of the production centres in relation to nearby protected areas. The study concluded that, although 69% of the plants are located in an area close (<5km) or adjacent to a protected natural environment, given the characteristics of the production processes of Gestamp, the risk of affecting the natural environment is very low in 88% of these plants.



According to the internal risk assessment, the risk is considered to be high in plants with industrial surface treatment processes that release their waters into public waterways. Only 8 plants in the Group meet these conditions and, through internal audits, the necessary controls are carried out to ensure that they have implemented an accident/environmental incident prevention plan that minimises the occurrence of a possible event.

As a residual risk, Gestamp controls environmental noise and light pollution within the operational control of the environmental management system certified under ISO 14001 and/or EMAS.

These plants are located in Argentina, Brazil, China, Spain, France, Mexico and Portugal.

In parallel, as part of Gestamp's commitment to biodiversity protection, the company is voluntarily participating in two external initiatives:

European Commission EU Business @ Biodiversity Platform

For many years, Gestamp has worked with pioneering companies to develop tools that help integrate biodiversity into different business models which are currently in place. The work focuses on three main areas:

- Natural capital: helping integrate biodiversity into decisions of the company.
- Innovation for Biodiversity and Business: developing tools for assessment and sharing and identifying opportunities and best practices.
- Financial Institutions: forum for dialogue between financial institutions to integrate biodiversity and natural capital into trends in financial activities.

Participation in Nature Business Ambition

In 2022, Forética launched the business leadership initiative Nature Business Ambition in which Gestamp participates, in order to boost ambition, promote action and build alliances to help towards the recovery of nature and biodiversity as key factors in achieving a "Nature positive" planet by 2030:

forética | Nature Business Ambition

AMBITION

Boost ambition and enhancement of the commitment of participating companies

ACTION

Promote action by identifying business cases, trends and major tools to move towards a "Nature positive" world

ALLIANCES

Build alliances with the main national and international stakeholders to become a player of reference

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4.2 Circular Economy

Position on Circular Economy

Gestamp understands circularity as one of the key pillars of the company's sustainability, firstly because it helps reduce mineral extraction (mainly iron and aluminium), one of the greatest environmental impact points of the life cycle of Gestamp's product and therefore of its Scope 3, and secondly, because it enhances the optimisation of its waste management.

Gestamp promotes responsible practices, with 98% of its waste recycled, reused and valued.

Within the coexistence between the circular and linear economy models, Gestamp considers the purchase of steel with a high content of recycled material as a way to reduce its scope 3 emissions (emissions from the value chain), which make up approximately 95% of its total emissions, 76% if only the acquisition of goods and services (category 1 of scope 3) are considered.

In addition, green steel produced in an electric furnace mainly includes a higher percentage of recycled material, which means a significant reduction in CO_2 emissions.

Gestamp is currently facing significant challenges related to steel with a high content of recycled material and green steel: its availability is determined by the decarbonisation strategies and investments of the main suppliers, it involves an additional cost, and it requires approval to ensure the technical and quality requirements of its customers.

Similar difficulties are also encountered in the purchase of aluminium and other composite materials.

As part of its commitment to the circular economy and despite the challenges described, in recent years Gestamp has undertaken a series of measures and initiatives:

- **Agreement with ArcelorMittal** (2021) to start using 'XCarb' green steel certificates.
- **Partnership with ArcelorMittal** (2022) for the production and approval of low emission steel parts.
- Meetings with strategic suppliers to position itself as a major player in order to ensure the availability of green steel and steel with a high content of recycled material.
- Collaboration with customers to align with their expectations and requirements.

Although steel is the Group's main raw material, and most of the actions have been focused on this material, work is also in progress on signing agreements with aluminium suppliers to comply with the emission reduction and circularity requirements of customers, particularly projects related to battery boxes for electric vehicles.

Of note in 2022 was Gestamp's acquisition of 33.3% of the **Gescrap Group** specialised in metal recycling. With this transaction, Gestamp has taken a step further to promote circularity in its business model, promoting the use of its scrap in the production of low-emission steel.

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Gestamp in the vehicle life cycle

STAGES	PROCESSES	HOW DOES GESTAMP HELP?
 VEHICLE DESIGN AND DEVELOPMENT STAGE	▫ Design and choice of components. ▫ Vehicle life-cycle assessment.	Through the R&D departments and technological developments, in conjunction with suppliers, Gestamp offers solutions for reducing the weight of the parts the company manufacture, which is a key factor in reducing the emissions generated during a vehicle's useful life.
 MANUFACTURING STAGE	▫ Extraction and processing of raw materials. ▫ Production of vehicle components. ▫ Vehicle manufacturing.	Gestamp uses environmental and social criteria when selecting suppliers of raw materials and components. As automotive component suppliers, the company focuses on the following in carrying out its activities: - Optimising the consumption of raw materials and natural resources. - Optimising production processes and logistics. - Energy efficiency. - Seeking the best solution from an environmental perspective when managing waste.

ANALYSIS OF PRODUCT LIFE-CYCLE AS A STRATEGIC ELEMENT

In an environment where a common language becomes necessary when measuring the impact of a product on the environment and society, Gestamp is committed to life cycle assessment as a differentiating factor in the development of its parts. These analyses:

- Provide a global perspective of the complete life-cycle of products in the development phase.
- Make it possible to show the impact on use and end of useful life, which is decisive when co-designing a part.
- Help highlight and reliably quantify the Group's circular strategy.

Despite the fact that the analyses carried out to date have focused on the global warming potential (GWP) and on intermediate analyses of the product's life cycle (Cradle to Gate & Gate to Gate), Gestamp considers the possibility of including other categories of future environmental impact such as resource depletion and human and ecological toxicity, as well as promoting full product life cycle assessment.

In a pioneering way in the sector, a tool for measuring product carbon footprint (PCF) called "Green Tags" has been designed internally in the Chassis Division. This tool uses a scientific approach and corresponds exactly to the design and costs associated with the product, instead of using an estimate of them in the calculation as with other market tools.

This system makes it possible to extract the exact data from the "Chassis Business Case", such as the raw material used, the processes carried out, the logistics and the energy consumed, and calculates the CO_2 footprints for these inputs (Gate to Gate analysis). This quickly provides an initial accurate analysis of the carbon footprint in the entire product portfolio of this division.

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Sustainable use of resources



WATER

Water is a limited natural resource for which Gestamp has savings and efficiency plans.

Water consumption at the production plants is predominantly for domestic use. At plants where surface treatment processes take place, such as painting or galvanising parts, or hydroforming processes, there is an industrial use of water. Only 29% of the Group's centres have such a process.

To monitor the development of water consumption, we use the Water Consumption Index, WCI, which measures the m3 of consumed water/€100,000 of added value. The significant variation experienced in this index depends on the part being painted, which directly relates to the projects being worked on with the customer at any given time.

The painting of skin parts, which will eventually be placed on the outside of vehicles, involves certain quality requirements that make it essential to frequently change the baths on the cataphoresis lines. As such, there is a considerable increase in water consumption. Conversely, the baths can be reused in the treatment of structural parts, which entails a low water consumption and a reduction in the WCI.

During2022, activity has recovered after the hiatus caused by the COVID-19 crisis in 2020 and chips in 2021, thus increasing both water consumption and added value. However, water consumption increased at a lower rate than added value as a result of the saving measures implemented in the production centres and, thus, Gestamp has achieved a reduction in the Water Consumption Index.

Water consumption according to the source (m^3)	2020	2021	2022
Public Network	1,329,641	1,383,704	1,584,713
Surface Water	240	241	240
Underground Water	244,504	255,162	206,835
Total	**1,574,385**	**1,639,107**	**1,791,788**

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Although currently it cannot provide global data on discharge that includes all its centres, it estimates that 10% of water consumption evaporates in production processes and other losses, so 90% of water consumption would be considered as discharge.

Most of the plants discharge in a controlled way into the sewer system where adequate treatment is received through wastewater treatment plants.

In addition, very strict controls are applied to ensure that the quality of the water discharge is sufficient to meet all legal requirements in accordance with the applicable regulatory laws depending on the country and to minimise any possible impact. Specifically, all plants with painting lines have physical-chemical treatment for wastewater.

Water consumption in water stress areas (m^3)	Reference level*	2021	2022
India	Extremely high	41,502	79,477
Mexico	High	139,463	138,638
Portugal	High	24,566	29,628
Spain	High	202,418	207,490
Total		**407,948**	**455,233**
% of total consumption		**25%**	**25%**

* The National Water Stress Rankings of the World Resources Institute (2019) were taken as a reference.

Gestamp is implementing water monitoring systems to reduce its consumption and promote its recirculation and recycling in plants with production processes with intensive use of water and in regions with water stress:

- In plants with processes such as hydroforming or painting parts, through, for example, closed circuit systems in which water is reused for long periods of time.
- In regions where the risk of water stress is high, through water recycling systems, such as the case of the Chennai plant, India, where they use 41 m3 of treated water per day in the water treatment plant for gardening purposes.

Water Consumption Index Evolution	2020	2021	2022
Water Consumption Index (m^3 of water consumed /100,000 euros of added value)	61	59	54

In addition, since 2015, it has been completed the CDP Water Disclosure questionnaire, specifically on water issues, publicly disclosing the water footprint and providing information on the different aspects in managing this resource. The rating obtained in the CDP Water 2022 was “B-”, in line with the score for companies in the Metal Sector.

CDP B-

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RAW MATERIALS

The manufacture of Gestamp parts requires the use of raw materials (steel, non-ferrous metals) and auxiliary materials (wire, welding gases, oils, etc.).

Raw materials represent approximately 44% of the Group's sales in the last three years, and steel represents around 91% of raw material purchases. In 2022, approximately 60.2% of the steel purchased in the Group was purchased through vehicle manufacturers' resale programmes, i.e. the manufacturer directly negotiates the price of the steel used to manufacture its parts with the steel suppliers.

Furthermore, plants are constantly working on the characteristics of the procured materials, striving to gradually improve the way they are used, replacing oils and toxic or hazardous chemicals with other, less hazardous products or products that have a lower impact on the environment or human health.

Steel and aluminium are the most commonly used raw materials in the production processes, representing a weight of 96% and 3% respectively, in relation to the total materials consumed. Gestamp is working to reduce all this consumption by identifying and implementing good practices.

To a lesser extent, representing 1% of total consumables, products such as oil, paint and chemical products required as auxiliary materials are used in the production activities in the plants.

Efficiency in processes, quality, product and tool design are fundamental in order to optimise and reduce raw material consumption. Therefore, Gestamp monitors all of this every quarter by means of different management systems of the Group controlled by the plants, divisions and corporate from different perspectives, in addition to the environmental perspective, such as the areas of finance, purchasing, quality and the technical office, with the ultimate goal of achieving operational excellence.

Consumption of Raw Materials and Procured Materials (% Tn)	2020	2021	2022
Steel	96%	97%	96%
Aluminium	3%	2%	3%
Other procured materials:	1%	1%	1%
Paint	0.08%	0.05%	0.05%
Oil	0.06%	0.05%	0.06%
Binder agent	0.08%	0.09%	0.03%
Welding wire	0.27%	0.26%	0.19%
Electrodes	0.01%	0.01%	0.01%
Chemical products	0.09%	0.09%	0.06%
Welding gases	0.41%	0.44%	0.60%

Steel consumption per region (Tn)	2020	2021	2022
Europe	1,737,760	1,485,081	1,540,072
North America	533,873	1,112,524*	541,567
South America	214,775	250,737	282,541
Asia	233,415	188,349	274,452
Total	**2,719,823**	**3,036,691**	**2,638,632**

* The inter-annual variation in the case of North America is due to a rectification in the 2022 calculation system. The trend of the years prior to 2021 is maintained.

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Waste management

In 2022, a total of 51,016 tonnes of waste was generated, not including scrap metal. 26,982 tonnes represented non-hazardous waste and 24,034 tonnes hazardous waste.

Of the total of non-hazardous waste, 95% corresponded to scrap metal. Scrap metal is a waste product that is 100% recyclable. Its reintroduction into the steel production process contributes to closing its life-cycle in accordance with the circular economy model.

Types of waste generated (Tn)	2020	2021	2022
Hazardous Waste	32,993	23,289	24,034
Non-Hazardous Waste	21,585	23,222	26,982
Scrap	927,340	998,309	959,696
Total	**981,918**	**1,044,820**	**1,010,712**

NON-HAZARDOUS WASTE

The most frequently generated non-hazardous waste categories are wood, solid urban waste and paper/cardboard:

	2020	2021	2022	
Type of waste (%)	%	%	%	Tn
Wood	37%	33%	31%	8,467
Solid urban waste	24%	25%	25%	6,803
Paper/cardboard	12%	13%	11%	3,069
Non-hazardous sludge	3%	4%	4%	1,122
Other non-hazardous metals	5%	12%	12%	3,098
Other non-hazardous waste	4%	8%	2%	537
Plastic containers	3%	3%	3%	906
Non-hazardous oil	13%	2%	2%	391
Process furnace waste			1%	52
Inert waste			9%	2,538

HAZARDOUS WASTE

In the hazardous waste category, the most frequently generated type is contaminated water, sludge, used oils and contaminated materials (cloths and gloves stained mainly with oil).

	2020	2021	2022	
Type of hazardous waste	%	%	%	Tn*
Polluted water	73%	69%	74%	17,833
Used oil		8%	4%	1,063
Sludge	6%	8%	8%	1,903
Other waste	4%	6%	1%	350
Contaminated material	2%	3%	3%	786
Used oil filters	0%	0%	0%	36
Blasting dust	2%	2%	2%	421
Cutting oil	0%	1%	3%	664
Welding powder	1%	1%	1%	137
Contaminated packaging	0%	1%	1%	171
Chemical products			1%	326
Others	1%	1%	1%	341*
Electronic and electrical devices	0.3%	0.2%	0.2%	67
Mastics	0.2%	0.4%	0.4%	132
Welding filters	0.2%	0.1%	0.1%	41
Toner	0.04%	0.07%	0.01%	2
Solvents	0.05%	0.1%	0.2%	63
Medical waste	0.01%	0.02%	0.05%	14
Fluorescents	0.01%	0.02%	0.01%	7
Batteries	0.03%	0.1%	0.01%	7
Aerosol sprays			0.02%	8

* Due to rounding of decimals, the sum of tonnes generated by category and the total sum of tonnes may not be exact. There are additional breakdowns for the category Others that have not been included because they are not relevant in magnitude, so the total amount of tonnes broken down shown in the table is lower than that reported in the consolidated figures.

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Gestamp works to reduce this waste at the plant; in particular for wastewater, of note is the following practice that was carried out in 2022:

SUSTAINABLE WATER MANAGEMENT: REDUCTION OF THE POLLUTANT LOAD OF CLEANING WATER

The Gestamp Tool Hardening plant has managed to reduce the pollutant load of cleaning water of the plant for its subsequent incorporation in the water cycle.

Since soil cleaning water is the main waste generated by the plant and considering the difficulty in managing the pollutant load, GTH carried out, with the help of the competent authority, a project to reduce the pollutant load of soil cleaning water and allow management through the existing separator, which already treated other process water.

Relevant milestones:

- Correct settling and filtering of solid particles, avoiding their entry in the separator.
- Structural adaptation of the separator to ensure its correct maintenance.
- Search for the pumping system that does not generate emulsion.
- Testing of cleaning products that respects the phases of the pollutants.
- Ensure that products used in production do not interfere.

Benefits of implementation:

- Minimisation in the generation of waste of more than 30 tonnes/year, which will allow GTH to be classified as a small waste producer, with 100% internal management of it.
- Less space needed for storage, allowing a reorganisation of the warehouse.
- Reduction in authorised manager trips to the facilities by >83%.

PLASTICS

During 2022, Gestamp collected 906 tons of plastic containers, of which 83% is recycled and 4% is sent to energy recovery treatments, the other alternatives being, for example, sending to a landfill, the last of the recycling options of final destination for this waste with only 13%.

WASTE-RELATED INDEXES

Group-wide, the company work with two indexes that show the trends in waste generation and management. During 2022, as a consequence of the recovery of the business after the fall caused in 2020 by the COVID crisis and in 2021 by the chip crisis, the added value has increased to a greater extent than the waste production, therefore the index Waste production has decreased compared to the previous year. However, the general price rise in waste management costs prevents the Waste Management Index from decreasing to the same extent.

Waste Production Index Evolution	2020	2021	2022
Waste Production Index (tonne of waste/€1,000 million euros of added value)	21	17	15*

* Since the added value has increased (11%) compared to last year, and maintaining the trend in the generation of total waste, the reduction in the index becomes more notable.

Waste Management Index Evolution	2020	2021	2022
Waste Management Index (cost of waste management in thousands of euros/€10 million euros of added value)	19	19	19

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Final destination of waste and Zero Waste Certification

In 2022, Gestamp continued to maintain the AENOR Zero Waste certification which it obtained in 2021, highlighting its Circular Economy model, capable of reintroducing the waste it generates back into the value chain.

The Zero Waste Regulation takes into account two types of certifications:

- **Zero Waste.** Recovery of more than 90% of waste (excluding scrap metal)
- **Towards Zero Waste.** Recovery of more than 60% of waste (not taking scrap metal into account)

The verification, which has been carried out online and in person at all the plants within the certification perimeter in India and Brazil, has proven that the waste management systems of 63% of the Group's plants meet the requirements for the existence of complete traceability of waste. This monitoring includes, from its generation to its delivery to a manager for its recovery, ensuring the non-existence of waste with final destination to landfills and verification of the legal requirements associated with the waste management process.

Out of the percentage of verified plants, 15% obtained the Zero Waste certification (more than 90% of waste) and the remaining 48% meet the requirements for Towards Zero Waste (more than 60%).

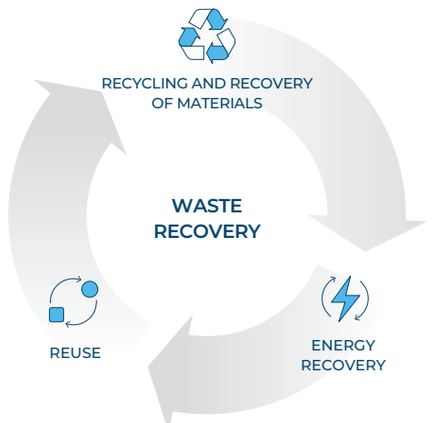
The follow-up audits also highlighted the high level of collaboration and involvement of all participating staff in the process of implementing the scheme, the tidiness and cleanliness of the waste storage areas in all the plants audited, and the integration of some specific requirements of the Zero Waste Management System into the ISO 14001 Environmental Management Systems.

	2020	2021	2022	
Final Destination of Waste *	%	%	%	Tn
Recycling	98%	98%	98%	681,096
Reuse	0.3%	0.2%	0.2%	950
Landfill	0.6%	0.8%	0.5%	2,826
Energy recovery	0.3%	0.3%	0.5%	2,665
Other	1.4%	0.7%	0.8%	4,231

If scrap is included in these percentages, it is achieved that 98% of the total waste has recycling, reuse or energy recovery as its final destination.

* Includes scrap. Plants within the scope of the "0 waxte" and "towards 0 waste" certification (77% of plants included in the scope for environmental indicators).

Gestamp maintains
AENOR Zero Waste certification,obtained in 2021.



Recycling and recovering of materials	
Scrap	100%
Inert residues	98%
Hazarous used oils	93%
Paper and carton	90%

Energy Recovery	
Chemicals	69%
Polluted material	63%
Solvents/thinners	60%
Adhesives/mastics	26%

Reuse	
Other non hazarous metals	30%

ZERO WASTE

16 PLANTS

98% SCRAP
100% Recycling and material recovery

2% OTHER WASTE
>90% Recycling and material recovery

MOVING TOWARDS ZERO WASTE

51 PLANTS

98% SCRAP
100% Recycling and material recovery

2% OTHER WASTE
>60% Recycling and material recovery

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4.3 Climate Change

For Gestamp, Climate Change is one of the biggest global challenges currently faced by humanity, however it is also a source of great opportunities which call for innovative solutions, investment and new commitments in the short, medium and long term.

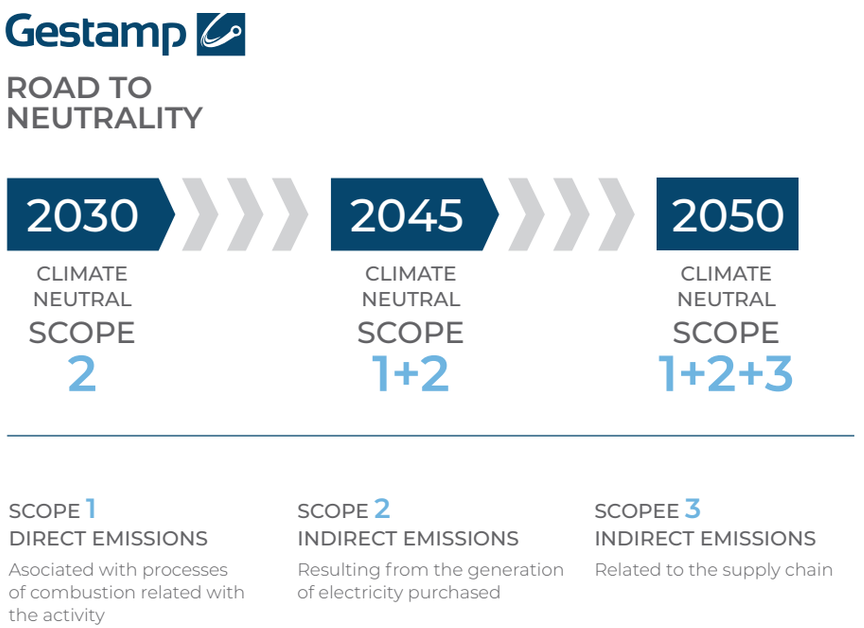
Gestamp tackles the challenge of sustainable mobility and the sector decarbonization while understanding that all agents in the value chain must be involved and work together in order to build alliances to achieve common and more ambitious goals.

In 2020, Gestamp announced emission reduction targets for 2030 validated by SBTi: reduction of 30% of scope 1 and 2 emissions and reduction of 22% of scope 3 emissions (base year 2018).

In 2022, Gestamp has worked on a new strategy to fight against Climate Change as required by regulations, such as the EU target to become climate-neutral by 2050 and the GHG reduction targets set by its customers.

To define this strategy:

- A multidisciplinary working group led by ESG Management has been set up in which the Environmental, Purchasing, Energy Efficiency, Commercial and Operations departments have been involved.
- The targets and timeframes for neutrality of automotive manufacturers and their requirements regarding greenhouse gas reduction in production processes have been analysed.
- The most intensive sources of emissions have been studied in depth for all production plants, by both type of facility and type of fuel.
- The feasibility of establishing emission reduction measures for the 3 scopes over time has been analysed in both technical and economic terms.



These commitments to neutrality are combined with a detailed decarbonization road map with intermediate targets for both scope 1 and scope 2 for 2025 and 2030.

In 2023 the company will reinforced measures focused on the reduction of scope 3 emissions, indirect emissions with less control capacity.

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Contribution to the decarbonization of vehicles through their lifespan

For many years Gestamp has contributed to emission reductions of vehicles by making their parts lighter, leading to an increase in fuel efficiency consumption and therefore reducing CO_2 emissions. To this end, the R&D department includes an analysis of the carbon footprint of the parts and the impact within the vehicle's lifecycle.

Furthermore, Gestamp helps its clients in the challenge of electrifying the sector and their transition to electric vehicles by offering technological solutions that enhance autonomy and safety. (See Innovation chapter)

In accordance with the recommendations provided by the Task Force on Climate-Related Financial Disclosures (TCFD) working group, and becoming a **supporter** of the initiative in 2022, Gestamp has worked on climate change-related disclosure in its four topic areas: governance, strategy, risk management and metrics and targets.

Gestamp has an A- score in the international Carbon Disclosure Project (CDP) initiative.

CDP A-

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Governance

Gestamp consider climate change as a challenge that must be addressed at the highest level within the company. To this end, it boasts governing bodies which are responsible for promoting, approving and monitoring Climate Change risks and opportunities analysis as well as the climate change mitigation and adaptation strategy within the Group..

Board of Directors

Sustainability Committee

ESG Committee

ESG Corporate Department

Climate Change working group

- **Board of Directors-** responsible for the supervision and control of the sustainability strategy of the Group which comprises all climate-related matters.

  -**Sustainability Committee-** set up within the Board of Directors and made up of members of this board. Its functions involve proposing, reviewing and assessing the ESG strategy, which includes climate change-related matters, and submitting this strategy to the Board of Directors.

- **ESG Committee-** made up of the Executive Chairman and members of the Senior Management of the Group, its main role is to approve ESG goals, including decarbonization goals upon submission to the Board of Directors, as well as monitoring the various action plans.

- **ESG Corporate Department-** reporting directly to the Executive Chairman of Gestamp since 2022, this is the department responsible for defining the ambition of Gestamp's decarbonization strategy and ensuring that it is in line with the expectations of customers, regulators, investors and society in general.

- **Climate Change working group-** set up in 2022 and made up of experts from the Environmental, Energy Efficiency, Operations, Purchasing and Commercial departments. This is an operational working group led by ESG Management which is responsible for defining the emission reduction targets and measures of the company in response to climate change risks and opportunities.



Given the size, complexity of the operating structure of the Gestamp Group and the importance of ESG matters, organisational functions are required within the Group to coordinate and manage activities related to climate change in all companies, business divisions and regions of the Group.

- **Corporate Environmental Department-** this is the function responsible for controlling the achievement of environmental objectives and collecting the main indicators from plants such as energy consumption, water consumption, raw materials and waste production every quarter; and calculating the carbon footprint of the whole Group.

- **Energy Efficiency Department-** controls the real-time energy consumption of the main plants of the Group using a tool developed by an external company.

- **Corporate Purchasing Department-** responsible for setting up the renewable energy purchasing strategy, which is key to achieving the scope 2 emission reduction targets.

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Strategy



The automotive and components manufacturing sector is faced with a great deal of climate challenges as a result of the Paris Agreement; at a European level the climate-neutral targets for 2050 set out by the European Green Deal; the Fit for 55 package of measures to reduce emissions by at least 55% by 2030; the ban on manufacturing combustion-engine cars from 2035; and the Nationally Determined Contributions (NDC) of various countries.

Furthermore, these regulatory frameworks highlight the need to proceed with a fair transition model, endeavouring to not leave anyone behind.

In addition, climate change gives rise to an increase in temperatures and extreme weather phenomena, as well as loss of resources, which must be taken into account by companies in the industry in order to mitigate their impact.

Gestamp considers climate change risk in the Corporate Risk Map and it also carries out a specific analysis on Climate Change risks and opportunities affecting business in order to:

- Anticipate and adapt to the climatic risks that affect business, as well as take advantage of the opportunities it may offer.
- Measure the financial impacts of climate change according to different scenarios and possible futures.

As a result of the study, the following risks and opportunities have been identified:

	DESCRIPTION OF THE RISK	TIMEFRAME	FINANCIAL IMPACT	DESCRIPTION OF THE IMPACT OF THE RISK	RISK MANAGEMENT
PHYSICAL RISKS					
Acute	Increase in severity of extreme weather phenomena, such as cyclones and floods	Current	Medium	Extreme climatic phenomena in own factories that may bring production to a halt or cause damages in the facilities.	Although the probability of occurrence is low, Gestamp has several contingency plans and central and local action plans in place to mitigate risks posed by natural disasters, including emergency and evacuation plans as well as insurance cover which includes natural catastrophes.
Chronic	Changes in rainfall patterns and extreme variability in weather patterns	Long Term	High	Critical water stress in areas of operation affecting the communities where it operates.	According to the water stress map published by the World Resources Institute, 37% of the Group is located in countries with high water stress and 25% is found in countries with medium water stress. In order to prevent scarcity of water in the local communities where Gestamp carries out its activity, it works to monitor its consumption and establishes measures to reduce this.
Chronic	Longer seasonal periods and higher temperatures	Current	Medium	Increase in the outdoor ambient temperature that may have an impact on the indoor temperature of the plants.	Studies are being conducted on the behaviour of the indoor air of the facilities in order to allocate resources in the most efficient way possible.

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	DESCRIPTION OF THE RISK	TIMEFRAME	FINANCIAL IMPACT	DESCRIPTION OF THE IMPACT OF THE RISK	RISK MANAGEMENT
TRANSITION RISKS					
Market	Uncertainty in market signals.	Current	High	Increased emission requirements from customers due to market changes	The R&D departments at Gestamp co-develop new technological and product solutions with customers which reduce emissions during the manufacture and life of vehicles.
Technological	Costs of transitioning to a technology with lower emissions.	Short Term	High	Uncertainty about technology leading to lower sales	As a result of the electrification strategy from customers in response to the regulations, new business opportunities have arisen for Gestamp, offering new products and solutions to make electric vehicles lighter.
TRANSITION OPPORTUNITIES					
Efficiency of resources	Use of more efficient production and distribution processes	Current	High	New measures that encourage energy saving in plants as a result of the regulatory pressure exerted by the EU regarding energy efficiency	The energy efficiency department has implemented a programme responsible for monitoring the individual consumption of the machinery in plants so that, once the results have been analysed and the best practices identified have been taken into account, improvements can be introduced across the Group as well as associated objectives.
Products and services	Development of new products or services by means of R&D and innovation	Current	Medium	New solutions and lines of business resulting from the development of electric vehicles	Gestamp has set up a business unit exclusively devoted to electric vehicle batteries in order to centralize efforts and address any challenges and opportunities that arise.
	Development and/or expansion of low-emission goods and services	Current	Medium	Improved positioning with regard to competitors, demonstrating an ESG commitment	In 2022 Gestamp has approved its climate-neutral by 2050 strategy (see above) while establishing, in addition to other measures, a change of machinery plan and a renewable energy purchasing strategy. Furthermore, in 2020 it validated its emission reduction targets in accordance with the SBT initiative.
	Development and/or expansion of low-emission goods and services	Current	Medium	Expansion of the business owing to the positioning of the company and technological competitiveness	Gestamp, thanks to the progress of the R&D department, has become a leader in hot stamping technologies, which together with its experience in multi-material solutions, offers innovative alternatives with components being made lighter. In addition, the real-time digital connection of facilities enables flexible and accurate decision-making.

For further information about the study, please consult the 2022 Climate Change report on the Carbon Disclosure Project platform **(www.cdp.net)**

Additionally, in 2022 work began on a climate scenario analysis which will end in 2023, and this will not only make it possible to identify the main current and future risks, but also to assess any potential changes and impacts that may result in different assets and geographies. These climate scenarios will come in useful for defining mitigation and adaptation actions for the impacts identified.

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Risk management

Gestamp boasts a Integrated Risk Management System (IRMS) whose aim is to ensure that financial and non-financial risks are identified, assessed and managed so that they do not have a negative effect on the achievement of the organisation's objectives or on its reputation.

The Corporate Risk Map considers climate change risk from two different perspectives: personal injury and/or damage to property due to extraordinary events brought about by the impact of climate change, and negative impacts caused by an insufficient or inadequate response being given to the expectations of the main stakeholders in relation to climate change. (Please see the Risk Management section).

Once the climate risks and opportunities have been identified, they are assessed according to a set of specific criteria for risks (intensity of the impact, duration and reversibility of the impact and potential for adaptation to the risk) and for opportunities (level of maturity, implementation cost and savings or income from the opportunity).

The climate risks identified in the various areas of the company influence the overall strategy of Gestamp and are included in the overall risk management, with measures being established to manage these risks as follows:

- **Products and services:** Gestamp has boasted a strategy for products and services related to climate change since electric vehicles entered the market. For the rolling out of electric vehicles, in 2018 Gestamp set up a new business unit devoted to electric vehicles whose task is to develop the best solutions to adapt its products to the new technical demands of electric cars.

- **Value chain:** The company's processes regarding supply chain consider 2 key lines: 1) Participation in working groups together with customers to seek projects that guarantee CO_2 emission reductions throughout the useful life of vehicles. 2) Collaborate with suppliers to align with the scope 3 reduction targets and achieve a supply chain with a lower climate footprint.

  One example of this is the agreement signed with ArcelorMittal to acquire XCarb® green steel certificates, therefore becoming the first Tier 1 supplier in the automotive sector to offer its customers the possibility to reduce their scope 3 emissions. In addition, this allows Gestamp to reduce its CO_2 impact by contributing to the decarbonization of its supply chain.

- **Investment in R&D:** Customers seek lighter parts which allow them to lower the weight of end vehicles so as to be able to reduce emissions per km. In this respect, the task of the R&D Department is to develop innovative solutions that make it possible to lower the weight of parts in order to reduce the end weight of vehicles, consequently reducing fuel consumption and therefore releasing less CO_2 emissions to the atmosphere.

- **Operations:** In 2022 Gestamp has defined a road map to reduce its scope 1 and 2 emissions in line with the provisions of the Paris Agreement and the requirements of its customers. These measures include energy efficiency actions (please see section 4.2.4 for more details) to reduce the consumption and electrification of its facilities. In this vein, Gestamp boasts a renewable energy supply strategy by means of three channels:

  - **Signing of long-term renewable energy supply agreements, PPAs** (power purchase agreements). In this respect, as a result of the agreement signed with Naturgy, in 2022 Gestamp became the first company in the Spanish automotive sector to operate with electricity generated entirely from renewable sources. Likewise, in 2022 Gestamp has signed another agreement with Brazilian company Cemig so that the electricity used at its plants in Brazil comes from renewable sources. Furthermore, at the Gestamp Etem plant a ten-year agreement was signed with Bulgarian company Elnova for the yearly supply of 4 GWh of renewable solar energy.

  - **Purchase of Renewable Energy Certificates (EACs).** In 2022, production plants in the United Kingdom, the Nitra plant in Slovakia and Hardtech in Sweden have used green energy with guarantees of origin, while in Poland the power company made green certificates available. Renewable energy certificates were also purchased for part of the consumption in Germany, the Czech Republic, China, Mexico and the USA.

  - **Self-consumption of energy.** In 2022, 6 GWh of solar photovoltaic energy was consumed and two new projects were commissioned. In addition, work has been ongoing on the installation of 20 additional projects that are expected to be commissioned during 2023, which will enable a considerable increase in self-consumption.

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Metrics and objectives

Since 2006 the company has monitored the carbon footprint of all production centres corporation-wide every quarter. Each plant reports its energy consumption levels in a database and, based on this information, the carbon footprint of each centre and the overall footprint are calculated according to GHG Protocol and IPCC recommendations.

ENERGY CONSUMPTION

All Gestamp production processes need a source of energy in order to ensure production. Therefore, the different sources of energy consumed at the facilities the Group are comprehensively tracked: Electricity, natural gas, diesel oil and LPG.

The distribution of energy consumption globally is divided into 56% electricity, 39% natural gas and 5% other fuels.

Energy consumption by fuel type (GJ)	2020	2021	2022
Electricity	3,578,762	3,762,902	3,977,471
Natural gas	2,187,052	2,604,914	2,358,550
LPG	220,054	282,400	335,083
Diesel	32,280	26,342	25,985
Total of Energy consumption	**6,018,148**	**6,676,588**	**6,697,089**
Renewable energy consumption*	**-**	**347,915**	**1,329,133**
% of total consumption	**-**	**5%**	**20%**

*Renewable energy consumption data is obtained from the purchasing department. See the reason for the increase in renewable consumption in the CO_2 emissions index.

Electricity is the main type of energy consumed by the Group, given that its plants use electricity as an energy source for most of the production processes, and also to power the facilities. Natural gas is used mainly for air conditioning in buildings, so consumption is usually seasonal. In addition, some production plants use it in processes like hot stamping and in painting lines. The other fuel types are linked primarily to the fleet of forklifts at the plants.

GHG EMISSIONS

In recent years, despite the increase in production plants and the introduction of hot stamping, technology that is more intensive in the use of energy, Gestamp has managed to reduce CO_2 emissions (in relative terms) thanks to improved environmental management and process improvement.

Greenhouse gas emission ($TnCO_2eq$)	2020	2021	2022	% of total emissions
Direct Emissions: Scope 1	**223,155**	**209,106**	**197,907**	**2.2%**
Natural gas	148,764	176,003	**159,268**	**1.7%**
LPG	19,402	21,913	**25,776**	**0.3%**
Diesel	51,323	9,540	**9,816**	**0.1%**
Indirect Emissions: Scope 2	**389,911**	**356,500**	**297,789**	**3.3%**
Indirect Emissions: Scope 3	**8,581,475**	**9,674,616**	**8,633,929**	**94.5%**
Category 1 - Purchased goods and services	6,678,513	7,559,053	6,578,857	**72.1%**
Category 2 - Capital goods	314,417	218,778	281,975	**3.1%**
Category 3 - Energy-related activities	143,967	158,479	156,888	**1.7%**
Category 4 - Upstream transportation and distribution	124,994	136,646	161,496	**1.8%**
Category 5 - Waste generated in operations	22,933	26,300	27,527	**0.3%**
Category 6 - Business travel	11,371	11,430	16,496	**0.2%**
Category 7 - Employee commuting	20,183	31,988	35,177	**0.4%**
Category 8 - Upstream leased assets	39,959	44,147	42,493	**0.5%**
Category 9 - Downstream transportation and distribution	0	0	0	**0%**
Category 10 - Processing of sold products	0	0	0	**0%**
Category 11 - Use of sold products	0	0	0	**0%**
Category 12 - End-of-life treatment of sold products	1,191,883	1,445,465	1,293,325	**14.2%**
Category 13 - Downstream leased assets	0	0	0	**0%**
Category 14 - Franchises	0	0	0	**0%**
Category 15 - Investments	33,254	42,330	39,695	**0.4%**
Total emissions Scope 1 + 2 + 3	**9,194,540**	**10,240,222**	**9,129,625**	**100%**

* Scope 2 calculated according to the market based method. Using the location based method would be 364,596 tCO_2.
DEFRA factors used. The % always refer to total emissions, so they do not have to add up to 100 as a whole.
In the breakdown of Scope 1 into the different fuel types, only the main fuels are taken into account. There are other sources of Scope 1 emissions that are taken into account in the total but are not disaggregated.

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Internally, the CO_2 Emissions Index (defined as tCO_2 Scope 1 and 2/€100,000 AV) is used as a tool to assess the Group level performance in terms of emissions. During 2022, a reduction in this index has been achieved thanks to the implementation of energy efficiency measures and the contracting of energy from renewable sources, which have made it possible to reduce emissions despite the recovery of the business after the hiatus caused by the Covid-19 crisis in 2020 and the chip crisis in 2021.

Evolution of the CO_2 Emission Index	2020	2021	2022
CO_2 Emission Index (tonnes of CO_2 emissions/EUR 100,000 of added value)	24	21	15

Since the added value has increased (11%) compared to last year, and the trend in energy consumption has been maintained, the reduction in the index becomes more notable.

Other significant emissions into the air

SO_2 and NOx Emissions (Tn)	2020	2021	2022
SO_2 Emissions	2.0	1.9	1.97
NOx Emissions	267.9	322.4	308.78

Both SO_2 and NOx emissions come from Natural Gas, LPG or Diesel combustion and will gradually decrease as the Group stops using fossil fuels in accordance with its commitment to reduce emission.

VOC emissions are produced as a result of solvent use.

VOC's Emissions (Tn)	2020	2021	2022
VOC's Emissions	203	210	223

ENERGY EFFICIENCY

Gestamp is committed to reducing emissions and consumption in all the production plants of the Group. In terms of Energy Efficiency, in the last years a global initiative has been launched to optimize and reduce de energy consumption and to be environmentally responsible. Each production plant is working individually and together with other plants in order to implement measures to rationalize the consumption and to make sure all of the technologies and equipment are working in the most efficient way from an energy point of view.

The commitment to emissions reduction, to environment, to equipment performance optimization and to operational excellence drive this initiative within Gestamp Group. The Energy Efficiency project aimed at making improvements through several areas:

- Analysis of consumption and knowledge of the energy performance of the individual facilities
- Study of good practices implemented in the Group
- Research into new improvement channels
- Sharing of all acquired knowledge
- Setting of aims and the involvement of all organisational levels of the company

To achieve those aims, the instantaneous consumption of electricity and gas of the equipment are monitored in order to create a model of its performance. Based on those consumption patterns, algorithms to identify quantify and notify of deviations are created.

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RESULTS ACHIEVED IN 2022

In 2022, over 43 plants formed part of the Energy Efficiency initiative. A total of 16% of the plants included in this scope were certified under the energy management system standard ISO 50001. For the remaining plants included in the initiative, it is worth saying that the strategy used regarding energy efficiency is based on the requirements from ISO 50001 guidelines.

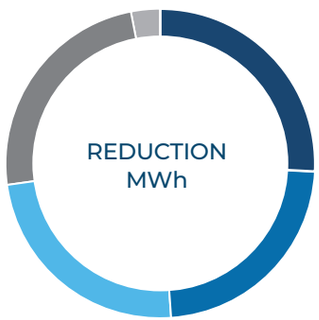
Specific Energy Efficiency measures were identified and implemented at each of these plants to optimise the functioning of equipment and to reduce its electricity and natural gas consumption. These measures enabled the Group to achieve a reduction of almost 19 GWh in 2022.

In 2023, Gestamp will continue to consolidate the initiative, achieving a high degree of maturity at the European plants and implementing improvements at the North American and Asian plants

2022 Figures	
43 plants involved	1.3 Million € invested
107 improvement measures implemented	Return on investment period: around 2.6 years.
Reduction of 6,611 Tonnes of CO_2	>40% have required no investment

The consumption reductions achieved in 2022 are summarised in the following table:

Electricity	Gas	Total
14.6,93 MWh	4,343 MWh	19,036 MWh



Breakdown of measures by type (%)

- 26% Compressed air
- 23% Gas usage
- 24% New technologies
- 24% Non essential power consuption
- 3% Technological development

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Types and examples of measures undertaken

Type of energy efficiency measure	Number of measures	MWh saved	Tn CO_2 emissions avoided	Examples
Compressed air	20	5,006	1,931	Gestamp Puebla (Mexico) conducted compressed air leaks audits to identify air leaks using ultrasonic leak detector. The tagged air leaks were repaired with the help of the maintenance team, which has resulted in an annual reduction of 512 MWh.
Gas usage	10	4,343	883	Gestamp Louny (Czech Republic) has implemented furnace temperature reduction during the standby period and weekends from 930°C to 600°C to reduce unessential natural gas consumption in the hot stamping furnaces. Continuous follow-up of temperature reduction protocol in 3 medium hot stamping lines has resulted in an annual reduction of 1073 MWh.
New technologies	34	4,624	1,625	Gestamp Llanelli (UK) has managed to reduce its electricity consumption by 455 MWh by replacing all inefficient lamps with efficient LEDs with presence sensors.
Non essential power consumption	38	4,567	2,054	Gestamp Wuhan (China) optimized the working conditions of two refrigeration units which supported two hot stamping lines individually. To avoid non-essential power consumption, two cooling units were connected under a single network. Therefore, one cooling unit supported both HS lines and another unit to be used as a backup. This optimization in the refrigeration system which has resulted in an annual reduction of 595 MWh.
Technological development	5	496	117	Gestamp Aycliffe (UK) has replaced an inefficient Abcor pump with an efficient K-PAP pump that supports the painting line to provide ultrafiltered water in the post-painting process. This replacement led to an annual reduction of 174 MWh
Total general	**107**	**19,036**	**6,611**	

Project expectations and plan for 2023

In 2023, the energy efficiency scope will be extended to 45 plants, and the reductions in consumption achieved through the measures implemented until now, will continue in 2023. Furthermore, new objectives for 2023 were defined based on the potential energy efficiency actions that could be implemented in each plant, as seen in the table below:

TARGET 2023	Electricity	Gas	Emissions avoided
	20,423 MWh	13,730 MWh	12,588 t CO_2

Long-term expected outcomes

From 2023 forward, Gestamp Keep working to optimise consumption at the plants involved in the project, endeavouring to find ideal consumption levels for production and auxiliary equipment. The dynamics of responsible consumption at the plants will be consolidated by implementing an energy performance standard at the plants. In this way, and by monitoring energy consumption, the plants will be capable of standardising the expected performance, assessing, and predicting deviations by using energy production indicators for equipment and energy management.

Energy-related best practices are being integrated and consolidated in a cross-disciplinary manner across all the Group's teams strategies: ESG, R&D, new construction, expansions, Operations, etc.

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4.4 European Union Taxonomy

Context

In order to be able to fulfil the climate and energy objectives proposed by the European Union for 2030, and in turn, to achieve the Neutrality objective of the European Green Deal by 2050, it is essential that investments are directed towards sustainable projects and activities. Thus, the economy, companies and society in general will become more resilient to the current and future consequences for the climate and the environment. A common language is therefore required in addition to a clear definition of what sustainable is.

To this end, and in order to address this challenge, the European Commission published a classification system called EU Taxonomy (Regulation (EU) 2020/852), the aim of which is the decarbonization of the economy by defining what it considers to be environmentally sustainable economic activities. As of today, this Regulation establishes the classification criteria of the activities defined for two of the six environmental objectives proposed, that of Climate Change Mitigation and Adaptation:



Climate change mitigation



Adaptation to climate change



Protection and sustainable use of water and marine resources



Transition to a circular economy



Prevention and control of pollution



Protection and restoration of biodiversity and ecosystems



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Regulatory developments

Three delegated acts have been published supplementing Regulation (EU) 2020/852:

- On 4 June 2021 the Climate Change Mitigation and Adaptation objectives were published in Delegated Regulation 2021/2139. This delegated act on climate taxonomy establishes the technical screening criteria for determining whether an economic activity qualifies as contributing substantially to climate change mitigation or adaptation and for determining whether this causes no significant harm to any of the other environmental objectives.

- On 6 July 2021 Delegated Regulation 2021/2178 was published, which in article 8 in particular specifies the content and presentation of information to be disclosed by companies subject to the NFRD (Non-Financial Reporting Directive).

- Lastly, on 9 March 2022 Delegated Regulation (EU) 2022/1214 was published which amends the previous Delegated Regulations and includes, subject to strict conditions, relevant nuclear and gas related activities in the list of economic activities covered by EU taxonomy.

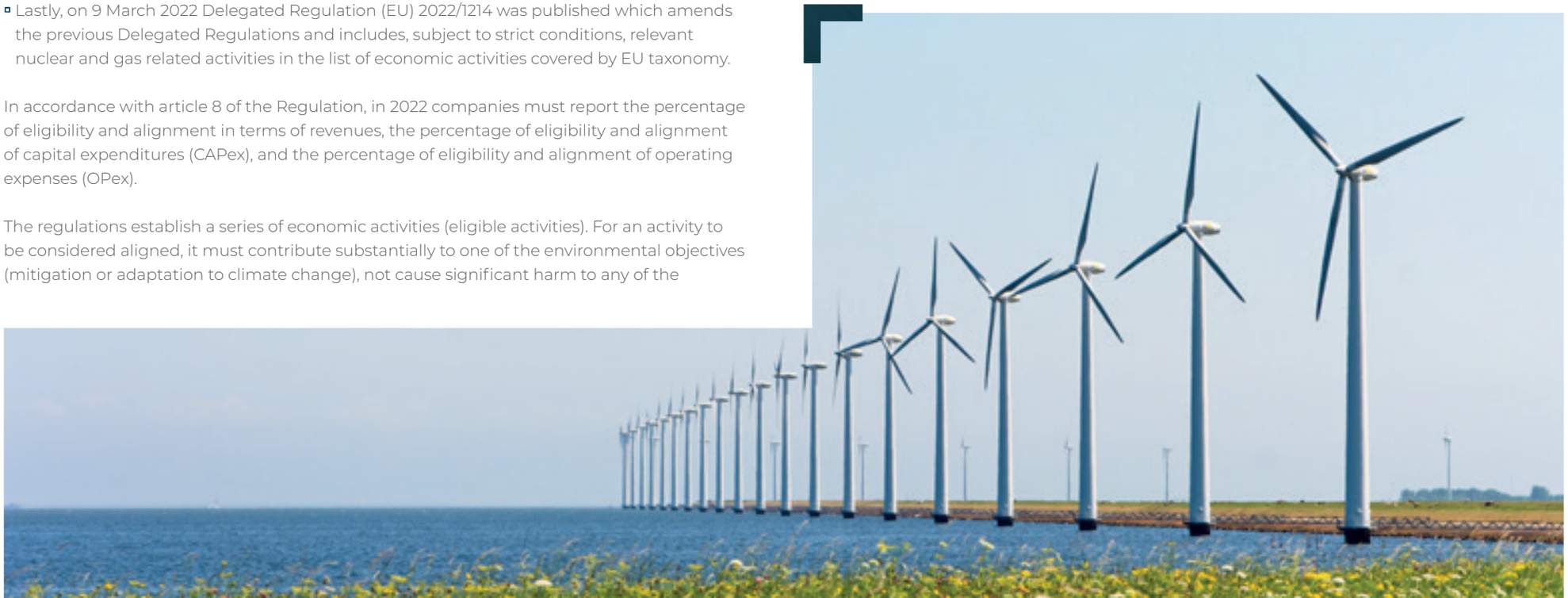
In accordance with article 8 of the Regulation, in 2022 companies must report the percentage of eligibility and alignment in terms of revenues, the percentage of eligibility and alignment of capital expenditures (CAPex), and the percentage of eligibility and alignment of operating expenses (OPex).

The regulations establish a series of economic activities (eligible activities). For an activity to be considered aligned, it must contribute substantially to one of the environmental objectives (mitigation or adaptation to climate change), not cause significant harm to any of the remaining environmental objectives, and comply with the minimum social safeguards.

Likewise, must be included: the most relevant information in relation to compliance with the regulation, the accounting policy and the qualitative information that allows to contextualize c the results obtained and to facilitate the understanding of the KPIs reported

SCOPE OF THE REPORT

The scope of the analysis has covered all the operating plants of the Gestamp Group included in the financial perimeter.



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Assessment of the compliance of Gestamp

Gestamp, in an exercise of transparency and fulfilling the new regulatory requirements in accordance with the scope of the NFRD, assessed the eligibility of its activity in 2021 based on the criteria laid down in "European Green Taxonomy". In this initial exercise, Gestamp positioned itself as eligible in accordance with the definition in activity 3.3. on Manufacture of low carbon technologies for transport, as it is an essential part of the manufacture of vehicles stated in the technical screening criteria of said activity. However, automotive components are not explicitly mentioned in this description.

Due to the uncertainty surrounding the application of the regulatory framework and after having carried out the exercise internally, on 2 February 2022 the European Commission published a Q&A where it specified that the activity of companies supplying automotive components was ineligible according to activity 3.3. Manufacture of vehicles of low carbon technologies for transport as described in the Taxonomy. Thus, Gestamp finally concluded that it did not have any activities associated with those deemed eligible from the point of view of the Regulation.

- In 2022 Gestamp has again carried out the exercise of eligibility and alignment of its activities while considering the following factors:

- The last FAQ of the EU in December 2022 which, in general terms, states that for activities 3.1-3.6 the components may be taken into account if they are covered by the screening criteria.

- Component manufacturers are one of the main elements in the transition to sustainable mobility, as 70% of a vehicle's value, 90% of production costs and 58% of the investments in sustainable mobility come from suppliers of automotive components, according to CLEPA data.

- The public positioning as regards the Taxonomy of other companies in the industry and industry associations such as CLEPA (European Association of Automotive Suppliers) with its #FairTaxonomy movement.

- The recognition that would be brought about by the eligibility of Gestamp activities regarding investors.

In this regard, in the study carried out, two activities have been considered in addition to the activity ultimately reported as eligible in accordance with the technical screening criteria:

Activities studied and appropriateness of the aforementioned with the technical screening criteria of the Taxonomy	Eligibility analysis
3.3. Manufacture of low carbon technologies for transport: According to the last FAQ of the EU in December 2022, in general terms, for activities 3.1-3.6 the components may be taken into account if they are covered by the screening criteria. Furthermore, the key components which are not explicitly mentioned shall be dealt with in future reviews of the Delegated Act. As is interpreted by Gestamp, the screening criteria for the manufacturing of electric vehicles (with zero CO_2 emissions) and hybrid vehicles that emit less than 50 g of CO_2/km would include components, as these are what the vehicle is made up of, and they would therefore be eligible under activity 3.3. as defined by the Taxonomy.	Ineligible at the moment in accordance with the regulation. Eligibility is subject to future reviews of the Delegated Act where, according to the latest FAQ, the treatment of key components in manufacturing activities shall be specified.
3.6. Manufacture of other low carbon technologies: The description would include the manufacture of other technologies not included in previous activities (3.1-3.5), which constitute a substantial reduction of GHG emissions of the product over its life cycle compared to the best performing alternative product available on the market. At Gestamp, life cycle assessments are carried out to confirm the product emissions and tests are also conducted on new materials that would bring about a substantial reduction of the footprint in relation to the best solution on the market.	Ineligible due to complexity of obtaining data. Although Gestamp is carrying out life cycle assessments to test the substantial reduction of emissions in the parts that it manufactures, obtaining the figures associated with this activity is not viable for the time being.

ELIGIBLE ACTIVITY

Finally, after the eligibility analysis carried out, it has been determined that the activity that fit the description provided by the Taxonomy is 3.4 Manufacture of batteries, cells and accumulators. In this sense, said activity includes in its description the manufacture of rechargeable batteries and accumulators for transport, stationary energy storage and off-grid connection and other industrial applications. Likewise, it incorporates the manufacture of the corresponding components (active materials for batteries, batteries and accumulators, battery cells, casings and electronic components). In this sense, Gestamp fits this last description thanks to the activity of manufacturing battery boxes or battery casings, which is carried out in the Group as a result of the company's commitment to electrification.

Gestamp

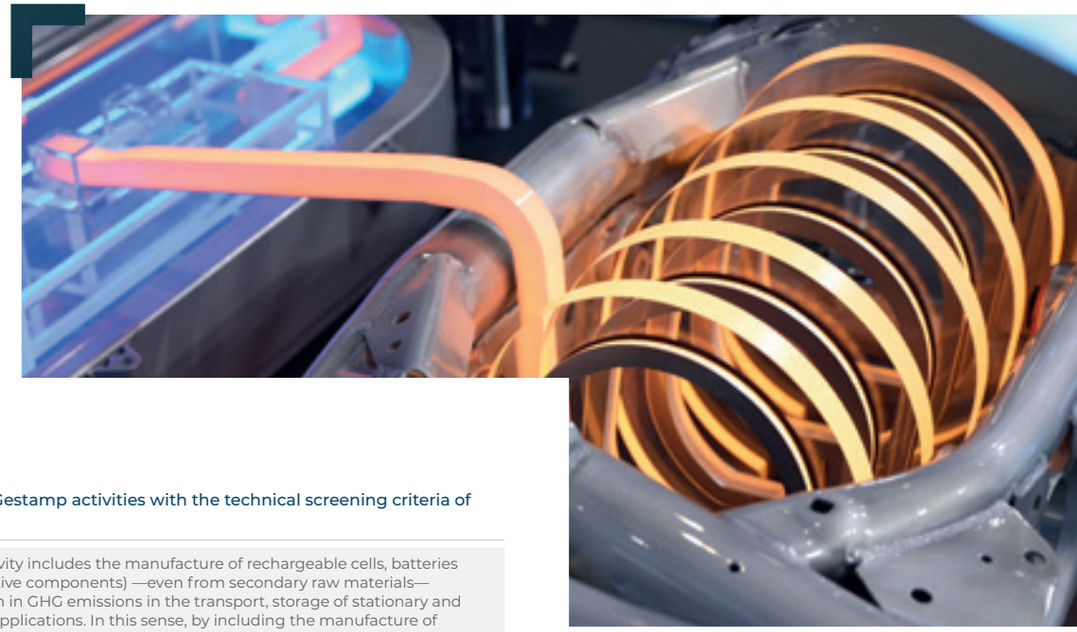
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Compliance with the technical selection criteria

In this respect, a new study has been conducted on the activities of the Group under the definition of the Taxonomy and the financial figures of net revenue, CapEx and OpEx have subsequently been calculated for these activities.

To this end, the technical screening criteria provided for in Delegated Regulation 2021/2139 of 4 June 2021, supplementing Regulation (EU) 2020/852, have been considered for the mitigation and adaptation environmental objectives.



TECHNICAL SCREENING CRITERIA: SUBSTANTIAL CONTRIBUTION TO CLIMATE CHANGE MITIGATION

Taxonomic activity of Mitigation	Eligibility study	Study of the appropriateness of Gestamp activities with the technical screening criteria of the Taxonomy
3.4. Manufacture of batteries	Elegible de acuerdo a la definición de la actividad contemplada en el RD del Clima.	The technical description of this activity includes the manufacture of rechargeable cells, batteries and accumulators (and their respective components) —even from secondary raw materials— which lead to a substantial reduction in GHG emissions in the transport, storage of stationary and off-grid power and other industrial applications. In this sense, by including the manufacture of the components corresponding to said batteries, the manufacture of the casing or "battery boxes" produced by Gestamp would be eligible. Furthermore, these batteries lead to a substantial reduction in transport, as they are dedicated to electric vehicles.

DO NO SIGNIFICANT HARM (DNSH) CRITERIA

Gestamp, for the screening of activity 3.4 Manufacture of batteries which contributes substantially to the climate change mitigation objective, ensures by means of processes, assessments and internal policies, that it causes no significant harm to any of the five remaining environmental objectives included in article 17 of the Climate regulation.

However, in this reporting period, it has not been possible to demonstrate compliance, in its entirety, the evaluations and the necessary documentary breakdown by plant of all the information required by the taxonomy to demonstrate alignment. That is why, finally, it has not been possible to ensure the criteria of not causing significant harm to the rest of the objectives.

COMPLIANCE WITH MINIMUM SOCIAL SAFEGUARDS

Gestamp is aligned with the OECD Guidelines for Multinational Enterprises and the United Nations Guiding Principles on Business and Human Rights, including the principles and rights established in the eight fundamental conventions referred to in the International Labour Organization Declaration on Fundamental Principles and Rights at Work and the International Bill of Human Rights.

In this respect, the company has a series of internal policies and procedures which ensure that no negative social impact is made on stakeholders such as the Human Rights Policy, the Human Rights Due Diligence Process, the Health and Safety Policy, the Anti-fraud and Corruption Policy or ESG requirements for suppliers, inter alia.

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Methodology and conclusions

RESULTS OF THE EXERCISE OF ELIGIBILITY

The results of the indicators have been as follows for the exercise of eligibility:

Activity of the Eligible Taxonomy	Sales 2021*	Sales 2022	CaPex 2021*	CaPex 2022	OPex
3.4. Manufacture of batterie	0.75%	2.32%	10.20%	11.79%	-

*For 2021 data, a recalculation has been done on the indicators as explained in the section Assessment of the compliance of Gestamp

RESULTS OF THE ALIGNMENT EXERCISE

Since it has not been possible to fully justify the requirements established by the Taxonomy in order not to cause significant harm to the rest of the objectives, Gestamp does not report the economic-financial alignment indicators for this period. In this sense, Gestamp will work towards future years in the needed collection of this information by plant, and thus value the efforts that the company has been making in terms of circularity, resource protection and climate change.

METHODOLOGY OF THE CALCULATION OF KPIS

Gestamp has avoided the double-counting of activities during the analysis process as only one activity is deemed eligible, since the production of one piece may have been covered by several activities.

As regards the calculation process, the accounting data were taken from corporate financial systems, and the reporting of these was also confirmed with plant teams. Said calculations do not include intercompany transactions, therefore no double-counting has occurred in this respect either.

Sales: Represents the amount of the net turnover derived from products or services aligned with the Taxonomy. The turnover KPI offers a static view of the contribution of the company to the environmental objectives. The % is calculated as follows:

- **Numerator:** Net revenue which is associated with the economic activities carried out by the company that are taxonomically eligible.
- **Denominator:** Considers the total volume of the net revenue of the company as stipulated in note 3.23 of the Consolidated Annual Accounts.

CapEx: Represents investments in fixed assets of an activity which is already aligned with the Taxonomy or which is part of a credible plan to extend or achieve alignment with the Taxonomy. CapEx offers a dynamic and prospective view of the plans of companies to transform their business activities. The % is calculated as follows:

- **Numerator:** Association of the CaPex allocated to the screened taxonomic activity.
- **Denominator:** Includes the additions of tangible and intangible assets during the financial year before depreciations, amortizations and possible new valuations, including those resulting from increases and impairment of value, for the financial year of the company, excluding any changes in fair value. Any additions to the tangible and intangible assets which result from business combinations shall also be included.

OpEx: Represents the amount of the operating expenditure associated with activities aligned with the Taxonomy or with the CapEx plan.

- **Numerator:** direct costs considered by the Regulation which are associated with taxonomic activities.
- **Denominator:** non-capitalised direct costs which are related to research and development, building renovation measures, short-term leasing, maintenance and repairs, as well as other direct expenses related to the daily maintenance of property, plant and equipment by the company or a third party to whom activities are subcontracted and which are necessary in order to guarantee the continuous and efficient operation of the aforementioned assets.

As regards the calculation of the OpEx, owing to the fact that the direct costs considered by the Regulation are not relevant to the total operating costs of the financial year, these have not been included as part of the report in accordance with the recommendations of the European Commission. Due to the immateriality of Opex, the corresponding table has been included in annexes (7.9.Opex Table).

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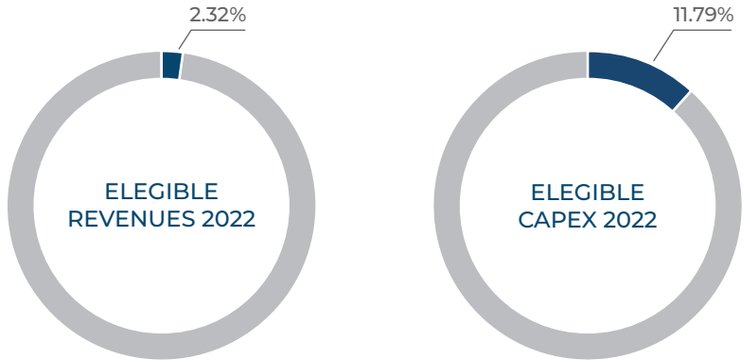
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CONCLUSIONS

Gestamp acknowledges the importance of setting up a business which is increasingly aligned with the provisions of "European Green Taxonomy". In this respect, although the figures are not representative as of today despite the eligible percentage of sales tripling in relation to last year, given the future development of the regulatory framework including new objectives and activities, as well as Gestamp supporting the development of more sustainable mobility and the circular economy, an exponential growth of these indicators is expected in the coming years.

On the other hand, as previously mentioned, Gestamp is committed to collecting the necessary information to ensure the alignment exercise for next year.



TAXONOMIC TURNOVER

Proportion of turnover from products or services associated with economic activities that conform to the taxonomy-disclosure corresponding to the year 2022

				SUBSTANTIAL CONTRIBUTION CRITERIA						NO SIGNIFICANT HARM CRITERIA (DOES NOT CAUSE SIGNIFICANT HARM)										
	Codes	Absolute turnover	Turnover Ratio	Climate change mitigation	Adaptation to climate change	Water and marine resources	Circular Economy	Pollution	Biodiversity and ecosystems	Climate change mitigation	Adaptation to climate change	Water and marine resources	Circular Economy	Pollution	Biodiversity and ecosystems	Minimum guarantees	Proportion of Turnover that conforms to year N taxonomy	Proportion of Turnover that conforms to N-1 year taxonomy	Category (facilitating activity)	Category (transition activity)
		M€	%	%	%	%	%	%	%	S/N	S/N	S/N	S/N	S/N	S/N	S/N	%	%	F	T
A. ELIGIBLE ACTIVITIES ACCORDING TO THE TAXONOMY																				
A.1 Environmentally sustainable activities (conforming to the taxonomy)																				
Turnover of environmentally sustainable activities (conforming to the taxonomy) (A.1)																				
A.2 Activities eligible according to the taxonomy but not environmentally sustainable (activities that do not conform to the taxonomy)																				
Manufacture of batteries, cells and accumulators	3.4	249	2.32																	
Turnover of environmentally sustainable activities (not conforming to the taxonomy) (A.2)		249	2.32																	
Total (A.1 + A.2)		249	2.32																	
B. ACTIVITIES NOT ELIGIBLE ACCORDING TO THE TAXONOMY																				
Turnover of non-eligible activities according to taxonomy (B)		10,477	97.68																	
Total (A + B)		10,726	100																	

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TAXONOMIC CAPEX

Proportion of Capex from products or services associated with economic activities that conform to the taxonomy-disclosure corresponding to the year 2022

				SUBSTANTIAL CONTRIBUTION CRITERIA						NO SIGNIFICANT HARM CRITERIA (DOES NOT CAUSE SIGNIFICANT HARM)										
	Codes	Absolute Capex	Capex Ratio	Climate change mitigation	Adaptation to climate change	Water and marine resources	Circular Economy	Pollution	Biodiversity and ecosystems	Climate change mitigation	Adaptation to climate change	Water and marine resources	Circular Economy	Pollution	Biodiversity and ecosystems	Minimum guarantees	Proportion of CapEx that conforms to year N taxonomy	Proportion of CapEx that conforms to N-1 year taxonomy	Category (facilitating activity)	Category (transition activity)
		M€	%	%	%	%	%	%	%	S/N	S/N	S/N	S/N	S/N	S/N	S/N	%	%	F	T
A. ELIGIBLE ACTIVITIES ACCORDING TO THE TAXONOMY																				
A.1 Environmentally sustainable activities (conforming to the taxonomy)																				
CapEx of environmentally sustainable activities (conforming to the taxonomy) (A.1)																				
A.2 Activities eligible according to the taxonomy but not environmentally sustainable (activities that do not conform to the taxonomy)																				
Manufacture of batteries, cells and accumulators	3.4	94	11.79																	
CapEx of environmentally sustainable activities (not conforming to the taxonomy) (A.2)		94	11.79																	
Total (A.1 + A.2)		94	11.79																	
B. ACTIVITIES NOT ELIGIBLE ACCORDING TO THE TAXONOMY																				
CapEx of non-eligible activities according to taxonomy (B)		704	88.21																	
Total (A + B)		798	100																	

05. SOCIAL

5.1 Talent

5.2 Health & Safety

5.3 Local Communities



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5.1. Talent



1. People as architects of success

The continuous growth and internationalisation of Gestamp has given rise to significant challenges in terms of culture, organisation and human resource management. The constant adaptation of the organisational structure to the growing needs of the Group, as well as workforce resizing, process standardisation, training in new technologies, talent management and the fostering of the corporate culture have all played a key role for Gestamp.

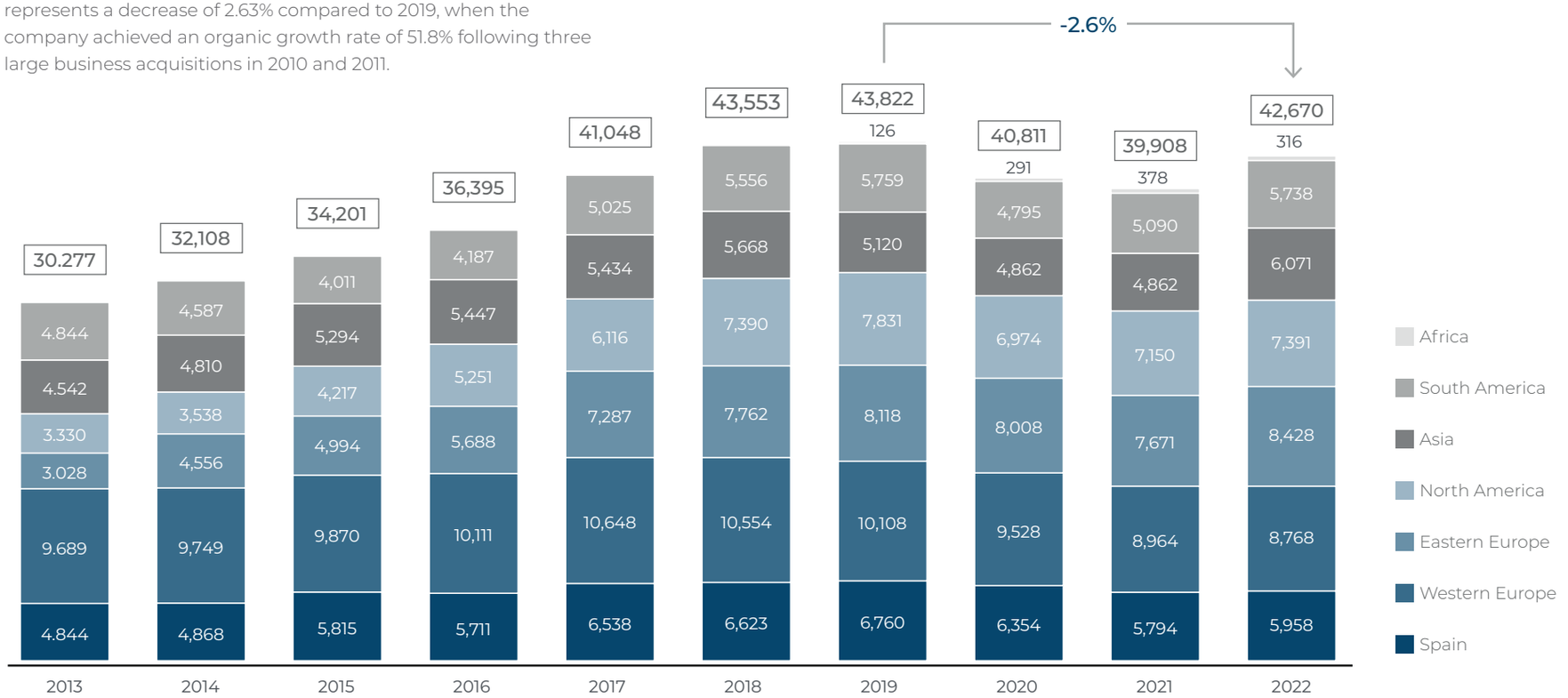
The Human Resources Department manages organisational structures and people at a corporate, divisional, regional and production centre level through the following areas:

- **Planning, analysis and metrics:** enabling decisions to be made regarding personnel requirements and the most suitable profiles at any given time.
- **Diversity and equal opportunities:** fostering a shared culture within the company that guarantees and promotes equal opportunities in a transparent manner.
- **Remuneration and benefits:** based on a shared management model for the entire Group that takes into account the pay reality in the geographical areas where it operates, and that recognises the responsibilities assumed, rewarding both individual and group performance and promoting non-discriminatory decision-making in this area.
- **Labour relations:** developed in accordance with labour legislation that applies to each geographical area and promoting ongoing and constructive dialogue with workers' legal representatives.
- **Talent management:** identifying and monitoring people talent with a view to promotion and/or mobility within the organisation.
- **Selection, training and development** of the skills necessary for people to perform well in their jobs and develop new skills in critical areas for business in the medium and long term, as well as leadership skills to fill key positions in the future.
- **Occupational Health and Safety** are integrated at all levels of the organisation, from day-to-day tasks to company decisions, to ensure safe working conditions and facilities.

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WORKFORCE EVOLUTION AND PROFILE

On December 31st, 2022, the global workforce was composed of 42,670 company employees (6.9% more than in 2021). This represents a decrease of 2.63% compared to 2019, when the company achieved an organic growth rate of 51.8% following three large business acquisitions in 2010 and 2011.



Workforce on 31 December each year shown in the above chart.

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Workforce profile

Region	Total employees	Women	Men	Under 25 years	Indefinite contract	Professional youth training	Disability	> 10 years at the company
Africa	316	41	275	161	88	0	0	0
Asia	6,071	973	5,098	651	5,582	9	24	1,189
Eastern Europe	8,428	1,786	6,642	894	7,611	19	153	1,452
Western Europe	14,726	2,414	12,312	792	13,415	270	491	8,655
North America	7,391	1,898	5,493	966	7,100	17	14	704
South America	5,738	807	4,931	902	5,452	141	259	1,596
Total	**42,670**	**7,919**	**34,751**	**4,366**	**39,248**	**456**	**941**	**13,596**

Workforce on 31 December each year shown in the above chart. Comparison with 2021, Annex (Table VIII)

Distribution of employees by country, gender and age

Country	No, of employees 2021	No, of employees 2022	Men	Women	Under 36 years	36-55 years	Over 55 years
Germany	3,995	3,883	3,506	377	954	1,923	1,006
Argentina	835	858	794	64	158	625	75
Brazil	4,255	4,880	4,137	743	2,487	2,296	97
Bulgaria	166	187	136	51	23	95	69
South Korea	175	184	177	7	63	112	9
Slovakia	348	397	241	156	139	225	33
Spain	5,794	5,958	4,892	1,066	1,052	4,104	802
United States	4,010	4,095	3,125	970	1,624	1,859	612
France	1,586	1,604	1,310	294	331	1,058	215
Hungary	488	474	329	145	135	277	62
India	869	868	837	31	646	220	2
Japan	83	89	74	15	26	56	7
Morocco	378	316	275	41	305	11	0
Mexico	3,140	3,296	2,368	928	2,005	1,246	45
Poland	1,119	1,196	896	300	568	573	55
Portugal	1,249	1,208	764	444	436	676	96
United Kingdom	1,893	1,832	1,637	195	525	808	499
Czechia	1,506	1,453	910	543	652	635	166
People's Republic of China	3,709	4,901	3,992	909	2,691	2,154	56
Romania	308	462	252	210	195	244	23
Russia	459	229	158	71	88	137	4
Sweden	241	241	203	38	63	130	48
Thailand	10	10	2	8	8	2	0
Taiwan	17	19	16	3	1	12	6
Turkey	3,277	4,030	3,720	310	2,262	1,753	15
Total	**39,908**	**42,670**	**34,751**	**7,919**	**17,437**	**21,231**	**4,002**

Headcount shown in the table above, as at 31 December of each year. The year-on-year variations in headcount data are mainly due to the semiconductor crisis, where Gestamp was affected by temporary lay-offs. In this regard, hiring this year has increased significantly compared to 2021. Workforce on 31 December each year shown in the above table.

At the end of 2022, in addition to the Group's 42,670 own employees, a further 4,434 people from temporary agencies worked for the Group and 789 from subcontracted companies.

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CLASSIFICATION BY TYPE OF LABOUR

In the Group, regarding the kind of employment, we have established the following major professional categories:

- **Direct labour:** employees of production plants directly involved in the processing of raw materials and components into intermediate or finished products.
- **Indirect labour:** employees of production plants whose job is to provide direct support to the production process, thus ensuring that the process is not interrupted.
- **Office staff:** any office employee in production plants or service centres.

In the same proportions as in previous years, on December 31st 2022, 18,474 (43.3%) of the Group's employees fell into the category of direct labour, 14,626 (34.3%) into the category of indirect labour and the remaining 9,570 employees, (22.4%) into the category of office staff

	2021					2022				
	Men	%	Women	%	Total	Men	%	Women	%	Total
Direct Labour	13,746	79%	3,647	21%	17,393	14,414	78%	4,060	22%	18,474
Indirect Labour	12,280	91%	1,159	9%	13,439	13,351	91%	1,275	9%	14,626
Office Staff	6,690	74%	2,386	26%	9,076	6,986	73%	2,584	27%	9,570
Total	**32,716**	**82%**	**7,192**	**18%**	**39,908**	**34,751**	**81%**	**7,919**	**19%**	**42,670**

Workforce on 31 December each year shown in the above chart.



Classification by job category

	2021			2022		
	Men	Woman	Total	Men	Women	Total
Directors	283	51	334	312	52	364
Middle managers	923	236	1,159	952	221	1,173
All other employees	27,185	6,209	33,394	28,569	6,811	35,380
Total	**28,391**	**6,496**	**34,887**	**29,833**	**7,084**	**36,917**

Figures represent workforce at end of year. The table includes all companies that use SAP (87% of the total workforce).

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Diversity and equal opportunities

Gestamp promotes diversity, recognising it as a key competitive advantage for its business, while it gives priority to equity and inclusion in its people management model. Gestamp respects the rights of equality and non-discrimination on the grounds of gender, sexual orientation, social origin, ethnic origin, age, disability, and religion, among others. This is provided for in the company's Code of Conduct and the sixth goal of the UN Global Compact, which the Group has complied with since 2008.

CULTURAL AND GEOGRAPHICAL DIVERSITY

Cultural diversity results in innovative and enriching ideas and approaches. As such, Gestamp sees its heterogeneous workforce as an opportunity for the Group to find better solutions to the current global challenges.

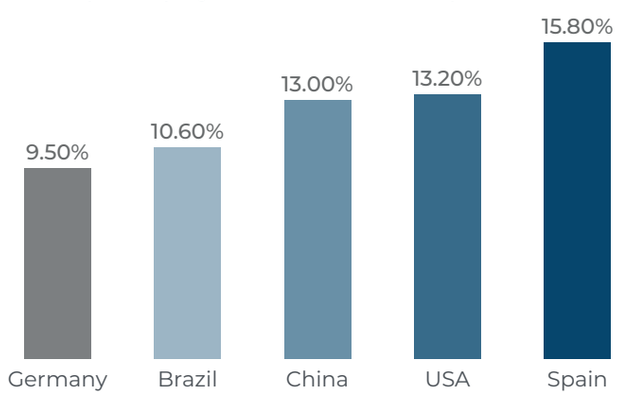
Geographical and cultural diversity is one of the distinctive features of the Gestamp workforce: Over 40,000 professionals with 93 different nationalities work across 24 countries. In each country where the company operates, there is an average of 12 nationalities at each location, while the countries with the greatest cultural and geographical diversity are Germany, Spain, France and the United Kingdom, with 43, 38, 29 and 25 nationalities in their workforces, respectively.

This geographic diversity is incredibly enriching for Gestamp, a company that is committed to hiring local talent, a source of creativity and innovation. In addition, this helps develop an increasingly more inclusive Group in terms of country of birth, culture, race and sex. Gestamp works to find points of cooperation between people from different cultures and to make the joint project and shared identity their own.

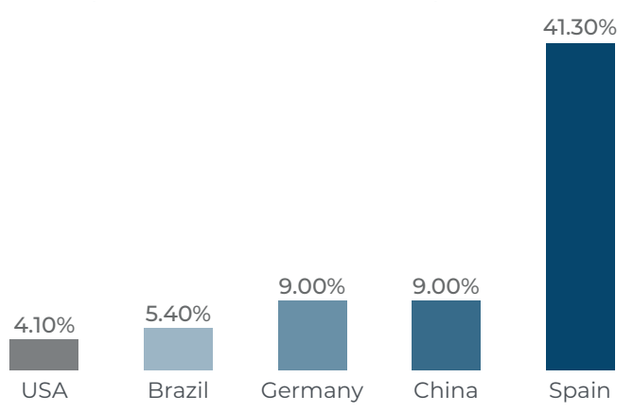
There are several ethnicities at Gestamp's workplaces in the United States: 53.8% of employees are white, followed by 30.5% African American, 11.3% Latin American, 2.3% of other ethnicities (not included in the following groups), 1.9% Asian and 0.2% Native.

The Group boasts more than 111 plants with local plans and/or specific measures to foster equal opportunities, mainly covering its selection processes, salary policy, training and development, as well as in organising work and personal time. These not only focus on the plurality of nationalities and cultures, but also on the promotion of gender diversity, among other types of diversity, within the company, in line with the United Nations' Sustainable Development Goals.

Gestamp's Employees Nationalities - Top 5



Gestamp's Directors Nationalities - Top 5



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GENERATIONAL DIVERSITY

Gestamp's inclusive nature is also shown in its inclusion of people of different ages: 41% of employees are under the age of 35, 50% are aged between 36 and 55 and 9% are over 55. This interaction between different generations is very enriching for Gestamp because it encourages innovation in problem solving, as each generation brings a different perspective.

See Annexes: Average headcount by type of contract, age and gender (table III)

GENDER DIVERSITY

At Gestamp, women represent 19% of the Group's total workforce. The automotive industry has not yet reach gender parity, due in part to the traditional masculinisation of the sector and the continued underrepresentation of women in STEM careers (science, technology, engineering and maths).

Gestamp strives to increase the proportion of women in its workforce. This effort is reflected in the percentage of female recruits, which grew from 22% in 2018 to almost 26% in 2022. This shows a positive trend, thanks in large part to the measures included in the Equality Plans at Group level and the awareness of the Group's HR teams.

In terms of women holding positions of responsibility, according to the Gestamp Global Grading System (G3S) methodology, 14.3% of management and 18.8% of medium-level positions are held by women. In the average remuneration analysis, we have chosen to group by category rather than by type of labour as this allows us to better reflect the pay reality by creating homogeneous groups in terms of responsibility, which is reflected in remuneration.

	Women		Men	
Professional classification	2021	2022	2021	2022
Senior managers	15.3%	14.3%	84.7%	85.7%
Middle managers	20.4%	18.8%	79.6%	81.2%
All other employees	18.6%	19.3%	81.4%	80.7%
Total	**18.6%**	**19.2%**	**81.4%**	**80.8%**

* Scope 2022: Employees included in the Gestamp Global Grading System (G3S) (87% of the total workforce, excluding joint ventures).

It's not always easy to find women in selection processes for certain common positions in the automotive sector, such as die-makers, welders and maintenance specialists. Even so, there are some exceptions at certain work centres, where there is an almost equal number of men and women. This is the case in Gestamp Cerveira (Portugal) and Edscha Kamenice (Czech Republic).

> In 2022, nearly 26% of new hires were women, which is seven percentage points higher than the percentage of women currently on staff.

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GESTAMP PARTICIPATES IN THE 3RD TARGET GENDER EQUALITY ACCELERATOR PROGRAMME

The Target Gender Equality accelerator programme, organised by the UN Global Compact, provides companies with support in defining and reaching ambitious business objectives in order to promote gender equality. This initiative is run in collaboration with the Global Compact Local Networks.

The programme calls for bold action to accelerate progress on gender equality on all levels and in all areas of the business. The capacity building workshops are focused on helping businesses set goals and develop actions that increase women's representation and leadership. The programme takes a holistic approach and helps companies understand the various policies, practices and interventions needed to advance gender equality.

BEST PRACTICE IN FOSTERING FEMALE TALENT IN INDIA

In its India plants, Gestamp has launched the 'Gender Equality Vision 2020–2025' programme with the aim of reaching 20% women in the workforce by 2025. In a context of inclusive work, this plan has been created to ensure the recruitment and training of female talent by means of developing policies to ensure Gestamp provides a safer and healthier working environment for female talent.



FUNCTIONAL DIVERSITY

Gestamp Group directly hires people with disabilities in its workforce, as well as outsourcing products and services to special employment centres.

The number of employees with a disability across the entire Group in 2022 was 941, representing 2.2% of the Group's workforce (compared to 1.9% in 2019).

For adaptations or the construction of new facilities, Gestamp hires local engineers that prepare the projects in accordance with local regulations, complying with all accessibility requirements. Furthermore, in order to make information more accessible, the Gestamp website meets all Level A criteria established by the World Wide Web Consortium (W3C)'s Web Accessibility Initiative (WAI).

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Training, management and development of talent

TRAINING

People's talent and their ability to work in a team is a vital asset for Gestamp, which is why it provides its employees with personal and professional training that has the following main objectives:



To ensure that all professionals have the **skills required to undertake their work with excellence**.



To reflect the **business priorities** of Gestamp at all times.



To plan the **development of those who will hold key positions** for the Group's activity in the immediate future.

Corporate Training and Development Policy

As part of the ATENEA Transformation Plan, 2022 saw an in-depth review of the Training Management System with the goal of guaranteeing a robust and effective process for **acquiring and transferring knowledge** across all levels of the company, thus **allowing the company to meet current and future business needs**.

During the first half of the year, a diagnostic was performed on the Group's learning and development processes in order to identify good practices, points for improvement and weaknesses. This analysis led to the definition and implementation of Gestamp's Corporate Training and Development Policy in July.

This policy lays the foundations for all training systems in Gestamp, including the different phases, milestones, and people responsible for them. The learning and development process is exhaustive and spans from identifying employees' training and development needs to assessing the efficacy of the process.

The following key aspects of the policy were defined:

- The governance model employed by local and corporate teams to identify training needs. Criteria for centralising or decentralising learning programmes and establishing clear roles and responsibilities regarding strategy, programme design and teaching method, among other things.
- A new model of KPIs for training and development, with newly defined concepts and scopes for the indicators, so that not just the teaching is assessed, but also the impact the training has.

In 2022, Gestamp continued to work on fostering a culture of learning by strengthening internal and external collaborative alliances as a means of attracting, training and developing talent.

Talent attraction

To attract talent, Gestamp has launched several local and corporate initiatives. The corporate training team has initiated collaborations with educational institutions, such as with the University Pontificia de Comillas, the University of Deusto, U-tad and professional training centres, with the goal of developing programmes that help meet the Group's needs in terms of highly specialised profiles.

In response to business demand on both a corporate and global level, Gestamp continues collaborating with the University of Deusto – giving classes on the master's in automotive design and Manufacturing course – and University Pontificia de Comillas, with its Chair for Connected Industry.

And what's more, in 2022, in order to develop new assembly techniques, Gestamp defined a plan to create an academy for capturing and developing joint students on the Robotics Engineering degree course at the University of Deusto, in collaboration with the Salesianos professional training centre. In addition, given the growing need for professionals specialising in Industry 4.0, the company has established a link with Ironhack, a web development bootcamp with which it is devising plans for an academy for participants of the programme.

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Group-wide training

In 2022, Gestamp carried out a total of 1,146,150.5 hours of training. The number of employees who participated in training activities was 272,074 and the average number of training hours per employee was 27.5.

Average training hours	2020	2021	2022
Total number of training hours	647,948	1,094,712	1.146.150,5
Average direct workforce	42,285	40,494	41,616
Average hours of training per employee	15.3	27	27.5

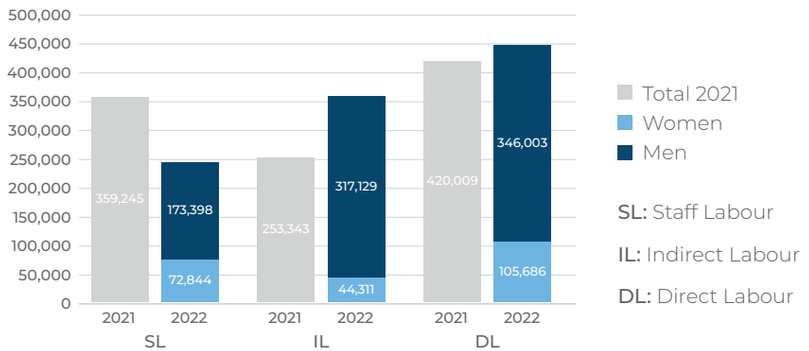
Over 80% of Gestamp employees received some kind of training in 2022.

Training in plants

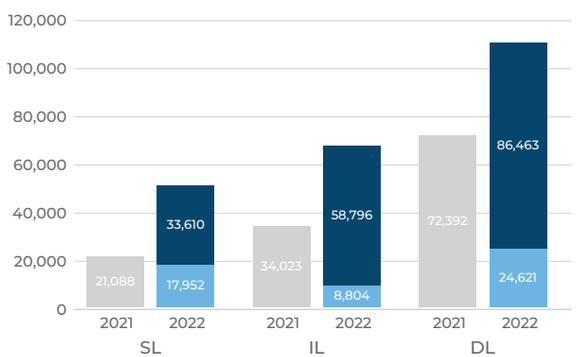
Employees are mainly trained at the workplace, with this being much more practical as it guarantees that they acquire knowledge of the group's industrial processes and allows them to constantly adapt to technological innovation and customers' safety and weight-reduction requirements.

During the 2022 fiscal year, Gestamp's plants continued their ongoing effort to train their workforces, providing a total of 1,059,370 hours. The number of participants in these training sessions was 230,246, with employees receiving on average 25.5 hours of training.

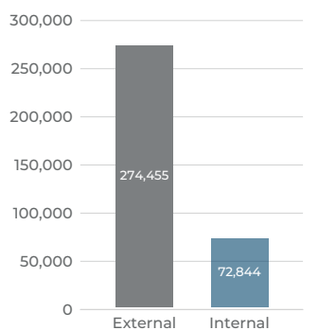
Training hours by labour type and gender*



Number of training participants by type of labour and gender*



Internal vs External Training hours



*Data for 2021 were not collected disaggregated by sex. Due to the fact that the entity's information collection systems are being updated, the professional categories in these graphs are given by type of workforce and not by professional category.

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Global programmes

As well as the training sessions included in these figures, there are also **global training programmes led by the company's Training and Development team**, with these coming to a total of 86,780 hours (39.7% more than in 2021) with 41,828 participants.

Some of the highlights of the global training programmes are:

BATTERY BOX TRAINING

One of Gestamp's strategic areas at a global level is to promote the development of its new products and processes relating to electric vehicles. As such, through close collaboration with the Group's experts, a modular battery box training pathway was established which can be easily adapted to the different technologies used in all of the company's projects and to all different professional profiles.

In this regard, a number of actions were performed with managers and technical teams in Mexico, Poland, Turkey, Romania and China, with a total of 324 participants and 6,008 hours of training.

INTENSIVE HOT STAMPING TRAINING

In 2022, the return to the new normality following the Covid-19 pandemic has allowed us to once again give face-to-face training at Gestamp Technology Institute (GTI), the Gestamp Group's training centre of excellence which is equipped with all material needed for both theoretical and practical training with the R&D teams.

As a result, the company has restarted its hot stamping training which offers a high degree of specialisation, with this representing a key technology for the Group. The Group has welcomed 30 professionals from different countries in which Gestamp operates, providing 1,200 total hours of training.



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UPSKILLING FOR INDUSTRY 4.0

In order to achieve operational excellence, for several years, Gestamp has been committed to applying an Industry 4.0 model to its activities with a clear vision: creating more efficient and flexible production plants and more consistent and reliable processes by analysing its data and adding intelligence to its processes so that the right information reaches the right people at the right time.

In order to make digital factories a reality, the right digital profiles are needed to lead the transformation. These profiles must be defined and staff training and capturing plans implemented to recycle employees in order to meet the new needs of the industry of the future, thus prompting a fair digital transition.

More specifically, a concept test was performed in 2022 for the following training pathways:

- **Industry 4.0 Master User:** A leader and driving force behind the digital industrial transformation of plants, providing a profound knowledge of technologies and processes, Industry 4.0 applications and data management architectures that help speed up decision-making.
- **Local IT:** Upskilling of IT technicians at plants specialising in infrastructures, networks and systems, with a focus on Industry 4.0 services.
- **Automation technician (PLC) 4.0:** These capture PLC signals, transforming them and sending them to the Industry 4.0 platform via MQTT data blocks.

In order to run these pilot programmes for key profiles, 58 Gestamp professionals have been identified who have given a combined 807.5 hours of training.

LEADERSHIP AND MANAGEMENT DEVELOPMENT

In order to guarantee the future of Gestamp, in 2022 it reaffirmed its ongoing commitment to the development of critical profiles through its Plant Manager Development Programme, which began in December 2021.



This programme is attuned to the needs of Gestamp and developed alongside Hult Ashridge business school, with the ultimate goal being to train professionals in the vital knowledge and experience required to become a Plant Manager.

On the other hand, Gestamp continues to demonstrate its dedication to female talent through its participation in the CEOE's Promociona and Progresa managerial development programmes, as it has in previous years.

In 2022, a training plan was designed for members of the Board of Directors to help them fine-tune their skills and increase the efficiency of the corporate governance processes in a rapidly changing world. The training programme centred around three main areas: ESG strategy, financial principles of the automotive sector and risk prevention.

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MANAGEMENT AND TALENT DEVELOPMENT

The process of attracting, developing and retaining talent is essential for the Group to have the best professionals and ensure the success of its strategy.

The company's growth in new markets and geographical areas has meant developing and providing career opportunities for employees in the organisation both in and away from their place of origin.

In addition, it has allowed Gestamp to create a talent pool of highly trained professionals, which resulted in an increase in the internal promotion rate in 2022, rising to 93% in the case of Division Directors and Country Managers. In the case of Plant Managers, the rate is 74%. This figure is somewhat lower due to the emergence of new markets where local hiring is more advisable. If we look at mature areas, such as Spain, France and Portugal, the internal vs external promotion rate jumps to 81%.

In 2022, as part of the ATENEA Transformation Plan, Gestamp continued to work on global talent management on a uniform basis across all regions. Thus, the Group's talent is identified by a combination of two variables: employee performance and potential. In order to do this, an assessment process is carried out for a large section of the organisation, the results of which are reviewed on a yearly basis by the heads of each organisation and their Human Resources teams.

2022 saw launched for all employees classed as regular labour, with a success rate of 89%. In this regard, all managers and Human Resources teams have been trained to guarantee full understanding and proper implementation of the initiative.

Work is currently being done to shift the performance system towards a waterfall goal-setting method which uses a number of strategic priorities to link employees' performance with the achievement of the Group's strategic objectives.

This will increase transparency and provide employees with greater clarity regarding what is expected of them, and it will allow them to focus their work on achieving said objectives. In order to ensure that they are met, feedback is a key management tool used by managers. As such, in 2023 Gestamp is set to launch a communication and training campaign to foster the culture of feedback.

Recruitment and selection

In 2022, following a situation analysis of the function of recruitment and selection within the Group, a Corporate Selection Policy was devised and implemented, outlining a sole global strategy which aims to standardise selection processes and, as a consequence, further develop the company's image and employer brand.

Next, in order to automate and systematise selection processes, a global selection tool was established and rolled out to help meet the requirements set out in the Policy and to obtain indicators that allow the company to measure the level of implementation of the defined strategy and the level of success of the selection processes.

Finally, and following a review of Gestamp's position as a brand employer in the market, a corporate employer branding strategy was developed and applied through a range of initiatives in order to boost its ability to attract and capture the best talent (social media, job portals, universities, updates to the website, Formula Student).

Further to this point, after identifying the critical profiles that are most difficult to attract, a talent and attraction plan was launched alongside the L&D, with collaboration from partners at leading institutions for this collective.

Finally, as a way of fostering professional career development at Gestamp, an internal channel has been set up (Gestamp Jobs) which grants Gestamp employees priority access to open positions within the Group.

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Human resources management

REMUNERATION

Gestamp, in line with its equal opportunities principle enshrined in its Code of Conduct, promotes gender equality in access to employment, in the promotion of professionals and in equal pay.

Remuneration is based on levels of responsibility, external competitiveness and professional career path, avoiding differences between men and women other than the merits achieved in the performance of their work.

AVERAGE REMUNERATION

Average remuneration is the average compensation received by all members of the eligible collective, which takes into account all money received: fixed salary and annual variable pay, extrapolated to full-time hours. In addition, the amounts have been converted to euros using the average exchange rate for 2022. By including the exchange rate variable, the differences between remuneration may be due to macroeconomic variables and not linked in any way to the remuneration policy itself.

This calculation method is the same as the one used in 2021, and as such, the data between the two years can be compared

Average remuneration by professional category broken down by gender in 2022 for the whole Group

Just as in 2021, to calculate the average remuneration for 2022, we have chosen to calculate it by category. This allows us to obtain uniform collectives from a responsibility point of view, an aspect which is directly linked to employees' remuneration.

As a new feature, however, this year we have included data from the previous year in order to compare and contrast 2022 against 2021.



	2021			2022		
	Men	Women	Total	Men	Women	Total
Directors (1)	147,811	108,544	141,656	166,985	119,232	160,185
Middle managers (2)	66,047	62,886	65,406	73,027	67,910	72,043
All other employees	24,890	21,920	24,351	25,206	21,461	24,486
Total	**27,395**	**24,112**	**26,798**	**27,982**	**23,523**	**27,126**

Average remuneration data includes theoretical total annual wages. Scope: 85.5% of the workforce (97.4% excluding joint ventures). The year-end exchange rate has been applied to compare wages. The differences between male and female remuneration are due to the distribution per country and their different local markets, cost of living and exchange rate.

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Average remuneration by professional category broken down by gender in 2022 for Spain

The following section details the average salary for employees based in Spain, the country where the Group is most active.

This analysis eliminates variables from the previous section that affected the outcome, such as the cost of living differential, differences in local markets and currency fluctuation.

	2021			2022		
	Men	Women	Total	Men	Women	Total
Directors (1)	159,061	128,633	152,322	177,740	132,203	168,894
Middle managers (2)	66,574	64,542	66,059	67,225	68,062	67,445
All other employees	33,487	33,542	33,496	33,674	33,442	33,633
Total	**38,083**	**39,130**	**38,261**	**38,648**	**38,593**	**38,638**

Average remuneration data includes theoretical total annual wages. Scope: 85.5% of the workforce (97.4% excluding joint ventures). The year-end exchange rate has been applied to compare wages. The differences between male and female remuneration are due to the distribution per country and their different local markets, cost of living and exchange rate.

Average remuneration by age in 2022

The following shows the average remuneration by age in 2022.

The table displayed last year included three age brackets. However, in 2022 we have broken it down into three age groups in order to compare this data with the other age-related data given in other sections of this report.

2021			
< 36	36-55	> 55	Total
18,931	30,071	38,540	26,798

2022			
< 36	36-55	> 55	Total
18,915	30,308	40,835	27,126

Average remuneration data includes theoretical total annual wages. Scope: 85.5% of the workforce (97.4% excluding joint ventures). The year-end exchange rate has been applied to compare wages. The differences between male and female remuneration are due to the distribution per country and their different local markets, cost of living and exchange rate.

Average remuneration by age in 2022 for Spain

The following section details the average salary, broken down by age, for employees based in Spain, the country where the Group is most active.

This analysis eliminates variables from the previous section that affected the outcome, such as the cost of living differential, differences in local markets and currency fluctuation.

2022			
<36	36-55	>55	Total
32,189	38,705	46,071	38,638

Average remuneration data includes theoretical total annual wages. Scope: 85.5% of the workforce (97.4% excluding joint ventures). The year-end exchange rate has been applied to compare wages. The differences between male and female remuneration are due to the distribution per country and their different local markets, cost of living and exchange rate.

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GENDER PAY GAP

The gender pay gap is the clearest indicator in terms of methodology when analysing the difference in salary between men and women. It is calculated by taking the average remuneration of each country (including fixed salary and variable remuneration, extrapolated to full-time hours and for the whole year). The calculation per market takes into consideration the relative size of each of the markets by dividing it among all eligible employees. This allows us to achieve a reliable global indicator of the difference in salary between men and women.

7,83%
PAY GAP
2021

6,60%
PAY GAP
2022

The result of the salary gap calculation is 6.60% of the total remuneration (fixed + variable). If we compare this with the figure from 2021, we can see that it has decreased by 1.23 percentage points. These differences are mostly due to the methodology: a more exhaustive analysis would be possible by comparing roles with the same level of remuneration. In addition, this year the sample size is larger given that a greater number of professionals has been included in the analysis for 2022, while the percentage of women in the organisation has also increased.

The 2022 gender pay gap calculation is the result of the great effort made by the company in implementing its own unique global professional classification system, the Gestamp Group Grading System (G3S). During 2021, all employees were assigned to a professional group, as defined in the classification system. In 2022, the entire workforce was reviewed in the classification system in order to obtain the most detailed information possible. What's more, this calculation enables us to keep an up-to-date, robust and reliable database which allows us to compare roles with the same level of remuneration.

In order to perform the analyses, the active workforces as of 31 December 2022 were used for 19 countries (Argentina, Germany, Brazil, China, South Korea, Slovakia, Spain, USA, France, Hungary, India, Japan, Mexico, Poland, Portugal, Czechia, Sweden, Taiwan and the UK). Russia was excluded from this year's calculation given the ongoing geopolitical crisis. As a result, the scope is 97.4% of the total Gestamp workforce (excluding joint ventures and Russia), covering 36,468 people (compared to 42,670 total employees). The 2021 calculation analysed 33,749 people, which represented 94.4% of the workforce (excluding joint ventures). This year, four new countries have been added, which helps increase the percentage of the total sample size compared to the total workforce. Joint ventures were excluded from the calculation because Gestamp is not responsible for managing their remuneration.

Following the methodology used in 2021, the analysis doesn't take into consideration interns, expatriate workers, long-term leaves, partial retirements and companies that don't use the SAP HCM system, which is used to compile the global salary database. Joint ventures are excluded from the analyses as Gestamp has no management responsibilities over them.

The gender pay gap calculation is made using the theoretical annual remuneration, extrapolated to full-time hours. This information is automatically extracted from the SAP HCM system. To guarantee the quality of the data and to review eligible employees, all information has been validated by the local Human Resources teams. It is possible to automatically extract this information from the database thanks to recent efforts to improve the quality of the data, mostly the result of improvements to the interconnection between payroll systems and the definition of salary additions across the Group.

> The gender pay gap calculation is made using the theoretical annual remuneration, extrapolated to full-time hours.

In 2021, the result was obtained by comparing all professionals in the same group, according to Gestamp's classification system (G3S), and who live in the same country. This year, we have improved the calculation method as a result of refining the classification system, providing a more detailed comparison. This allows us to compare roles with the same level of responsibility and which, under the remuneration policy, are in the same salary band. These levels were assigned by following the G3S methodology, which uses objective criteria to ensure there is no discrimination between men and women.

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The following table shows the workforce broken down by gender for the last two years. If we compare this year with the figures from 2021, we can see that there are now more female profiles, with the number of women increasing from 18.60% of total employees to 19.20% (both excluding joint ventures).

In terms of women holding positions of responsibility, according to the Gestamp Global Grading System (G3S) methodology, 14.3% of management and 18.8% of medium-level positions are held by women.

	Women		Men	
Professional Classification	2021	2022	2021	2022
Senior managers	15.30%	14.30%	84.70%	85.70%
Middle managers	20.40%	18.80%	79.60%	81.20%
All other employees	18.60%	19.30%	81.40%	80.70%
Total	**18.60%**	**19.20%**	**81.40%**	**80.80%**

* Scope 2022: Employees included in the Gestamp Global Grading System (G3S) (88% of the total workforce, excluding joint ventures)

ABSENTEEISM

The absenteeism rate in Gestamp has remained the same as the previous year, standing at 5.0%. The total number of absenteeism hours in 2022 was 3,737,085. This includes hours lost due to common illnesses, accidents and occupational illnesses, accidents on one's way to or from work, and those that are unjustified. 67% are due to common illnesses.

Total hours of absence by region

Region	Abs. Hours 2021	Abs. 2021 (%)	Abs. Hours 2022	Abs. 2022 (%)
South America	384,032	4.20%	449,072	4.4%
North America	464,360	3.20%	394,158	2.6%
Asia	372,361	2.20%	203,245	2.0%
Europe	2,423,827	7.30%	2,690,610	6.8%
Total	**3,644,579**	**5%**	**3,737,085**	**5%**

See Total Hours of Absence by Country in Annex



MANAGEMENT OF LABOUR RELATIONS

At Gestamp, labour relations are managed in accordance with union and labour legislation that applies to each geographic area. With union representation in each production plant, all aspects relating to union, labour and employee contractual relations are negotiated.

In 2022, 67% of employees were covered by a collective agreement. There are specific Occupational Health and Safety Committees in most production plants. In 2022, 96% of plants had employee consultation and participation mechanisms in place relating to occupational risk prevention, compared to 90% in 2020.

> 67% of employees are protected by a collective agreement.

In geographic areas where they are required as a result of historical, cultural or legal obligations, we have inter-centre committees that complement the in-plant negotiating framework.

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	2021			2022		
Country	Total Direct Employees	Total Employees Covered by Agreement	% Employees Covered	Total Direct Employees	Total Employees Covered by Agreement	% Employees Covered
Germany	3,995	3,640	91%	3,883	3,828.00	99%
Argentina	835	835	100%	858	858	100%
Brazil	4,255	4,255	100%	4,880	4,880.00	100%
Bulgaria	166	166	100%	187	187	100%
South Korea	175	133	76%	184	144	78%
Slovakia	348	226	65%	397	277	70%
Spain	5,795	5,795	100%	5,958	5,803.00	97%
United States	4,010	110	3%	4,095	103	3%
France	1,586	1,586	100%	1,604	1,604.00	100%
Hungary	488	0	0%	474	0	0%
India	869	346	40%	868	446	51%
Japan	83	83	100%	89	83	93%
Morocco	378	0	0%	316	0	0%
Mexico	3,141	1,749	56%	3,296	1,999.00	61%
Poland	1,119	706	63%	1,196	1,196.00	100%
Portugal	1,249	621	50%	1,208	648	54%
United Kingdom	1,892	1,352	71%	1,832	1,202.00	66%
Czechia	1,506	0	0%	1,453	0	0%
China	3,708	649	18%	4,901	758	15%
Romania	308	190	62%	462	462	100%
Russia	459	0	0%	229	0	0%
Sweden	241	241	100%	241	241	100%
Thailand	10	0	0%	10	0	0%
Taiwan	17	0	0%	19	0	0%
Turkey	3,277	3,277	100%	4,030	4,030.00	100%
Gestamp Total	**39,908**	**25,960**	**65%**	**42,670**	**28,749**	**67%**

Scope 100% of the consolidation perimeter. The percentage of employees covered is calculated as the total number of employees covered by the Agreement divided by the total workforce of each company. If the % of coverage is higher than 70% of the workforce, 100% coverage is assumed, given that the employees not covered represent management personnel and plant structure.

The company has a European Committee that represents all of the countries in its scope, and it organises working groups tasked with combating issues relating to sustainability and risk prevention.

Gestamp places special emphasis on issues that are essential to the Group: respect for union and labour legislation, non-discrimination policies, compliance with the Code of Conduct, occupational health and safety, and training and development in key areas to ensure the correct implementation of the business strategy, which always follows the framework for fundamental rights at work set out in the International Labour Organization (ILO)'s agreements.

Communication with employees and their representatives is fundamental for Gestamp as it allows open, trusting relationships to be built.

The Group facilitates channels for two-way communication in order to provide employees with important information and gain a better understanding of their real concerns and worries.

Each centre has its own formal channels for communication between the company and its employees. The most common channels are the local and corporate intranet, the internal newsletter, the satisfaction and organisational climate survey, the suggestion box and the information channels.

Employees also have access to established communication channels at the Compliance Office through which they can report or submit queries regarding the Code of Conduct. The Group has a corporate intranet that provides information on the most significant matters relating to the organisation on a corporate, divisional, plant and individual level.

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INTERNATIONAL MOBILITY

Gestamp employs highly qualified individuals who have the option to move country for a period of time in order to meet the specific needs of certain locations. In many cases, such mobility gives them the chance to lead new projects, like setting up a new plant or implementing new technologies or processes. This capacity to move talent provides flexibility and agility when executing projects.

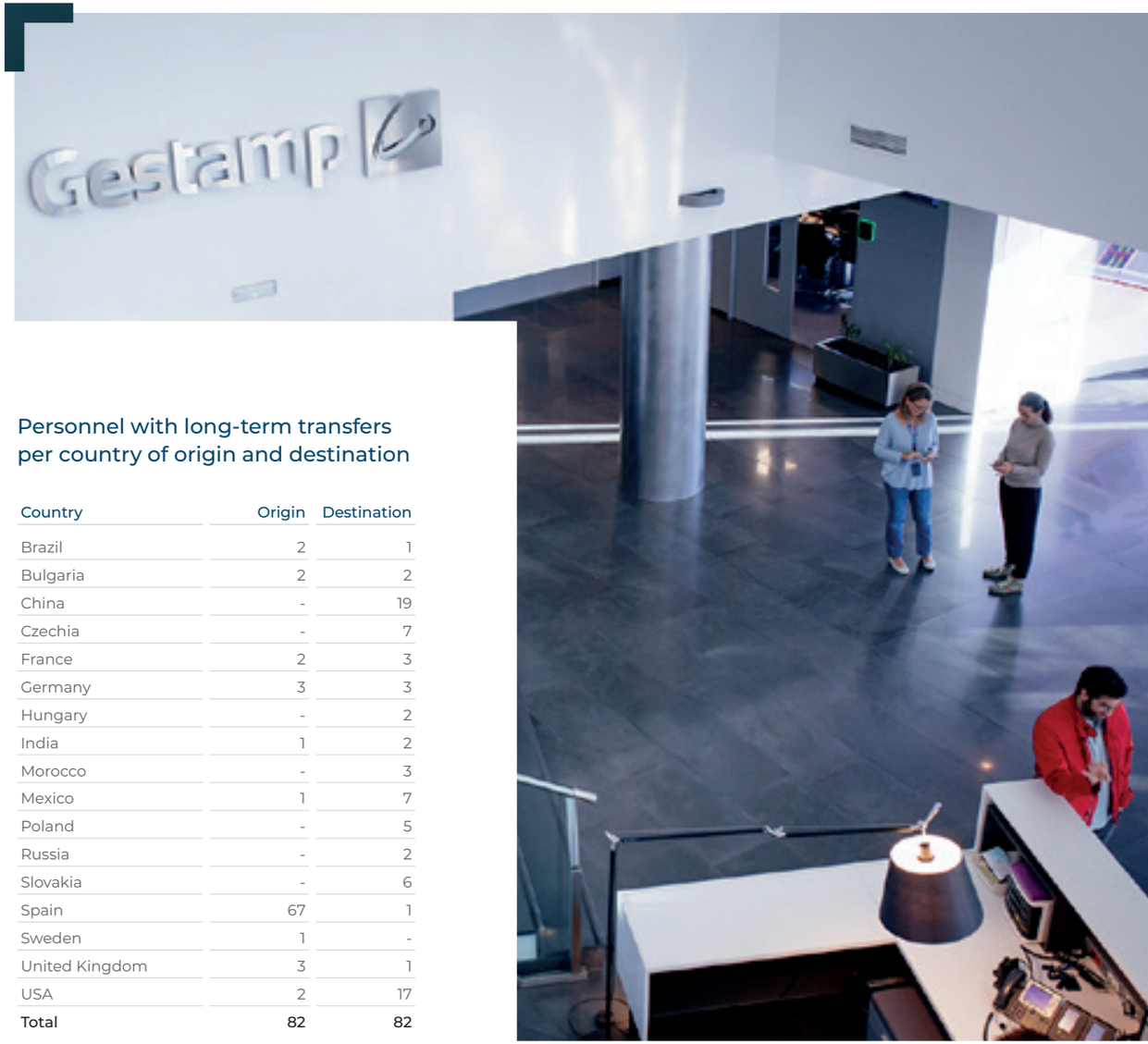
> In 2022, Gestamp had a total of 82 expatriate employees living abroad for over a year providing international support.

There are two types of groups:

- Personnel with short-term assignments: professionals who move for periods of 3 to 12 months.
- Personnel with long-term assignments: professionals who, due to the particular circumstances of the project and the country, move for periods of 1 to 5 years (maximum) and, in most cases, with their families.

Once the ultimate goal has been achieved, these employees return to their original work centres, leaving the project in the hands of local employees, who take with full or near-full responsibility for its management.

The Group has a Corporate Policy that aims to establish, order, define and oversee the regulations and guidelines that govern employee expatriation within the Group, regardless of the country of origin and/or destination country.



Personnel with long-term transfers per country of origin and destination

Country	Origin	Destination
Brazil	2	1
Bulgaria	2	2
China	-	19
Czechia	-	7
France	2	3
Germany	3	3
Hungary	-	2
India	1	2
Morocco	-	3
Mexico	1	7
Poland	-	5
Russia	-	2
Slovakia	-	6
Spain	67	1
Sweden	1	-
United Kingdom	3	1
USA	2	17
Total	**82**	**82**

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EMPLOYEE WELLBEING

Benefits

In addition to financial remuneration, Gestamp supports its workers with a series of social benefits with the goal of improving their quality of life and that of their families. These benefits are managed locally and they vary depending on the country where the employee works.

At the end of 2022, the company area for benefits was expanded to provide more localised support in this regard and highlight the importance of this practice. The objective for the coming years is to develop a global plan that ensures that all Gestamp employees can access certain benefits, regardless of the country where they work. This objective aims to improve the quality of life and well-being of its employees, while creating more streamlined administration processes, in line with Gestamp's global strategy.

Flexibility and work-life balance measures

Given the nature of the business, at Gestamp's production plants, groups classified as Direct and Indirect Labour have to work in shifts. However, Gestamp promotes shift rotation with the aim of facilitating the adjustment of working hours to workers' specific needs.

For office-based workers in many regions, remote work measures have continued to be employed, in addition to other measures that promote flexibility and a good work-life balance, such as flexible working hours.

In 2022, 103 of Gestamp's work centres implemented measures related to improving employees' work-life balance. As a result of the workforce's positive response to these measures and seeing an opportunity to further increase workers' flexibility and work-life balance, a Flexibility and Work-Life Balance Policy has been implemented.

This policy was introduced in Spain at its Madrid, Barcelona and Basque Country offices, and in 2022 it was extended to different areas of the Group by following the model provided for in the policy established by Corporate, while adapting it to the needs and culture of each particular area. Some of the measures included in Gestamp Group's Flexibility and Work-Life Balance Policy refer to flexible entry and exit times, remote work and disconnection from work, among others.

Organisational climate survey

In 2021 and 2022, employees at 82 work centres completed an organisational climate survey. The survey was given to 25,612 employees, which represents 60% of the Group's end-of-year total workforce. The results indicate that 73.3%* of employees are satisfied with the Organisation.

To reach this figure, the results were standardised to come up with a global satisfaction score given that each work centre conducted a specific survey for its workforce.

TABLES AND ADDITIONAL INFORMATION IN ANNEXES

Information linked to the Chapter 5.1. Talent, which can be found in the ANNEXES section.

- (I) Distribution of employees by contract type and country
- (II)Average number of permanent staff by contract type and labour type
- (III) Average number of employees by contract type, age and gender
- (IV) Turnover rate (total and voluntary) and number of leaves by gender, age and region
- (V) Hires by gender, age and country
- (VI) Layoffs by gender, age and professional category
- (VII) Total hours worked and absenteeism hours by country
- (VIII) Workforce profile 2021

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5.2 Health and Safety

Occupational Health and Safety is a priority for Gestamp, which has a firm commitment to ensuring a safe and healthy work environment in all areas. In terms of prevention, Gestamp has evolved from controlling accident control, to its own ambitious management system, which is even stricter than local legislation in some countries.

The following principles are included in Gestamp's Occupational Health and Safety Policy:

- Health and safety issues must be integrated into daily tasks and decision-making both in the design phase of the workplaces themselves, as well as during the performance of the activity.
- Preventing occupational accidents and diseases is the essential aim of this Policy. It is achieved by preventing and minimising the risks to the health and safety of people. Therefore, undertaking continuous improvement and actions based on risk analysis.
- Complying with the legislation of all countries in which Gestamp operates. However, our internal Health and Safety Policy is the Gestamp Group's standard, as it goes beyond what is required by law in most cases.
- Risks that are important due to their severity, that is, those that may lead to serious accidents, must be prevented or minimised using technical means.
- By establishing suitable regulations and procedures, as well as training, The Group can control risks that we have not been able to prevent otherwise.
- Under no circumstances should activity be placed before safety.

Health and Safety Policy



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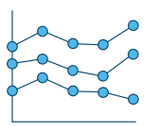
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Gestamp Health and Safety System

The Gestamp Health and Safety System (GHSS) was developed to support plants in their quest to continuously improve safety. This management system is based on a balanced scorecard with a global indicator, the Gestamp Health & System Indicator (GHSI), which was developed in-house and makes it possible to evaluate the safety system of all the plants in a homogeneous and consistent fashion.

GHSS is a robust system that seeks ongoing improvement and takes into account both risk analysis and the definition of standards and procedures, as well as training, in order to ensure the safety and health of workers.



INITIAL
FREQUENCY, SEVERITY AND AVERAGE DURATION INDEXES CALCULATION

GHSI

2006
CREATION AND IMPLEMENTATION OF GHSI IN SPAIN AND PORTUGAL



WORLDWIDE IMPLEMENTATION

GHSS

2017
CREATION AND IMPLEMENTATION OF GHSS THROUGHOUT THE GROUP

From the outset until 2006: Accident rates

Only traditional accident rates are used: frequency, severity and average duration.

2006: Gestamp Health and Safety Indicator (GHSI)

Gestamp developed the GHSI to be implemented as a proprietary indicator that is not affected by external factors or cultural differences, as is the case with traditional accident rates.

GHSI is an indicator that goes beyond the international standards of some countries. The same level of requirement is maintained across all of the production plants, and it has been adapted specifically to Gestamp's activity.

Factor analysis allows Gestamp to carry out efficient and rigorous prevention management. Plants report quarterly on improvements and are fully audited every two years

2017: Gestamp Health and Safety System (GHSS)

Since 2017, Gestamp has gone a step further by creating an integrated system at all organisational levels. All departments are involved in the system and it receives regional, divisional and corporate support. It is implemented at all the Group´s production plants without exception.

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GHSS FEATURES

The GHSS Management System is integrated at all organisational levels.

Professionalism
An extensive team of professionals dedicated to prevention, from corporate level to the plants, to provide their opinions when undertaking improvements and starting new projects.

Measurement
Gestamp Health and Safety Indicator (GHSI) is an internal tool designed by us and adapted to the particularities of the company's activity, reaching higher levels of demand than those required by international standards. It enables us to analyse 78 factors equally in all of the Group's plants.

Experience
Creation of manuals and supporting documents. Safety standards, management guides, detailed specifications, good practices.

Comunication
Computer applications and web communities that support the system. The applications allow control of everything related to the GHSI: quarterly reviews, audits and reports; while the web communities generate discussion forums and document repositories and share information with all of the Group's plants.

Integration
Collaboration with other corporate departments so that Health and Safety is another aspect to consider in new projects. Full integration is sought: layout design, machinery and facility purchasing, training, and corporate policies. The Health and Safety team regularly participates in audits and collaborative projects with strategic areas of the Group such as Industry 4.0, Standardisation, Purchasing and Sustainability.

Responsibility and functions at all levels

Plants must manage health and safety with the same level of knowledge and standards that they use in their core business.

The model is supported by senior management. Each year a Leadership Meeting is held, where the overall targets for improvement are established based on the Indicator. In addition, the results are submitted to the Board of Directors on a quarterly basis, along with a progress report on the corporate plans and other important matters.



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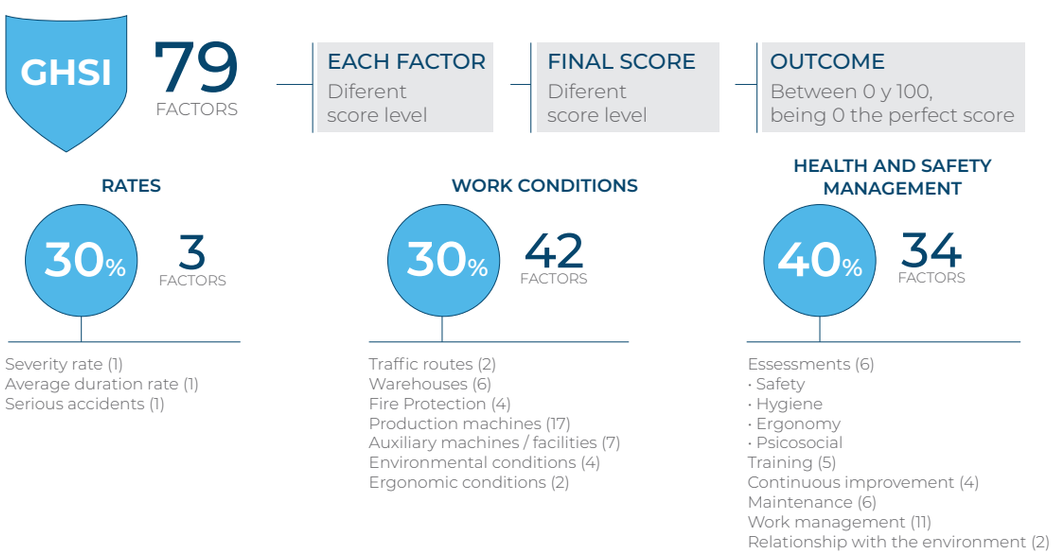
GHSI indicator

The Gestamp Health & Safety Indicator (GHSI) is a tool that ensures the same standards are applied across all plants in the Group, regardless of their size, production process or country. Thus, it is possible to assess and compare the health and safety performance of each plant using shared criteria.

The 2022 version of the Indicator (GHSI) is composed of 79 factors divided into 3 main blocks: Traditional indicators, Working Conditions and Prevention Management.

Each factor is weighted differently, depending on the importance or magnitude of the associated risk. In addition, different safety levels are defined in each one. The greater the risk, the higher the weight.

The final score given is a weighted average that ranges from 0 to 100, with 0 being the most favourable situation.





Indicator utilities

Accurately assess safety performance based on plant conditions and improvement endeavors that they have undertaken.

Establish a globally-known safety standard for gestamp, that could be utilized as a benchmark for comparison betwen the plants

To reflect in the standard the "know-how" that has been gathered over the years, as a reference for improvement

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INTERNAL AUDITING SYSTEMS

Full on-site plant audits every two years (2- 5 days)

When a plant enters the system, a full audit is conducted on site at the plant. In addition to assessing the safety conditions and prevention management in place at the plant, this is used to provide safety-related training to the parties that are directly responsible in this regard.

Once it is part of the system, these audits are repeated every two years in order to ensure that the indicator continues to reflect the actual safety situation at the plant. They also allow the Group to verify on-site whether the improvements made and approved remotely each quarter have been consolidated, to refresh safety standards and to get first-hand feedback from the plants.

Face-to-face audits were cancelled during 2020 and 2021 due to the pandemic Covid19 and resumed in 2022. Fifteen European plants have been audited with good results overall. This means that, despite the interruption of audits, the system has continued working in the Group. A normal rate of audits is expected to return by 2023, with 50% of plants audited every two years.

Quarterly remote audits

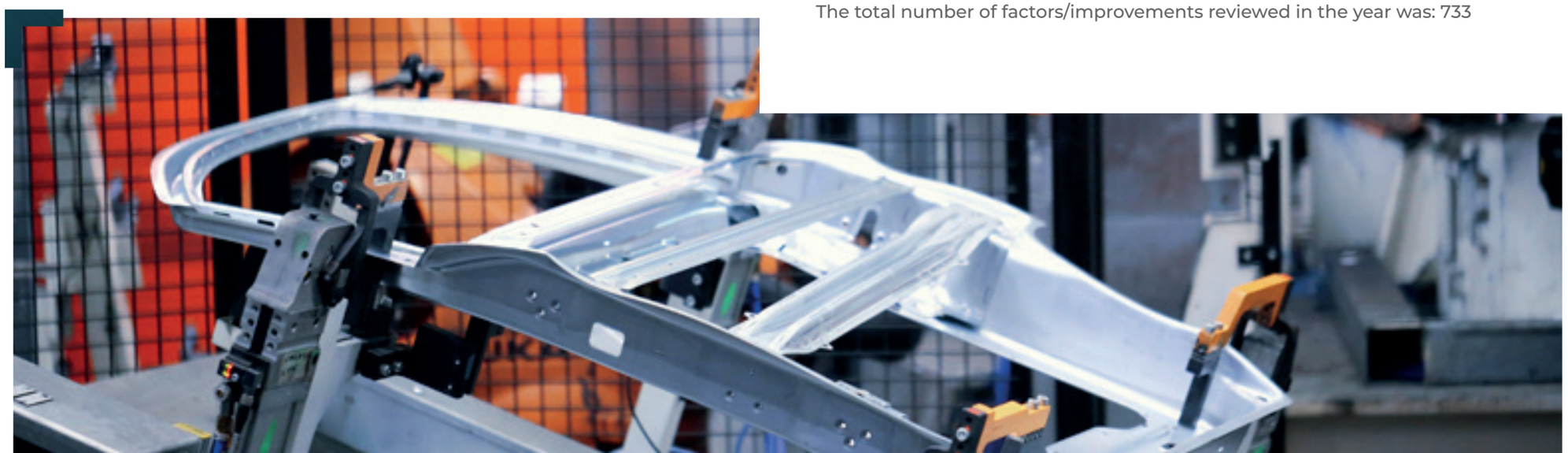
These are audits of factors that the plant aims to improve; they are conducted remotely through the use of an internally developed IT application.

The plants must report their improvements in the first 15 days of each quarter. The improvements are first validated by the Division-level prevention managers, who act as advisors, then move on to the audit phase.

The criteria followed are exactly the same as for full audits and the same auditors review them. The difference is that only the improvements proposed by the plants, which have been validated by their advisors, are audited. To guarantee the use of uniform criteria, there is a guide linked to the indicator that outlines the criteria.

In addition, other documents are also being produced that provide further details on the criteria of certain factors of the indicator, such as hygiene risk management, subcontractor management, working at a height, maintenance of metal shelving and management of lifting devices, to name a few.

The total number of factors/improvements reviewed in the year was: 733



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Continuous improvement

One of the key contributors to the success of the GHSS, is the commitment to continuously improve in all the following aspects:

- Internal audits and reviews.
- Regular follow-up meetings with local and regional teams.
- Creation of digital resources to develop the most critical topics: accident reports and videos, machine safety standards, technical safety reports and specific management guides.
- Internal communication: publication of catalogue of best practices, annual targets and quarterly reports related to the Indicator, important news items and discussion forums.
- Communication channel open for all Gestamp employees by means of an exclusive email account.
- Active collaboration with corporate departments to raise awareness about and improve the system. Participation in sector associations and forums.
- Comparative analysis activities with other companies.

Safety alerts

Serious accidents and incidents with implications on prevention within the Group are used as an awareness-raising measure.

The investigation carried out by the plant, together with a video or photographs of the event are shared via the prevention web community. This information is completely anonymous. The important thing is not where it happened, but that it happened at a Group work site, and we must prevent the situation from repeating itself. During 2022, 4 safety alerts were published. Since the launch of the initiative, 27 Alerts have been published with great success.

ISO 45001 Certification

Gestamp's own GHSS system allows for the incorporation of minimum mandatory standards in each of the plants regardless of the country, legislation or culture. It is a robust system that is implemented across the entire Group, and recognised at all organisational levels. In the 5 years that the system has been in place, no fatal accidents have occurred, which is a milestone for an industrial group.

Taking into account the robustness of GHSS and the organisation's commitment to Health and Safety, in 2022 the decision was taken to certify the system under the international standard ISO 45001.

In record time, almost 100% of the Group's plants have achieved ISO 45001 certification through the multisite model (except for the 4 plants located in Russia, due to the war in Ukraine).

This achievement has been possible thanks to having a prior system such as GHSS, fully implemented across the organisation, demonstrating Gestamp's firm commitment to Health and Safety, as well as the continuous work and effort of all teams.

> Taking into account the robustness of GHSS and the level of commitment to Health and Safety within the organization, in 2022 the decision was taken to certify the system under the international standard ISO 45001

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2022 Review

In 2022, accident rates went down: by 7% for the Frequency Rate and 3% for the Severity Rate. In addition, Gestamp has had no fatal accidents at its facilities since 2017.

Traditional Indicators	2020	2021	2022
Group Frequency Rate[1]	**9**	**10**	**9**
Direct Employees	9	10	9
Subcontracted Employees	12	9	10
Group Severity Rate[2]	**0.16**	**0.16**	**0.15**
Direct Employees	0.16	0.17	0.16
Subcontracted Employees	0.18	0.09	0.13

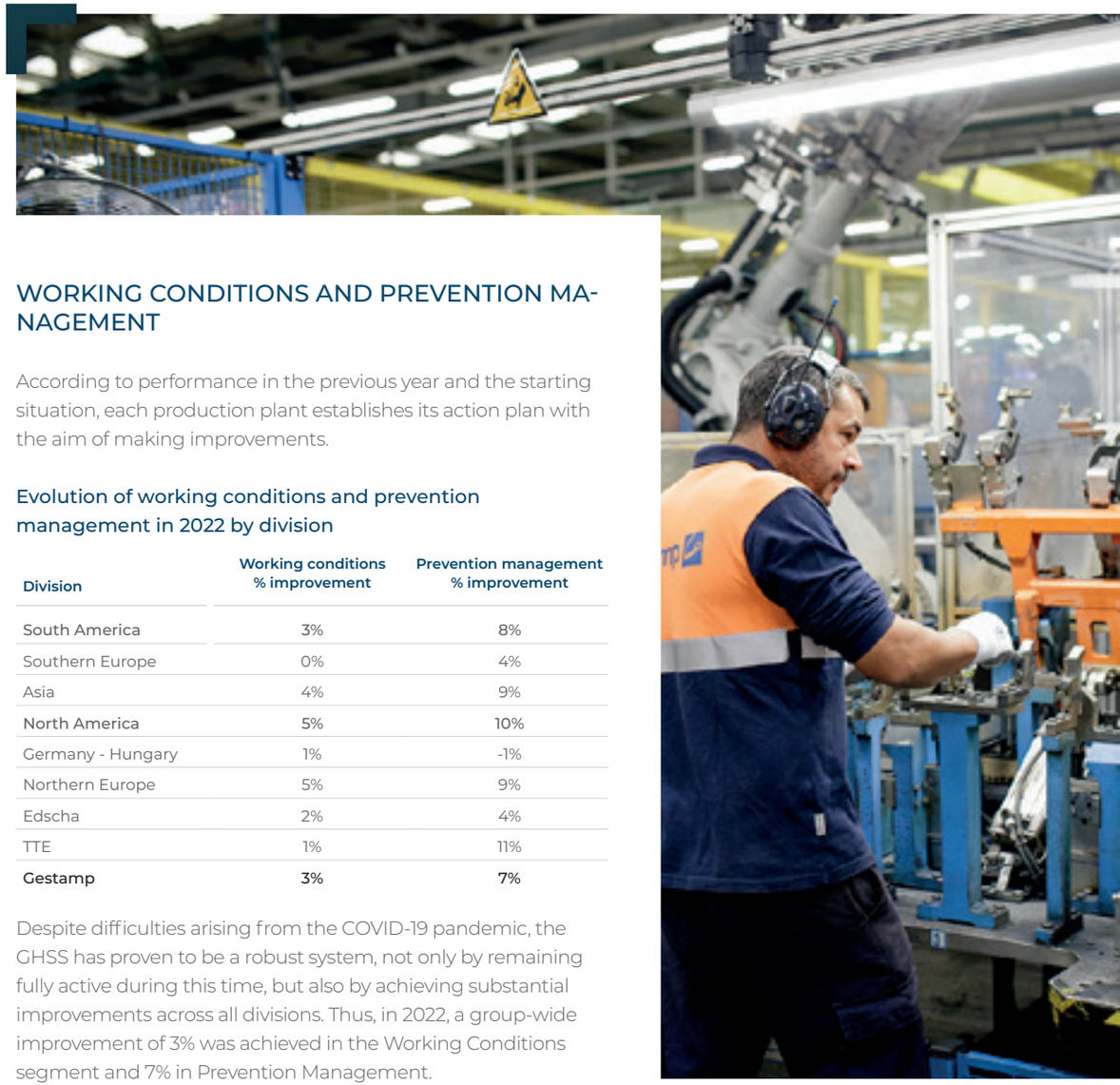
	2021			2022		
Indicators	**Men**	**Women**	**Group**	**Men**	**Women**	**Group**
Frequency Rate1	12	2	10	11	1	9
Severity Rate2	0.18	0.05	0.16	0.19	0.02	0.15
Total Accidents[3]	**786**	**33**	**819**	**796**	**26**	**822**
Direct Employees	702	32	734	678	22	700
Subcontracted Employees	84	1	85	118	4	122
Fatal accidents	0	0	0	0	0	0
Total Occupational Disease[4]	**1**	**0**	**1**	**3**	**0**	**3**
Direct Employees	1	0	1	2	0	2
Subcontracted Employees	0	0	0	1	0	1

(1) Frequency Rate: Number of occupational accidents with sick leave and diseases/per 1,000,000 hours worked

(2) Severity Rate: Number of work days (M-F) lost due to occupational accidents or diseases/per 1,000 hours worked

(3) Accidents occurred with sick leave regarding all workers who carry out tasks inherent to or necessary for the activity. TEA workers and outsourced services are included. Does not include commuting accidents

(4) Occupational disease: contracted as a result of exposure to risk factors inherent in work activity and reported by a doctor.



WORKING CONDITIONS AND PREVENTION MANAGEMENT

According to performance in the previous year and the starting situation, each production plant establishes its action plan with the aim of making improvements.

Evolution of working conditions and prevention management in 2022 by division

Division	Working conditions % improvement	Prevention management % improvement
South America	3%	8%
Southern Europe	0%	4%
Asia	4%	9%
North America	5%	10%
Germany - Hungary	1%	-1%
Northern Europe	5%	9%
Edscha	2%	4%
TTE	1%	11%
Gestamp	**3%**	**7%**

Despite difficulties arising from the COVID-19 pandemic, the GHSS has proven to be a robust system, not only by remaining fully active during this time, but also by achieving substantial improvements across all divisions. Thus, in 2022, a group-wide improvement of 3% was achieved in the Working Conditions segment and 7% in Prevention Management.

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Future challenges

WORKING CONDITIONS

Automated Guided Vehicles (AGVs)

The use of self-driving vehicles to move loads in the workplaces is becoming increasingly widespread, reducing the number of forklifts and controlling the risk of being run over.

Like with any new technology, it comes with new risks. To keep them under control, the Group is developing technical documentation to support new projects, defining the safety requirements for acquiring this technology and considering the various technical solutions available on the market.

> Gestamp ha extendido en sus centros de trabajo el uso de vehículos autónomos, disminuyendo así el riesgo de atropello de las clásicas carretillas elevadoras.

Safety Radars

The new safety radars can be integrated into most of Gestamp's processes to improve safety levels.

It is a new and certified system comparable to the most efficient detection systems, but it is special in that it does not require maintenance nor replacement parts. This makes facilities more reliable and safer in terms of H&S, more cost-effective in terms of production and more sustainable.

During 2022, a pilot test installation was carried out in a robotic cell in a plant in Spain, and there are plans to implement this system in other Gestamp plants in 2023.

PREVENTION MANAGEMENT

Plan 2025

In 2022, Plan 2025 was put forward, which sets out new key factors for establishing the Group's Health and Safety strategy for the coming years.

Plan 2025 aims to reduce the accident rate by focusing on the highest risk factors, taking into account their severity in the event of an accident occurring. Corporate shall provide support and monitoring to production plants, focusing on certain factors of the GHSI indicator: specific training, definition and modification of equipment and work sites, machine malfunctions and maintenance.

The corporate and divisional teams will work together with production plants to create supporting documents to meet the proposed objectives, and to follow up closely with quarterly meetings to check on the implementation of the factors.

Psychosocial Risk Assessment

Following the integration of the new factor into the Group's indicator, psychosocial assessments were carried out in 2022 at plants in the United Kingdom, Poland, Czech Republic, Slovakia and Sweden, with around 2,900 questionnaires completed.

The importance of psychosocial factors for workers' health has been increasingly recognised. Changes in organisations, current globalisation processes and exposure to psychosocial risks have become more frequent and intense, making it appropriate and necessary to identify, assess and control them in order to prevent the associated risks to health and safety at work.

In order to monitor plant implementation more exhaustively and encourage improvement, a new factor has been created to define Gestamp's psychosocial assessment model. **With this change, the GHSI will go from having 78 to 79 factors in the 2022 version.**

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Ergonomic Assessments

As part of the corporate strategy in the area of Prevention Management, a Practical Application Guide for Ergonomic Assessments in Workplaces was created in 2022.

Among the support material developed to accompany the plants in their evaluation process are the update of the corporate procedure including the detail of the method suggested by the Sue Rogers group; A base template for conducting the assessments has also been created and, finally, a practical guide consisting of videos and step-by-step explanation on how to complete the assessment has been developed.

Currently all plants in Mexico have been evaluated using this guide. Throughout 2022, more than 1,300 evaluations have been carried out in the stamping, assembly, laser cutting and painting processes and at least 13 workstations have been significantly improved.

In 2023, ergonomics assessments are expected to be carried out at the Gestamp Aycliffe plant (UK), one of the Group's largest work centres with more than 1,000 employees.

Production plants in Argentina have developed and integrated an ergonomic validation system for new projects through the use of the corporate project management tool GPCS (Gestamp Product Creation System). For this, the engineering team of the plants has been trained in ergonomic risks. This training includes the principles of corporate management system (GHSI), and the detection of physical risks to prevent musculoskeletal disorders, with the aim of defining the basic guidelines in the design of jobs from the phase of development, construction, installation and operation in the workplace.

Help Guides on Critical Factors

After carrying out a study of the factors with the highest percentage of rejection in reviews through the application, Gestamp was able to identify the points on which to develop support material in the form of guides, best practices or success stories.

The project has started with the development of guides for factors that resolve high-severity risks, such as machine intervention and lock-out/tag-out of machines and facilities.

As part of the corporate strategy in the field of prevention management, a practical application guide for ergonomic assessments in workplaces was created in 2022.



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5.3 Local Communities

Social Contribution

Gestamp views sustainability as striking a balance between economic growth, social development and proper management of its environmental footprint. With this in mind, responding to the needs of the communities in which Gestamp operates, and helping to improve the quality of people's lives, is seen as both a responsibility and an opportunity on the path towards achieving the sustainable development of the business.

In order to fulfil this objective, Gestamp seeks to align its social contribution with its business activity, through medium and long-term social projects in the communities in which it operates, reinforcing trust between those communities and the company, and enhancing its positive contributions.

The Group collaborates on local initiatives promoted by economic organisations (business, technology and innovation clusters and associations) as well as social and environmental ones (road safety, education, environmental awareness, socio-economic development, etc.).

On a global level, Gestamp participates in international programmes to meet the biggest challenges of the century. In 2008, the company joined the UN Global Compact and has adhered to the Sustainable Development Goals since they were approved in 2015.



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Social Action Policy

In 2022, Gestamp published a Social Action Policy, approved by the Board of Directors and the Sustainability Committee, which sets out the foundations and strategic pillars of the **Group's Social Action**.

Gestamp's social action is centred around the following three priority areas, with the aim of aligning its social contribution with its business activity and ensuring coherence, while also focusing on providing the maximum positive social impact. The deployment of the Group's Social Action policy will be carried out during 2023 with the support of the Human Resources managers of each plant and work centre



Education and training

The Group is firmly committed to socio-economic development and technical, industrial and digital training for young people. In this way, the company encourages new generations to gain the education and skills required to enter the job market under the best conditions and to improve their employability. This line of action also extends to extracurricular support, efforts to reduce school dropouts, equal opportunities in education and access to education for vulnerable groups.



Mobility and Transport

Another priority area for social action at Gestamp is road safety, including initiatives, volunteering and donations directed towards efficient driving and the prevention of road accidents. In relation to mobility, the Group, aims 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 Gestamp is present.



Environment

Finally, Gestamp prioritises and drives 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.



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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 adapt to the local needs and demands of the communities in which it operates.

- **Employee involvement:** social action initiatives provide the opportunity to channel employees '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.



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Collaboration with non-profit organisations

In 2021, Gestamp changed its system of identification, classification and evaluation of social contribution. Since January 2021, it has been using the Business for Social Impact methodology (B4SI, formerly LBG (London Benchmarking Group)). However, since 2013, Gestamp has reported its social contribution through the LBG Spain methodology. In 2022, Gestamp continued to employ the B4SI methodology.

In 2022, the company worked together with 147 project partners on a total of 236 social initiatives. A total of 808 employees volunteered to take part in these efforts, with the total value of the contribution amounting to 1,211,093.46 euros.

By type of contribution, most of the activities were made as a monetary contribution (81.8%), followed by the contribution in kind, (10.6%) such as donations of surplus construction materials to non-profit entities, or surplus office supplies and movable objects to families affected by natural disasters. Due to the humanitarian crisis caused by the Ukraine War, in-kind donations have been significantly increased compared to the 2021 contribution. Another contribution is the volunteer hours dedicated by employees during their working hours (7.6%).

Key indicators	2020	2021	2022
Number of initiatives	140	149	236
Employees participating in volunteer work	2,437	2,784	808
Project Partners	228	94	147

	2020		2021		2022	
Contribution type	**Monetary value (€)**	**%**	**Monetary value (euros)**	**%**	**Monetary value (euros)**	**%**
Monetary	1,183,488	87%	356,932	48%	976,905	80,7%
Time	165,461	12%	365, 619	49%	97,483	8%
In kind	11,965	1%	26,325	4%	136,704	11,3%
Total	**1,360,914**	**100%**	**748, 877**	**100%**	**1,211,093**	**100%**

	2020			2021			2022		
Area of Action	**No. of Initiatives**	**Monetary Contribution (€)**	**%**	**No. of Initiatives**	**Monetary Contribution (€)**	**%**	**No. of Initiatives**	**Monetary Contribution (€)**	**%**
Art and Culture	1	274	0.02%	1	200	0.03%	6	117,930	10%
Humanitarian Aid	8	2,721	0.20%	11	67,812	9.06%	14	105,898	9%
Social Well-being	29	38,167	2.80%	21	30,584	4.08%	91	80,012	7%
Economic Development	11	292,907	21.52%	6	167,770	22.40%	41	580,036	48%
Education	42	391,817	28.79%	37	297,156	39.68%	46	304,498	25%
Environment	14	24,511	1.80%	17	53,066	7.09%	9	3,898	0%
Other	0	0	0.00%	34	27,850	3.72%	0	0	0%
Health	35	610,517	44.86%	22	104,434	13.95%	29	18,820	2%
Total	**140**	**1,360,914**	**100%**	**149**	**748,877**	**100%**	**236**	**1,211,093**	**100%**

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Breakdown by sustainable development goals	2020 No, of Initiatives	2020 Financial value (euros)	2020 %	2021 No, of Initiatives	2021 Financial value (euros)	2021 %	2022 No, of Initiatives	2022 Financial value (euros)	2022 %
ODS 1, No Poverty	13	12,800	1%	9	8,339	1.1%	81	163,725	14%
ODS 2, Zero Hunger	9	8,191	1%	7	16,381	2.2%	0	0	0%
ODS 3, Good Health and Well-being	43	622,854	46%	34	149,662	20.0%	39	24,006	2%
ODS 4, Quality Education	42	388,991	27%	41	288,150	38.5%	51	387,090	32%
ODS 5, Gender Equality	0	0	0%	5	15,447	2.1%	3	1,826	0%
ODS 6, Clean Water and Sanitation	0	0	0%	2	774	0.1%	0	0	0%
ODS 7, Affordable and Clean Energy	0	0	0%	3	2,331	0.3%	1	45,000	4%
ODS 8, Decent Work and Economic Growth	8	21,964	2%	14	129,545	17.3%	49	583,738	48%
ODS 9, Industry, Innovation and Infrastructure	0	0	0%	2	55,360	7.4%	0	0	0%
ODS 10, Reduce inequality	5	10,021	1%	0	0	0.0%	1	760	0%
ODS 11, Sustainable Cities and Communities	0	0	0%	7	21,695	2.9%	3	1,400	0%
ODS 12, Responsible Consumption and Production	0	0	0%	4	28,980	3.9%	0	0	0%
ODS 13, Climate Action	14	24,511	2%	6	2,635	0.4%	8	3,549	0%
ODS 15, Life on Land	0	0	0%	4	18,366	2.5%	0	0	0%
ODS 16, Peace, Justice and Strong Institutions	0	0	0%	0	0	0%	0	0	0%
ODS 17, Partnership for the goals	6	271,483	20%	11	11,206	1.5%	0	0	0%
Total	140	1,360,815	100%	149	748,877	100	236	1,211,093	100%

The total calculation of Social Action of the Group during 2022 was 1,211,093 euros, this figure differs from the figure provided in 2021, (748,877€), due to the increase in investment in the area of action "Humanitarian Aid", aimed at alleviating the effects of the Humanitarian Tragedy, as a result of the War in Ukraine. This deviation is also due to the fact that, in 2021, the Group experienced cuts in all divisions due to effects of the Covid19 pandemic. In 2022, the levels of investment in Social Action are once again similar to the pre-pandemic levels we saw in 2019 or 2018. €1,339,723 and €1,670,662, respectively.

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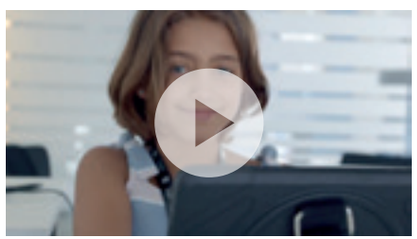
GESTAMP JOINS FORCES WITH CODE TO PROMOTE EDUCATION IN PROGRAMMING LANGUAGES

As part of the company's strategy, Gestamp fosters employability by providing technical and industrial training and skills-building for young people in the local communities where the Group operates.

The NGO Code.org fosters quality computer science education to democratise and bring programming closer to young students. Gestamp takes part in this global project to contribute towards training digital natives, eliminate talent gaps and promote a future with more opportunities. As a partner, Gestamp is committed to this project to mutually foster the development of computational thinking among young people and students, while training them in programming, the cornerstone of the digital transformation of today and the future.

"I Speak Code" Summer Camp

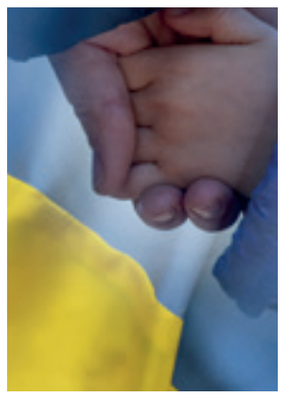
In July, Gestamp and CODE set up a summer camp for boys and girls between the ages of 8 and 14, children or family members of Gestamp employees in Madrid. A total of 29 children were given the opportunity to learn and put into practice basic principles of programming at Gestamp's facilities.



Video "I Speak Code"

GESTAMP ORGANIZES HUMANITARIAN AID FOR REFUGEES IN POLAND AND THE CZECH REPUBLIC

The Wrzesnia and Wroclaw plants (Poland) and the Edscha Kamenice plant (Czech Republic) were involved with the local communities that received a large number of refugees from Ukraine, given their proximity to the Ukrainian border. They showed particular interest because several of their employees are from Ukraine.



These plants drove specific efforts in Poland and the Czech Republic. Refugees were provided with welcome packs containing basic hygiene products, and integration initiatives were launched in the area including language courses, legal advice and psychological support.

Collaboration with the Red Cross

With the aim of supporting local communities, Gestamp came together with the Red Cross in its appeal to support the humanitarian action of the International Red Cross and Red Crescent Movement in Ukraine and neighbouring countries, such as Poland and the Czech Republic, where Gestamp operates.

Gestamp invited its employees from around the world to take part in this donation campaign, which has helped to provide food, water, medical supplies, accommodation, psychological support and mobile healthcare teams, among other things.

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Participation in associations and organisations

Gestamp endeavours to promote the industry and local development from various angles. Putting this commitment into practice, the company is actively involved in a range of initiatives geared towards social and economic issues, in the form of business clusters and associations.

Gestamp takes part in organisations, institutions and forums that aim to foster socio-economic development, innovation and quality and to contribute to spreading knowledge about the automotive industry.

In November 2021, the General Assembly of the Spanish Association of Automotive Suppliers (SERNAUTO) approved Francisco J. Riberas, at the proposal of the Board of Directors, as the new president of the Association to represent and promote this strategic industry for the country.

Innovation is a strategic priority for the Group, promoted through its involvement in organisations such as the University Institute of Automobile Research and the COTEC Foundation. Gestamp practices what is known as sustaining innovation, which seeks to strengthen the core business and ensure sustainability, efficiency and competitiveness.

Technology transfer and knowledge management are also priority issues in the business model, which is why the Group supports numerous educational programmes and dual vocational training schemes.

Participation in technological associations helps us in the transfer process of new technologies, which is the usual mechanism through which the organisation adapts to the requirements entailed in new projects. These new projects also end up fostering socio-economic development as a whole.

The Institutional Relations Department, seeks to show different institutional audiences (governments, chambers of commerce, business associations, Spanish embassies abroad and diplomatic missions in Spain, trade unions and employers' organisations, educational institutions, local administrations and think tanks, among others) Gestamp's contribution to society, participating in the drafting of public policies and regulations as a corporate citizen, with ethics, transparency, integrity and professionalism in the institutional dialogue. Furthermore, Gestamp is registered in the EU Transparency Register and abides by the rules and principles set out in Annex I of the Interinstitutional Agreement.



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The following are just a few of the associations and organisations that Gestamp participates in:

Bilateral Chambers of Commerce

- German-Spanish Chamber of Commerce (AHK)
- British Chamber of Commerce in Spain
- Brazilian-Spanish Chamber of Commerce (CCBE)
- Spain-China Council Foundation (Chair)
- Spain-USA Council Foundation-
- Spain-Japan Council Foundation-
- Moroccan-Spain Economic Council (CEMAES)
- Spanish Chamber of Commerce in the UK
- French Chamber of Commerce in Spain
- Spanish Chamber of Commerce in Japan
- Spain-China Business Advisory Council (Chair)

Spanish regional clusters

- Automotive Cluster of the Basque Country (ACICAE)-
- Automotive Cluster of Aragon (CAAR)
- Automotive Cluster of Cantabria (GIRA)-
- Automotive Cluster of the Community of Valencia (AVIA)
- Automotive Company Cluster of Galicia (CEAGA)-
- Automotive Industry Cluster in Catalonia (CIAC)
- Automotive Forum of Castilla y León (FaCyl)

Industrial associations

- SERNAUTO (Spanish Association of Automotive Suppliers) - Chair
- ASEPA (Spanish Association of Automotive Professionals)
- STA (Association of Automotive Engineers)-
- INSIA (University Institute of Automobile Research)
- AEC (Spanish Quality Association)
- Industry 4.0 Chair of the Comillas Pontifical University
- OESA (Original Equipment Suppliers Association)
- INA (National Automobile Parts Industry) in Mexico
- UPM (Unió Patronal Metallúrgica)
- Foment de Treball
- Logistop
- AIC. Automotive Intelligence Center

ESG Associations:

- Forética (Corporate Social Responsibility association for businesses and professionals)
- Spanish Network of the United Nations Global Compact
- Business for Social Impact Steering Committee
- Spanish Business Council for Sustainable Development
- CEOxlaDiversidad (CEO for Diversity- promoted by the Adecco Foundation and CEOE)
- CSR Europe

Economic Associations

- Círculo de Empresarios (Businessmen Association)
- Spanish Exporters and Investors Club
- IADG (Atlantic Institute of Governance)
- IEF (Family Business Institute)
- CEOE (Spanish Confederation of Business Organisations)
- CCE (Spanish Chamber of Commerce)
- COTEC Foundation for Innovation

Professional associations

- AED (Spanish Association of Executives)
- APD (Association for Management Progress)
- Corporate Excellence - Centre for Reputation Leadership
- DIRCOM (Association of Communication Managers) - Chair
- FUNDACOM (Spanish-Portuguese communication (Platform)
- CPOnet. Social Network of Purchasing Professionals
- AERCE (Spanish Association of Purchasing, Contracting and Procurement Professionals)
- Tecnalia

06. GOVERNANCE

6.1 Governing Bodies

6.2 Risk Management

6.3 Ethics and Regulatory Compliance



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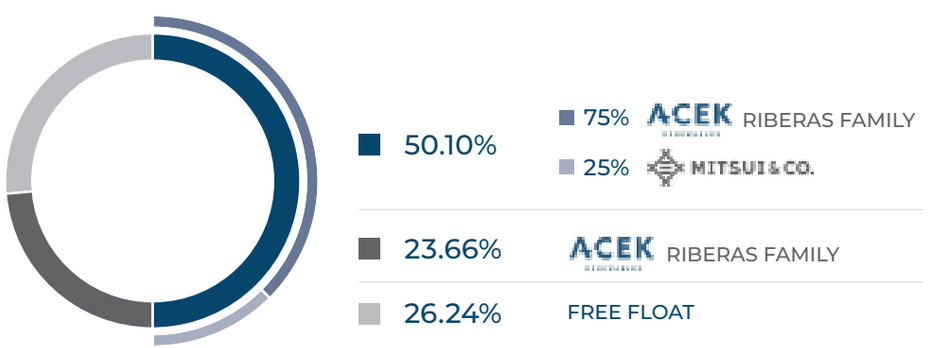
6.1 Governing Bodies

Shareholding Structure

As of the date of this Report, in accordance with the data recorded in the official register of the National Securities Market Commission (CNMV), the current shareholding structure of Gestamp Automoción S.A. (hereinafter, "Gestamp" or the "Group") is as follows:

- Acek Desarrollo y Gestión Industrial, S.L. ("Acek") holds 136,165,236 shares, representing 23.66% of the Company's total share capital;
- Gestamp 2020, S.L. ("Gestamp 2020") holds 288,332,760 shares, representing 50.10% of the Company's total share capital. Acek holds 75% of the share capital of Gestamp 2020, while Mitsui & Co. Ltd. holds the remaining 25%.
- The rest of the share capital, i.e. 26.24% is free float.

All shares belong to a single class and series and provide their owners with the same rights and duties.



Corporate Governance System

Gestamp's Corporate Governance is currently based on the following corporate rules, all of which are available on the website. **(Corporate Governance)**

- Company Articles of Association
- Regulations of the General Shareholders' Meeting
- Regulations of the Board of Directors
- Code of Conduct
- Internal Code of Conduct with regard to the Securities Market
- Particular corporate policies

The Corporate Governance rules are periodically reviewed and updated. The contents are modelled and based on Gestamp´s commitment to the Best Corporate Governance Practices, business ethics and social responsibility in all areas of action.

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Governing Bodies

The General Shareholders' Meeting is the shareholders' main way of participating in Gestamp, and it is the Company´s highest decision-making body where all duly convened shareholders gather to discuss and decide on, subject to the majority requirements applicable in each case, matters falling within its scope of authority.

REGULATIONS

The General Shareholders' Meeting is the shareholders' main way of participating in Gestamp, and it is the Company´s highest decision-making body where all duly convened shareholders gather to discuss and decide on, subject to the majority requirements applicable in each case, matters falling within its scope of authority.

Functions

The General Shareholders' Meeting decides on matters within its competence in accordance with the provisions of the Law and the corporate rules, and is responsible for the duties set out in Article 5 of the Regulations of the General Shareholders' Meeting of Gestamp.

Rights of shareholders

Shareholders are entitled to examine all the documents related to the General Shareholders' Meeting as of the date on which the Meeting is called, at the company's registered office or via the Gestamp website.

Moreover, between the publication date of the notice of the General Shareholders' Meeting and the fifth day prior to the date scheduled for the meeting on first call, shareholders may request in writing any reports or clarifications they deem necessary or draw up in writing any questions they consider pertinent, concerning the matters included on the agenda.

In addition, a number of shareholders representing at least three percent (3%) of the share capital will be entitled to request publication of an addendum to the notice of the General Shareholders' Meeting, including one or more additional items on the agenda, within the deadlines and in the manner set forth by Law.

Similarly, shareholders representing at least three percent (3%) of the share capital may submit substantiated proposals for resolutions on any matters already included or which should be included on the agenda, within the term and in the manner established by Law. Said proposed resolutions and, where appropriate, supporting documentation, will be continuously published on Gestamp's website.



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BOARD OF DIRECTORS

The Board of Directors is responsible for supervising, managing, controlling and representing the Company.

At the core of its mission, it must establish the approval of the Company's strategy and the organisation required to put it into practice, as well as the supervision and control of goal achievement by management, and respect for the Company's purpose and interests.

The rules on the composition, responsibilities and functioning of the Board of Directors are governed by Law and the corporate rules, corresponding to the duties set out in Article 8 of Gestamp's.

Regulations of the Board of Directors

Composition

The Board of Directors is composed of 13 members, of whom 7 are independent directors, 3 are proprietary, 2 are executive, and 1 is an external director. Thus, Gestamp not only complies with Recommendation 17 of the Good Governance Code for Listed Companies, which entails having at least 50% of the Board of Directors represented by independent directors, it goes one step further and has majority of independent directors.

Member	Position	Category
Mr. Francisco José Riberas Mera	Executive Chairman	Executive
Mr. Francisco López Peña	Member	Executive
Mr. Juan María Riberas Mera	Vice-Chairman	Proprietary
Ms. Chisato Eiki	Member	Proprietary
Mr. Norimichi Hatayama	Member	Proprietary
Mr. César Cernuda Rego	Member	Independent
Ms. Ana García Fau	Member	Independent
Mr. Alberto Rodríguez-Fraile Díaz	Member	Independent
Mr. Javier Rodríguez Pellitero	Member	Independent
Mr. Pedro Sainz de Baranda Riva	Member	Independent
Ms. Marieta del Rivero	Member	Independent
Ms. Loreto Ordóñez Solís	Member	Independent
Mr. Gonzalo Urquijo Fernandez de Araoz	Member	Other external directors
Mr. David Vázquez Pascual	Secretary	Non-director
Ms. Elena Torregrosa Blanchart	Vice-secretary	Non-director

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Diversity of the Board

The Board of Directors' Selection Policy, approved by the Company's Board of Directors on December 14th, 2017, at the proposal of the Nomination and Compensation Committee, and later amended on 26 July 2022, sets out the procedures and mechanisms for the selection of directors to always ensure an appropriate and diverse composition of the Company's Board of Directors. This policy sets out the underlying principles that are to govern it, which include the following:

- **Equal treatment and transparency.**
  This principle states that the selection of directors shall be transparent and free from implicit bias, so as to guarantee the same opportunities for all qualified candidates.

- **Diversity.**
  This principle states that diversity of skills, knowledge, experience, backgrounds, nationalities, age and gender shall be encouraged, in order to enrich the decision-making process and to bring different perspectives to discussions on matters within the Board's competence.

The Board of Directors' Knowledge, Skills, Diversity and Experience Guide sets out the knowledge, skills, diversity and experience that the Board of Directors as a whole must possess such that it serves as a reference and support tool for the Board of Directors' Selection Policy.

This guide, approved on 14 December 2017 by the Board of Directors at the proposal of the Nomination and Compensation Committee, develops the aforementioned principles and establishes that, for the purposes of selecting candidates and re-electing Directors, and in the face of equal knowledge and experience, diversity is to be encouraged, thus preventing discrimination on grounds of gender, age, culture, religion and race, and that the composition of the Board of Directors is to be in accordance with the demographic reality of the markets in which the Company operates.

In pursuit of this principle of diversity, and specifically gender diversity, on 26 July 2022, the Board of Directors, following a proposal by the Nomination and Compensation Committee, approved the introduction of certain amendments to the Selection and Diversity Policy of the Board of Directors, including the Board of Directors' commitment to making sure the Company's diversity measures ensure a significant number of senior managers at the Company, in accordance with the provisions of Recommendation 14 of the Good Governance Code of Listed Companies.

As a whole, the Board must possess the knowledge, skills and experience needed to guarantee the adequate governance of the Company in line with its activities, including its main risks, ensuring that it has effective capacity for independent and autonomous decision-making in the Company's interest. For the purposes of defining the skills, knowledge and experience that are deemed most appropriate for the Board of Directors as a whole and in order to verify the suitability of a candidate whenever a vacant position on the Board opens up, the Nomination and Compensation Committee approved the following matrix for the Board of Directors at its meeting on 10 May 2022.



BOARD OF DIRECTORS OF GESTAMP AUTOMOCION, S.A.
SKILL MATRIX

	Francisco J. Riberas Mera	Francisco López Peña	Norimichi Hatayama	Alberto Rodríguez Fraile	Pedro Sainz de Baranda	Gonzalo Urquijo Fdz. de Araoz	Ana García Fau	Juan María Riberas Mera	Javier Rodríguez Pellitero	César Cernuda Rego	Chisato Eiki	Loreto Ordoñéz Solís	Marieta del Rivero Bermejo
PROFESSIONAL EXPERIENCES				NOMINATION & COMPENSATION COMMITTEE			AUDIT COMMITTEE			ESG COMMITTEE			
1 Experience on governing bodies, steering committees or in the management of other listed or relevant companies	●	●	●	●	●	●	●	●	●	●	●	●	●
2 Experience in strategy definition and execution	●	●	●	●	●	●	●	●	●	●	●	●	●
3 Experience in growing companies or /and in consolidation process	●	●	●	●	●	●	●	●		●	●	●	●
4 Experience in international environments	●	●	●	●	●	●	●	●		●	●	●	●
5 Experience in sectors with a high technological development or companies undertaking a digital transformation process					●		●			●		●	●
6 Experience in the automotive industry	●	●	●					●					
7 Experience in the steel industry	●		●			●		●					
8 Experience in ESG (Enviromental, Social & Governance)						●			●	●	●	●	●
SKILLS & KNOWLEGDE													
9 Legal									●				
10 Accounting and Finance		●		●	●	●	●	●	●				
11 Audit		●				●	●		●				
12 Risk Management	●	●					●						
GOOD CORPORATE GOVERNANCE													
13 Independence				●	●		●		●	●		●	●
14 Diversity (nationality, gender, culture...)			●				●				●	●	●

This matrix will be updated on a regular basis in line with the potential vacancies that arise in the Board of Directors and the new challenges and opportunities faced by the Company in the short, medium and long term.

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Evaluation of the Board of Directors' performance

In accordance with the Regulations governing Gestamp's Board of Directors, the Board shall devote the first of its annual meetings to evaluating its own functioning in the previous year and, where appropriate, adopting an action plan to correct any aspects seen to be of scant functionality. Furthermore, the Board of Directors shall also evaluate (i) the performance of the duties of the Chairman of the Board and, should the position be held by a different person, that of the chief executive officer of Gestamp, based on the report submitted by the Nomination and Compensation Committee; as well as (ii) the functioning of the Committees of the Board of Directors, based on the reports submitted. This evaluation, in compliance with Recommendation 36 of the Code of Good Governance, is carried out with the advice of an external consultant every three years.

The evaluation process of the Company's Board of Directors for 2022 began on 7 November 2022 and was coordinated by the Nomination and Compensation Committee, at the request of the Chairman of the Board of Directors. In accordance with Recommendation 36, the external consultant was not consulted this year as he was involved in the evaluation process in 2020.

The 2022 evaluation process consisted mainly of completing an evaluation form, issuing an evaluation report and preparing an action plan.

The areas evaluated were as follows

- Composition of the Board of Directors.
- Functioning and Effectiveness of the Board of Directors.
- Performance of the Chairperson of the Board of Directors.
- Performance of the Secretary of the Board of Directors.
- Performance and contribution of each Director.
- Functioning and composition of the Audit Committee.
- Functioning and composition of the Nomination and Compensation Committee.
- Functioning and composition of the Sustainability Committee.

On 19 December 2022, the results of their evaluation were submitted to the Nomination and Compensation Committee, as well as those regarding the evaluation of the Board of Directors, the Chairperson of the Board of Directors and the Secretary of the Board of Directors. On 14 December 2022 and 19 December 2022, the results of their evaluation were submitted to the Audit Committee and the Sustainability Committee, respectively. After analysing the results, each of the Committees issued a report on the evaluation. In addition, the Nomination and Compensation Committee prepared an action plan to be presented at the first meeting of the Board of Directors in 2023 together with the reports issued by each of the Committees.

Although the result of the evaluation corresponding to the year 2022 has been positive, the action plan resulting from it includes a series of recommendations on aspects of the functioning of the Board of Directors, to be carried out during the year 2023.

Calling and regularity of meetings

El Consejo de Administración se reunirá con la frecuencia precisa para desempeñar con eficacia sus funciones, siempre que lo requiera el interés Gestamp, y como mínimo seis veces al año y, al menos, una de dichas reuniones tendrá lugar cada trimestre.

> In 2022, the Board of Directors met on 8 occasions. All the meetings were presided over by the Chairman, and the attendance rate was 100%.

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EXECUTIVE CHAIRMAN OF THE BOARD OF DIRECTORS

Name
Francisco J. Riberas Mera

Position
Executive Chairman

Appointment as Chairman
3 March 2017 with effect from 24 March 2017

The chairman of the Board of Directors of the Company is elected from among the members of the Board after a report from the Nomination and Compensation Committee. The Board, after receiving the report from the Nomination and Compensation Committee, may appoint one vice-chairman or more to replace the chairman in the event of absence or incapacity.

Last appointment as Chief Executive Officer
7 May 2021 with effect from 26 July 2021.

The Board of Directors can permanently delegate its powers to one or more members of the Board, except for those powers reserved for the Board by Law, the Articles of Association or the Regulations herein.

The permanent delegation of the Board of Directors' powers and the appointment of the director or directors vested with the delegated powers shall not be valid unless they receive the favourable vote of at least two thirds of the members of the Board of Directors. The CEO's appointment is proposed by the chairman following a report by the Nomination and Compensation Committee.

Duties as Chairman

- Status of Chairman of the Company and all company bodies that he forms part of, which he permanently represents.
- He may also have the status of chief executive of the Company and as such be responsible for the effective management of the Company's business, always in accordance with the decisions and criteria established by the General Shareholders' Meeting and Board of Directors.
- Prepares and submits to the Board of Directors a schedule of meeting dates and agendas; organises and coordinates regular evaluations of the Board and, where applicable, that of the chief executive; he exercises leadership of the Board and is accountable for its proper functioning; he ensures that sufficient time is given to the discussion of strategic issues, and approves and reviews introductory and knowledge refresher courses for each director, when circumstances so advise.
- Chairs the General Meeting and guides the discussions and deliberations held.
- Responsible for convening and chairing Board meetings, setting the agenda and guiding discussions and deliberations. He ensures that directors receive enough information in good time so as to discuss items on the agenda. Encourages debate and active participation during the meetings.

Duties as Chief Executive Officer

- The CEO is tasked with effectively representing and steering the Company's business, always in line with the decisions reached and criteria set by the General Shareholders' Meeting and the Board of Directors, within their respective spheres of authority.

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COORDINATING DIRECTOR

Name
Alberto Rodríguez Fraile, Independent Director

Position
Coordinating Director

Appointment
24 July 2017

Given the Chairman's status as executive director, following a proposal by the Nomination and Compensation Committee and with the executive directors abstaining, the Board of Directors appointed a Coordinating Director.

Functions

- To ask the chairman to call a meeting of the Board of Directors or to include new items on the agenda of a meeting already called, when deemed appropriate.
- To chair the Board of Directors meeting if the chairman and vice-chairman are absent.
- To keep in contact with investors and shareholders to hear their perspectives in order to form an opinion about their concerns, particularly those relating to the Company's corporate governance.
- To coordinate and meet with non-executive directors to discuss their concerns, and coordinate the succession plan for the chairman of the Board of Directors.
- To lead the periodic evaluation of the chairman of the Board of Directors.



Committees of the Board of Directors

Greater efficiency and transparency in exercising the powers and performing the duties assigned to the Board of Directors warrant the establishment of committees.

These committees are not only called upon to facilitate decisions of the Board (by assessing the matters in advance), but also to strengthen the principles of objectivity and reflection with which the Board of Directors must address certain issues. To this end, the Board of Directors has formed an Audit Committee, a Nomination and Compensation Committee and a Sustainability Committee. The rules on their composition and functioning are outlined in Article 39 of the Regulations of the Board of Directors, while its duties are set out in Articles 40, 41 and 42 of the same Regulations.

Regulations of the Board of Directors

AUDIT COMMITTEE

Composition and Frequency of Meetings

Member	Position	Category
Ms. Ana García Fau*	Chairwoman	Independent
Mr. Javier Rodríguez Pellitero	Member	Independent
Mr. Juan María Riberas Mera	Member	Proprietary
Mr. David Vázquez Pascual	Secretary	Non-director
Ms. Elena Torregrosa Blanchart	Vice-secretary	Non-director

In 2022, the Audit Committee met on 10 occasions. All the meetings were presided over by the Chairman, and the attendance rate was 100%.

NOMINATION AND COMPENSATION COMMITTEE

Composition and Frequency of Meetings

Member	Position	Category
Mr. Alberto Rodríguez-Fraile Díaz	Chairman	Independent
Mr. Pedro Sainz de Baranda Riva	Member	Independent
Mr. Gonzalo Urquijo Fdez. de Araoz	Member	Other external directors
Mr. David Vázquez Pascual	Secretary	Non-director

In 2022, the Nomination and Compensation Committee met on 5 occasions. All the meetings were presided over by the Chairman, and the attendance rate was 93.33%, as Mr Pedro Sainz De Baranda could not attend one of the meetings due to personal reasons. Nevertheless, he delegated the relevant power to the Chairman of the Committee, with instructions to vote in favour of all proposed resolutions.

SUSTAINABILITY COMMITTEE

Composition and Frequency of Meetings

Member	Position	Category
Mr. César Cernuda Rego	Chairman	Independent
Ms. Chisato Eiki	Member	Proprietary
Ms. Loreto Ordóñez Solís	Member	Independent
Ms. Marieta del Rivero Bermejo	Member	Independent
Mr. David Vázquez Pascual	Secretary	Non-director
Mr. Elena Torregrosa Blanchart	Vice-secretary	Non-director
Mr. Carlos Franch Jiménez	Deputy Secretary	Non-director

In 2022, the Sustainability Committee met on 5 occasions. All the meetings were presided over by the Chairman, and the attendance rate was 100%.

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REMUNERATION OF THE BOARD OF DIRECTORS

The Remuneration Policy for Directors of the Company approved at the General Shareholders' Meeting held on 6 May 2020, defines the following principles, which guide the remuneration of directors for holding such position:

- **Adequacy.** It must be sufficient to compensate the dedication, qualification and responsibility of the directors while at no time compromising their independence.
- **Competitiveness.** It must be able to attract and retain the talent of directors, while also being in line with the market criteria at companies of similar characteristics at a national and international level.
- **Dedication.** It must meet the dedication and responsibility of each director.
- **Reasonability.** It must be capable of reflecting the Company's reality and that of the sector in which it operates, as well as the economic situation at any given time.
- **Proportionality.** It must be set with the Company's remuneration and employment conditions in mind. When the remuneration sums for directors' roles are adjusted, the general adjustment applied shall also be taken into account for the Gestamp Group management team.
- **Good governance and transparency.** The Board of Directors shall adopt any measures required to ensure good governance and transparency in the remuneration received by the directors so as to guarantee confidence regarding investments and shareholders.

Remuneration of directors for undertaking their executive duties shall also be guided by the following principles contained in the Remuneration Policy:

- **Performance.** This includes a variable component that may be annual and/or multiannual and that will be linked to the achievement of specific objectives, aligned with the strategic objectives and the creation of value in a sustainable manner over time.



- **Proportionality.** Following the principle of proportionality described in the preceding section, the remuneration structure for directors with executive duties shall be the same as that used for the Gestamp Group management team. Similarly, adjustments to both the fixed and variable components of annual remuneration sums for directors with executive duties shall be aligned with the adjustments applied in general to the Grupo Gestamp management team.
- **Equity.** Director remuneration for the performance of executive duties is proportional to the level of responsibility and experience.

The remuneration paid to each Gestamp director is also published in the Directors' Remuneration Report and Annual Corporate Governance Report, section C.1.13.

Directors' Remuneration Report

Average remuneration of Board of Directors (thousands of euros)

Miembro	Fixed	Allowances	Remuneration due to membership of committees	Salaries	Short-term variable	Long-term variable	Compensation	Other items	Other concepts	TOTAL 2021	TOTAL 2022
Mr. Francisco José Riberas Mera	–	–	–	714	332	–	–	–	–	1.026	1.046
Mr. Francisco López Peña	–	–	–	300	–	–	–	–	12	317	312
Mr. Alberto Rodríguez-Fraile Díaz	80	–	30	–	–	–	–	–	–	110	110
Ms. Ana García Fau	80	–	30	–	–	–	–	–	–	107	110
Mr. César Cernuda Rego	80	–	30	–	–	–	–	–	–	97	110
Mr. Pedro Sainz de Baranda	80	–	15	–	–	–	–	–	–	95	95
Mr. Javier Rodríguez Pellitero	80	–	15	–	–	–	–	–	–	99	95
Ms. Marieta del Rivero Bermejo	80	–	15	–	–	–	–	–	–	89	95
Mr. Gonzalo Urquijo Fdez. de Araoz	80	–	15	–	–	–	–	–	–	95	95
Mr. Norimichi Hatayama	80	–	–	–	–	–	–	–	–	80	80
Mr. Juán María Riberas Mera	80	–	15	–	–	–	–	–	–	95	95
Ms. Loreto Ordoñez	80	–	15	–	–	–	–	–	–	61	95
Ms. Chisato Eiki	80	–	15	–	–	–	–	–	–	69	95
Mr. Tomofumi Osaki	-	–	–	–	–	–	–	–	–	20	0
TOTAL	880	0	195	1.014	332	0	0	0	12	2.360	2.433

Average remuneration of Directors by gender (thousands of euros)

	2021	2022
Mujeres	81,5	98,8
Hombres	226,0	226,4

* Other items are remuneration in kind: life insurance premiums and company car. Mr. Tomofumi Osaki resigned as a Company director effective as of 28/03/2021. Ms. Chisato Eiki was appointed a member of the Company's Board of Directors on 29/03/2021 effective as of 01/04/2021. Ms. Loreto Ordoñez was appointed a member of the Company's Board of Directors on 05/06/2021. On 24 March 2021, Ms. Ana García Fau was appointed Chairwoman of the Audit Committee.

As a result of the crisis caused by COVID-19 in 2020, the members of the Company's Board of Directors and the Group's executives decided to reduce their fixed remuneration as follows:

- **For Director status:** 15% reduction in the total remuneration (fixed remuneration) for the whole of 2020.
- **Executive Chairman of the Company:** 50% reduction in the fixed remuneration for the whole of 2020.
- **Chief Executive Officer:** A 15% reduction in the fixed remuneration over the duration of the crisis, effectively taking place between the months of May and October 2020, inclusive.
- **Executives of the Company:** A 15% reduction in the fixed remuneration over the duration of the crisis, effectively taking place between the months of May and October 2020, inclusive.

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MANAGEMENT COMMITTEE

Management Committee is in charge of the strategic organisation of the Group by disseminating, implementing and monitoring the business strategy and guidelines. From an organisational standpoint, Senior Management perform their duties in accordance with the different geographical markets and operating segments where the Company conducts its business.

Members of Senior Management as of 31 December 2021

Member	Position
Mr. Manuel de la Flor Riberas	General Director of Human Resources and Organisation
Mr. David Vázquez Pascual	General Director of the Legal, Tax and Corporate Governance Dep.
Ms. Patricia Riberas López	Director of Transformation and Organisation
Mr. Ignacio Mosquera Vázquez	Chief Financial Officer
Mr. J. Miguel Barrenechea Izarzugaza	Corporate Commercial Director
Mr. Javier Ignacio Imaz	Corporate Purchasing Director
Mr. Fernando Macias Mendizabal	COO y South Europe Division Director
Mr. Manuel López Grandela	Mercosur Division Director
Mr. Kevin Stobbs	Asia Division Director
Mr. Cesar Pontvianne de la Maza	General Manager of the Business Mechanism Unite (Edscha)
Ms. Raquel Cáceres Martín	Director of Internal Control and Internal Audit

As indicated by the CNMV, Raquel Cáceres Martín is included in this list, as Director of Internal Control and Internal Audit, despite not being a member of Senior Management.

Average remuneration of members of Senior Management (thousands of euros)

	2021*	2022
Women	544.7	183.1
Men		522.9

* Other concepts are payment in kind: life insurance premiums and company car.
*In 2021 Gestamp did not provide Split by gender, due to the fact that there was only one women in the senior management.

The remuneration of the members of Senior Management amounts to €5,073 (thousands of euros). The remuneration of Gestamp's Management Committee is published in the Annual Corporate Governance Report section C1.14.

Annual Corporate Governance Report

Annual Corporate Governance Report

At its meeting held on 27 February 2022, the Board of Directors approved the Company's Annual Corporate Governance Report for 2022. In relation to the 56 Recommendations in the Good Governance Code for Listed Companies that are applicable to the Company, said report shows that 52 of these Recommendations are met, 3 are partially met and only one is not met.

For more information, please see the Gestamp 2020 Corporate Governance Annual Report published on the Gestamp and CNMV websites.



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6.2 Risk management

Risk identification, evaluation, and management has been part of the Gestamp culture and strategy from the very beginning, and it has become especially relevant in recent times with the increasingly changing geopolitical and economic landscapes.

Risk management, which is embedded in all the activities and levels of the organisation, contributes to reducing and, in some cases, eliminating the consequences and probability of the occurrence should certain events arise. Even more, it contributes to turning risks into opportunities and sources of competitive advantage.

> The risk management system implemented in Gestamp, contributes to reducing, eliminating and even transforming them in opportunities and source of competitive advantage.

Integrated risk management system

Gestamp has an Integrated Risk Management System (IRMS)* to ensure that any financial or non-financial risks which could affect the ability to achieve the Group's strategies and targets are identified, assessed and managed in a systematic way using standardised criteria.

Risk management is a process driven by the Board of Directors which contributes to the company's ability to create value in a sustainable way while safeguarding the interests of its stakeholders.

* Based on the COSO ERM and ISO 31000 framework standards and the good practices mentioned in the Good Governance Code of Listed Companies and in the Technical Guide 3/2017 on Audit Committees of Public Interest Entities.
For more information about the Risk Management System, please see the Corporate Governance Report.



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Gestamp has a Risk Management Policy that is approved by the Board of Directors and applicable to all companies within the Group. The policy covers all risks associated with the Group's activities, processes, projects, and lines of business in all the geographical areas in which it operates.

This policy establishes*:

- The different categories of financial, operational, strategic and compliance risks.
- The basic principles, guidelines, and general framework for action in this field.
- The bodies responsible for ensuring the proper functioning of the internal risk control and management systems, together with their roles and responsibilities.
- The applicable criteria to set the level of risk that are considered acceptable.

The annual risk management process involves::

- Reviewing and approving the risk assessment scales: impact, likelihood of occurrence and effectiveness of controls.
- Updating the Corporate Risk Map.
- Monitoring the different indicators for the measurement of risks.
- Implementing and monitoring the general or specific action plans required to respond to and keep risks within acceptable risk levels.

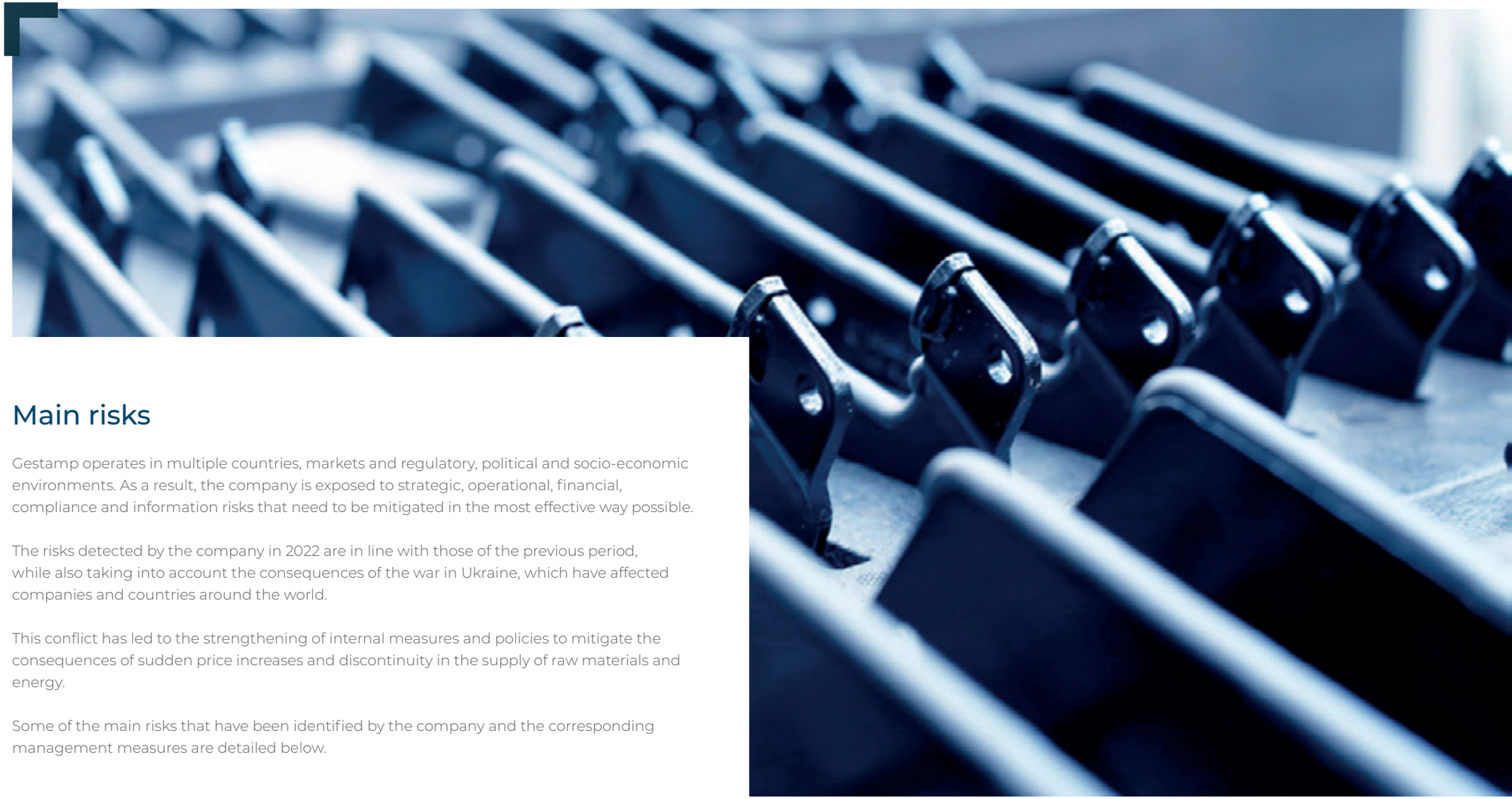
*For more information about the Risk Management System, please see the Corporate Governance Report.

Being a dynamic system, the above-mentioned update includes the addition of new risks and all subsequent management processes derived from such additions. New risks are added according to the development of business activities, laws, and regulations and good governance recommendations, among others. This has been the case, for example, with the ESG risks that have been reviewed and aligned in a series of amendments to the 2025 ESG Strategic Plan, as will be explained in subsequent sections of this report.



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Main risks

Gestamp operates in multiple countries, markets and regulatory, political and socio-economic environments. As a result, the company is exposed to strategic, operational, financial, compliance and information risks that need to be mitigated in the most effective way possible.

The risks detected by the company in 2022 are in line with those of the previous period, while also taking into account the consequences of the war in Ukraine, which have affected companies and countries around the world.

This conflict has led to the strengthening of internal measures and policies to mitigate the consequences of sudden price increases and discontinuity in the supply of raw materials and energy.

Some of the main risks that have been identified by the company and the corresponding management measures are detailed below.

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OPERATIONAL RISKS

Ability to adapt to drops in volume: flexibilization of production and absorption of the associated costs

For many years, Gestamp has been working on Industry 4.0 and digitalisation projects geared towards the flexibilization of production and absorption of costs.

The Gestamp Smart Factory model allows Gestamp to tackle market uncertainty, with a new component assembly concept whereby installed production capacity can be adjusted depending on the actual volume of different vehicles at any given time.

Uncertainty regarding vehicle sales volume forecasts

In relation to the forecasting of events that could substantially alter the volume of vehicle sales, which can be nigh on impossible to predict, (Covid-19, semiconductor shortage, macro-economic changes), Gestamp is working to try to reduce the impact of this risk on its business activities. Measures in this area include: optimising the cost structure to balance fixed and variable costs, developing the Smart Factory model to introduce flexible production processes and, wherever possible, establishing binding contractual clauses in the event of drops in volume.

Risks regarding volatility and stress in the raw material and energy supply chain

Most steel is purchased through re-sale contracts that the car manufacturers negotiate directly. For other raw material supplies, Gestamp works with steel suppliers to negotiate purchase prices in line with the agreements signed by customers.

Gestamp has designed a long-term energy-purchasing strategy with PPAs (Power Purchase Agreements), with the aim of reducing the impact of price volatility.

Deviations between the quotation phase and the industrialisation phase of projects that could affect their profitability

Gestamp has developed the Gestamp Product Creation System (GPCS) to regulate and cover all processes involved in the study and quotation phase of our projects, serving as a repository for all documentation in the different stages of the process, including that related to risks. The system defines the milestones for each project, their review points and the people responsible for them. It has been circulated and introduced on a global scale within the Group. In addition, Gestamp has a global database that includes a record of incidents and lessons learnt, which can be consulted in the creation of each new business case.

Lastly, for each launch and its corresponding business case, a Failure Mode and Effects Analysis is performed, in addition to monitoring by a specific corporate control department.

Incidents related to the quality of Gestamp's products

Gestamp has a global quality management system that underpins the plant systems, which are certified by independent and internationally accredited organisations and also audited regularly by customers. In addition, Gestamp has developed quality standards including the best practices of individual plants to introduce them at all plants, with a special focus on manufacturing processes, in addition to various IT tools that support the effective roll-out of quality-related work methodologies that are specific to the automotive sector.

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STRATEGIC RISKS

Political and economic instability in the different countries where Gestamp operates

Gestamp monitors the geopolitical situation in the countries where it operates in order to assess and incorporate the effects of potential instability into the Group's forecasts and strategic and operational decisions, designing the corresponding mitigating measures.

Insufficient response to stakeholder expectations regarding ESG aspects

Gestamp has created a long-term ESG plan that has been designed to be in line with the risks identified in the Group and the expectations of the various stakeholders.

Difficulty developing internal talent in line with a scenario of technological change and global growth

Gestamp now has a people management model that allows the company to identify talent within the organisation based on standardised and consistent criteria. This model contributes to the development and growth of talent, alongside other management tools including training and development programmes, mobility plans and remuneration schemes. In addition, based on the Group's strategic priorities, in terms of both growth and the development and adoption of new technologies, it allows to plan talent needs in numbers and characteristics, for any setting where this is required.

Technological change and innovation

Gestamp is involved in co-development with customers and various digitalisation and Industry 4.0 initiatives. In addition, the Group has created a specific technological innovation roadmap for electric vehicles and other technologies.

FINANCIAL RISKS

Risks associated with fluctuations in the financial markets, such as exchange rates or interest rates

Use of interest rate derivative financial instruments.

In addition, the company seeks a balanced combination of fixed and floating rates for debt.

COMPLIANCE RISKS

Compliance risks linked to the broad range of legislation and regulations applicable to the Group.

Ongoing monitoring of all legislative and regulatory changes that could affect Gestamp.

The Group also has a Criminal Risk Prevention Model, as well as a Criminal Risk Prevention Manual and associated codes and policies that are approved and periodically reviewed by the Board of Directors.

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EMERGING RISKS

Using the megatrend analysis established by international organisations such as the United Nations and the World Bank and the annual global risks reports published by the World Economic Forum, Gestamp has identified the following emerging risks:

Climate change and the degradation of natural capital: This risk includes extreme weather events, the shortage of natural resources and the late development of advanced technologies in the fight against climate change*

Gestamp identifies and assesses the physical and transition risks associated with climate change in the short, medium and long term, establishing the most appropriate measures such as contingency plans, insurance policies, efficiency measures in the consumption of natural resources, etc.

For more information, please see the chapter on Climate Change

Political instability and economic changes: This includes geopolitical conflicts, potential breakdowns in the supply chains, price volatility, debt crisis and negative growth in some regions.

The company analyses social, economic and political trends in all the countries where it operates, and it mitigates the identified risks through financial coverage, agreements with key suppliers and flexibilization in production models.

Demographic trends: Creating new patterns of consumption, population ageing, shortage of profiles with digital skills adapted to the industry and future pandemics.

The company works with its customers on the development of products, adapting to the new patterns of consumption of the end user. In addition, we are getting ahead of the needs of digital and technological profiles by offering talent training and attraction programmes.

These risks are included in the IRMS and their corresponding assessment will be updated in the current year, ensuring that the responses and mitigation measures introduced across the Group are sufficient.

*Risks that the company expects may have an effect in the long term, even if some scenarios might be occurring at the present time.



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ESG Risk

Gestamp is aware that ESG risks are very closely linked to the geographical location of its plants and the complexity of the value chain in the automotive sector. As such, through the 2025 ESG Strategic Plan, Gestamp aims to contribute to mitigating these risks with a double approach: focusing on both the company and its stakeholders and environment.

In 2022, Risk Department and ESG Department created a matrix that cross-references Gestamp's risks with areas of the ESG Strategic Plan, working on a dual objective: ensuring that the Risk Map is in line with the new ESG strategy and understanding the level of contribution of each ESG Plan area to mitigating the company's risks.

Level of contribution of the ESG Plan to the 20 main risks



After analysing this matrix, the following conclusions have been reached:

1 More mature areas of the plan (those the company has worked on for the longest time) fulfil the aim of mitigating risks such as employee health and safety, risks related to the quality of the supplied parts and compliance or accountability risks.

2 Plan strengthens areas that mitigate risks related to the environmental, social and ethical management of the supply chain, a lack of alignment with the ESG expectations of customers or the attraction and retention of talent.

3 The plan not only contributes to mitigating risks but also to turning them into opportunities and competitive advantage, such as alignment with customers' climate change objectives or introducing the concept of circularity.

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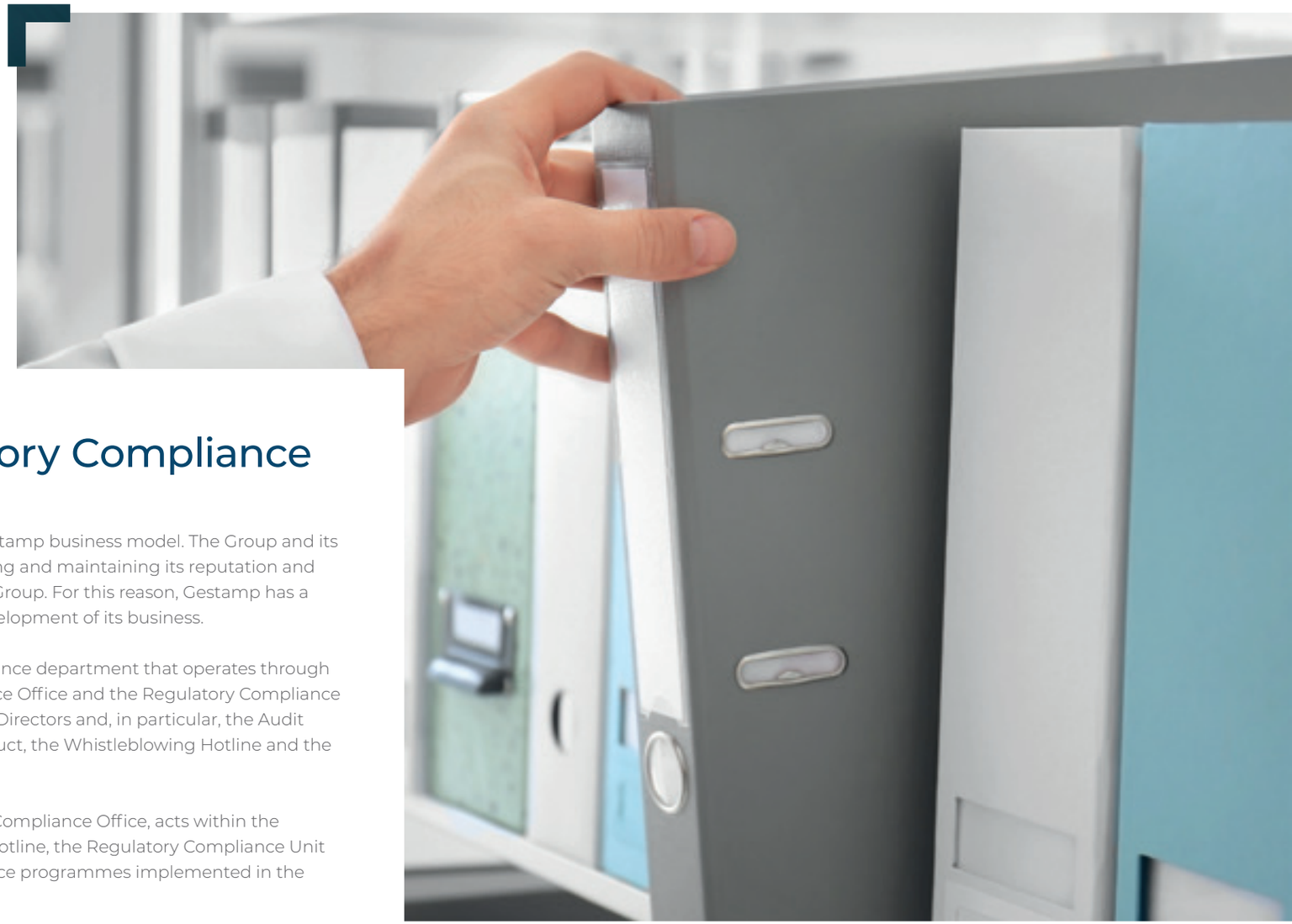
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6.3 Ethics and Regulatory Compliance

Ethics and integrity are fundamental pillars of the Gestamp business model. The Group and its employees' decisions and actions contribute to building and maintaining its reputation and impact the confidence that stakeholders have in the Group. For this reason, Gestamp has a commitment to integrity and transparency in the development of its business.

In line with this commitment, Gestamp has a Compliance department that operates through different bodies: the Ethics Committee, the Compliance Office and the Regulatory Compliance Unit. The Compliance function supports the Board of Directors and, in particular, the Audit Committee in its role of supervising the Code of Conduct, the Whistleblowing Hotline and the Group's internal control programmes.

While the Ethics Committee, with the support of the Compliance Office, acts within the scope of the Code of Ethics and the Whistleblowing Hotline, the Regulatory Compliance Unit is limited to developing and monitoring the compliance programmes implemented in the Group.

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Code of Conduct



Gestamp has had a Code of Conduct since 2011. This document is the common reference framework for the ethical and respectful behaviour of the members of the governing bodies and employees contractually linked with the Group companies or with any of the subsidiaries in which the parent company holds, directly or indirectly, the status of majority partner.

It contains the Rules of Conduct based on the Corporate Principles and on the Ten Principles of the UN Global Compact relating to human rights, labour standards, environmental standards and the fight against corruption.

On 7 May 2018, the Board of Directors of Gestamp Automoción, S.A. approved the current version of the Code of Conduct in order to adapt and update its content to meet the requirements arising from the new listed company status of the Group's parent company.

The Code of Conduct is available on the Group's website, where it can be downloaded by users in any of the 18 languages spoken in the Group

TRAINING

All Group employees and members of the governing bodies must have completed the introduction course on the Code of Conduct at least once. It also forms part of the induction plan for new employees, where they are given the document and asked to adhere to it. The Code of Conduct training can be carried out in the following ways:

Online training
Through the Gestamp Corporate University

Face-to-face training
For cases where the employee does not have access to an electronic device that allows them to carry out said online training.

EXTERNAL AUDITS

Since 2014, Gestamp has had a rotation plan for audits conducted by an independent firm to verify the degree of implementation and employee awareness of the Code of Conduct. Over these years audits were conducted at all the work sites in Germany, Argentina, Brazil, China, the US, France, India, Mexico, Portugal, the UK and Russia.

On the basis of external audits, specific areas for improvement are identified, measures and action plans are implemented to address these areas and to improve the implementation and awareness of the Code of Conduct and the communication channels.

> Gestamp has a plan for audits carried out by independents to verify knowledge of the Code of Conduct for employees.

Due to safety restrictions during the COVID-19 pandemic, no audits were conducted for the years 2020 and 2021. In 2022, audits have been resumed once again, and in order to secure a wider scope to assess the level of awareness of the Code of Conduct, an initiative has been launched covering 100% of the Group. This initiative involves reminding employees of the Code of Conduct and providing them with a survey featuring the same questions asked in previous years by the external company.

The results will come in by early 2023. These results will serve as the basis for an action plan to be drawn up for the coming year.

Taking the Code of Conduct as a reference, over the years special internal regulations have been developed to ensure better compliance with the Code and other regulations that apply to it, such as the Regulation on Accepting and Offering Gifts and Tokens of Appreciation.

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BODIES INVOLVED IN THE CODE OF CONDUCT AND COMPLIANCE

Gestamp has the following bodies that, among other functions, ensure compliance with internal regulations and legislation applicable to the Group, and are involved in the monitoring and control of the Code of Conduct and the Criminal Risk Prevention Model:

Board of Directors

- Gestamp's Management, as the first line of defence, must at all times take action to ensure that the areas under its responsibility act in accordance with the applicable legislation and internal regulations, taking responsibility for ensuring that these areas correctly implement the controls assigned to them, and for following up on the proposed corrective actions.

Senior Management

- La Dirección de Gestamp, como primera línea de defensa, debe en todo momento actuar, y garantizar que las áreas bajo su responsabilidad actúen, conforme a la legislación y a la normativa interna de aplicación, responsabilizándose de que éstas áreas ejecuten de forma correcta los controles que tienen asignados y de dar seguimiento a las acciones correctivas propuestas.

The Audit Committee

The Board of Directors has delegated the following duties related to ethics and integrity to the Audit Committee:

- Guarantee compliance with the Group's Code of Conduct.
- Supervise the Group's whistleblowing hotline.
- Review and propose the Criminal Risk Prevention Model and Criminal Risk Prevention Manual to the Board of Directors for approval.

The Audit Committee has the continuous support of the Ethics Committee, the Compliance Office and the Regulatory Compliance Unit in order to carry out the tasks in relation to the aforementioned duties and, for these purposes, said units regularly report to the Committee within the scope of their competence.

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Ethics Committee

The Ethics Committee is a collegiate body with initiative and control powers. Its activity is supervised by the Audit Committee and mainly consists of:

- Promoting the distribution and awareness of the Code of Conduct and enforcing the rules and prevention mechanisms in place.
- Establishing and developing any procedures required to accurately and fully comply with the Code of Conduct, and proposing specific measures for the prevention and detection of breaches.
- Drawing up an annual report on compliance with and development of the Code of Conduct, which is to be submitted to the Board of Directors and the Audit Committee.
- Providing reparations and assistance to anyone who may be affected by any irregular activities performed within the company, especially irregularities that have criminal consequences..

Compliance Office

The Compliance Office reports to the Ethics Committee. Its duties include receiving, directing, monitoring, reporting appropriately, documenting and investigating, where appropriate:

- Any doubts, issues, enquiries and improvements proposed by employees in relation to the content of the Code of Conduct and of any document or implementing regulation.
- Any reports of employees or third parties relating to procedures which could potentially amount to violations of the Code of Conduct or that may be unlawful.

The Regulatory Compliance Unit

The Regulatory Compliance Unit supports the Audit Committee in tasks relating to regulatory compliance and, in particular, its most important duties include:

- Duties related to criminal risk prevention:
  - Promoting a culture of prevention based on the principle of absolute rejection of the perpetration of illegal acts and situations of fraud, and on the application of the principles of ethics and responsible behaviour to the activity of all Gestamp professionals.
  - Ensuring the establishment of the primary policies, procedures, controls and internal regulations to be implemented within the Group relating to regulatory compliance.

    Promoting the periodical review of the Criminal Risk Prevention Model, and in particular, revising the risks to which the Group is exposed and the controls assigned to mitigate them.
  - Monitoring the operation, effectiveness, and compliance of the Criminal Risk Prevention Model.
  - Managing and coordinating the dissemination and training of the Criminal Risk Prevention Model.
  - Regularly informing the Audit Committee and, if applicable, the Board of Directors of (i) the risk areas which may affect the Group, (ii) the results of assessments and monitoring of the Prevention Protocol, (iii) the measures implemented to control and mitigate criminal risks.
  - Working alongside the Compliance Office to investigate any reports filed via the authorised channels which may incur the criminal liability of the legal person.
  - Promoting a culture of third-party risk management, especially with regard to integrity risk, and compliance with the applicable regulations on international sanctions.
  - Devising a procedure for third-party evaluation and keeping it up-to-date.
  - Issuing an opinion on third-party risk within the scope of the assessment policy, in line with internal procedures

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WHISTLEBLOWING HOTLINE

In order to respond to communications regarding possible breaches of the Code of Conduct and other internal regulations or legislation applicable to the Group, as well as in relation to suggestions, queries or doubts, Gestamp has a whistleblowing hotline. The whistleblowing hotline has the following communication channels, whereby the confidentiality of the process and the rights of the people who communicate in good faith and of the people reported is guaranteed:

- Human Resources Managers (Delegates). It is possible to report through the Delegates, who report the submitted complaints to the Compliance Office.
- Compliance Office mailbox. Corporate email address managed directly by the Compliance Office.
- SpeakUp Line. A complaints channel managed by an external company has been available since December 2016. Such communication may take place via telephone, web form or email. It is available at all times in all the languages of the Group. Communications are managed through the Compliance Office.

The reports are analysed and investigated as quickly as possible, applying the principles of confidentiality, non-retaliation and protection of personal data to all those involved in the investigation process, with a focus on the whistleblower and accused party. If an infringement is proven, the corresponding sanction shall be imposed by the competent internal bodies.

The Group is committed to collaborating and cooperating with the authorities and judicial and administrative bodies in relation to the investigation of alleged criminal acts that may be committed within the Group.

In 2022, 128 communications were received through the different channels. Except for 3 of the communications that fell outside the scope of the mailbox, the rest referred to alleged breaches of Gestamp's Code of Conduct.

Gestamp SpeakUp! LINE

Taking into account the communication channels used:

13
Complaints were received through the delegates

40
Directly through the Compliance Office by email

75
Through the Speak Up Line

As of 31 December, 88% of the complaints received had been closed. As a result of the investigations carried out, appropriate measures have been taken in cases that have been deemed necessary, including:

11
Number of dismissals

3
Suspension without pay

16
Written warnings

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At 31 December 2022, the cases according to type were:

			2020 CASES	2021 CASES	2022 CASES
INTEGRITY IN THE WORKPLACE					
1	Health and Safety*	Have facilities and equipment in good condition available, as well as people who respect the rules and put prevention ahead of anything else.	16	14	18
2	Discrimination and fair treatment*	No discrimination on grounds of race, religion, sex, age, nationality, sexual orientation, gender identity, marital status or disability.	9	10	7
3	Harassment*	Behaviour that is offensive, intimidating, malicious or insulting is not accepted.	2	1	2
4	Respectful working environment*	Right to be treated fairly and with respect. One of Gestamp's aims is to create a work environment in which mutual trust and respect prevails.	48	66	64
5	Equal opportunities*	Promote equality in terms of access to employment and promotion of professionals, as well as respecting equal pay for equal work.	6	3	7
6	Respect for freedom of thought and association*	Recognition of the principles of freedom of association and freedom of thought for employees.	0	0	0
7	Forced or child labour*	Avoid any instance of recruiting staff against their will or under threat, including by means of violence or intimidation, and the employment of any person under the age at which education stops being compulsory.	0	0	0
INTEGRITY IN THE SUPPLY CHAIN					
8	Limitations and incompatibilities	Holding positions in, performing duties for, or acting in representation of competing companies that supply goods and services is prohibited.	0	1	0
9	Conflict of interest	Avoid situations where an employee's personal interests may clash with Gestamp's interests.	8	0	4
10	Acceptance/offering of gifts and tokens of appreciation	Choose or work with suppliers based on merit, avoiding conflicts of interest, gifts, tokens of appreciation or any other form of favouritism.	0	0	0
11	Bad practices with suppliers	All interactions with suppliers must meet the company's ethical standards.	9	4	14
12	Corruption	Corruption or bribery is not accepted. It is forbidden for any Gestamp employee to negotiate with a government or political party official in order to offer or provide a backhander or reward that favours decision-making for the benefit of themselves or the Group.	0	0	0
13	Political activity	Gestamp will neither participate in any political activity nor provide any kind of politically-motivated financial donation to any country in the world.	0	0	0
INTEGRITY REGARDING SHAREHOLDERS AND BUSINESS PARTNERS					
14	Reliability of information	The honest, accurate and objective collection and presentation of information, whether financial or otherwise.	2	2	5
15	Data handling**	Gestamp's technical, operational, commercial and financial data is company property, and is therefore considered confidential and must be safeguarded.	0	0	1
16	Privacy and confidentiality	Gestamp is committed to following existing legislation on the protection of personal data.	1	2	1
17	Control of insider information	Commitment to supporting the legitimacy and transparency of securities markets worldwide by using information in a discreet and professional manner.	0	0	0
18	Asset protection	Ensuring the proper use of Gestamp's assets, including property, time, confidential information, intellectual and industrial property rights, company funds and equipment belonging to the company.	6	3	1
INTEGRITY IN THE ENVIRONMENT					
19	Environment*	Commitment to adapting and using the best available practices for the company's facilities in order to protect the environment.	0	0	0
20	Community commitment*	Gestamp is committed to the economic and social growth of communities, through the creation of stable employment and working with local actors.	1	0	1
TOTAL			**108**	**107**	**125**

**Subject matter directly or indirectly connected to the human rights of employees.*
***No case has been related to financial matters*

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Group Policies and other regulation

The company's Sustainable Management Model is based on the main Group Policies, which are posted on the Gestamp website in several languages and, in some cases, communicated to all employees in their local language.

- Code of Conduct
- Sustainability Policy
- Social Action Policy
- Environmental Policy
- Health and Safety Policy
- Human Rights Policy
- Conflict Minerals Policy
- Purchasing Policy
- ESG Requirements for Suppliers
- Selection and Training Policy
- Anti-Corruption and Anti-Fraud Policy
- Regulations of Gifts and Tokens of appreciation
- Data Protection Policy
- Tax Strategy

Policies and Regulations of the Governing Bodies:

- Company By Laws
- Regulations of the Board of Directors
- Regulations of the General Shareholders' Meeting
- Corporate Governance Policy
- Selection and Diversity Policy of the Board of Directors
- Directors' Remuneration Policy
- Dividend Policy
- Internal Code of Conduct in the Securities Markets
- Policy on the communication of economic financial, non-financial and corporate information and on contact with shareholders, investors and proxy advisers



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Human Rights

Gestamp is aware of the business community's responsibility in terms of human rights, not only through its direct activity but also through all its business relationships. Therefore, during 2022, the company worked on developing the measures to be implemented throughout 2023 to reinforce and further develop the due diligence processes that the company has been applying thus far.

HUMAN RIGHTS POLICY

In 2022, Gestamp updated its Human Rights Policy, which sets out the scope of the company's responsibility in this area and the due diligence strategy, ensuring alignment with the forthcoming European Union Directive.

The Company Human Rights Policy has been approved by the Board of Directors and applies to all Gestamp Group employees, as well as subcontractors, suppliers, partners, customers and collaborators, in compliance with the United Nations Guiding Principles on Business and Human Rights.

The Policy sets out the following minimum human rights principles for the company in its relations with stakeholders:

Política de Gestamp para el cumplimiento de los Derechos Humanos



In line with the Code of Conduct, Gestamp's Human Rights Policy establishes its own due diligence process to identify any real, potential risks of human rights violations that may arise in the course of Gestamp's normal activities.

Company Human Rights Policy

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DUE DILIGENCE

The company has a due diligence process for human rights that enables it to:

- Define the company's public commitment in this area.
- Identify and assess any real or potential risks of human rights violations that have an impact on individuals and/or society.
- Prevent and mitigate any impact the company may have on its stakeholders.
- Establish measures to help remedy or compensate for potential human rights violations.
- Foster transparency and proper communication in this area.
- Ensure proper monitoring and review of the risks and measures in place.

Gestamp considers the risk of human rights violations to be rooted in several factors, such as the kind of business activity carried out, the country where it is carried out, and prevention measures put in place by the company to minimise the likelihood of violations occurring as well as any consequences should they occur.

For this reason, in 2022, an internal questionnaire based on the guidelines of the Danish Institute for Human Rights was created, with the aim of identifying and assessing the main human rights issues:

- Forced labour
- Child labour and young workers
- Non-discrimination
- Freedom of association
- Occupational Health and Safety
- Employment and working conditions (salary, work schedule and right to privacy)
- Complaints mechanisms
- Community impact
- Corruption and bribery
- Company products and marketing practices
- Supply chain and partner management

It will also identify the control measures put in place by the company at each work site. This information will be used to establish the most appropriate measures for prevention, mitigation or remediation. The results of this questionnaire will come in over the course of 2023.

Gestamp has an internal whistleblowing hotline for employees that deals with human rights issues. **(See the Code of Conduct)**

Gestamp's plants based in the United Kingdom have a special internal policy, the Slavery and Human Trafficking Statement, to comply with existing UK regulations predominantly concerning criminal matters (Modern Slavery Act) and sets out preventive and punitive measures to combat modern forms of slavery, forced labour, including of minors and vulnerable people, human trafficking, and sexual or other types of exploitation

> Gestamp has developed an internal questionnaire which purpose is to identify and assess the main human rights issues.

Human rights and supply chain

Given the complexity and globalisation of the industry's supply chain, many of the potential risks related to this matter have been identified as stemming from relations with suppliers, subcontractors and collaborators. Therefore, special controls for human rights have been incorporated into the Group's supplier management platform: ESG risk prediction tool, self-completed questionnaire for suppliers and templates for identifying conflict minerals. **(For more information, see the chapter on Responsible Supply Chain Management)**

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Criminal Risk Prevention

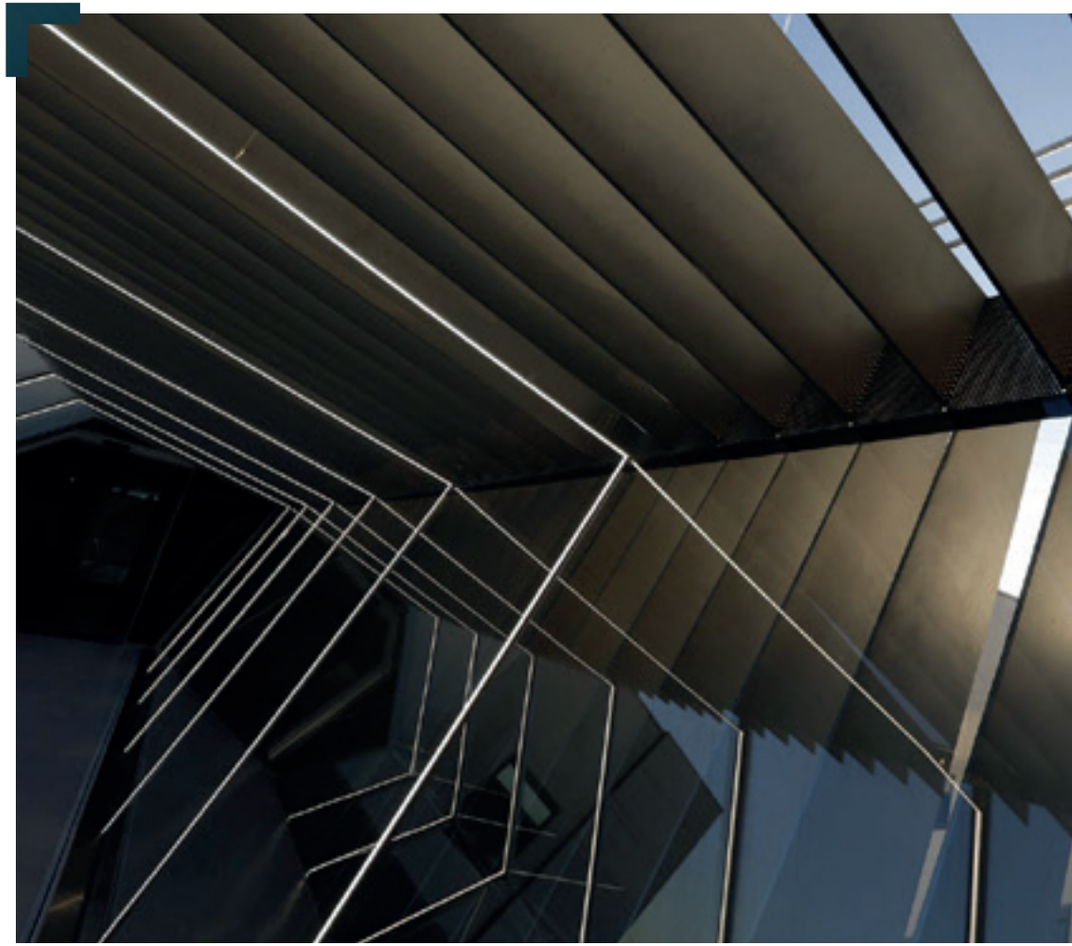
Gestamp's Criminal Risk Prevention Model aims to analyse and assess the risks arising from the potential perpetration of offences within the Group, as well as to identify the controls, already implemented or to be implemented, that are necessary to prevent, detect or mitigate criminal risks. This Model (including the Criminal Risk Map and Criminal Risk Prevention Manual) is regularly revised and updated.

During the 2022 financial year, work continued on updating and improving the Criminal Risk Prevention Model, including improvements to processes of evaluation on the design and effectiveness of controls, as well as corrective measures for any shortfalls detected.

Likewise, a new method of evaluation has been adopted for the risks laid out in the Model, making the process of evaluation more efficient, and thereby optimising the distribution of resources used for mitigating them.

In terms of promoting a culture of compliance within Gestamp, the training provided on criminal risk prevention has been adapted to the risk profile for the professional activity of each employee.

Finally, in order to achieve better coordination and supervision of the control framework established on an international level, work has begun on revising the risks and controls set locally, with corrective action proposed where necessary.



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CORRUPTION, FRAUD AND BRIBERY PREVENTION

Corruption, fraud and bribery are prevalent in today's society. These illegal activities stunt economic and social development, weaken the Rule of Law and, from a business perspective, are detrimental to the market and corporate reputation.

Corruption, fraud and bribery form part of the catalogue of risks found in the Group's Criminal Risk Prevention Model and, therefore, controls designed to prevent them from materialising have been introduced.

Although the training given on criminal risk prevention has been adapted to the risk profile for the professional activity of each employee, all participants took the module on the prevention of corruption and bribery. On 17 December 2018, the Gestamp Board of Directors approved the Anti-Corruption and Fraud Policy, which develops more specifically the internal regulations regarding corruption, fraud and bribery already established in the Code of Conduct. The Policy is applicable to directors, managers and employees who are contractually bound to the Group's companies, as well as any third parties that liaise with the Group.

The aim of this Policy is to send a strong and clear message of opposition to all forms of corruption, fraud and bribery and to explicitly state the commitment to avoiding said conduct within the organisation.

To this end, it establishes certain guidelines for action and the rules applicable to the performance of any business-related activity conducted within the Group in relation to


Corruption


Fraud and Bribery


Gifts and Tokens of Appreciation


Donations or Aid


Political activity

> The Gestamp's Policy intends to send a resounding message of opposition to corruption, fraud and bribery and conveying unequivocal willpower to avoid such behaviors within the organization.

The Group does not engage in any political activity, nor does it show support for or make financial contributions or donations of any kind to political parties or their members.

The Group is also aligned with the main international references on corporate responsibility and anti-corruption, including the tenth principal of the UN Global Compact, the recommendations of the Organisation for Economic Co-operation and Development (OECD), the US Foreign Corrupt Practices Act and the UK Bribery Act, among others.

PREVENTION OF MONEY LAUNDERING AND THE FINANCING OF TERRORISM

In accordance with the legislation applicable in the jurisdictions where Gestamp carries out its usual activities, the Group is not obliged to comply with money laundering and terrorist financing legislation.

However, the Criminal Risk Prevention Model includes money laundering and the financing of terrorism in its catalogue of risks and, therefore, specific measures are maintained to prevent this risk from materialising.

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Compliance in terms of Competition

The Code of Conduct establishes measures aimed at avoiding any conduct that could illegally restrict free competition in the markets in which Gestamp operates. It does so by forbidding engagement in secret agreements on prices or terms of sale with competitors, secret agreements on waiving competition, the submission of sham bids, client sharing and other market segmentation standards.

Furthermore, the Crime Prevention Model stipulates the analysis, identification and regular assessment of risks linked to the perpetration of offences related to conduct that restricts free competition, and also defines effective controls for preventing and minimising the possibility of such offences being committed.

> Gestamp has not been involved in any legal proceedings in the last 5 years nor have any fines been imposed for anti-competitive practices.

Conflicts of Interest

To avoid potential conflicts of interest, beyond the Code of Conduct applicable to each employee and persons connected to him/her, Article 22 of the Board Regulations stipulates that directors are required to inform the Board of Directors of any circumstances that may lead to a direct or indirect conflict of interest as soon as they become aware of such circumstance.

In any event, each member of the Board of Directors must abstain from attending and participating in deliberations and votes (including by means of proxy vote) concerning matters in which they or a related party, as defined in the applicable law, have a direct or indirect conflict of interest.

Additionally, directors should abstain from engaging in commercial or professional transactions that may lead to a conflict of interest, without having first informed and received approval from the Board of Directors, which shall request a report from the Audit Committee.

Article 22 of the Board Regulations



Internal Code of Conduct concerning Securities Markets

The Internal Code of Conduct concerning Securities Markets determines the standards of conduct and performance to be followed by those to whom they are addressed, including, but not limited to, the members of the Board of Directors, senior management, employees or external advisors who have access to insider information belonging to Gestamp, as well as those involved in handling, using and disseminating insider information, all for the purpose of fostering transparency, protecting the interests of investors with regard to Gestamp securities and avoiding any situation that potentially qualifies as market abuse.

Internal Code of Conduct concerning Securities Markets

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Intellectual and Industrial Property

The company considers intellectual and industrial property rights, and the implementation of the related trade secrets and know-how, to be integral to the competitive advantage of the business. Therefore, Gestamp focuses its efforts and invests resources in submitting, registering, maintaining, monitoring and defending the intellectual and industrial property rights.

These intellectual and industrial property rights cover both the technologies, processes and products encompassed in Gestamp's core business, as well as those technologies aimed at optimising and increasing the flexibility and efficiency of processes and the quality of the products in the area of Industry 4.0.

Many of the technologies and processes that the company use stem from the knowledge, experience and skills of the scientific and technical personnel. In some cases, these technologies and processes are patented and protected through intellectual and industrial property rights, while others are protected through trade secrets. To protect the trade secrets, know-how, technologies and processes, confidentiality agreements are fromalised with employees, clients, suppliers, competitors, contractors, consultants, advisors and collaborators that prevent confidential information from being disclosed to third parties.

Gestamp protects its pre-existing intellectual and industrial property rights and does not transfer them to any collaboration partners, clients, suppliers, competitors or third parties. Where development agreements are formalised, the Gruoup assert ownership over intellectual and industrial property rights that may arise in relation to those agreements and which are connected to or based on company know-how, trade secrets, technology and processes.

> As of 31 December 2022, Gestamp has more than 1,300 patents, utility models and corresponding applications.

FIGHT AGAINST COUNTERFEIT PARTS

The use of genuine or authentic parts is a prerequisite for the proper operation and maintenance of vehicles over their lifetime.

Beyond the legal obligations not to use counterfeit parts, Gestamp is aware of how a counterfeit component could compromise the integrity of a vehicle in terms of safety and performance.

Gestamp has identified two stages in its production process with potential risks of infiltrating counterfeit parts into the value chain. Although the probability of occurrence is very low, the company establishes measures to reduce it to a minimum:

- **Acquisition of counterfeit parts during the procurement processes:** as a tier-1 supplier, most of the purchased goods are materials but, when the company buy a finished product, the suppliers must ensure that there is no risk of counterfeit product sold to Gestamp.

- **Disposal of defective parts:** the company ensures the nonconforming products not subject to rework or repair and therefore to be scrapped, are rendered unusable prior to disposal in order to prevent their potential return to the supply chain as a counterfeit part.

Gestamp has developed and maintains quality management systems that have the international certifications required by the customers, mainly the IATF 16949, in all production plants. These Management Systems help the company to continuously improve, focusing on the customer and promoting prevention over detection, with the resulting reduction in defects and waste in the supply chain, in a safe and sustainable manner.

The aim is to align all production activities with the customer's quality requirements and international standards to maximize the quality and efficiency of said processes and to ensure the compliance with the customer's specifications in all processes up until the final delivery of the product.

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Personal Data Protection

Gestamp is committed to the protection of personal data. Therefore, the Group is constantly adapting and boosting the resources to comply with the personal data protection legislation in force in the regions where Gestamp operates and/or carries out personal data processing activities.

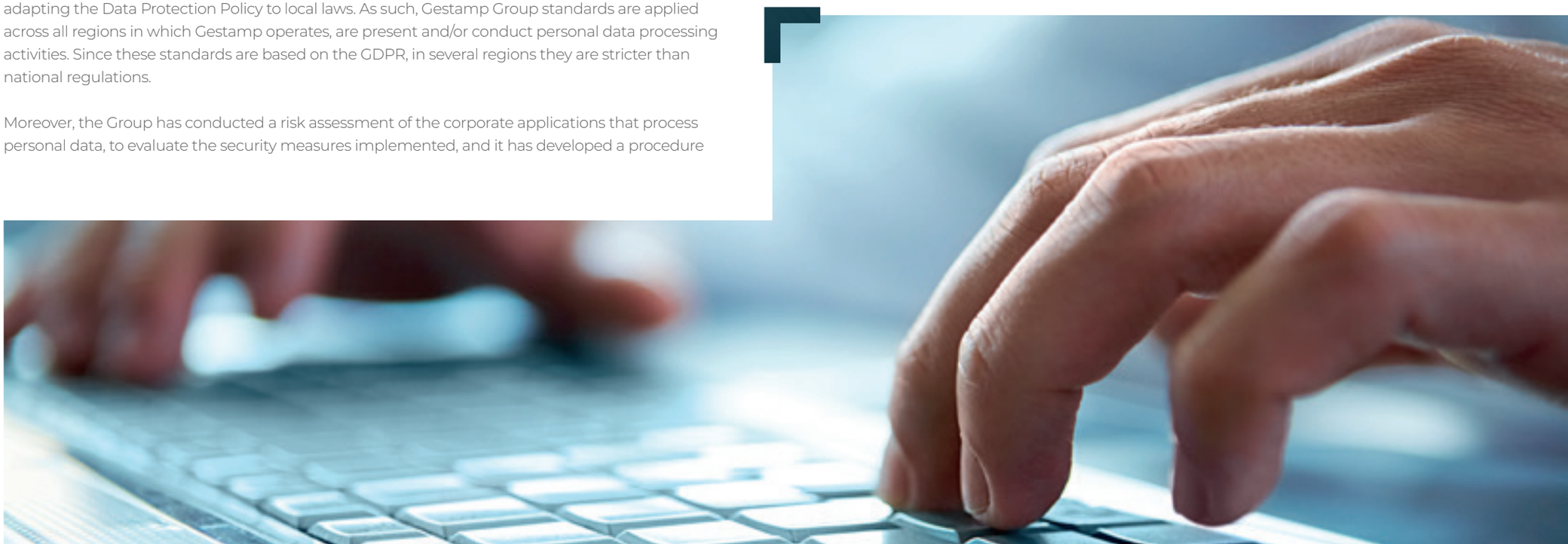
In this regard, Gestamp has a Data Protection Policy aligned with the General Data Protection Regulation 2016/679 of the European Parliament and of the Council of 27 April 2016 (GDPR), which sets out guarantees and principles, as well as the main obligations and rights in terms of personal data protection at Gestamp Group companies. This Data Protection Policy is the core of Gestamp Group's commitment to the protection of the fundamental rights and freedoms of natural persons and, in particular, their right to personal data protection.

Gestamp continually strives to implement any and all mechanisms that are required in order to ensure that personal data remain secure and to prevent tampering, loss, or unauthorised processing or access, even in regions that are beyond the scope of application of this GDPR, by adapting the Data Protection Policy to local laws. As such, Gestamp Group standards are applied across all regions in which Gestamp operates, are present and/or conduct personal data processing activities. Since these standards are based on the GDPR, in several regions they are stricter than national regulations.

Moreover, the Group has conducted a risk assessment of the corporate applications that process personal data, to evaluate the security measures implemented, and it has developed a procedure for the execution of privacy impact assessments (PIA) that determines the level of risk entailed whenever data are processed with a view to establishing the most appropriate control measures to limit this risk.

Furthermore, the training of employees is crucial to the success of any new project. Therefore, to ensure compliance with and implementation of the GDPR, the Group has offered face-to-face training sessions for certain corporate services employees who regularly work with personal data, thus providing them with theoretical and practical information about how to apply the GDPR. In addition, there is an online data protection training course available to employees free of charge and accessible at any time..

Data Protection Policy



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Cybersecurity

Gestamp's cybersecurity governance programme is built on the need to protect company data and safeguard the supply chain and business continuity processes.

STRATEGY AND ACTION PLAN

As cybersecurity represents a major challenge for Gestamp at present, a Strategic Plan has been designed around risk management based on international standards and better practices, which includes projects and initiatives to facilitate adjusting to new needs.

> Gestamp has a 24/7 monitoring plan and response plan implemented in all its plants to worldwide.

Gestamp maintains its competitiveness objective by having a well-defined and informed strategy, with clear objectives that enhance surveillance, protection and resilience processes. It has 24/7 incident response plan and monitoring services, with qualified staff overseeing the execution of the tasks and various initiatives, who are supported by specialist technical teams, tools and processes for both physical and logical security implemented in all its plants worldwide.

MANAGEMENT MODEL

The policies and strategy for cybersecurity at the company are set out by the IT department in cooperation with the company's business units, aligning the programme with business objectives.

Gestamp boasts:

- Joint efforts with major suppliers and relevant companies experienced in cybersecurity, who support Gestamp in the development and implementation of the strategy with solutions adapted to the company's needs, in order to ensure the level of protection needed to address growing cyber threats and devise an effective response to potential cybersecurity incidents.
- A body of cybersecurity under constant development, designed according to the best practices, standards and regulations in this area, which serves to optimise security capabilities, especially in terms of protecting assets, infrastructure and industrial systems.
- Awareness-raising and training in cybersecurity, through regular campaigns with relevant topics on the subject, applicable to all the company's employees, thus strengthening the internal culture of cybersecurity.
- A programme of initiatives for optimising processes and implementing technology and security solutions, for IT and OT environments that will help to boost e-skills within the company.
- Constant progress in terms of resilience, incorporating regular response simulation exercises for incidents of cybersecurity, audits and threat exposure tests on the most critical business processes.

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CERTIFICATES

At Gestamp, the operational model and business continuity processes have been IATF certified, while the plants hold TISAX / VDA ISA certificates that ensure compliance with the best cybersecurity practices. Similarly, the partnerships with critical suppliers require specific certifications such as ISO 27001 to support Gestamp in its cybersecurity needs.

ACTIONS IN 2022

The new demands of the connected industry and digitalisation triggered several initiatives in 2022. The most noteworthy initiatives include:

- Strengthening the capabilities within the Cybersecurity Governance, Risk and Compliance office.
- Adjusting standards and policies within the organisation.
- Developing and fostering a culture of cybersecurity.
- Optimising cybersecurity training and education programmes for all company employees.
- Enhancing the capabilities of the Cybersecurity Operations Centre, optimising incident response and threat detection processes.
- Introduction of new tools and technologies to accompany the business strategy.



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7.1 Tables and additional information

Below are some of the data tables from the chapter entitled "Talent".

(I) Distribution of employees by type of contract and country

Country	Total direct employees	Indefinite-term	Temporary	Apprentices	Interns	Total external employees	Total direct and external employees
Germany	3,883	3,448	299	134	2	184	**4,067**
Argentina	858	843	15	-	-	-	**858**
Brazil	4,880	4,609	130	113	28	115	**4,995**
Bulgaria	187	187	-	-	-	12	**199**
South Korea	184	182	2	-	-	71	**255**
Slovakia	397	268	129	-	-	30	**427**
Spain	5,958	5,411	500	24	23	338	**6,296**
United States	4,095	4,063	15	10	7	682	**4,777**
France	1,604	1,563	5	34	2	93	**1,697**
Hungary	474	474	-	-	-	-	**474**
India	868	833	35	-	-	670	**1,538**
Japan	89	87	2	-	-	51	**140**
Morocco	316	88	228	-	-	21	**337**
Mexico	3,296	3,037	259	-	-	33	**3,329**
Poland	1,196	770	409	16	1	154	**1,350**
Portugal	1,208	980	224	-	4	206	**1,414**
United Kingdom	1,832	1,779	7	45	1	358	**2,190**
Czech Republic	1,453	1,201	250	-	2	198	**1,651**
China	4,901	4,451	441	5	4	1,649	**6,550**
Romania	462	462	-	-	-	-	**462**
Russia	229	219	10	-	-	-	**229**
Sweden	241	234	6	-	1	-	**241**
Thailand	10	10	-	-	-	32	**42**
Taiwan	19	19	-	-	-	-	**19**
Turkey	4,030	4,030	-	-	-	326	**4,356**
Total 2022	**42,670**	**39,248**	**2,966**	**381**	**75**	**5,223**	**47,893**
Total 2021	**39,908**	**37,085**	**2,467**	**274**	**82**	**3,739**	**43,647**

The table includes the average workforce of the entire group, 100% of the companies considered. The information presented refers to 2021 and 2022. The interannual variations in workforce data are presented mainly due to the semiconductor crisis, where it was affected by measures temporary suspension of employment. In this sense, hiring this year has increased significantly compared to 2021.

(II) Average headcount by type of contract and type of labour*

Type of contract	Direct labour (DL)	Indirect labour (IL)	Regular labour (SL)	Total 2022	Total 2021
Indefinite-term (PT)	154.02	86.85	159.88	400.74	**404**
Indefinite-term (FT)	16,044.3	12,936.49	8,777.81	37,758.6	**31,693**
Temporary (PT)	434.47	74.54	35.31	544.31	**389**
Temporary (FT)	1,523.34	688.64	285.16	2,497.14	**2,182**
Apprentices (PT)	0	15.02	3.71	18.74	**24**
Apprentices (FT)	10.79	242.51	59.39	312.68	**262**
Interns (PT)	1.14	4.7	9.56	15.41	**20**
Interns (FT)	2.4	13.3	52.64	68.34	**63**
Total 2022	**18,170.46**	**14,062.05**	**9,383.46**	**41,615.97**	**35,037**
Total 2021	**15,433**	**11,659**	**7,945**		

*The table includes the average workforce of the entire group, 100% of the companies considered, for 2022 and the scope of 87% of the companies for 2021.
The information presented refers to 2021 and 2022.
FT: Full-time
PT: Part-time working time
Due to the fact that the entity's data collection systems are being updated, the professional categories in this table are given by workforce typology and not by professional category.
The year-on-year variations in headcount data are mainly due to the semiconductor crisis, where the company was affected by temporary lay-offs. In this regard, hiring this year has increased significantly

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(III) Average headcount by type of contract, age and gender*

Type of contract	<36	36-55	>55	Men	Women	Total
Indefinite-term (PT)	75.94	225.89	94.92	192.75	203.99	396.74
Indefinite-term (FT)	11,998.80	17,224.35	3,390.67	26,819.61	5,794.59	32,614.20
Total indefinite-term	**12,074.74**	**17,450.24**	**3,485.59**	**27,012.36**	**5,998.58**	**33,010.94**
Temporary (PT)	172.19	76.2	163.17	301.37	109.94	411.32
Temporary (FT)	1,408.64	834.21	116.54	1,687.53	671.86	2,359.39
Total temporary	**1,580.83**	**910.41**	**279.71**	**1,988.90**	**781.80**	**2,770.71**
Apprentices (PT)	18.74	-	-	17.67	1.06	18.74
Apprentices (FT)	308.04	4.64	-	251.52	61.16	312.68
Total apprentices	**326.78**	**4.64**	**-**	**269.19**	**62.22**	**331.42**
Interns (PT)	14.2	1.21	-	9.48	5.93	15.41
Interns (FT)	67.22	0.56	0.13	50.24	17.54	67.79
Total interns	**81.42**	**1.77**	**0.13**	**59.72**	**23.47**	**83.20**
Total 2022	**14,063.76**	**18,367.07**	**3,765.44**	**29,330.18**	**6,866.08**	**36,196.26**
Total 2021	**13,808**	**17,633**	**3,596**	**28,583**	**6,455**	**35,037**

Type working day	<36	36-55	>55	Hombres	Mujeres	Total 2022	Total 2021
Part	281.07	303.30	258.09	521.27	320.92	842.21	837.00
Full	13,782.70	18,063.76	3,507.34	28,808.90	6,545.15	35,354.06	34,200.00

*The tables include the average workforce of the companies that are covered by the corporate IT system, which comprises all the regions with the most significant countries where Gestamp has total management control, the scope is 87% of companies.
The information presented relates to 2021 and 2022
FT: Full-time hours
PT: Part-time hours

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(IV) Turnover rate (total and voluntary) and number of redundancies by gender, age and region*

Voluntary turnover rate (VTR) and number of voluntary redundancies:

Country	2021 Vol. Redundancies	2022 Vol. Redundancies	VTR 2021 (%)	VTR 2022 (%)
Germany	189	202	5.1%	5.8%
Argentina	66	24	7.7%	2.9%
Brazil	198	241	4.7%	5.5%
Bulgaria	21	30	14.4%	17.1%
South Korea	32	35	17.6%	19.8%
Slovakia	18	17	6.9%	6.5%
Spain	157	154	2.9%	2.9%
United States	1,441	1,799	37.1%	44.8%
France	97	88	6.2%	5.7%
Hungary	112	124	21.6%	25.0%
India	102	139	13.0%	16.4%
Japan	9	11	11.4%	13.5%
Morocco	0	0	0.0%	0.0%
Mexico	334	460	12.4%	16.0%
Poland	75	76	9.8%	9.7%
Portugal	37	96	3.9%	9.7%
United Kingdom	206	211	10.4%	11.5%
Czech Republic	174	200	13.9%	16.2%
China	596	878	18.1%	22.5%
Romania	43	95	13.6%	23.6%
Russia	117	42	23.6%	10.5%
Sweden	22	28	9.5%	12.1%
Thailand	0	0	0.0%	0.0%
Taiwan	0	0	0.0%	0.0%
Turkey	199	292	6.0%	7.9%
Total	**4,245**	**5,242**	**12%**	**14%**

100% Scope of the consolidation perimeter. Voluntary turnover rate for employees with indefinite-term contracts.

Total turnover rate and number of redundancies:

Country	No. of redundancies 2021	% Total turnover 2021	No. of redundancies 2022	% Total turnover 2022
Asia	962	21.5%	1,349	26.8%
Eastern Europe	1,282	18.1%	1,477	19.8%
North America	2,731	40.5%	3,380	49.0%
South America	821	16.2%	780	14.9%
Western Europe	1,318	9.6%	1,262	9.4%
Total general	**7,114**	**19.2%**	**8,248**	**21.7%**

100% Scope of the consolidation perimeter. The total turnover rate is calculated as the percentage of redundancies for the average workforce of each company. This has been calculated for permanent personnel.

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Total turnover rate and number of redundancies:

	2021				2022			
	No. of redundancies		% Total turnover		No. of redundancies		% Total turnover	
	Women	Men	Women	Men	Women	Men	Women	Men
Asia	113	838	17.6%	22.3%	178	1,159	25.1%	27.3%
<36	70	596	23.9%	27.6%	122	831	38.9%	34.3%
36-55	43	230	12.5%	15.1%	55	312	14.0%	17.8%
>55	-	12	0.0%	17.7%	1	16	19.9%	22.9%
Eastern Europe	120	288	15.3%	16.0%	121	405	15.7%	23.4%
<36	46	170	17.7%	19.4%	46	229	18.5%	29.6%
36-55	60	94	13.4%	12.0%	58	150	13.0%	18.4%
>55	14	24	18.2%	17.2%	17	26	21.8%	18.1%
North America	783	1,948	49.3%	37.8%	1,025	2,355	60.2%	45.3%
<36	478	1,120	61.7%	44.6%	622	1,292	76.2%	52.3%
36-55	268	675	39.2%	31.3%	355	881	48.3%	39.5%
>55	37	153	28.6%	31.4%	48	182	31.8%	36.8%
South America	103	718	15.5%	16.3%	118	662	16.9%	14.6%
<36	51	374	15.3%	18.6%	68	367	20.2%	18.6%
36-55	52	325	16.1%	14.6%	50	274	14.1%	11.5%
>55	-	19	0.0%	12.3%	-	21	0.0%	12.7%
Western Europe	225	1,045	11.1%	9.3%	236	1,022	11.2%	9.1%
<36	66	282	14.7%	12.2%	95	297	21.2%	13.2%
36-55	102	416	7.7%	6.0%	91	355	6.5%	5.1%
>55	57	347	22.8%	17.2%	50	370	19.2%	17.5%
Total	1,344	4,837	23.6%	18.4%	1,678	5,603	28.0%	20.8%

	Women	Men	Total 2021	Women	Men	Total 2022
<36	711	2,542	3,253	953	3,016	3,969
36-55	525	1,740	2,265	609	1,972	2,581
>55	108	555	663	116	615	731

The tables include information data of the companies that are covered by the corporate IT system, which comprises all the regions with the most significant countries where Gestamp has total management control, the scope is 87% of companies. The total turnover rate is calculated as the percentage of redundancies for the average workforce of each company. This has been calculated for permanent personnel.

(V) Registrations by gender, age and country*

Country	Women	Men	Total 2021	Women	Men	Total 2022
Germany	31	130	161	54	255	309
Argentina	4	45	49	20	79	99
Brazil	136	830	966	242	1,219	1,461
China	207	875	1,082	440	2,359	2,799
South Korea		11	11		35	35
Slovakia	37	46	83	51	65	116
Spain	173	688	861	323	974	1,297
United States	663	1,487	2,150	796	1,876	2,672
France	16	51	67	52	148	200
India	29	205	234	22	144	166
Japan	2	13	15	5	15	20
Mexico	297	683	980	795	1,241	2,036
Poland	29	143	172	71	178	249
Portugal	36	52	88	69	81	150
United Kingdom	32	146	178	55	211	266
Czech Republic	128	253	381	137	282	419
Russia	8	36	44	8	10	18
Sweden	5	21	26	16	30	46
Taiwan					2	2
Total	1,833	5,715	7,548	3,156	9,204	12,360

	Year 2021				Year 2022			
	<36	36-55	>55	Total 2021	<36	36-55	>55	Total 2022
Total	4,921	2,389	238	7,548	8,189	3,876	295	12,360

* The tables include the average workforce of the companies that are covered by the corporate IT system, which includes all the regions with the most significant countries where Gestamp has total management control, the scope is 87% of the companies.
The year-on-year variations in workforce data are mainly due to the semiconductor crisis, where it was affected by temporary lay-offs. In this regard, hiring this year has increased significantly compared to 2021.

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(VI) Layoffs by gender, age and professional classification*

	Direct Labour	Indirect Labour	Regular Labour	Women	Men	Total 2022	Total 2021
<36	1,072	288	61	355	1066	1,421	1,124
36-55	451	282	121	213	641	854	819
>55	48	59	34	14	127	141	158
Total 2022	1,571	629	216	582	1,834	2,416	2,101
Total 2021	1,337	531	233	414	1,687		

*Redundancies of employees of those companies covered by the corporate IT system (87% of the companies) which includes all regions with the most significant countries where Gestamp has total management control.
Due to the fact that the company's information collection systems are being updated, the professional categories in this table are given by type of workforce and not by professional category.
The year-on-year variations in headcount data are mainly due to the semiconductor crisis, where the company was affected by temporary lay-offs. As the workforce increased this year, the rest of the indicators have also been affected, growing proportionally, such as the number of dismissals.

(VII) Total Hours worked and Absenteeism Hours by Country

Country	Planned working hours 2022	Abs, hours 2022	Abs, (%) 2022	Abs, Hours 2021	Abs (%) 2021
Argentina	6,387,487	667,117	10.4%	587,124	8.9%
Brazil	1,611,035	82,666	5.1%	82,617	5.1%
Bulgaria	8,527,580	366,407	4.3%	301,415	4.0%
South Korea	317,671	21,224	6.7%	36,337	5.0%
Slovakia	289,175	66	0.0%	63	0.0%
Spain	684,007	38,290	5.6%	37,790	5.7%
United States	8,870,880	652,900	7.4%	614,213	6.6%
France	7,372,266	150,808	2.0%	241,062	3.4%
Hungary	2,733,523	225,718	8.3%	215,527	8.0%
India	844,566	82,094	9.7%	85,660	10.6%
Japan	2,132,054	75,231	3.5%	78,550	3.7%
Morocco	96,987	363	0.4%	14	0.0%
Mexico	-	-	0.0%	-	0.0%
Poland	7,714,883	243,349	3.2%	223,298	3.1%
Portugal	2,024,391	170,138	8.4%	175,539	8.9%
United Kingdom	2,246,209	139,208	6.2%	114,814	5.0%
Czech Republic	3,158,056	138,970	4.4%	146,156	4.1%
China	2,431,210	247,439	10.2%	337,741	12.1%
Romania	7,787,016	126,936	1.6%	98,419	1.4%
Russia	817,370	22,490	2.8%	16,932	2.6%
Sweden	663,377	23,268	3.5%	34,165	3.7%
Thailand	451,937	19,104	4.2%	21,828	5.3%
Taiwan	19,232	-	0.0%	-	0.0%
Turkey	29,791	648	2.2%	24	0.1%
Turquía	7,727,740	242,651	3.1%	195,292	2.8%
Total	74,938,444	3,737,085	5.0%	3,644,580	5.0%

100% Scope of the consolidation perimeter. The total Absenteeism Hours does not include leave (permitted and excused absences), strikes or trade union hours. The absenteeism rate is a ratio of the total absenteeism hours of the group to the total planned working hours.

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(VIII) Personnel profile (2021)

	Total Employees		Women		Men		< 35 years old		Indefinite-term contract		Professional youth training		Disability		At the company > 10 years	
	Number	%	Number	%	Number	%	Number	%	Number	%	Number	%	Number	%	Number	%
South America	5,090	13%	675	9%	4,415	13%	2,362	15%	4,986	13%	45	13%	198	23.36%	1,380	11%
Africa	378	1%	61	1%	317	1%	362	2%	75	0%	-	0%	-	0.0%	22	0.2%
Asia	4,863	12%	806	11%	4,057	12%	2,689	18%	4,518	12%	10	3%	22	2.60%	933	7.2%
Eastern Europe	7,671	19%	1,578	22%	6,093	19%	2,898	19%	7,012	19%	22	6%	158	18.6%	1,247	9.7%
Western Europe	14,757	37%	2,334	33%	12,424	38%	3,438	23%	13,607	37%	255	72%	465	54.85%	8,737	67.8%
North America	7,150	18%	1,738	24%	5,412	17%	3,511	23%	6,888	19%	24	7%	5	0.59%	575	4.5%
Total	39,908	100%	7,192	18%	32,716	82%	15,260	38.2%	37,085	92.9%	356	0.89%	848	2.1%	12,892	32.3%

100% Scope of the consolidation perimeter. Workforce at 31 December each year shown in the above chart.

7.2 Methodology used in drawing up the Annual Report

Scope and coverage

This Annual Report refers to Gestamp's performance regarding sustainability for the period from 1 January to 31 December 2022. The content has been prepared in order to constitute the 2022 Non-Financial Information Statement and applies to all of the Group's activities in the regions in which it carries out its activity.

Furthermore, it includes the description of the contribution of Gestamp to achieving the Sustainable Development Goals (SDGs) and the yearly progress of the company in implementing the Ten Principles of the United Nations Global Compact in the areas of human rights, labour, environment and anti-corruption.

For the preparation of this report, the company has different corporate systems for collecting information, and a specific platform for reporting non-financial information that allows it to automatically collect the information necessary to comply with the requirements of Law 11/2018 and the international GRI standard. These systems, in addition to exercising the functions of internal control of the information, favour the verification of the data, allow for the correction of possible errors, facilitate the ordering and consolidation of the information and allow for the storage of historical data.

In the event of limitations regarding scope, coverage, consolidation perimeter changes or other information restrictions, the appropriate specifications have been either made throughout the chapters or in the indicator tables contained in the Appendices section. An explanation of the perimeter considered for each analysis area is included below:

AREAS OF THE REPORT	PERIMETER CONSIDERED	COVERAGE OF THE PERIMETER FOR THE ANNUAL ACCOUNTS	COMMENTS
▫ Economic / financial ▫ Human Resources ▫ Training ▫ Code of Conduct ▫ Social Action	163 management companies	100%*	Same perimeter as consolidated annual accounts. *Some tables with a specific breakdown only cover the perimeter of the corporate IT system, which is 87% of the companies.
▫ Remuneration	152 management companies	85,5% sobre el total de empleados	Since Gestamp is not responsible for the Management of Compensation, Joint Ventures are excluded from the calculation, as is Russia due to the geopolitical situation. Interns, apprentices, external employees and agencies are also excluded.
▫ Environment	101 management companies	87% sobre el total de plantas productivas	The plants over which Gestamp has operational control are considered.
▫ Energy efficiency	43 management companies	37% sobre el total de plantas productivas	Plants are gradually being incorporated into the management perimeter.
▫ Health and Safety	111 management companies	99% sobre el total de empleados en plantas productivas.	The health and safety system covers almost all production plants.
▫ Purchases	118 management companies	72% sobre el total de compañías de gestión	Edscha plants are excluded
▫ Quality	78 management companies	67,3% sobre el total de empleados	Includes all production plants except for Edscha and Joint Ventures.

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Furthermore, Gestamp uses other reports to provide more specific information on particular matters:

- Report on the consolidated Financial Statements of Gestamp Automoción S.A. for the financial year ending on 31 December 2022.
- Annual Corporate Governance Report.
- Annual Report on the Remuneration of Directors.

All of the foregoing was published by the Spanish National Securities Market Commission (CNMV) on 27 February 2022.

In 2022 Gestamp acquired 33.3% of Gescrap, a company specialised in high quality waste management of steel. Given that the purchase took effect on 1 December of the reporting period, the company considers that this is not representative or material to consolidate the non-financial information in this report. The difference in headcount compared to the consolidated financial statements is due to this acquisition and amounts to 1.5% of the total consolidated financial statements.

International standard

The process of preparing this Annual Report has taken as a reference the Global Reporting Initiative (GRI) international standard for those requirements considered relevant to the business, as well as information in accordance with the SASB (Sustainability Accounting Standards Board) reporting standards relating to the sector: Transportation - Auto Parts industry..

Independent review

In order to strengthen the veracity and precision of the information set out in the report, regarding compliance with Law 11/2018 on non-financial information and diversity, this information was independently reviewed by Ernst & Young according to:

- The Action Guide on Corporate Responsibility Report Reviews issued by the ICJCE (Spanish Institute of Certified Public Accountants).
- The ISAE 3000 Standard: Assurance Engagements Other than Audits or Reviews of Historical Financial Information issued by the International Auditing and Assurance Standard Board (IAASB) of the International Federation of Accountants (IFAC), with limited assurance.

Furthermore, the Annual Financial Statements of Gestamp S.A. and subsidiary companies are audited each year by external independent companies pursuant to current legislation.

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7.3 Double Materiality

In 2021, Gestamp updated the materiality analysis with the advice of an external consultant, applying the GRI 101 Standard and the premises of the European Non-Financial Reporting Directive. The study, valid for two years and carried out under the perspective of double materiality, took into account not only the performance and development of the company's business is impacted by different externalities but also how Gestamp's operations impact on its stakeholders.

Phases in the preparation of the study:

1. Identification of issues - various sources of information were considered, both as a reference in terms of sustainability and linked to Gestamp's activity: international prescribers and reporting frameworks, analysts and rating agencies, legal requirements, reference reports for the sector, as well as studies of other competing companies and Gestamp peers

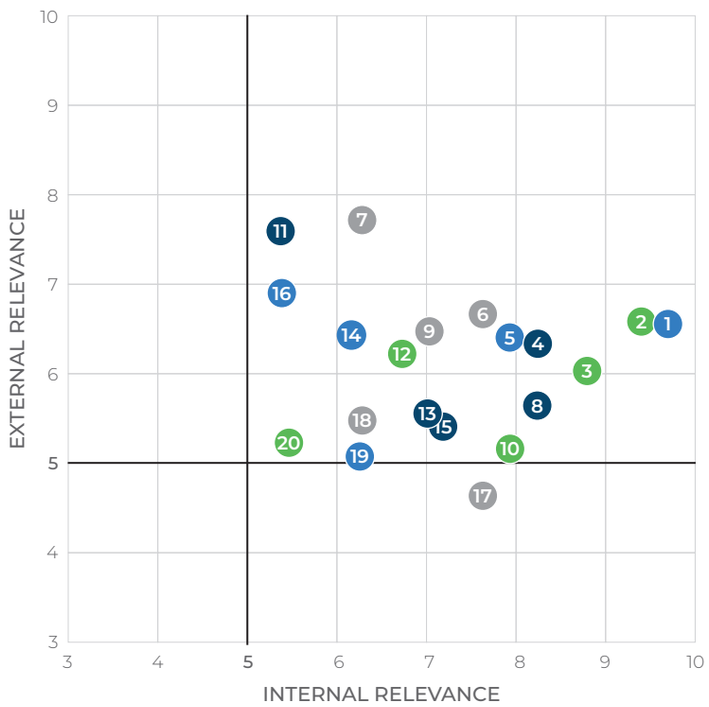
2. External and internal evaluation - external consultations and meetings with key stakeholders including customers, suppliers and members of the financial community among others, as well as internal interviews with members of senior management and meetings with the Risk Committee.

3. Prioritization and elaboration of the matrix - selection of the most relevant issues resulting from the internal and external evaluation and graphic representation of the mimes in the form of a matrix.

During 2022, Gestamp has carried out a diagnosis to identify the priority areas and relevant issues that will confirm its ESG Strategic Plan for the next 3 years. To carry out this diagnosis, the double materiality matrix has been used as one of the main sources of information.

In 2023, Gestamp plans to update this matrix to include the financial materiality approach.

Materiality Matrix



- Material issue in the economic dimension
- Material issue in the environmental dimension
- Material issuein the social dimension
- Material issue in the governance dimension

1. Occupational health and safety
2. Climate strategy
3. Energy eco-efficiency
4. Product quality and safety
5. Attraction and development of human capital
6. Ethics and integrity
7. Corporate transparency and good governance
8. Customer focus
9. Risk and opportunity management
10. Circular economy
11. Contribution to energy transition and electrification of transport
12. Responsible use of resources
13. Research and development
14. Employee engagement, diversity and inclusion
15. Responsible supply chain management
16. Working conditions and human rights
17. Cybersecurity
18. Regulatory compliance
19. Social commitment
20. Eco-design and life-cycle of the product

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7.4 Table of contents

The index of contents required by Law 11/2018 on non-financial information and diversity and its correspondence with the selected GRI Standard Indicators are included in the following sections, as detailed below:

SCOPES		REPORTING FRAMEWORK	REFERENCE
GENERAL SCOPES			
Business model	Description of the business model: ▫ Business environment ▫ Organisation and structure ▫ Markets in which it operates ▫ Objectives and strategies ▫ Main factors and trends that may affect its future development	GRI 2-1 Organizational details GRI 2-2 Entities included in the organization's sustainability reporting GRI 2-6 Activities, value chain and other business relationships GRI 2-9 Governance structure and composition GRI 2-23 Policy commitments	4-27, 52
Materiality	Materiality Study	GRI 3-1 Process for determining material topics GRI 3-2 List of material topics GRI 3-3 Management of material topics	171
General	Reporting Framework	GRI 2-3 Reporting period, frequency and point of contact GRI 2-5 External verification.	169-170
Policies and results of these policies	Description off the policies imposed by the group, as well as the results of these policies, including the key indicators of the appropriate non-financial results.	GRI 2-23 Policy commitments GRI 2-24 Embedding policy commitments	152; throughout the Annual Report
Main risks and impacts identified	Main risks related to these matters and related to the activities of the group, including, where relevant and appropriate, its business relationships, products or services that may have a negative effect on these areas.	GRI 3-3 Management of material topics	139-145
ENVIRONMENTAL MATTERS			
Environmental Management	Current and foreseeable effects of the activities of the company	GRI 3-3 Management of material topics	61
	Environmental assessment or certification procedures	Internal criterion/GRI 201-2 Financial implications and other risks and opportunities due to climate change (Accounting criterion)	62
	Resources dedicated to the prevention of environmental risks	GRI 2-23 Policy commitments	62
	Application of the precautionary principle	Law 26/2007 on Environmental Responsibility (where applicable)	62
	Amount of provisions and guarantees for environmental risks		62
Pollution	Measures to prevent, reduce or repair carbon emissions (also includes noise and light pollution)	GRI 3-3 Management of material topics	79

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SCOPES		REPORTING FRAMEWORK	REFERENCE
ENVIRONMENTAL MATTERS			
Circular economy, waste prevention and management	Measures for prevention, recycling, reuse, other forms of waste recovery and disposal	GRI 3-3 Management of material topics GRI 306-3 (2020) Waste generated	64-65; 71
	Actions to combat food waste	GRI 3-3 Management of material topics	Does not apply. It is not a material issue for Gestamp based on its activity.
Sustainable Use of Resources	Water consumption and water supply in accordance with local limitations	GRI 3-3 Management of material topics GRI 303-3 Water withdrawal	66-67
	Consumption of raw materials	GRI 3-3 Management of material topics GRI 301-1 Materials used by weight or volume	68
	Measures taken to improve the efficiency of its use of raw materials	Energy efficiency system	68
	Direct and indirect energy consumption	GRI 302-1 Energy consumption within the organization	78
	Measures taken to improve energy efficiency	GRI 3-3 Management of material topics	79-81
	Renewable energy use	GRI 302-1 Energy consumption within the organization	77-78
Climate change	Important elements of the greenhouse gas emissions generated	GRI 305-1 Direct (Scope 1) GHG emissions GRI 305-2 Energy indirect (Scope 2) GHG emissions Where applicable: GRI 305-3 Other indirect (Scope 3) GHG emissions	78-79
	Measures taken to adapt to the consequences of climate change	GRI 3-3 Management of material topics	74-81
	Reduction targets established voluntarily	GRI 3-3 Management of material topics	74-81
Biodiversity protection	Measures taken to preserve or restore biodiversity	GRI 3-3 Management of material topics	63
	Impact of activities or operations in protected areas		63

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SCOPES		REPORTING FRAMEWORK	REFERENCE
SOCIAL AND PERSONNEL-RELATED MATTERS			
Employment	Total number and distribution of employees by gender, age, country and professional category	GRI 2-7 Employees GRI 405-1 Diversity of governance bodies and employees	91-93
	Total number and distribution of employment contract modalities		92, 163
	Yearly average of indefinite-term, temporary and part-time contracts by gender, age and professional category	GRI 2-7 Employees	163-164
	Number of dismissals by gender, age and professional category	GRI 401-1 New employee hires and employee turnover	167
	Salary Gap	Internal framework: the formula below has been used for the calculation: (Av. Wage Women – Av. Wage Men)/ Av. Wage Men	104-105
	Average remuneration by gender, age and professional category	Internal framework: Average remuneration (including the total retribution for the year, fixed wage and all variable retributions (subsistence allowance, compensation, payment into savings plans, etc.)) obtained throughout the year.	102-103
	Average remuneration of directors by gender		137
	Average remuneration of senior management by gender		138
	Implementation of work disconnection policies	GRI 3-3 Management of material topics	Although Gestamp does not have a specific policy linked to work disconnection, These measures are reflected on Flexibility and Conciliation policy. p.108
	Employees with disabilities	GRI 405-1 Diversity of governance bodies and employees.	96
Work management	Working time management	GRI 3-3 Management of material topics	115
	Number of absenteeism hours	Internal framework: absenteeism rate	105; 167
	Measures aimed at facilitating work-life balance and encouraging co-responsible exercise by both parents	GRI 3-3 Management of material topics	108
Health and safety	Health and safety conditions at work	GRI 403-1 Occupational health and safety management system	109-114; 117
	Number of occupational accidents and diseases by gender, frequency rate and severity by gender	GRI 403-9 Work-related injuries Frequency rate = No. of accidents with leave x 1,000,000/ no. of hours worked (excluding accidents in itinere) Severity rate = No. of working days lost x 1,000,000/ no. of hours worked (excluding accidents in itinere)	115
Social relationships	Organisation of social dialogue	GRI 3-3 Management of material topics	105-106
	Percentage of employees covered by collective agreements per country	GRI 2-30 Collective bargaining agreements	106
	Balance of collective agreements, particularly in the field of health and safety at work	GRI 3-3 Management of material topics	105-106
	Mechanisms and procedures of the company to promote the involvement of workers in the management of the company, in terms of information, consultation and participation.	GRI 2-30 Collective Agreements	105-106

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SCOPES		REPORTING FRAMEWORK	REFERENCE
SOCIAL AND PERSONNEL-RELATED MATTERS			
Training	Policies implemented in the field of training	GRI 404-2 Programs for upgrading employee skills and transition assistance programs.	97-101
	Total number of hours of training by professional categories.	Internal framework	98
Accessibility	Universal accessibility of persons with disabilities	GRI 3-3 Management of material topics	96
Equality	Measures taken to promote equal treatment and opportunities between women and men	GRI 3-3 Management of material topics	95-96
	Equality plans, measures taken to promote employment, protocols against sexual harassment and gender-based harassment	GRI 3-3 Management of material topics GRI 2-23 Policy commitments	95
	Integration and the universal accessibility of persons with disabilities	GRI 3-3 Management of material topics	96
	Policy against all types of discrimination and, where appropriate, diversity management	GRI 3-3 Management of material topics GRI 2-23 Policy commitments	94-96, 151-152
INFORMATION ON RESPECT FOR HUMAN RIGHTS			
Respect for Human Rights	Application of due diligence procedures in the field of human rights	GRI 2-26 Mechanisms for seeking advice and raising concerns GRI 3-3 Management of material topics	153-154
	Prevention of risks arising from human rights violations and, where appropriate, measures to mitigate, manage and repair possible abuses committed	GRI 3-3 Management of material topics GRI 2-23 Policy commitments GRI 2-26 Mechanisms for seeking advice and raising concerns	153-154
	Complaints about cases of human rights violations	Internal framework: quantitative information on the number of complaints	151
	Promotion and compliance with the provisions of the ILO fundamental conventions related to respect for freedom of association and the right to collective bargaining, the elimination of discrimination in employment and occupation, the elimination of forced or compulsory labour and the effective abolition of child labour	GRI 3-3 Management of material topics GRI 2-23 Policy commitments	106, 154
INFORMATION REGARDING THE FIGHT AGAINST CORRUPTION AND BRIBERY			
Fight against corruption and blackmail	Measures taken to prevent corruption and bribery	GRI 2-25 Processes to remediate negative impacts GRI 2-23 Policy commitments GRI 2-26 Mechanisms for seeking advice and raising concerns	156
	Measures to fight money laundering	GRI 2-25 Processes to remediate negative impacts GRI 2-23 Policy commitments GRI 2-26 Mechanisms for seeking advice and raising concerns	156
	Contributions to foundations and non-profit organisations	GRI 201-1 Direct economic value generated and distributed	121-122

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SCOPES		REPORTING FRAMEWORK	REFERENCE
INFORMATION ABOUT THE COMPANY			
Company commitment to sustainable development	Impact of the society's activity on the local development and employment	GRI 3-3 Management of material topics	52, 56-57, 118-119.
	Impact of the society's activity on local populations and in the territory	GRI 3-3 Management of material topics	52, 56-57, 118-119.
	Relationships maintained with local community actors and the dialogue modalities maintained with them	GRI 3-3 Management of material topics	52, 56-57, 118-119.
	Partnership or sponsorship actions	GRI 3-3 Management of material topics GRI 2-28 Membership associations Internal framework: description of partnership or sponsorship actions	124-125
Subcontracting and suppliers	Inclusion in the purchasing policy of social, gender equality and environmental issues	GRI 3-3 Management of material topics GRI 2-6 Activities, value chain and other business relationships GRI 2-24 Embedding policy commitments	58
	Consideration in supplier and subcontractor relationships of their social and environmental responsibility		58
	Supervision systems and audits and their results		57
Consumers	Consumers' health and safety measures	GRI 3-3 Management of material topics	30-34
	Complaint systems	GRI 2-16 Communication of critical concerns GRI 2-25 Processes to remediate negative impacts	32
	Complaints received and resolution thereof	GRI 2-25 Processes to remediate negative impacts Internal framework: information about complaints and opportunities for improvement	32
Tax-related information	Profits earned country by country	GRI 207-4 Country-by-country reporting	23
	Taxes paid on profits	GRI 207-4 Country-by-country reporting	23
	Public subsidies received	GRI 201-4 Financial assistance received from government	23
EU Taxonomy	Overview of the Gestamp activities in relation to the EU Taxonomy Regulation		82-88

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7.5 GRI Standards Indicators

Declaration of use: Gestamp has reported the information cited in this GRI content index for the period from 1 January 2022 to 31 December 2022 using the GRI Standards as a reference.

GRI 1: GRI 1: Fundaments 2021

GRI STANDARD	REFERENCE IN THE REPORT	REFERENCE
GRI 2 General Disclosures 2021	2-1 Organizational details	185, 10
	2-2 Entities included in the organization's sustainability reporting	180-181, 169-170
	2-3 Reporting period, frequency and contact point	169-170, 169, 180, 183
	2-4 Restatements of information	169; There have not been any restatements of the information
	2-5 External assurance	170; C2 (IAGC 2022)
	2-6 Activities, value chain and other business relationships	7, 9, 11-14, 18-20
	2-7 Employees	163-164
	2-8 Workers who are not employees	The proportion of external employees is not significant (5,223 out of 47,893, representing a tota of 10.9%)
	2-9 Governance structure and composition	127-138
	2-10 Nomination and selection of the highest governance body	127-138; C1 (IAGC 2022); See the selection and diversity policy of the Board of Diectors
	2-11 Chair of the highest governance body	129, 133-134
	2-12 Role of the highest governance body in overseeing the management of impacts	127-138
	2-13 Delegation of responsibility for managing impacts	127-138
	2-14 Role of the highest governance body in sustainability reporting	127-138
	2-29 Approach to stakeholder engagement	53, 171

GRI STANDARD	REFERENCE IN THE REPORT	REFERENCE
GRI 3 Material Topics 2021	3-1 Process to determine material topics	171
	3-2 List of material topics	171
	3-3 Management of material topics	53, 71-78, 139-145, 152. Throughout the report, the management measures and their effectiveness are reported for each section
GRI 205 Anti-Corruption 2016	205-3 Confirmed incidents of corruption and actions taken	151; There have been no confirmed cases of corruption and bribery and therefore no measures have been taken
GRI 206 Anti-competitive Behavior 2016	206-1 Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	There have been no cases related to unfair competition, monopolistic and anti-competitive practices
GRI 302 Energy 2016	302-1 Energy consumption within the organization	78
	302-4 Reduction of energy consumption	79-81
GRI 305 Emissions 2016	305-7 Nitrogen oxides (NOx), sulfur oxides (SOx) and other significant air emissions	79. The company does not consider significant the emissions of persistent organic pollutants (POP), hazourdous air Pollutants (HAP) and particles PM significant
GRI 308 Supplier Environmental Assessment 2016	308-1 New suppliers that were screened using environmental criteria	55-56
GRI 403 Occupational Health and Safety 2018	403-1 Occupational health and safety management system	109-115
	403-2 Hazard identification, risk assessment and incident investigation	109-115, 151
GRI 404 Training and Education 2016	404-1 Average hours of training per year per employee	98
GRI 406 Non-discrimination 2016	406-1 Incidents of discrimination and corrective actions taken	151

7.6 SASB indicators

The Sustainability Accounting Standards Board (SASB) indicators for the sector are presented below: Transportation - Auto Parts industry.

MATTER	INDICATOR	REFERENCE
Energy management	TR-AP-130a.1: (1) Total energy consumed, (2) percentage grid electricity, (3) percentage renewable	78
Waste management	TR-AP-250a.1: Number of recalls issued, total units recalled	69-71
Product safety	TR-AP-410a.1: Revenue from products designed to increase fuel efficiency and/or reduce emissions	32
Design for Fuel Efficiency	TR-AP-440a.1: Description of the management of risks associated with the use of critical materials	39, 77, 86, 87
Materials Sourcing	TR-AP-440b.1: Percentage of products sold that are recyclable	54-58
Materials efficiency	TR-AP-440b.2: Percentage of input materials from recycled or remanufactured content	64, 69
	TR-AP-520a.1: Total amount of monetary losses as a result of legal proceedings associated with anti-competitive behaviour regulations	64
Competitive behaviour	TR-AP-520a.1: pérdidas monetarias provenientes de resultado de los procedimientos legales asociados con las regulaciones relativas a comportamientos anti competitivos	157

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7.7 UN Global Compact

In 2008 we endorsed the Principles of the Global Compact, and in 2011 we became a partner. Our commitment to these principles related to human rights, labour rights, environment and anti-corruption is reflected each year in the Sustainability Report and in the progress report published annually, which is available on the Global Compact website

www.pactomundial.org

www.unglobalcompact.org/what-is-gc/participants/4608

SCOPES	PRINCIPLES OF THE GLOBAL COMPACT	GRI INDICATORS	SDGs
GENERAL SCOPES			
Human Rights	1. Businesses should support and respect the protection of internationally proclaimed human rights within their sphere of influence	102-41, 403-2, 403-3, 405-1, 405-2, 406-1, 409-1, 414-1, 416-1	1, 2, 3, 4, 5, 6, 7, 8, 10, 11, 16, 17
	2. Businesses should make sure that they are not complicit in human rights abuses	414-1, 406-1-409-1	
Labour Rights	3. Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining	102-41, 402-1, 407-1, 414-1	1, 3, 5, 8, 9, 10, 16, 17
	4. Businesses should uphold the elimination of all forms of forced and compulsory labour	409-1, 414-1	
	5. Businesses should uphold the effective abolition of child labour	409-1, 412-2	
	6. Businesses should uphold the elimination of discrimination in respect of employment and occupation	401-1, 405-1, 405-2, 406-1, 414-1	
Environment	7. Businesses should support a precautionary approach to environmental challenges	301-3, 302-1, 303-1, 304-2, 305-1-305-3, 306-1, 306-2, 307-1, 416-1, 417-1	2, 6, 7, 9, 11, 12, 13, 14, 15, 17
	8. Businesses should undertake initiatives to promote greater environmental responsibility	201-2	
	9. Businesses should encourage the development and diffusion of environmentally-friendly technologies	301-3	
Anti-corruption	10. Businesses should work against corruption in all its forms, including extortion and bribery	205-1	3, 10, 16, 17

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7.8 Companies of the Group

As of 31 December 2021, the Group comprised the following subsidiaries throughout the world whose holding company is Gestamp Automoción S.A:

Europe

- Adral, matriceria y pta. a punto, S.L.
- Almussafes Mantenimiento de Troqueles, S.L.
- Automated Joining Solutions, S.L.
- Automotive Chassis Products Plc.
- Autotech Engineering Deutschland GmbH
- Autotech Engineering France S.A.S.
- Autotech Engineering R&D Uk limited
- Autotech Engineering S.L.
- Autotech Engineering Spain, S.L.
- Beta Steel, S.L.
- Car Recycling, S.L.
- Diede Die Developments, S.L.
- DJC Recyclage
- Edscha Automotive Hauzenberg GmbH
- Edscha Automotive Hengersberg GmbH
- Edscha Automotive Kamenice S.R.O.
- Edscha Briey S.A.S.
- Edscha Burgos, S.A.
- Edscha Engineering France S.A.S.
- Edscha Engineering GmbH
- Edscha Hauzenberg Real Estate GmbH & Co. KG
- Edscha Hengersberg Real Estate GmbH & Co. KG
- Edscha Holding GmbH
- Edscha Hradec S.R.O.
- Edscha Kunststofftechnik GmbH
- Edscha Mechatronics Solutions, GmbH
- Edscha Santander, S.A.
- Edscha Velky Meder S.R.O.
- Etem Gestamp Aluminium Extrusions, S.A.
- Flycorp, S.L.
- Ges Recycling Limited
- Ges Recycling Polska Sp. Z.o.o
- Gescrap Aragón, S.L.
- Gescrap Catalunya, S.L.
- Gescrap Centro, S.L.
- Gescrap Czech, s.r.o.
- Gescrap Desarrollo, S.L.
- Gescrap France, S.A.R.L.
- Gescrap GmbH
- Gescrap Hungary, KFT
- Gescrap LT, UAB
- Gescrap Navarra, S.L.
- Gescrap Noroeste, S.L.
- Gescrap Polska Sp. Z.o.o.
- Gescrap Romania, S.R.L.
- Gescrap S.L.
- Gescrap Servicios Portuarios, S.L.
- Gescrap Slovakia, s.r.o.
- Gescrap Trading, S.L.
- Gestamp 2008, S.L.
- Gestamp 2017, S.L.U.
- Gestamp Abrera, S.A.
- Gestamp Aragón, S.A.
- Gestamp Automoción, S.A.
- Gestamp Automotive Vitoria, S.L.
- Gestamp Aveiro - Indústria de acessórios de Automóveis, S.A.
- Gestamp Beycelik Romania, S.R.L.
- Gestamp Bizkaia, S.A.
- Gestamp Cerveira, Lda.
- Gestamp Esmar, S.A.
- Gestamp Etem Automotive Bulgaria, S.A.
- Gestamp Finance Slovakia S.R.O.
- Gestamp Funding Luxembourg, S.A.
- Gestamp Global Tooling, S.L.
- Gestamp HardTech, AB
- Gestamp Holding Argentina, S.L.
- Gestamp Holding China, AB
- Gestamp Holding México, S.L.
- Gestamp Holding Rusia, S.L.
- Gestamp Hungaria KFT
- Gestamp Ingeniería Europa Sur, S.L.
- Gestamp Levante, S.A.
- Gestamp Linares, S.A.
- Gestamp Louny, S.R.O.
- Gestamp Manufacturing Autochasis, S.L.
- Gestamp Metalbages, S.A.
- Gestamp Navarra, S.A.
- Gestamp Nitra, S.R.O.
- Gestamp North Europe Services, S.L.
- Gestamp Noury, S.A.S
- Gestamp Palau, S.A.
- Gestamp Palencia, S.A.
- Gestamp Polska, SP. Z.O.O.
- Gestamp Prisma, S.A.S
- Gestamp Proyectos Automoción 1, S.L.
- Gestamp Proyectos Automoción 3, S.L.
- Gestamp Ronchamp, S.A.S
- Gestamp Servicios, S.A.
- Gestamp Solblank Barcelona, S.A.
- Gestamp Solblank Navarra, S.L.U.
- Gestamp Sweden, AB
- Gestamp Tallent, Ltd
- Gestamp Tech, S.L.
- Gestamp Technlogy Institute, S.L.
- Gestamp Toledo, S.A.
- Gestamp Tool Hardening, S.L.
- Gestamp Tooling Engineering Deutschland, GmbH
- Gestamp Tooling Erandio, S.L.
- Gestamp Tooling Services, AIE
- Gestamp Try Out Services, S.L.
- Gestamp Umformtechnik GmbH
- Gestamp Vendas Novas Lda.
- Gestamp Vigo, S.A.
- Gestamp Wroclaw Sp.z,o.o.
- Gestión Global de Matricería, S.L.
- Global Laser Araba, S.L.
- GMF Holding GmbH
- Gstamp Wolfsburg, GmbH
- Industrias Tamer, S.A.
- Ingeniería Global Metalbages, S.A.
- Ingeniería y Construcción de Matrices, S.A.U
- IxCxT, S.A.U
- Loire Sociedad Anónima Franco Española
- Lusoscrap, Lda
- Mursolar 21, S.L.
- Recuperaciones Férricas Asturianas, S.L.
- Recuperaciones Férricas Integrales, S.A.
- Recuperaciones Medioambientales Industriales, S.L.
- Refeinsa Centro, S.L.
- Refeinsa Navarra, S.L.
- Reimasa Recycling, S.L.
- Reparaciones Industriales Zaldibar, S.L.
- Samper-Refeinsa Galicia, S.L.
- SCI de Tournan SUR
- Sideacero, S.L.
- Smart Industry Consulting and Technologies, S.L.U
- Sofedit, S.A.S
- Subgrupo Griwe
- Todlem, S.L.
- Transportes Basegar, S.A.

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Asia

- Anhui Edscha Automotive Parts Co Ltd.
- Autotech Engineering (Shangai) Co. Ltd.
- Beyçelik Gestamp Otomotive Sanayi, A.S.
- Beyçelik Gestamp Sasi Otomotive Sanayi, A.S.
- Beyçelik Gestamp Teknoloji ve Kalip Sanayi, A.S.
- Çelik Form Gestamp Otomotive, A.S.
- Changchun Xuyang Gestamp Auto Components Co. Ltd.
- Edscha Aapico Automotive Co. Ltd
- Edscha Automotive Components (Chongqing) Co. Ltd.
- Edscha Automotive Components (Kunshan) Co., Ltd.
- Edscha Automotive Components (Shanghai) Co., Ltd
- Edscha Automotive Technology (Shangai) Co., Ltd.
- Edscha Japan Co., Ltd.
- Edscha Pha Automotive Components (Kunshan) Co., Ltd.
- Edscha Pha, Ltd.
- Edscha Togliatti, Llc.
- Gescrap India Private Limited
- Gescrap Rus, LLC
- Gestamp (China) Holding, Co. Ltd
- Gestamp Auto Components (Beijing) Co., Ltd.
- Gestamp Auto components (Chongqing) Co., Ltd.
- Gestamp Auto Components (Dongguan), Co. Ltd.
- Gestamp Auto Components (Kunshan) Co., Ltd
- Gestamp Auto Components (Shenyang), Co. Ltd.
- Gestamp Auto Components (Tianjin) Co., LTD.
- Gestamp Auto Components Sales (Tianjin) Co., LTD.
- Gestamp Auto Components Wuhan, co. Ltd.
- Gestamp Automotive Chennai Private Ltd.
- Gestamp Automotive India Private Ltd.
- Gestamp Autotech Japan K.K.
- Gestamp Hot Stamping Japan Co. Ltd.
- Gestamp Kartek Corp.
- Gestamp Metal Forming (Wuhan), Ltd
- Gestamp New Energy Vehicle Components (Beijing) Co., LTD.
- Gestamp Pune Automotive, Private Ltd.
- Gestamp Services India Private, Ltd.
- Gestamp Severstal Kaluga, LLc
- Gestamp Severstal Vsevolozhsk Llc
- Gestamp Togliatti, Llc.
- Gestool Tooling Manufacturing (Kunshan), Co., Ltd
- Indutrial Steel Recycling, L.L.C.
- Jui Li Edscha Body Systems Co., Ltd.
- Jui Li Edscha Hainan Industry Enterprise Co., Ltd.
- Jui Li Edscha Holding Co., Ltd.
- Shanghai Edscha Machinery Co., Ltd.

South America

- Edscha do Brasil Ltda.
- Gescrap - Autometal Comercio de Sucatas, S/A
- Gestamp Argentina, S.A.
- Gestamp Baires, S.A.
- Gestamp Brasil Industria de Autopeças, S.A.
- Gestamp Córdoba, S.A.
- Gestamp Sorocaba Industria Autopeças Ltda.

Africa

- Gescrap Morocco, S.R.L.
- Tuyauto Gestamp Morocco, S.A.

North America

- Autotech Engineering R&D USA, Inc.
- Edscha Automotive Michigan, Inc
- Edscha Automotive SLP Servicios Laborales, S.A.P.I. de C.V.
- Edscha Automotive SLP, S.A.P.I. de C.V.
- Edscha North America Technologies, Llc.
- Ges Recycling Alabama, LLC
- Ges Recycling Michigan, LLC
- Ges Recycling South Carolina, LLC
- Ges Recycling Tennessee, LLC
- Ges Recycling USA, LLC
- Ges Recycling West Virginia, LLC
- Ges Trading Nar S.A. de C.V.
- Gescrap Autometal Mexico, S.A. de C.V.
- Gestamp Aguascalientes, S.A.de C.V.
- Gestamp Alabama, LLc.
- Gestamp Cartera de México, S.A. de C.V.
- Gestamp Chattanooga II, Llc
- Gestamp Chattanooga, Llc
- Gestamp Mason, LLc.
- Gestamp Mexicana de Serv. Laborales, S.A. de C.V.
- Gestamp Mexicana Serv. Lab. II, S.A. de CV
- Gestamp North America, INC
- Gestamp Puebla II, S.A. de C.V.
- Gestamp Puebla, S.A. de C.V.
- Gestamp San Luis Potosí Servicios Laborales S.A.P.I. de C.V.
- Gestamp San Luis Potosí, S.A.P.I. de C.V.
- Gestamp Servicios Laborales de Toluca SA de CV
- Gestamp South Carolina, Llc
- Gestamp Toluca SA de CV
- Gestamp Washtenaw, LLc.
- Gestamp West Virginia, Llc.
- GGM Puebla Servicios Laborales, S.A. de C.V.
- GGM Puebla, S.A. de C.V.
- Mexicana Servicios Laborales, S.A.de C.V.
- Soluciones de Gestión de Residuos Mexicana, S.A. de C.V.

Corporate Headquarters

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48220 Abadiño – Vizcaya (Spain)

GRUPO GESTAMP
Calle Alfonso XII, 16
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7.9 Opex Table

Proportion of OpEx from products or services associated with economic activities that conform to the taxonomy-disclosure corresponding to the year 2022

				SUBSTANTIAL CONTRIBUTION CRITERIA						NO SIGNIFICANT HARM CRITERIA (DOES NOT CAUSE SIGNIFICANT HARM)										
	codes	absolute OpEx	OpEx Ratio	Climate change mitigation	Adaptation to climate change	Water and marine resources	Circular Economy	Pollution	Biodiversity and ecosystems	Climate change mitigation	Adaptation to climate change	Water and marine resources	Circular Economy	Pollution	Biodiversity and ecosystems	minimum guarantees	Proportion of OpEx that conforms to N-1 year taxonomy	Category (facilitating activity)	Category (transition activity)	Categoria (actividad de transición)
		M€	%	%	%	%	%	%	%	S/N	S/N	S/N	S/N	S/N	S/N	S/N	%	%	F	T
A. ELIGIBLE ACTIVITIES ACCORDING TO THE TAXONOMY																				
A.1 Environmentally sustainable activities (conforming to the taxonomy)																				
OpEx of environmentally sustainable activities (conforming to the taxonomy) (A.1)																				
A.2 Activities eligible according to the taxonomy but not environmentally sustainable (activities that do not conform to the taxonomy)																				
Manufacture of batteries, cells and accumulators	3.4	17	2																	
OpEx of environmentally sustainable activities (not conforming to the taxonomy) (A.2)		17	2																	
Total (A.1 + A.2)		17	2																	
B. ACTIVITIES NOT ELIGIBLE ACCORDING TO THE TAXONOMY																				
OpEx of non-eligible activities according to taxonomy (B)		849	98																	
TOTAL (A+B)		866	100																	

7.10 Report on Independent Review

Independent Limited Assurance Report of the Consolidated Non-Financial Information Statement for the year ended December 31, 2022

GESTAMP AUTOMOCIÓN, S.A. and DEPENDENT COMPANIES

Ernst & Young, S.L.
Calle de Raimundo Fernández Villaverde, 65
28003 Madrid

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ey.com

Building a better working world

INDEPENDENT LIMITED ASSURANCE REPORT OF THE CONSOLIDATED NON-FINANCIAL INFORMATION STATEMENT

Translation of a report originally issued in Spanish. In the event of discrepancy, the Spanish-language version prevails

To the Shareholders of GESTAMP AUTOMOCIÓN, S.A.:

Pursuant to article 49 of the Code of Commerce we have performed a verification, with a limited assurance scope, of the accompanying consolidated Non-Financial Information Statement (hereinafter NFS) corresponding to the annual year ended 31 December 2022, of GESTAMP AUTOMOCIÓN, S.A. and subsidiaries (hereinafter, the Group) which is part of the Group's 2022 consolidated Management Report.

The content of the NFS includes additional information to that required by prevailing mercantile regulations in relation to non-financial information statement that has not been subject to our verification. In this regard, our review has been exclusively limited to the verification of the information shown in the table "Index of Contents" included in the accompanying NFS.

Responsability of the Board of Directors

The formulation of the NFS included in the Consolidated Management Report of the Group, as well as the content thereof, is the responsibility of the Board of Directors of GESTAMP AUTOMOCIÓN, S.A. The NFS has been prepared in accordance with the content required by prevailing company law and using as reference the Sustainability Reporting Standards of Global Reporting Initiative (GRI standards), as well as those other criteria described according to what is mentioned for each subject in the table "Index of Contents", of the NFS.

This responsibility also includes the design, implementation and maintenance of internal control deemed necessary to enable the NFS to be free from material misstatement, whether due to fraud or error.

They are further responsible for defining, implementing, adapting and maintaining the management systems from which the information necessary for the preparation of the NFS is obtained.

Our Independence and quality control

We have complied with the independence and other ethics requirements of the Code of Ethics for Accounting Professionals issued by the International Ethics Standards Council for Accounting Professionals (IESBA) which is based on the fundamental principles of integrity, objectivity, professional competence and diligence, confidentiality and professional behavior.

Our firm applies International Quality Control Standard 1 (NICC 1) and maintains, accordingly, a global quality control system that includes documented policies and procedures relating to compliance with ethical requirements, professional standards and applicable legal and regulatory provisions.

The work team has been formed by professionals who are experts in reviews of Non-Financial Information and, specifically, in economic, social and environmental performance information.

Domicilio Social: C/ Raimundo Fernández Villaverde, 65, 28003 Madrid - Inscrita en el Registro Mercantil de Madrid, tomo 9.364 general, 8.130 de la sección 3ª del Libro de Sociedades, folio 68, hoja nº 87.690-1, inscripción 1ª. Madrid 9 de Marzo de 1.989. A member firm of Ernst & Young Global Limited.

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Our responsability

Our responsibility is to express our conclusions in an independent limited verification report based on the work performed. Our review has been performed in accordance with the requirements established in the prevailing International Standard on Assurance Engagements 3000 "Assurance Engagements Other than Audits or Reviews of Historical Financial Information" (ISAE 3000 Revised) issued by the International Auditing and Assurance Standards Board (IAASB) of the International Federation of Accountants (IFAC) and the guidelines for verifying the Non-Financial Statement, issued by the Spanish Official Register of Auditors of Accounts (ICJCE).

The procedures carried out in a limited assurance engagement vary in nature and timing and are smaller in scope than reasonable assurance engagements and, therefore, the level of assurance provided is likewise lower.

Our work consisted in requesting information from Management and the various Group's units participating in the preparation of the NFS, reviewing the process for gathering and validating the information included in the NFS, and applying certain analytical procedures and sampling review tests as described below:

- Meetings with the Group's personnel to know the business model, policies and management approaches applied, the main risks related to these matters and obtain the necessary information for our external review.
- Analysis of the scope, relevance and integrity of the content included in the NFS based on the materiality analysis made by the Group and described in the section "Priority issues", considering the content required by prevailing mercantile regulations.
- Analysis of the processes for gathering and validating the data included in the 2021 NFS.
- Review of the information on the risks, policies and management approaches applied in relation to the material aspects included in the 2022 NFS.
- Check, through tests based on a selection of a sample, of the information related to the content of the 2022 NFS and its correct compilation from the data provided by the information sources.
- Reception of a representation letter from the Board of Directors and Management.

Emphasis paragraph

Regulation (EU) 2020/852 of the European Parliament and the Council, June 18 2020, on the establishment of a framework to facilitate sustainable investments settles the obligation to disclose information on how and to what extent the company's activities are associated with economic activities that are considered aligned in relation to climate change mitigation and adaptation objectives for the first time for the financial year 2022, additionally to the information related to eligible activities required in financial year 2021. Consequently, comparative information about alignment has not been included in the accompanying Consolidated Management Report. Additionally, information has been incorporated for which the Board of Directors of GESTAMP AUTOMOCIÓN, S.A. have chosen to apply the criteria which, in their opinion, best enable compliance with the new obligation and which are defined in the section "EU Taxonomy" of the attached EINF. Our conclusion has not been changed in relation to this issue.

Conclusion

Based on the limited assurance procedures conducted and the evidence obtained, no matter has come to our attention that would cause us to believe that the Group's NFS for the year ended December 31, 2022 has not been prepared, in all material respects, in accordance with the contents required by the prevailing company law and the selected GRI standards' criteria, as well as other criteria, described as explained for each subject matter in the table "Index of Contents and GRI Standards Indicators" of the NFS.

Use and distribution

This report has been prepared in response to the requirement established by prevailing company law in Spain and may not be appropriate for other uses and jurisdictions.

ERNST & YOUNG, S.L.

(Signed in the original version in Spanish)

Elena Fernández García

February 27, 2023



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If you need any clarifications, or have questions or suggestions related to the report:
GestampESG@gestamp.com