



Gestamp 

2021
Annual Report



1.

LETTER FROM THE CHAIRMAN

2.

GESTAMP GROUP

- 2.1. About us
- 2.2. Where we are
- 2.3. What we do
- 2.4. Organisational structure
- 2.5. Business strategy
- 2.6. 2021 Milestones

3.

3.ESG PERSPECTIVE

- 3.1. Our approach
- 3.2. ESG at Gestamp
- 3.3. Value creation
- 3.4. Group Policies
- 3.5. Relationship with stakeholders
- 3.6. Priority issues

4.

BUSINESS DEVELOPMENT

- 4.1. Economic Section
- 4.2. Operational Excellence
- 4.3. Innovation

5.

ENVIRONMENTAL

- 5.1. Environmental Policy and Management
- 5.2. Climate Change
- 5.3. Circular economy

6.

SOCIAL

- 6.1. Our professionals
- 6.2. Health and Safety
- 6.3. Local communities

7.

GOVERNANCE

- 7.1. Governing Bodies
- 7.2. Risk management
- 7.3. Ethics and regulatory compliance

8.

APPENDIX

- Tables and additional information
- Assessment of alignment with the European Green Taxonomy
- Companies of the Group
- Methodology used in drawing up the Annual Report
- SASB indicators
- Index of contents and GRI Standards
- UN Global Compact
- Report on Independent Review



1. Letter from the Chairman

2. Gestamp Group

3. ESG Perspective

4. Business Development

5. Environmental

6. Social

7. Governance

APPENDIX



Letter from the
Chairman 1.

**1. Letter from the Chairman**

2. Gestamp Group

3. ESG Perspective

4. Business Development

5. Environmental

6. Social

7. Governance

APPENDIX

1. LETTER FROM THE CHAIRMAN

2021 has not been the year of recovery that we had expected. The COVID-19 pandemic has continued to be present in our lives, and it has been joined by the problem of lack of semiconductors. Again, the involvement, performance and efficiency of our teams have allowed us to react and act in the best possible way in the face of the constant uncertainty.

The semiconductor crisis is having a significant impact on the sector, where approximately 10 million vehicles have ceased to be produced (according to HIS). However, at Gestamp we have obtained revenues of 8,093 million euros, 8,5% more (+11,2% at constant exchange rates), compared to 2020. This represents an improvement of 8,1 percentage points against the limited growth of the global car production market. Despite the lower sales, the Group has been able to improve profitability, obtaining an EBITDA of 12,3% on sales and generating in this difficult environment, a cash flow of 221 million.

At Gestamp, health and safety has always been a priority and although we have continued since 2017 without fatal accidents, we must continue to strengthen our Gestamp Health & Safety System. Also, we have continued to monitor all COVID-19 cases daily, and we have continued to maintain strict protocols, to prevent the contagion of our people and safeguard our client´s operations.

With the aim of being prepared for the future, Gestamp has launched in 2021 the ATENEA Transformation Plan to continue growing and improving, since we cannot miss the opportunity to build a more sustainable Gestamp and for this, it is necessary to continue evolving and innovating.

ATENEA Transformation program seeks to improve the efficiency and effectiveness of corporate functions and the administrative and operational layers in processes, systems, organisation, and culture to continue maintaining the Group's competitiveness in the future and to strengthen our position as an innovative and sustainable supplier.

We also must continue betting on competitiveness. This competitiveness must be based on the extensive use of all the advances of recent years in the field of industry 4.0, as well as in the training and development of profiles in digital skills and up-skilling and re-skilling capabilities.

ESG is a priority within our company´s culture. As a family business we have always been focused on the long term and see sustainability as an opportunity to provide greater added value to our clients. In this regard, in 2021, we have reinforced our commitment by incorporating into our Board of Directors, a Sustainability Committee composed of majority of independent members.

The automotive sector has been very focused on reducing emissions during the use of the vehicle, but now it is not only important to accompany our clients by providing them with lightweight solutions or manufacturing components for the electric vehicle, it is equally necessary to focus on reducing emissions throughout our supply chain. In this respect, we have made great progress in reducing our own emissions. In 2021, we have signed an agreement so that all the electricity supply of our Spanish plants, comes from renewable energy sources in 2022, being the first Group within the automotive sector in Spain, which operates fully with electricity generated in a renewable way. This complements the Group's existing strategy of using green energy through guarantees of renewable origin that was carried out during 2020. At the beginning of 2022, we have also signed an agreement to install solar panels in 22 of our plants in Spain and Portugal.

In relation to our emissions from our supply chain, the vast majority of these are the result of our main raw material, steel. In line with our commitment to reducing emissions signed with the SBTi initiative, we have been the first Tier 1 supplier in the automotive sector to offer our customers green steel certificates, which allow Gestamp and our clients to reduce Scope 3 emissions.

The process of electrification as well as the decarbonization of supply chains is unstoppable. Increasingly demanding programs such as FIT for 55 or The European Green Deal, show that our sector will be key to decarbonization, and we must continue supporting and accompanying our clients.

ESG will continue to gain more strength within the Group, and we will continue to put all the means at our disposal, reaffirming our commitment to the Ten Principles of the Global Compact and contributing to the achievement of the United Nations Sustainable Development Goals to achieve a better and more sustainable world.



Francisco J. Riberas Mera
Executive Chairman of Gestamp



1. Letter from the Chairman

2. Gestamp Group

- 2.1. About us
- 2.2. Where we are
- 2.3. What we do
- 2.4. Organisational structure
- 2.5. Business strategy
- 2.6. 2021 Milestones

- 3. ESG Perspective
- 4. Business Development
- 5. Environmental
- 6. Social
- 7. Governance

APPENDIX

Gestamp Group 2

- About us 2.1
- Where we work 2.2
- What we do 2.3
- Organisational structure 2.4
- Business strategy 2.5
- 2021 Milestones 2.6





2. GESTAMP GROUP

2.1. About us

Present in over 20 countries, Gestamp is a multinational company specialising in the design, development and manufacture of highly engineered metal components for the automotive industry. At Gestamp, we have always been committed to design and innovation, manufacturing products to achieve safer and lighter vehicles so as to contribute to more sustainable mobility.

Since its creation, Gestamp has gone from being a small local stamping supplier to a global company, present in the main automobile manufacturing hubs. Thus, Gestamp has become an important supplier in the automotive components sector with sufficient critical mass to meet the needs of its customers, basing its strategy on globalisation, technological development, financial solvency and operational excellence.

At Gestamp, we work with the long term in mind, so that both our products and our activity are sustainable. Sustainability is part of the company's DNA.

As a family-owned company, we want to bring value to our stakeholders on the basis of long-lasting and trusting relationships. In addition, with our products, we contribute to cleaner and more environmentally responsible mobility by reducing the weight of vehicle components, among other things.

With the aim of long-term stability, here at Gestamp we try to keep our values and corporate culture alive, facing the future based on innovation, competitiveness and sustainability.

OUR VISION

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

01

The customer as the focus of the business



02

Operational excellence as standard practice



03

Innovation as the path to progress



04

Sustainability as a key to long-term stability



05

People as makers of success





2. GESTAMP GROUP

Solid business track record

Since its creation, Gestamp has gone from being a small local stamping supplier to a global company, present in the main automobile manufacturing hubs.

Gestamp bases its strategy on leadership, globalisation, technological development, financial solvency and operational excellence.





1. Letter from the Chairman

2. Gestamp Group

2.1. About us

2.2. Where we are

2.3. What we do

2.4. Organisational structure

2.5. Business strategy

2.6. 2021 Milestones

3. ESG Perspective

4. Business Development

5. Environmental

6. Social

7. Governance

APPENDIX

2. GESTAMP GROUP

2.2. Where we work



Gestamp in 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 Mexico

SOUTH AMERICA

- 1 8 Brazil
- 5 Argentina



1. Letter from the Chairman

2. Gestamp Group

- 2.1. About us
- 2.2. Where we are
- 2.3. What we do
- 2.4. Organisational structure
- 2.5 Business strategy
- 2.6. 2021 Milestones

- 3. ESG Perspective
- 4. Business Development
- 5. Environmental
- 6. Social
- 7. Governance

APPENDIX

2. GESTAMP GROUP

2.3. What we do

Operational excellence defines the way Gestamp works. Both Gestamp's products and activities 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 to develop solutions that help in the transition towards cleaner mobility, better for people, and to help address the challenges of the sector.

TECHNOLOGY

At Gestamp, we have always accompanied our customers, offering them innovative solutions. Over our 20+ years of history, we have evolved technologically from a company specialising in cold stamping to a multi-technological company, continually striving to add new technologies to our manufacturing processes, in addition to developing traditional techniques.

We currently offer a wide range of technologies for the transformation of metal parts, so that we can work with diverse formats and materials. Our production processes span the entire value chain, from in-house die and press manufacturing capabilities to finishing technologies, as well as a wide range of forming, mounting and assembly technologies.

Gestamp is a leader in hot stamping technology, with around 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, reducing CO₂ emissions. By weighing less, these components reduce the overall weight of the vehicle, with all that this entails in terms of reducing the energy consumption and lowering the energy.

Wide variety of technologies that meet the requirements of the industry to achieve an adequate balance between:



+ GESTAMP TECHNOLOGY



GES/MULTISTEP



HOT STAMPING



COLD STAMPING



HIGH-STRENGTH STEEL STAMPING



ROLL FORMING



HYDROFORMING



WELDING AND ASSEMBLY



LASER WELDED BLANKS



PATCHWORK BLANKS

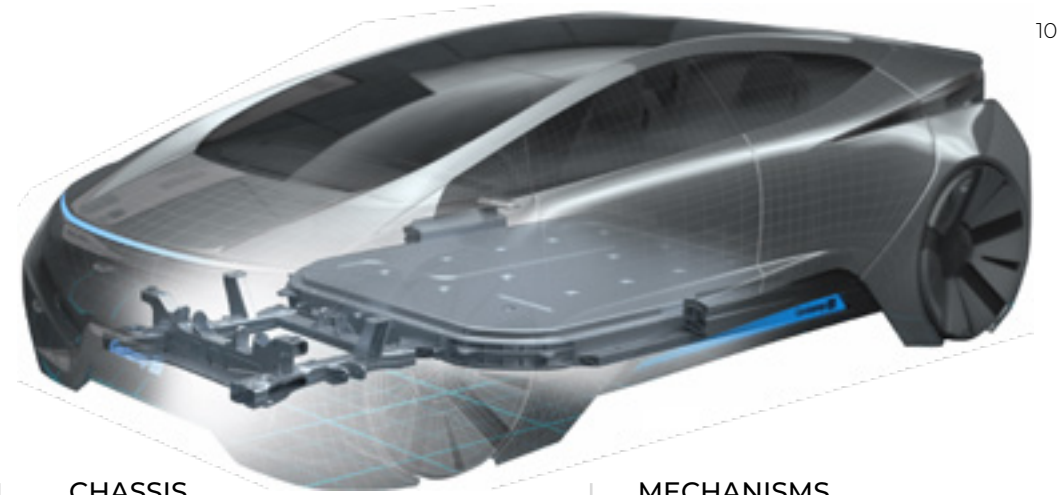




2. GESTAMP GROUP

PRODUCTS

At Gestamp, we have a wide range of products and many of them are essential for the structural integrity of vehicles. Gestamp's activities encompass all the processes in manufacturing parts, from the creation of presses and dies to the manufacturing and finishing of the product.



BIW



CLOSURES



BATTERY BOXES



CRASH MANAGEMENT SYSTEMS



CROSS CAR BEAMS



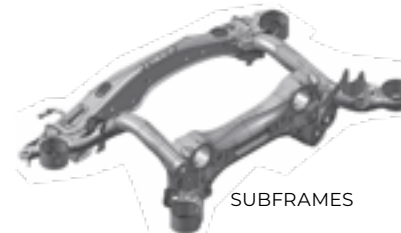
UNDERBODY

UPPERBODY



CLASS A

CHASSIS



SUBFRAMES



CONTROL ARMS

LINKS

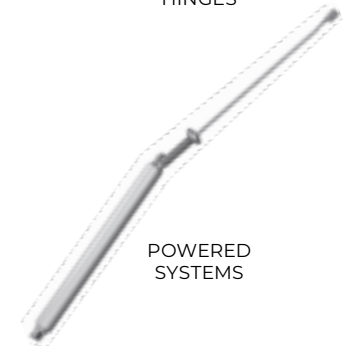


REAR TWIST SYSTEMS

MECHANISMS



HINGES



POWERED SYSTEMS



DOOR CHECKS



1. Letter from the Chairman

2. Gestamp Group

2.1. About us

2.2. Where we are

2.3. What we do

2.4. Organisational structure

2.5. Business strategy

2.6. 2021 Milestones

3. ESG Perspective

4. Business Development

5. Environmental

6. Social

7. Governance

APPENDIX

2. GESTAMP GROUP

Body-in-White

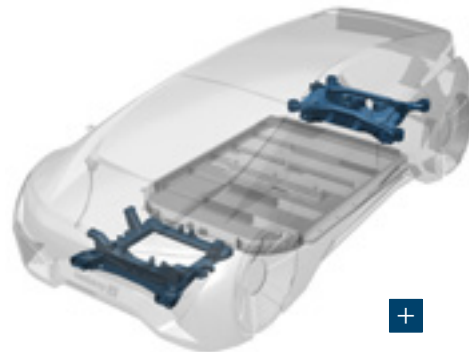
Body-in-White (BIW) products make up the structure that bears the weight of the vehicle and protects the driver and passengers.



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



1. Letter from the Chairman

2. Gestamp Group

- 2.1. About us
- 2.2. Where we are
- 2.3. What we do
- 2.4. Organisational structure
- 2.5. Business strategy
- 2.6. 2021 Milestones

- 3. ESG Perspective
- 4. Business Development
- 5. Environmental
- 6. Social
- 7. Governance

APPENDIX

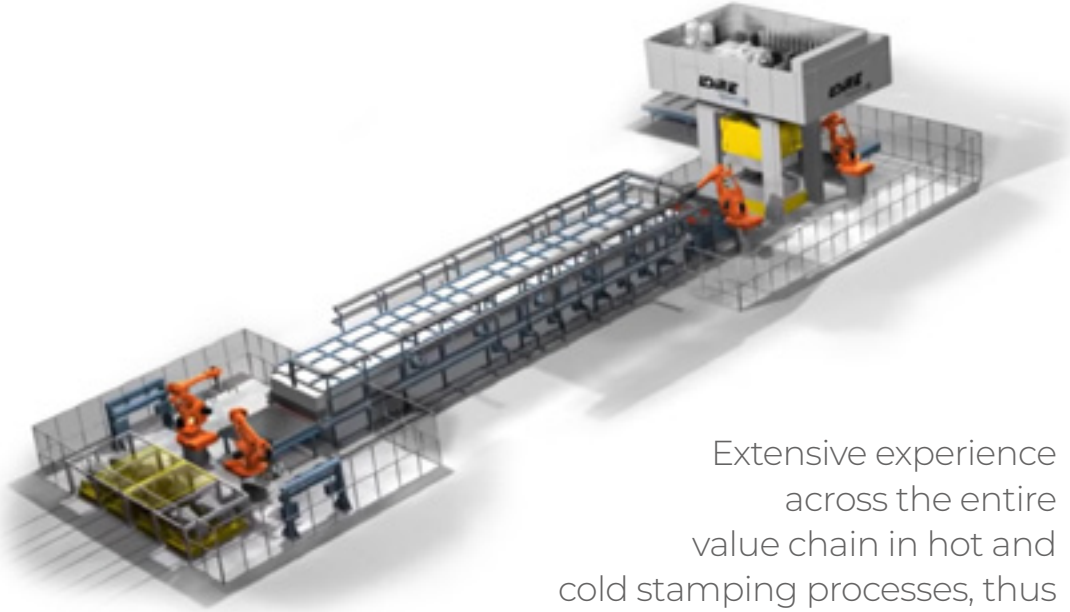
2. GESTAMP GROUP

Dies, presses and other products and services

We have broad in-house capabilities to develop and manufacture dies, covering the entire value chain: design, machining, construction, commissioning, developing prototypes and tracking.

We also have our own press construction services and we offer engineering technical services that are independent from the specific manufacturing programmes.

Furthermore, Gestamp sells the steel generated through the manufacturing processes to secondary markets.



Extensive experience across the entire value chain in hot and cold stamping processes, thus achieving optimal quality with a commitment to cost





1. Letter from the Chairman

2. Gestamp Group

2.1. About us

2.2. Where we are

2.3. What we do

2.4. Organisational structure

2.5 Business strategy

2.6. 2021 Milestones

3. ESG Perspective

4. Business Development

5. Environmental

6. Social

7. Governance

APPENDIX

2. GESTAMP GROUP

2.4. Organisational structure

Our organisational model is fundamentally structured in business units that focus on business development, product, process and strategic projects, while our 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.





2.5. Business strategy

Our future strategy is based on three key aspects: to be an innovative, competitive and sustainable company.

- Strengthening our position as an innovative supplier, moving forward together with our customers, offering them innovative solutions to build more sustainable mobility.
- Committing to competitiveness based on the extensive use of all the advances of recent years in the field of Industry 4.0.
- Making progress in the field of sustainability in all the senses required by society.

With its sights set on the long term and with the aim of continuing to be the strategic global partner for automotive manufacturers in BIW, Chassis and Mechanisms, Gestamp has designed a Transformation Plan to adapt its organisational and industrial structures.

In order to be prepared for the future, the changes demanded by the market and today's uncertain world, Gestamp has launched this Transformation Plan. Thus, in 2021, it presented Atenea, which will be key to continue growing and improving day by day.

This project is based on building on the successes of the past while maintaining competitiveness for the future. The Transformation Plan seeks to improve the efficiency and effectiveness of corporate and operational functions through processes, systems, organisation and culture.

The organisation plays a key role in the development of the project. All levels of the company are involved by means of the mobilisation of leaders who play an active role in the different stages of the process. After some time in development, 2021 saw the official launch of this Transformation Plan, which has several phases, since it is a live project in which some initiatives will take longer than others.

This ambitious plan is part of Gestamp's strategy and will be key to meeting the challenges of the future.

In 2021, the automotive sector was affected by the semiconductor crisis. Global vehicle production, which already declined sharply in 2020 due to COVID-19, continues to be very low, in this case due to the semiconductor supply crisis.

This lack of supply has caused many car manufacturers to temporarily close their production lines, a situation that by extension has also affected Gestamp, with occasional closures in different plants of the Group. According to IHS estimates, by 2023 the automotive sector will return to production levels similar to 2019.

With an eye on the long term and with the aim of continuing to be the strategic global partner for manufacturers in the automotive sector, Gestamp has designed a Transformation Plan to adapt its organizational and industrial structures



1. Letter from the Chairman

2. Gestamp Group

- 2.1. About us
- 2.2. Where we are
- 2.3. What we do
- 2.4. Organisational structure
- 2.5. Business strategy
- 2.6. 2021 Milestones

3. ESG Perspective

4. Business Development

5. Environmental

6. Social

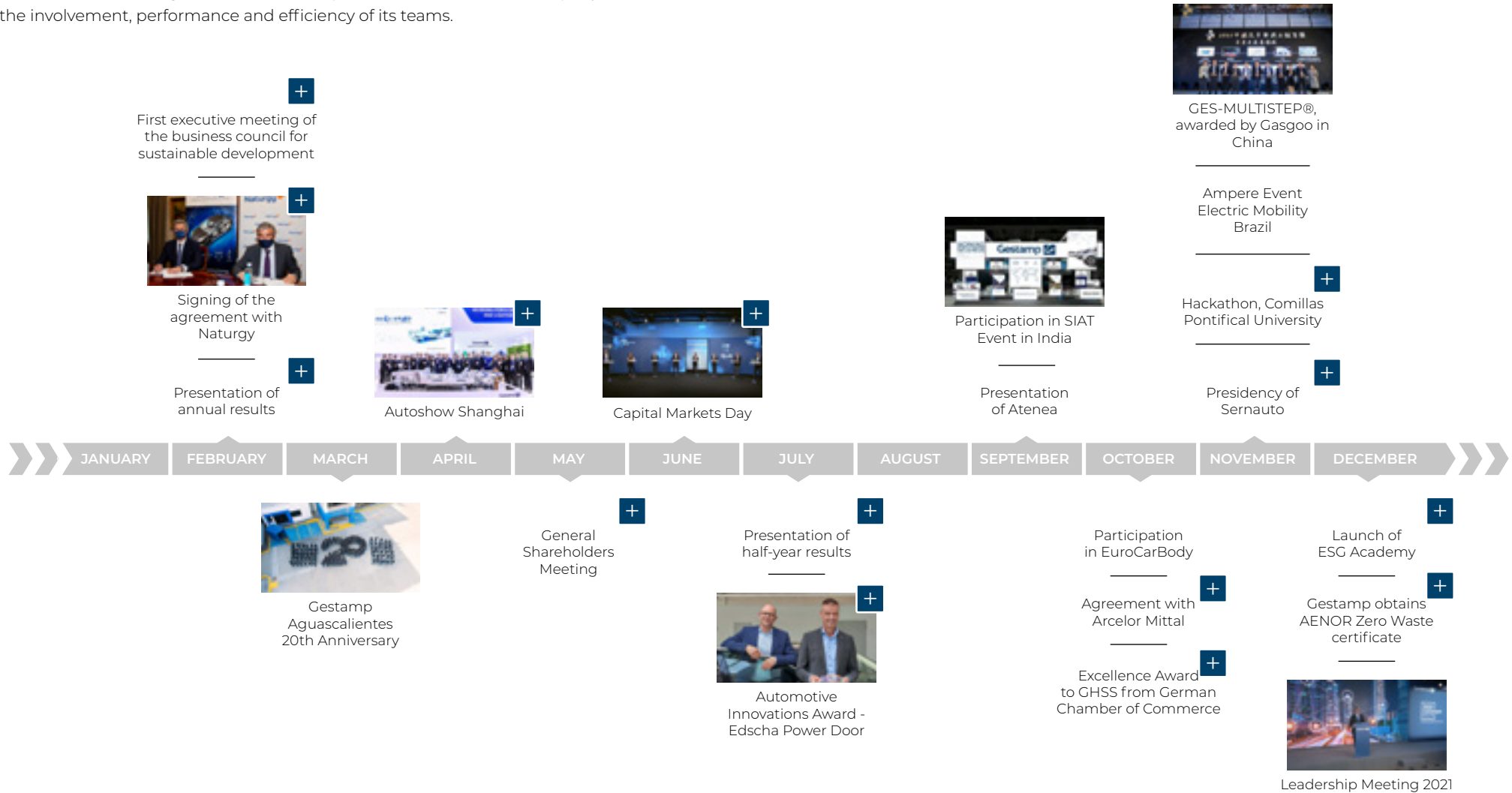
7. Governance

APPENDIX

2. GESTAMP GROUP

2.6. 2021 Milestones

2021, with the COVID-19 pandemic still present and global supply problems, has not been the year of recovery that was expected. However, Gestamp has remained firm in its commitment to being an innovative, competitive and sustainable company, thanks to the involvement, performance and efficiency of its teams.





1. Letter from the Chairman

2. Gestamp Group

3. ESG Perspective

3.1. Our approach

3.2. ESG at Gestamp

3.3. Value creation

3.4. Group Policies

3.5. Relationship with stakeholders

3.6. Priority issues

4. Business Development

5. Environmental

6. Social

7. Governance

APPENDIX

ESG Perspective 3

Our approach 3.1

ESG at Gestamp 3.2

Value creation 3.3

Group Policies 3.4

Relationship with stakeholders 3.5

Priority issues 3.6





1. Letter from the Chairman

2. Gestamp Group

3. ESG Perspective

3.1. Our approach

3.2. ESG at Gestamp

3.3. Value creation

3.4. Group Policies

3.5. Relationship with stakeholders

3.6. Priority issues

4. Business Development

5. Environmental

6. Social

7. Governance

APPENDIX

3. ESG PERSPECTIVE

3.1. Our Approach

Sustainability in its broadest sense has always been present at Gestamp and is one of the strategic areas, together with innovation and competitiveness. Without losing its long-term vision, Gestamp shows its commitment to society and its stakeholders based on Environmental, Social and Good Governance criteria, with the aim of being a leader in the sector.

The sustainability strategy and the fight against climate change are part of the company's DNA. At Gestamp, we pursue economic, social and environmental goals in equal parts and have a strategy in place to meet the main market standards and to align with the trends, demands and interests of our stakeholders to harness new business opportunities.

The value of Gestamp, one of the largest international automotive component groups, lies in providing global solutions for the vehicles of today and tomorrow. Our parts are essential for the safety, weight, dynamics, stability and comfort of vehicles.

We are committed to making vehicles increasingly safer and lighter.

Security by creating car structures that protect and save people's lives in the event of a collision.

- The lightening of the weight of the parts produced in order to improve energy consumption and to reduce the environmental impact of vehicles.

We also promote sustainability at three levels:

01

The Organisation

Fostering corporate responsibility and sustainability in the different areas of the company.

02

The value chain of the automotive sector

Aligning ourselves with the sustainability policies and strategies of our customers and seeking the same level of commitment from our suppliers.

03

Society

By participating in different forums and organisations and by fostering actions for the economic and social development of the communities where we work.

Gestamp's ESG lines of action are based on these premises and are in line with its business strategy and the United Nations Sustainable Development Goals (SDGs).

Our commitment to the SDGs is reflected in our day-to-day operations, ensuring that our business is sustainable, fostering the development of our talent and growing with the communities where we operate.

Priority Objectives



GOOD HEALTH & WELL-BEING

Through innovation, we help design and develop components that make vehicles safer in the event of an accident. Improving the health and safety of people who work in our facilities is also an ongoing goal of the Group.



RESPONSIBLE CONSUMPTION AND PRODUCTION

Optimising resources, durability and recyclability is present in our production process and products.



CLIMATE ACTION

The energy control processes at our plants and our effort to make our parts lighter contribute to reducing greenhouse gas emissions.

Strategic Objective



QUALITY EDUCATION

We promote training for our employees and the young people in our community, teaching them important skills for our business and for the demands of work in the future.



DECENT WORK AND ECONOMIC GROWTH

We offer stable employment for our employees and we help to create and maintain it in our surroundings.



PARTNERSHIPS FOR THE GOALS

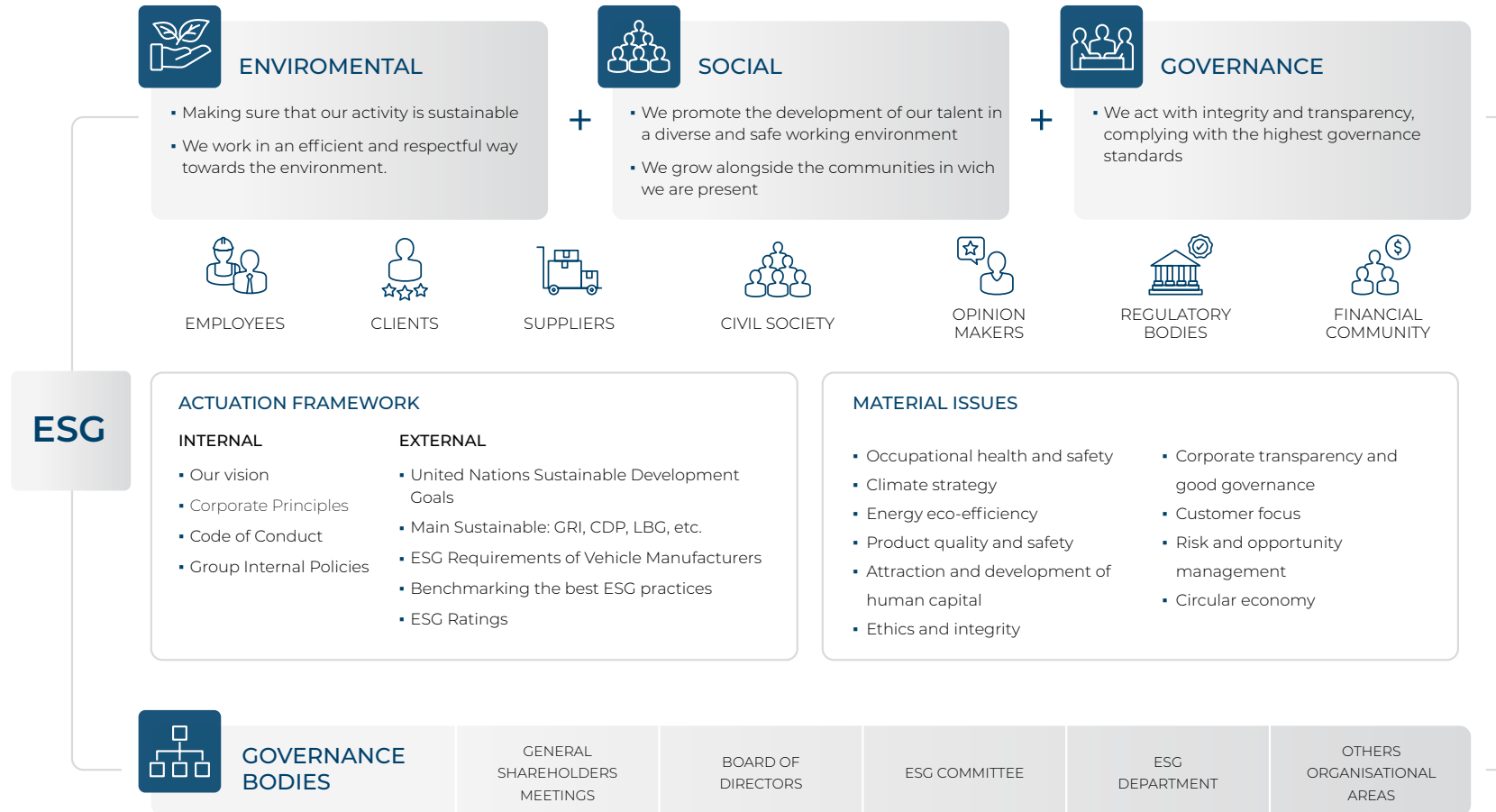
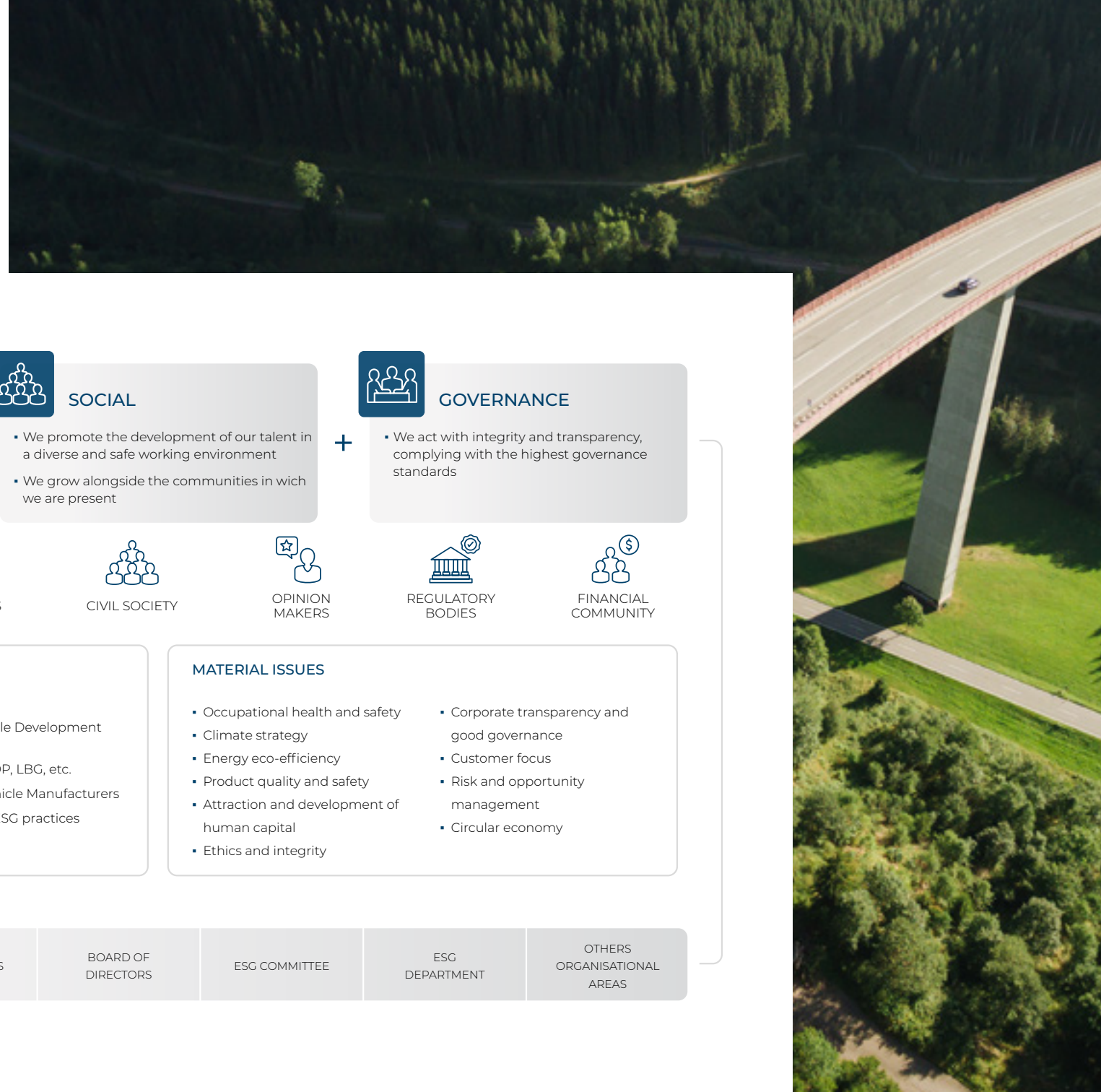
We collaborate with our stakeholders to achieve better results together.



- 1. Letter from the Chairman
- 2. Gestamp Group
- 3. ESG Perspective
- 3.1. Our approach
- 3.2. ESG at Gestamp
- 3.3. Value creation
- 3.4. Group Policies
- 3.5. Relationship with stakeholders
- 3.6. Priority issues
- 4. Business Development
- 5. Environmental
- 6. Social
- 7. Governance
- APPENDIX

3. ESG PERSPECTIVE

3.2. ESG in Gestamp





1. Letter from the Chairman

2. Gestamp Group

3. ESG Perspective

3.1. Our approach

3.2. ESG at Gestamp

3.3. Value creation

3.4. Group Policies

3.5. Relationship with stakeholders

3.6. Priority issues

4. Business Development

5. Environmental

6. Social

7. Governance

APPENDIX

3. ESG PERSPECTIVE

3.3. Value creation

OUR RESOURCES AND INVESTMENTS

ECONOMIC	FINANCIAL	Capex 531M€	INNOVATION	13 13 R&D centres	1.500 people involved in R&D
	INDUSTRIAL	113 production plants in 24 countries	96 hot stamping lines	Industry 4.0 towards the Smart Factory	

ENVIRONMENTAL

EFFICIENT USE OF NATURAL RESOURCES

92% of plants certified according to ISO 14001 and/or EMAS	40 plants participating in the Energy Efficiency project
---	--

SOCIAL

OUR PROFESSIONALS

39.908 employees	18% women	871 Occupational Health and Safety improvements reviewed
---------------------	--------------	---

RELATIONSHIP WITH LOCAL COMMUNITIES

149 social initiatives carried out in the communities	2.784 employees engaged in volunteer work
--	---

GOVERNANCE

ETHICS AND REGULATORY COMPLIANCE

Governing bodies in line with CNMV Good Governance recommendations	New ESG Committee
Code of Conduct and Whistleblowing Hotline	Development of internal policies and regulations on compliance
	Crime Prevention Model



INNOVATIVE
+
COMPETITIVE
+
SUSTAINABLE

WORKING FOR
SAFER AND
LIGHTER CAR



STAKEHOLDER VALUE CREATION

OUR PROFESSIONALS

87%
of key positions filled by
internal promotion

27 hours
hours of training on
average per employee

100%
of plants with the Health and
Safety system implemented

CUSTOMERS

Revenue
8.092,8 M€

380 innovation projects
developed in partnership
with our customers

>1.200
patents
registered

SUPPLIERS

94%
local suppliers

INVESTORS

aprox. 30%
of net profit in
dividends

11
rating agencies evaluated
by under ESG criteria

LOCAL COMMUNITIES

39%
of social action
contribution used
for Education

22%
socio-economic
development

14%
health
projects

356
apprentices
and interns

ENVIRONMENT AND CLIMATE CHANGE

27GWh
saved = 10.500 Tn
CO₂ eq. avoided

98,5%
of total waste ended up recycled,
reused or recovered as energy



1. Letter from the Chairman

2. Gestamp Group

3. ESG Perspective

3.1. Our approach

3.2. ESG at Gestamp

3.3. Value creation

3.4. Group Policies

3.5. Relationship with stakeholders

3.6. Priority issues

4. Business Development

5. Environmental

6. Social












7. Governance

APPENDIX

3. ESG PERSPECTIVE

3.4. Group Policies

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.

- Company by-laws 
- Code of Conduct 
- Sustainability Policy 
- Environmental Policy 
- Health and Safety Policy 
- Human Rights Policy 
- Conflict Mineral Policy 
- Anti-Corruption and Anti-Fraud Policy 
- Regulations of Gifts and Tokens of appreciation 
- CSR Requirements for Suppliers 
- Policies and Regulations of the Governing Bodies
 - Regulations of the Board of Directors 
 - Regulations of the General Shareholders' Meeting 
 - Gestamp Internal Code of Conduct Concerning the Securities Markets 
- Dividend Policy 
- Policy for communication and contact with shareholders, investors and proxy advisers 
- Remuneration Policy for Directors 
- Quality Assurance Policy (internal)
- Policies and Regulations on Communication and Institutional Relations (internal)





1. Letter from the Chairman

2. Gestamp Group

3. ESG Perspective

3.1. Our approach

3.2. ESG at Gestamp

3.3. Value creation

3.4. Group Policies

3.5. Relationship with stakeholders

3.6. Priority issues

4. Business Development

5. Environmental

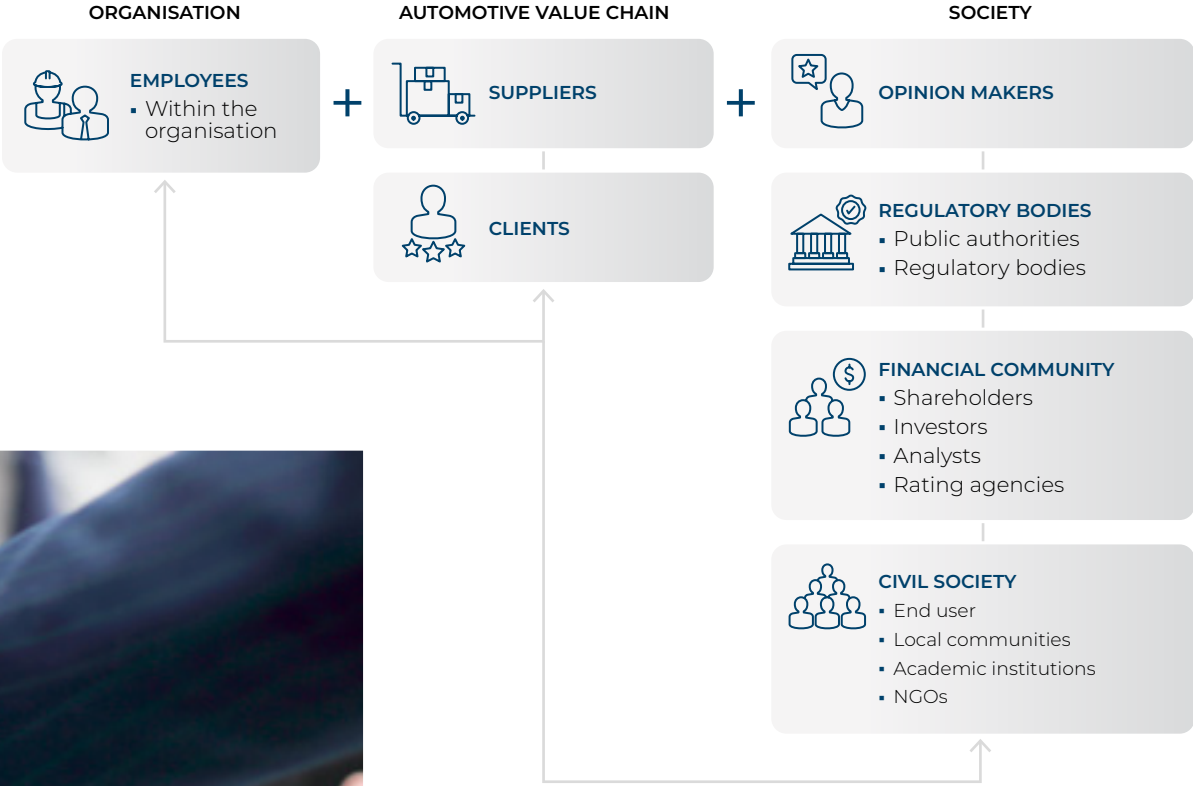
6. Social

7. Governance

APPENDIX

3.5. Relationships with Stakeholders

We are aware that our stakeholders are the ones that define our business development. It is our priority to know about and meet their needs and expectations based on our solid track record of complying with regulations, internal controls and risk management. We foster not only transparent, constant and fluent communication, but also a long-lasting and close relationship of trust.








- 1. Letter from the Chairman
- 2. Gestamp Group
- 3. ESG Perspective
- 3.1. Our approach
- 3.2. ESG at Gestamp
- 3.3. Value creation
- 3.4. Group Policies
- 3.5. Relationship with stakeholders
- 3.6. Priority issues
- 4. Business Development
- 5. Environmental
- 6. Social
- 7. Governance
- APPENDIX

3. ESG PERSPECTIVE

We promote transparent, constant and fluid communication with our Stakeholders, and a lasting, close and trusting relationship

STAKEHOLDERS	OUR COMMITMENT	CHANNELS OF COMMUNICATION
 EMPLOYEES	<p>Our employees are a key asset in the development and growth of our business.</p> <ul style="list-style-type: none"> ▪ We respect their rights. ▪ We provide a safe and healthy work environment. ▪ We foster their professional development and the correct undertaking of their work through training activities. ▪ We offer stable employment and fair wages. 	<ul style="list-style-type: none"> ▪ Corporate intranet: One Gestamp ▪ - Code of Conduct ▪ Direct contact at each centre ▪ Internal newsletters ▪ Suggestion boxes
 CUSTOMERS	<p>The foundations of our business lie in obtaining and maintaining a customer portfolio based on solid, honest and long-lasting relationships.</p> <ul style="list-style-type: none"> ▪ We create products that meet and exceed the required quality and safety characteristics and levels at a competitive price. ▪ We are located close to the areas where customers have their plants, which ensures supply. ▪ We are a trade partner with which to collaborate on various production stages and to progress towards more innovative and secure final products that are environmentally responsible and smart, meeting the demands of society. ▪ - We guarantee compliance with human rights throughout the value chain. 	<ul style="list-style-type: none"> ▪ Daily operating contact at each plant ▪ Annual corporate meetings ▪ Customer audits ▪ Corporate website ▪ Webinars ▪ Industry events
 SUPPLIERS	<p>Our suppliers are essential in ensuring the profitability, quality and reliability of our products.</p> <ul style="list-style-type: none"> ▪ We build stable and long-lasting relationships that guarantee a close commercial relationship based on long-term trust, commitment and profitability. ▪ We have a supplier management system that helps us to obtain more information, control possible risks and to establish our own quality and corporate social responsibility standards. ▪ We facilitate an open channel of communication to improve their products and services, as well as to simplify and harmonise procedures. 	<ul style="list-style-type: none"> ▪ Supplier Portal ▪ Code of Conduct ▪ Direct contact at local level



1. Letter from the Chairman

2. Gestamp Group

3. ESG Perspective

3.1. Our approach

3.2. ESG at Gestamp

3.3. Value creation

3.4. Group Policies

3.5. Relationship with stakeholders

3.6. Priority issues

4. Business Development

5. Environmental

6. Social

7. Governance

APPENDIX

3. ESG PERSPECTIVE

STAKEHOLDERS

OUR COMMITMENT



CHANNELS OF COMMUNICATION



FINANCIAL COMMUNITY

As a listed company and based on Good Governance and our Corporate Principles

- We create long-term value.
- We facilitate information transparency and we foster continuous dialogue through the current channels of communication with the entire financial community: shareholders, investors, analysts and rating agencies.

- Reports and conference calls on the quarterly financial results
- Corporate web: "Shareholders and Investors" 
- Investor Relations Communication Area
- Conferences, roadshows, site visits, meetings, ad-hoc calls, questionnaires
- Capital Markets Day 



REGULATORY BODIES

In our relationship with public authorities and regulatory bodies

- We comply with the current legislation in each country.
- We create employment and wealth.
- We strengthen the production and business fabric.
- We settle the corresponding tax liabilities.
- We invest in R&D.

- Continuous communication at a local, divisional and corporate level
- Corporate website



CIVIL SOCIETY

Our contribution is fundamentally undertaken through social, industrial, environmental and academic organisations.

- We generate a positive impact in our surroundings through economic impetus, job creation and social development in collaboration with NGOs and Foundations.
- We collaborate with universities, and vocational and business centres through training programmes that train local people, improve employability and aid the creation of an industrial culture.

- Communication at a local level
- Participation in forums and in business and social associations
- Training programmes
- Corporate website
- Social Networks



OPINION MARKERS

The media, opinion leaders and experts in the automotive sector strengthen and protect Gestamp's reputation.

- We provide different channels and strategies of internal and external communication, press, marketing and institutional relations through which we collect information relating to our industry.
- We consolidate relationships with relevant leaders, experts and members of the public.
- We publicise information on our main milestones as a group.

- Corporate website
- Relationship with the media
- Participation in industry forums, talks and events
- Events with opinion leaders
- Social Networks



1. Letter from the Chairman

2. Gestamp Group

3. ESG Perspective

3.1. Our approach

3.2. ESG at Gestamp

3.3. Value creation

3.4. Group Policies

3.5. Relationship with stakeholders

3.6. Priority issues

4. Business Development

5. Environmental

6. Social

7. Governance

APPENDIX

3. ESG PERSPECTIVE

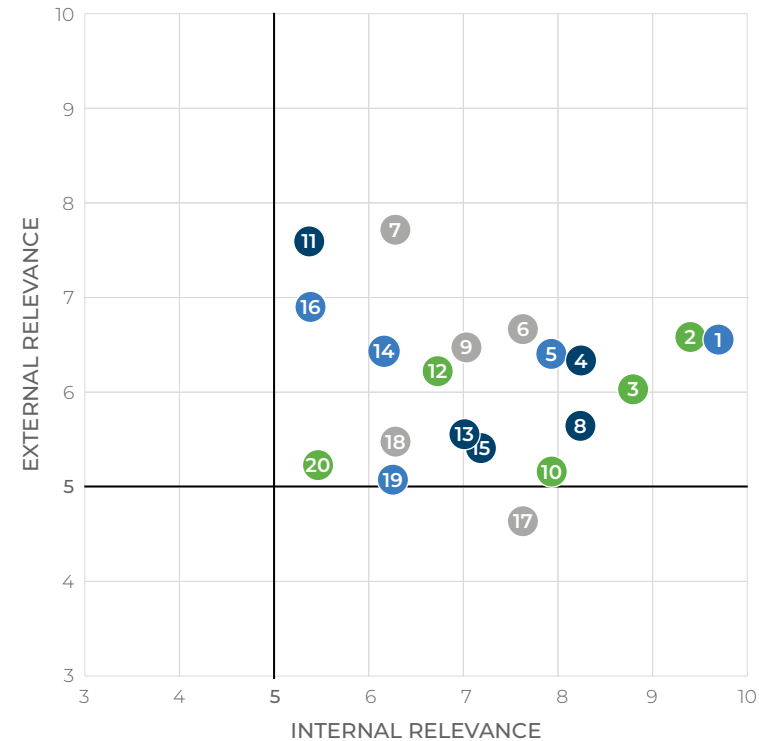
3.6. Priority Issues

In 2021, at Gestamp, we continued to work on aligning our strategy with the expectations of our stakeholders. To this end, we updated the materiality analysis with the advice of an external consultant, applying the GRI 101 Standard and considering not only how the company's business performance and development is affected by different external factors, but also how Gestamp's operations affect its stakeholders.

In order to identify important issues, various sources of information have been considered, both in terms of sustainability issues and those related to Gestamp's activity: opinion leaders and international reporting frameworks, analysts and rating agencies, legal requirements, reference reports for the sector, as well as studies by Gestamp's competitors and peers.

The prioritisation of material issues from an internal perspective was based on the company's ESG performance and meetings were held with members of senior management and also the Risk Committee. For the external perspective, consultations and meetings were held with key stakeholders including customers, suppliers and members of the financial community among others, and external factors were analysed and benchmarking carried out.

Materiality Matrix



- Material issue in the economic dimension
- Material issue in the environmental dimension
- Material issue in 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



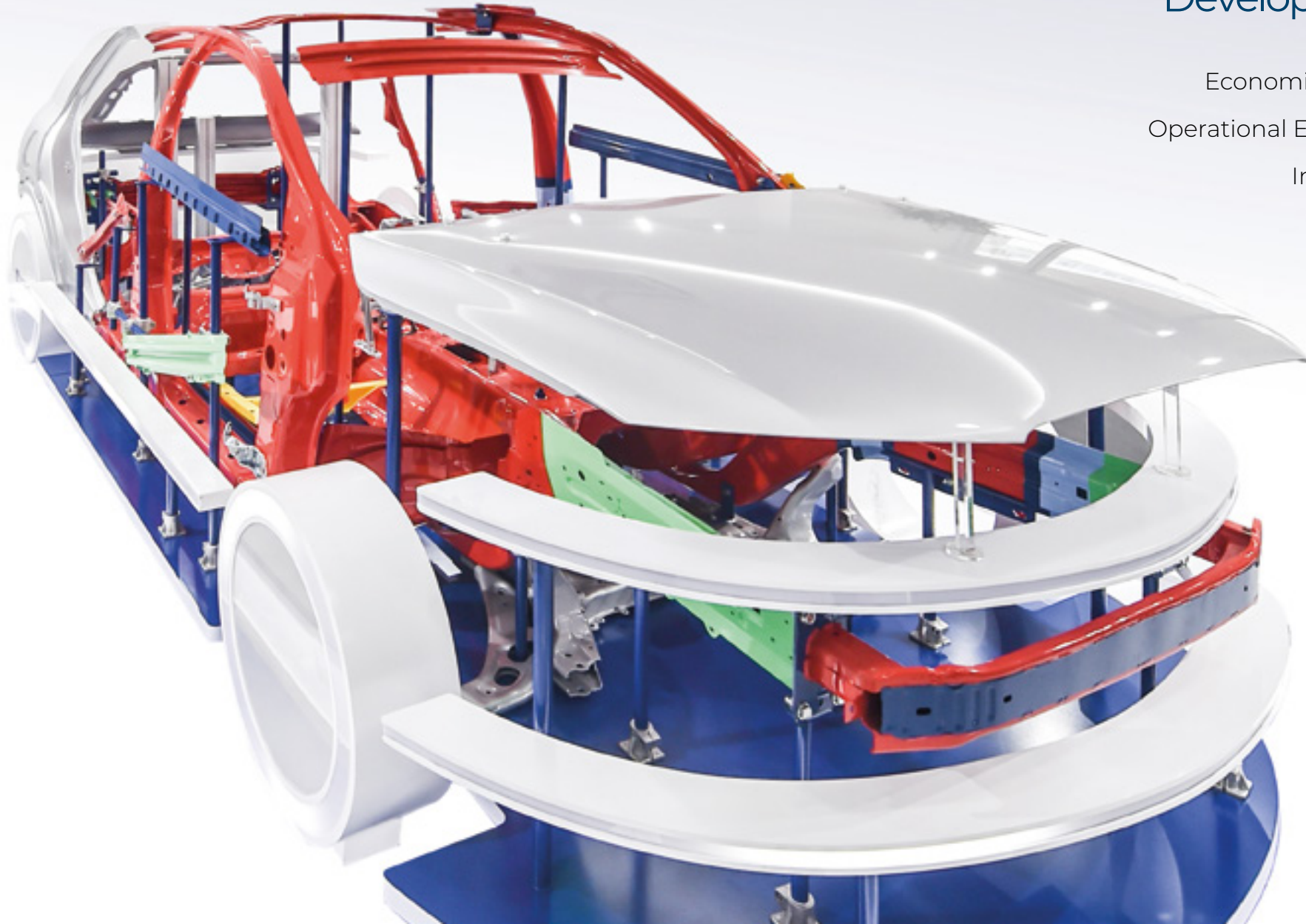
- 1. Letter from the Chairman
- 2. Gestamp Group
- 3. ESG Perspective
- 4. Business Development**
- 4.1. Economic Section
- 4.2. Operational Excellence
- 4.3. Innovation
- 5. Environmental
- 6. Social
- 7. Governance
- APPENDIX

Business Development 4

Economic Section 4.1

Operational Excellence 4.2

Innovation 4.3





1. Letter from the Chairman

2. Gestamp Group

3. ESG Perspective

4. Business Development

4.1. Economic Section

4.2. Operational Excellence

4.3. Innovation

5. Environmental

6. Social

7. Governance

APPENDIX

4. BUSINESS DEVELOPMENT

4.1. Economic Section

COMPANY PERFORMANCE AND RESULTS

Macroeconomic Context and Sector Evolution

As reported in the January World Economic Outlook (WEO) update, global economic growth reached 5.9% in 2021. Growth was driven by a combination of the fiscal stimulus packages implemented by most advanced economies and the positive results of the vaccination campaign against the COVID-19. However, the global economy has entered 2022 in a weaker position due to the spread of new COVID variants bringing back mobility restrictions. In addition, rising energy prices and supply disruptions have resulted in higher and more broad-based inflation worldwide. The International Monetary Fund (IMF) now expects global GDP growth of 4.4% in 2022, 0.5% lower than the October 2021 WEO projections.

In addition to the negative impact of the negative COVID-19 outbreak, the auto sector has also been heavily impacted by the semiconductors shortage during 2021, particularly during Q3. According to IHS update as of February 2022 volumes grew by 3.1% in Gestamp's footprint during 2021 reaching 70.2m units which stands 10.5m units below pre-pandemic levels (2019). Once again, Gestamp has outperformed the market reaching revenue growth on a constant currency basis of 11.2% percentage points (in Gestamp's footprint – IHS data as of February 2022) or a 11.8 percentage points outperformance on a weighted basis. Once more, Gestamp has outperformed the auto market in all the regions in which it is present.





- 1. Letter from the Chairman
- 2. Gestamp Group
- 3. ESG Perspective
- 4. Business Development
- 4.1. Economic Section
- 4.2. Operational Excellence
- 4.3. Innovation
- 5. Environmental
- 6. Social
- 7. Governance
- APPENDIX

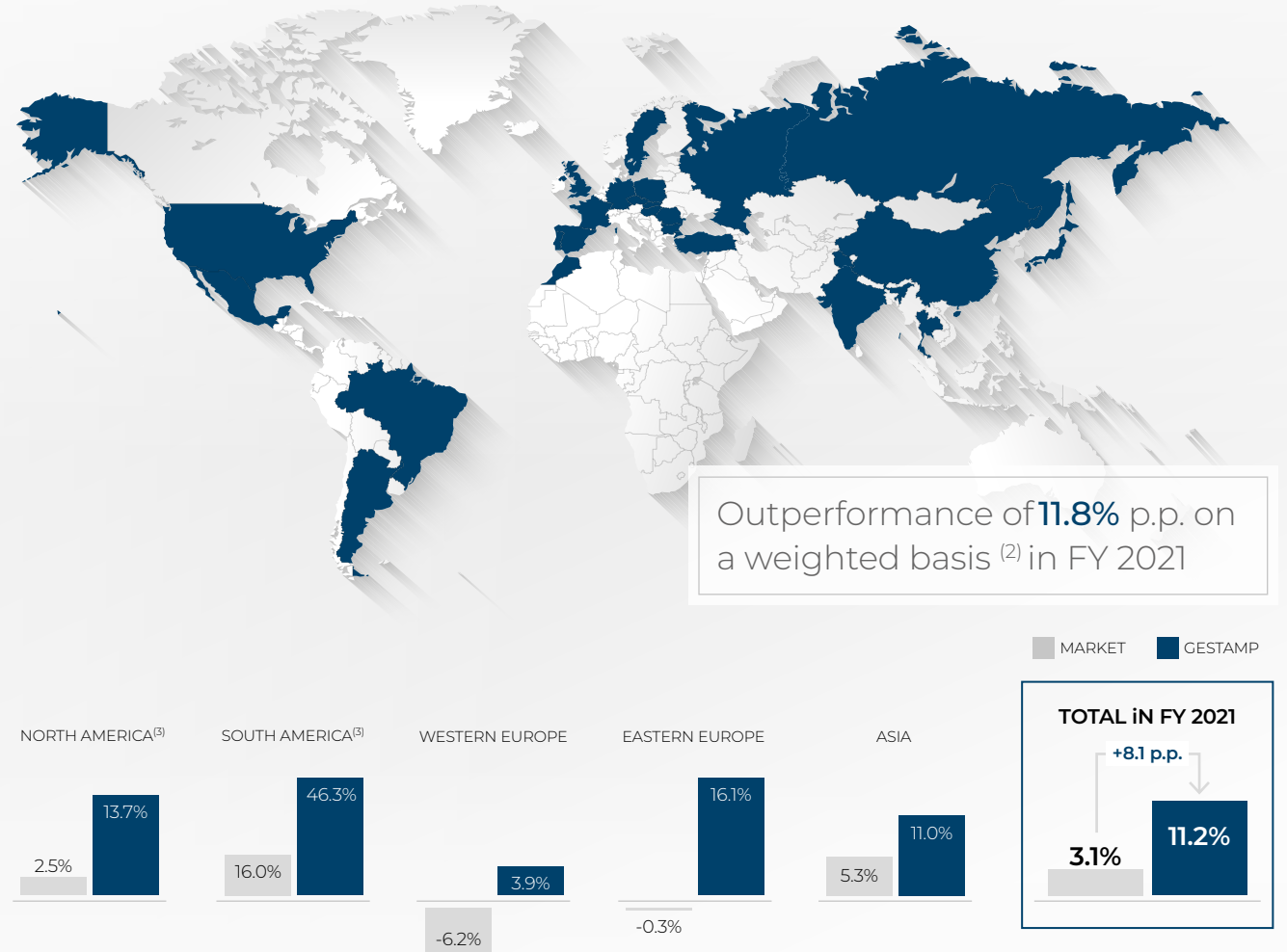
4. BUSINESS DEVELOPMENT

During 2021, South America (Mercosur) and Asia were the two regions showing the strongest production growth (+16.0% and +5.3%, respectively) followed by North America (NAFTA) (+2.5%), while both Western and Eastern Europe saw volumes' declines in production (6.2% and -0.3%, respectively) (in Gestamp's footprint according to IHS as of February 2022) mainly due to the impact from semiconductors shortage.

According to IHS (as of February 2022), global light vehicle production is expected to increase by 9.4% in 2022 and by 7.9% in 2023 across Gestamp's production footprint, recovering the production lost in 2021 due to the semiconductors shortage. Accordingly by the end of 2022, market production volumes should still be 3.9m below those 2019's. According to IHS, the semiconductors shortage crisis is expected to start stabilizing during the first half of the year, although it should still have an impact in that period, and to enter in a recovery phase during the second half of 2022.

Beyond this, the pandemic has further pushed electric vehicles' (EV) growth as more strict regulations, purchase subsidies and tax incentives have started to be implemented in most advance economies, particularly in Europe. According to the European Green Deal by 2030 carmakers must reduce emissions of new cars by 55%, rising to 100% in 2035. In this context, EV are expected to grow strongly over the coming years and major OEMs are already making sizeable investments towards developing their EV platforms. Gestamp is well positioned to take advantage of the powertrain transition given our focus on lightweight solutions and new products for EVs such as the battery box.

Gestamp Revenue Growth at Constant FX vs. Market Production Growth in Gestamp Markets



1. During Gestamp's growth at a constant exchange rate for comparison with production volumes. The growth in production volume is based on markets in which Gestamp has production plants (IHS data as of February 2022). Western Europe includes Morocco in line with our reporting

2. Market performance and Gestamp weighted with FY 2021 geographic mix

3. North America corresponds to "NAFTA" and South America corresponds to "Mercosur"



1. Letter from the Chairman

2. Gestamp Group

3. ESG Perspective

4. Business Development

4.1. Economic Section

4.2. Operational Excellence

4.3. Innovation

5. Environmental

6. Social

7. Governance

APPENDIX

4. BUSINESS DEVELOPMENT

Financial Results Overview

The 2021 financial year was marked by the recovery of the COVID-19 pandemic, partly offset by the disruptions in the supply chain due to semiconductors shortage in the automotive industry. Revenues increased by +8.5% in 2021 reaching €8,092.8 million, implying a +11.2% increase at constant FX, outperforming the market by +8.1 percentage points (compared to market production volume growth in Gestamp's production footprint – IHS data as per February 2022 of +3.1%). In terms of profitability, EBITDA in 2021 reached €997.6 million with an implied improvement of +31.7% (+36.7% at constant FX) when compared to 2020 excluding the impact from the Transformation Plan. EBITDA margin stood at 12.3% in 2021, showing a solid performance thanks to the benefits from the efficiency measures and the Transformation Plan implemented in 2020. The reported net profit for the period reached €155.4 million versus the €71.2 million net loss (excluding the impact from the Transformation Plan) in 2020.

In 2021 the capital expenditure of Gestamp decreased by €29.2m (incl. IFRS 16), or 5.2%, to €531.2m from €560.4 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 our production assets. Lastly, intangible capital expenditures include a part of the Group's investments in R&D, among other concepts.

Million Euros	2020	2021
Growth capital expenditures	158.5	187.7
Recurrent capital expenditures	258.4	241.0
Intangible capital expenditures	76.9	95.4
Capital expenditures (excl. IFRS 16)	493.8	524.0
IFRS 16 Impact	66.6	7.2
Capital expenditures	560.4	531.2

Revenues increased by +8.5% in 2021, reaching €8,092.8 million, representing an increase of +11.2% at constant exchange rates, outperforming the market by 8.1 percentage points

Gestamp's Net financial debt as of 2021 year-end amounted to €1,868.1 million when excluding the impact of IFRS 16, implying a leverage ratio (Net financial debt / EBITDA) of 2.05x. Net financial debt stood at €2,266.4 million including the impact from IFRS 16 for the year ended December 31st, 2021, implying a 2.27x leverage ratio (Net financial debt / EBITDA).

In summary, main figures in 2021 compared to 2020 are as follows:

Million Euros	2020	2021	% Change
Revenues	7,455.8	8,092.8	+8.5%
EBITDA (excl. Transformation Plan impact)	757.3	997.6	+31.7%
EBIT (excl. Transformation Plan impact)	158.3	413.5	+160.4%
Profit Before Tax (excl. Transformation Plan impact)	-63.4	277.7	n,s,
Profit attributable to shareholders (excl. Transformation Plan impact)	-71.2	155.4	n,s,
Equity	1,953.6	2,221.4	+13.7%
Net financial debt	2,485.0	2,266.4	-8.8%
Capital expenditure	560.4	531.2	-5.2%

In 2021, Gestamp has met all the targets guided to the market: i) outperformance of +8.1p.p. to auto production volumes growth, ii) an EBITDA margin standing at 12.3% vs. the >12% guided, iii) capex below 6.5% of sales, in line with our target and iv) net debt of €2,266.4 million, with a €218.6 million reduction versus the €100 million reduction targeted.



1. Letter from the Chairman

2. Gestamp Group

3. ESG Perspective

4. Business Development

4.1. Economic Section

4.2. Operational Excellence

4.3. Innovation

5. Environmental

6. Social

7. Governance

APPENDIX

4. BUSINESS DEVELOPMENT

Revenues by product

Total revenues in the period increased to €8,092.8 million, of which Body in White and Chassis represented €6,666.8 million and Mechanisms represented €915.3 million. Tooling and others stood at €510.8 million in 2021.

Revenues and EBITDA by Region

Revenues (Million Euros)	2020	2021	% Change
Western Europe	3,180.3	3,316.5	4.3%
Eastern Europe	1,209.0	1,285.7	6.3%
North America (NAFTA)	1,658.9	1,846.4	11.3%
South America (Mercosur)	391.3	494.8	26.4%
Asia	1,016.3	1,149.5	13.1%
Total	7,455.8	8,092.8	8.5%

EBITDA excl. Transformation Plan (Million euros)	2020	2021	% Change
Western Europe	264.9	339.1	28.0%
Eastern Europe	183.0	235.1	28.4%
North America (NAFTA)	155.4	201.9	29.9%
South America (Mercosur)	9.2	56.4	512.0%
Asia	144.7	165.1	14.1%
Total	757.3	997.6	31.7%

Western Europe

Revenues in 2021 increased by €136.2 million, or +4.3% (+3.9% at constant FX), to €3,316.5 million from €3,180.3 million in 2020. Growth in this region has been the weakest over the year as it has been strongly impacted by the semiconductors shortage.

EBITDA in 2021 experienced an increase of €74.2 million, or +28.0% (+27.7% at constant FX), to €339.1 million from €264.9 million in 2020. EBITDA margin in the region has reached 10.2% versus 8.3% in 2020.

Eastern Europe

During 2021, revenues increased by €76.7 million, or +6.3% (+16.1% at constant FX), to €1,285.7 million from €1,209.0 million in the previous year. The region experienced FX headwinds, mainly in Turkey, which impacted negatively our results.

EBITDA during 2021 increased by €52.1 million, or +28.4% (+45.4% at constant FX) to €235.1 million from €183.0 million in 2020. EBITDA margin in the region stood at 18.3% in 2021, improving from the 15.1% reported last year.

North America (NAFTA)

During 2021, revenues increased by €187.5 million, or +11.3% (+13.7% at constant FX), to €1,846.4 million from €1,658.9 million during 2020.

EBITDA in 2021 improved by €46.5 million, or +29.9% (+31.6% at constant FX), to €201.9 million from €155.4 million during the year of 2020. EBITDA margin reached a 10.9%

South America (Mercosur)

Revenues in 2021 increased by €103.5 million, or +26.4% (+46.3% at constant FX), to €494.8 million from €391.3 million in 2020. This region has shown the strongest performance in the year as it was heavily impacted by COVID-19 in 2020. However, we have also seen some FX headwinds both in Brazil and Argentina, with a negative impact on our results in the South America (Mercosur) region.

During 2021, EBITDA increased by €47.2 million (+€54.7 million at constant FX), to €56.4 million from €9.2 million in 2020. In 2021, EBITDA margin showed a relevant improvement reaching 11.4% from the 2.4% reported in 2020.

Asia

Revenues in 2021 went up by €133.1 million, or +13.1% (+11.0% at constant FX) to €1,149.5 million from €1,016.3 million in 2020.

EBITDA during 2021 increased by €20.4 million, or +14.1% (+12.2% at constant FX), to €165.1 million from €144.7 million in 2020. EBITDA margin reached 14.4%

DEBT AND LIQUIDITY

As of December 31st, 2021, Net financial debt amounted to €2,266.4 million resulting in a 2.27x leverage ratio (Net Financial Debt / EBITDA) including the impact of IFRS 16. Excluding the impact, Net financial debt amounted to €1,868.1 million, implying a leverage ratio of 2.05x which compares to 3.08x as of December 31st, 2020.

Million Euros	2020	2021
Non-current financial liabilities	3,750.2	3,015.4
Interest-bearing loans and borrowings and debt issues	3,254.0	2,509.2
Financial leasing	403.6	369.1
Borrowings from related parties	72.0	119.6
Other non-current financial liabilities	20.6	17.5
Current financial liabilities	1,070.8	796.3
Interest-bearing loans and borrowings	717.1	326.4
Financial leasing	75.7	77.2
Borrowings from related parties	53.3	9.4
Other current financial liabilities	224.7	383.3
Gross debt	4,821.0	3,811.7
Net financial debt	2,485.0	2,266.4
EBITDA (excl. Transformation Plan impact)	757.3	997.6
Leverage ratio (Net Financial Debt / EBITDA)	3.28x	2.27x
Leverage ratio (excluding IFRS 16)	3.08x	2.05x

Our long-term indebtedness primarily consists of €394m in senior secured notes issued in 2018 and with maturity in 2026, €83m senior notes (Schuldschein bond) issued in 2019, €929 million in long-term portion of a funded senior secured amortizing Term Loan (part of the Senior Financing Agreement, or "SFA", originally syndicated on April 19, 2013), €360 million in long-term debt with the European Investment Bank and €745 million of aggregate principal amount in other long-term bilateral financing.

Million Euros	2020	2021
Cash and cash equivalents	2,304.6	1,480.2
Current financial investments	31.4	65.1
Revolving credit facilities	0.0	325.0
Undrawn credit facilities s/t	302.4	265.3
Undrawn credit facilities l/t	235.0	191.2
Total	2,873.4	2,326.8

Gestamp's main source of liquidity is its operating cash flow. Net cash flows from operating activities were €827.4 million in 2021. In addition, as part of its Senior Facilities, by 31 of December, 2019 Gestamp had a revolving credit facility amounting to €325 million with maturity in 2025 undrawn by 31st December 2021, as well as €191.2 million in credit lines with expiration of over 12 months that were also undrawn by December 31st, 2021 and €268.4 million in credit lines with maturity of less than 12 months, of which €3.1 million were drawn as of December 31st, 2021. These credit lines are generally renewed each year, do not have any security and have customary covenants.



1. Letter from the Chairman

2. Gestamp Group

3. ESG Perspective

4. Business Development

4.1. Economic Section

4.2. Operational Excellence

4.3. Innovation

5. Environmental

6. Social

7. Governance

APPENDIX

4. BUSINESS DEVELOPMENT

FORESEEABLE EVOLUTION OF THE COMPANY

Global auto production volumes are expected to experience solid growth in 2022, supported by the progressive easing of supply chain disruptions associated to the shortages of semiconductors. According to IHS (as of February 2022), global light vehicle production is expected to increase by 9.4% in 2022 versus 2021 in Gestamp's footprint.

On June 15th, 2021 Gestamp held its first Capital Markets Day to provide an update on the market trends and environment and present its strategic and financial targets for the near and medium term. Gestamp's strategy going forward will continue to be based on its four proven strategic pillars: technological differentiation, operational excellence, global footprint, and financial robustness.

Gestamp will continue to focus its efforts on industry 4.0 to progress from the digital factories to a new smart and connected factory model, in order to improve the efficiency of its processes as well as the quality of its products. Additionally, the ATENEA Plan was presented, aimed at improving operational excellence by working on the organization, processes, and systems.

Guidance 2022

During our Capital Markets Day we provided financial targets for the year 2022. The guidance targets were based on several key levers: i) auto production market volumes to be at similar levels as in 2019, ii) fixed cost reduction, iii) operational stabilization, iv) deployment of industry 4.0 across our factories and v) the implementation of ATENEA initiatives.

Several of these key levers to obtain our guidance have changed, mainly the auto production volume environment but also the raw material and inflation scenario. These factors are based on external impacts which are beyond our control. In 2022 auto production volumes are now expected to be at 84 million vehicles (vs. 90 million vehicles expected at the time of the Capital Markets Day), a shortfall of almost 6million vehicles or -6.2%. In 2022 we are now also expecting an unprecedented rise in steel prices and significant inflation pressures (in energy and labour costs) some of which have already impacted our H2 2021 figures.

In the case of steel, spot prices have experienced an unprecedented increase during 2021 with an average of €500 per tonne. This increase will affect auto contracts during 2022 as prices are going to catch-up with spot prices. Steel represents around 88% of our raw material purchases as of 2021. Gestamp has pass-through mechanisms in place through which price fluctuations are passed on to customers. The steel price increases will vary significantly by region and customer, Europe will be the most impacted region.

In this context, our financial targets are as follows: i) in terms of revenues we continue to expect to outperform the market by mid-single digit at constant FX, while steel price increase will add 10% to 15% of additional revenue growth, and ii) we expect EBITDA margin excluding raw materials to be in the range of 12.5% to 13.0%. The impact from raw materials and inflationary pressures will stand at around 150-200bps. Our EBITDA in absolute terms is expected to grow 13% to 15% or €130m to €150m.

Our capex and free cash flow targets remain unchanged: i) our capex moderation policy remains in place and we expect to be at levels close to 7% of revenues (excluding raw materials impact); and ii) we expect a Free Cash Flow generation of more than €200 million (FCF defined as Net Debt reduction excluding minority acquisitions, dividends, share repurchases as well as potential M&A items).

Attractive Opportunities Arising from Electrification

Gestamp continues to focus on capturing new opportunities, especially linked to electrification. The powertrain transition to electric vehicles is a key focus to our customers and is strongly increasing momentum. As a reference, electric vehicles are expected to represent c. 35% of total light vehicle production by 2028, up from June's 2021 estimate of 28% (based on IHS data and includes BEV and PHEV), this a 25% increase or 7.3million vehicles. Our technological expertise with a focus on lightweighting solutions, the development of new content with a broader scope around Battery Systems (products and solutions), entering into new pure electric OEMs and further outsourcing needs for components entail considerable growth opportunities for Gestamp around the electric vehicle.

- 1. Letter from the Chairman
- 2. Gestamp Group
- 3. ESG Perspective
- 4. Business Development
- 4.1. Economic Section
- 4.2. Operational Excellence
- 4.3. Innovation
- 5. Environmental
- 6. Social
- 7. Governance

4. BUSINESS DEVELOPMENT

THE COMPANY IN THE CAPITAL MARKETS

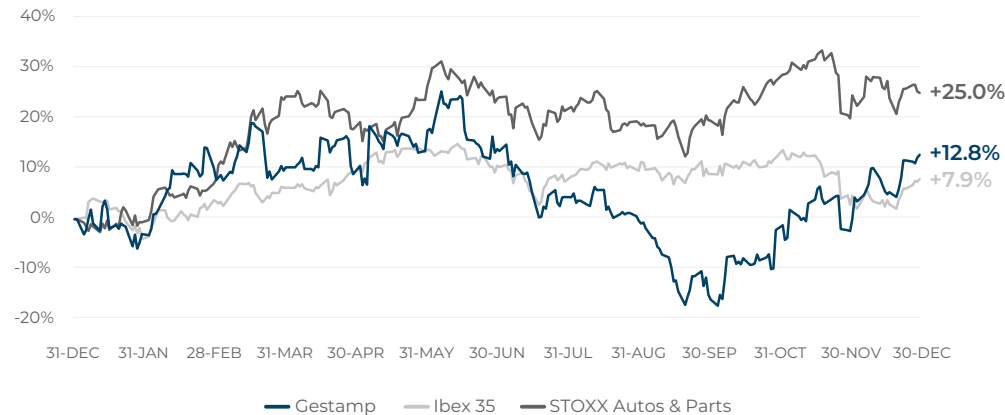
Stock Exchange Evolution

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 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 2021, 72.966% of the share capital was controlled (directly and indirectly) by Acek Desarrollo y Gestión Industrial S.L. (the Riberas Family industrial holding), being 60.441% owned by Acek and 12.525% by Mitsui. Gestamp's total Free Float amounted to 27.034% as of December 2021 (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, 2021:



As of December 31st, 2021, Gestamp's shares have increased by 12.8% since the 31st of December 2020, implying a market capitalization of €2,561 million at the end of the year. Total volume traded during 2021 stood at 131.1 million shares or €538.9 million.

The shares reached its maximum level for the year on June 7th, (€4.95) and its minimum level on October 4th, 2021 (€3.27). During 2021, the average share price stood at €4.15.

The most relevant information regarding the stock's evolution in 2021 and 2020 is shown in the table below:

Euros	2020	2021
Total Number of Shares	575,514,360	575,514,360
Share Price at year end	3.95	4.45
Market Cap. at year end (in Thousands)	2,271	2,561
Maximum Price	4.25	4.95
Date of Max. Price	02/01/2020	07/06/2021
Minimum Price	1.99	3.27
Date of Min. Price	30/07/2020	04/10/2021
Average Price	2.76	4.15
Total Volume (in Shares)	232,547,384	131,070,639
Average of Daily Volume Traded (in Shares)	904,853	511,995
Total Turnover (in Millions)	638.16	538.88
Average of Turnover Traded (in Thousands)	2,483.11	2,105.00

Data as of December 31st, 2021. Source: Bloomberg & BME (Bolsas y Mercados Españoles)

4. BUSINESS DEVELOPMENT

OPERATIONS 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 2021, 31st represented 0.12% of the Parent Company's share capital (0.07% as of 31st December 2020) and comprised 676,492 shares (380,048 shares as of 31st December 2020) at an average acquisition price of 4.01 euros per share (3.55 euros as of 31 December 2020).

The movements in 2021 and 2020 were as follows:

	Number of own shares	Thousands of euros
Balance at December 31, 2019	688,549	2,872
Increases/Purchases	12,011,344	32,885
Decreases/Sales	(12,319,845)	(34,408)
Balance at December 31, 2020	380,048	1,349
Increases/Purchases	7,670,599	31,796
Decreases/Sales	(7,374,155)	(30,429)
Balance at December 31, 2021	676,492	2,716

The sale price of the treasury shares during 2020 detailed in the previous table amounted to 30,795 thousand euros (33,758 thousand euros as of 31st December 2020), generating a positive result of 366 thousand euros (negative result of 650 thousand euros as of 31st December 2020).

The total result amounting to 366 thousand euros (-650 thousand euros as of 31st December 2020) was recognized under Unrestricted Reserves (Note 16.b).





- 1. Letter from the Chairman
- 2. Gestamp Group
- 3. ESG Perspective
- 4. Business Development**
- 4.1. Economic Section
- 4.2. Operational Excellence
- 4.3. Innovation
- 5. Environmental
- 6. Social
- 7. Governance
- APPENDIX

4. BUSINESS DEVELOPMENT

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 the new bonds is April 30th, 2026.

As of December 31st, 2021 Gestamp's corporate credit rating was "BB- / Stable outlook" by Standard & Poor's and "Ba3 / Stable outlook" by Moody's. On July 16th, 2021, Moody's upgraded Gestamp's credit rating from "B1" to "Ba3"; outlook was changed from "Positive" to "Stable". Standard & Poor's confirmed the "BB- / Stable outlook" on September 6th, 2021.



CORPORATE CREDIT RATINGS

BB-

STABLE

Last Review
06/09/2021

SENIOR SECURED NOTES

BB

STABLE

Last Review
06/09/2021



CORPORATE CREDIT RATINGS

Ba3

STABLE

Last Review
16/07/2021

SENIOR SECURED NOTES

Ba3

STABLE

Last Review
16/07/2021



- 1. Letter from the Chairman
- 2. Gestamp Group
- 3. ESG Perspective
- 4. Business Development
- 4.1. Economic Section
- 4.2. Operational Excellence
- 4.3. Innovation
- 5. Environmental
- 6. Social
- 7. Governance
- APPENDIX

4. BUSINESS DEVELOPMENT

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.

Due to the negative balance of the net result in 2020 and in line with our dividend policy, there was no dividend distribution in 2021 against the 2020 financial results.

In December 2021, the Board of Directors approved the distribution of an interim cash dividend in January 2022 against 2021 financial results. The payment took place on January 12th, 2022 for a gross amount of 0.038 euros per share.

RATINGS UNDER THE ESG CRITERIA

The number of financial agents (regulators, investors, analysts, rating agencies, banks) that incorporate the so-called ESG (Environmental, Social and Governance) criteria in their decision-making is growing exponentially.

Furthermore, the automotive manufacturers, our clients, in their search to have the best suppliers and make their value chain more sustainable, have in turn started to take into account the ESG evaluations when awarding new projects, in which Gestamp is above the average in the sector.



Appearance in the Sustainability Year Book 2022 as the 8th company in the automotive components sector worldwide.*

59/100

*Gestamp is not eligible for DJSI World or DJSI Europe for not reaching the required market capitalization.



TOP 2% of the metal supplier industry.
Medalla de plata.

65/100



8th position in the automotive sector (manufacturers and components)

53/100



Gestamp is one of the Spanish companies that belong to the FTSE4GOOD Index.

3,8/5



Gestamp has been recognized for its fight against climate change and in the management of water resources in the rankings:

CDP CLIMATE **B**
SUPPLIER ENGAGEMENT **A**
CDP WATER **B**

Note- the presence in ESG rankings has been updated on February 28, 2022.



- 1. Letter from the Chairman
- 2. Gestamp Group
- 3. ESG Perspective
- 4. Business Development**
- 4.1. Economic Section
- 4.2. Operational Excellence
- 4.3. Innovation
- 5. Environmental
- 6. Social
- 7. Governance
- APPENDIX

4. BUSINESS DEVELOPMENT

OTHER RELEVANT INFORMATION

Average Period for Payment to Suppliers

The internal processes and payment policy terms of the Spanish companies of the Group comply with the legal provision of the Law 15/2010, which establishes actions against late payment in commercial transactions. As a result, the contractual conditions in the year 2021 with commercial suppliers for parts manufactured in Spain have included periods of payment equal to or less than 60 days in 2021 and in 2020, according to the second transitory legal provision of the Law (Refer to Note 35).

For efficiency reasons and in line with common standards, the Spanish subsidiaries of the Group have in place a schedule for payments to suppliers, under which payments are made on fixed days, and twice a month in the case of the larger entities.

In general terms, during the fiscal periods 2020 and 2021, payments, for contracts agreed after the entry into force the Law 15/2010 made by Spanish entities to suppliers have not exceeded the legal limits of payment terms. Payments to Spanish suppliers which have exceeded the legal deadline for years 2021 and 2020 have been negligible in quantitative terms and are derived from circumstances or incidents beyond the established payment policy, which primarily include the closing of agreements with suppliers at the delivery of goods or provision of services or handling specific processes.

Additionally, as of December 31st, 2021 and 2020 there were no outstanding amounts to suppliers located in Spanish territory that exceeded the legal term of payment.

Subsequent Events

There are no significant subsequent events as of 31st December 2021.





- 1. Letter from the Chairman
- 2. Gestamp Group
- 3. ESG Perspective
- 4. Business Development**
- 4.1. Economic Section
- 4.2. Operational Excellence
- 4.3. Innovation
- 5. Environmental
- 6. Social
- 7. Governance
- APPENDIX

4. BUSINESS DEVELOPMENT

4.2. Operational excellence

OUR APPROACH

Competitiveness, based on quality, efficiency and effectiveness, is one of Gestamp's strategic pillars. With our sights set on the long term, here at Gestamp we strive to continuously improve our 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. Our operations and management have to be excellent.

To achieve operational excellence, Gestamp relies on:

An organisational structure to maximise operational efficiency, ensuring that:

- Our business units focus on customers, products, innovation processes and R&D
- Our geographical divisions are focused on improving production processes and profitability
- Each production plant is a profit-making entity.
- **Corporate programmes** that facilitate coordination and efficiency in projects with a shared aim worldwide.
- **A system to control and manage our suppliers** that helps to minimise risks relating to the supply chain.
- **The Industry 4.0 model** allows us to comprehensively and smartly combine information on personnel tasks and production and machinery processes using different digital formats, from smart sensors and devices to complete systems.





- 1. Letter from the Chairman
- 2. Gestamp Group
- 3. ESG Perspective
- 4. Business Development
- 4.1. Economic Section
- 4.2. Operational Excellence
- 4.3. Innovation
- 5. Environmental
- 6. Social
- 7. Governance
- APPENDIX

4. BUSINESS DEVELOPMENT

GESTAMP'S TRANSFORMATION PLAN

With the aim of being prepared for the future and the changes demanded by today's uncertain world and market, in 2021, Gestamp launched a Transformation Plan to continue growing and improving.

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 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 whole plan will be driven by the organisation. All levels of the company are involved through the mobilisation of leaders to take an active role in the process.

The project was launched in 2021 and will have different waves that will be spread over time, given that it is a live project where some initiatives will take longer than others.

This ambitious plan is part of Gestamp's strategy and will be key to achieving the challenge of the future, with the aim of consolidating operational excellence in our 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

ATENEA Transformation Programme

01 ATENEA is a transformation programme to improve efficiency and effectiveness across the organisation in terms of processes, systems, organisation and culture, covering both corporate and operational functions.

02 ATENEA leverages Gestamp's values as key pillars to support each transformation project, given their fundamental contribution to the Group's recent growth success.

03 ATENEA will create a multidisciplinary ecosystem that brings together operations, corporate functions, IT systems and data, organisation and culture to meet Gestamp's needs.

04 ATENEA is an incremental value creation initiative through structure transformation waves, a clear governance model and a monitoring system with transparent KPIs.

ATENEA's transformation projects and governance model will ensure a positive impact on culture, organisation and ESG

Culture

- Common ways of working in all geographies and departments.
- A cross-functional collaborative ecosystem.
- Formalisation of management processes (e.g., commitment to results, monitoring, accountability).
- Clear communication mechanisms.

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)

- Ensure alignment of ATENEA with ESG.



- 1. Letter from the Chairman
- 2. Gestamp Group
- 3. ESG Perspective
- 4. Business Development
- 4.1. Economic Section
- 4.2. Operational Excellence
- 4.3. Innovation
- 5. Environmental
- 6. Social
- 7. Governance
- APPENDIX

4. BUSINESS DEVELOPMENT

QUALITY

In the automotive sector, 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, in some products, the safety of users.

For those reasons, the sector is a pioneer in applying quality systems in the entire value chain. Our customers demand flawless products in the quantity required and the deadline established to ensure both the quality of the final product and the correct functioning in its use.

Quality systems

All our production plants have developed and maintained a quality management system that has the international certifications required by our customers, mainly the IATF 16949 and even, in some cases, certifications for Environmental and Health and Safety Management Systems.

These Management Systems help us 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.

In 2021, the use of tools in the area of quality systems to mitigate the effects of the pandemic was fostered. Moreover, additional flexibility measures were taken to mitigate the negative effects of supply chain tensions, with notable results at corporate, divisional and especially production plant level. All of this allowed the plants to positively adapt to the changing situation.

In addition, the development and implementation of the project for the reduction of quality-related costs continued in 2021. This project entails defining a new quality-related cost model based on international standards and best practices in the sector, and putting the model into practice, which includes recording these costs in the existing IT systems as well as analysing them and establishing improvement plans aimed at reducing said costs.



GESTAMP'S QUALITY APPROACH

VOICE OF THE CLIENTS

COMMON GESTAMP QUALITY STANDARDS

FOCUS ON QUALITY SUSTAINABILITY OVER THE TIME

VALUE PROPOSITION

- Continuous improvement in Gestamp's internal quality level in response to the growing demands of our customers and products with higher requirements.
- Presence of quality throughout the product life cycle, from product conception, delivery and post-delivery activities.
- Prioritization of preventive quality based on adequate risk management.
- Focused on continuous improvement to reach the goal of "zero defects".
- Focused on a common customer vision for the different plants.

BEING CONSCIOUS OF THE IMPORTANCE OF QUALITY

- A culture of Quality spread throughout the entire organization.
- Ensure the exchange of knowledge within the organization, including good practices.
- A system that is easy to understand, implement and use.
- Dashboard aligned with the quality strategy and focused on the product life cycle.



- 1. Letter from the Chairman
- 2. Gestamp Group
- 3. ESG Perspective
- 4. Business Development**
- 4.1. Economic Section
- 4.2. Operational Excellence
- 4.3. Innovation
- 5. Environmental
- 6. Social
- 7. Governance
- APPENDIX

4. BUSINESS DEVELOPMENT

Customer quality

At Gestamp, we are committed to building solid and long-lasting relationships with our customers based on trust and, with that in mind, we promote continuous dialogue which helps us to improve and meet their needs.

Annual meetings

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

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 our customers and carry out a special follow-up for those projects that are considered strategic in order to ensure an appropriate response.

Our production plants maintain daily contact with the facilities of our customers. This is a more operational contact, 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 our plants from time to time to carry out audits and contribute to our continuous improvement, together with periodic assessments which enable us to determine our quality level in relation to the customer's other suppliers and to take steps where our customers believe there is room for improvement.

Monitoring and Internal control

Monitoring the quality performance of parts delivered to our 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).

All 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 2021.

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.





- 1. Letter from the Chairman
- 2. Gestamp Group
- 3. ESG Perspective
- 4. Business Development**
- 4.1. Economic Section
- 4.2. Operational Excellence
- 4.3. Innovation
- 5. Environmental
- 6. Social
- 7. Governance
- APPENDIX

4. BUSINESS DEVELOPMENT

Project Quality

In order to adequately manage risk right from the project phase, the corporate project quality area is leading a global 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 sector.

To this end, an ambitious programme is being developed to improve its use, both from a methodological perspective and 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 subsequently the implementation of the defined actions in the mass production control phases.

In the second half of 2021, the first phase of this programme was launched covering the process FMEA, with the launch of a second phase planned for the first quarter of 2022, covering the control plan and process flow, and a third phase covering the design FMEA.

Another key feature of this project is capitalising on experiences and integration with other areas such as the industrial process quality area.



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 our production activities with the customer's quality requirements and international standards in order to maximise the quality and efficiency of said processes.

We have to ensure that we comply with the customer's specifications in all processes up until the final delivery of the product.

So far, arc welding, hot stamping, skin parts, and resistance welding standards have been defined, as well as sub-projects stemming from the main projects. In 2021, work also began to define e-coating standards, along with a benchmark to be applied for all chassis plants, including system aspects and those of each of the applicable technologies.

INCREASE THE EFFECTIVENESS OF QUALITY CONTROL SYSTEMS

Gestamp quality control
ARC WELDING

Gestamp quality control
HOT STAMPING

Gestamp quality control
RESISTANCE WELDING

Gestamp quality control
E-COATING

GESTAMP CHASSIS CERTIFICATION AUDIT

INCLUDING HARMONISATION ACTIVITIES

Gestamp quality control
SKIN PARTS

CONTROL EQUIPMENT STRATEGY

Process control
GLOBAL TECHNOLOGY STRATEGY



- 1. Letter from the Chairman
- 2. Gestamp Group
- 3. ESG Perspective
- 4. Business Development
- 4.1. Economic Section
- 4.2. Operational Excellence
- 4.3. Innovation
- 5. Environmental
- 6. Social
- 7. Governance
- APPENDIX

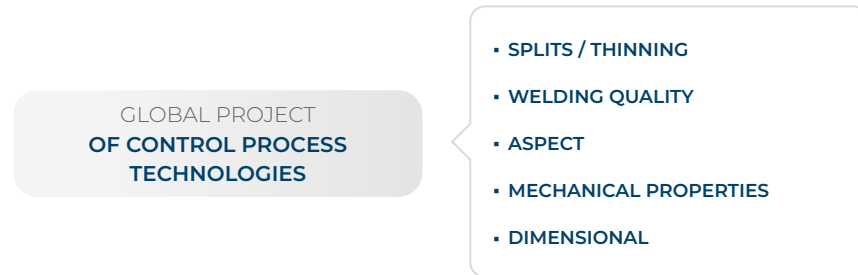
4. BUSINESS DEVELOPMENT

In 2021, the plant certification process was resumed. Due to the situation created by the pandemic, arc welding technology has been prioritised for plants manufacturing chassis parts.

In 2022, pandemic permitting, the activity of assessing the implementation of these measures in production plants will be resumed.

Throughout 2021, the global control equipment project was implemented. The project had established different lines of action that include assessing the inventory of available equipment in our 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 exploit feedback from the plants.

GLOBAL CONTROL EQUIPMENT PROJECT



SUPPLIER MANAGEMENT

In a globalised business like ours, management of our supply chain is increasingly complex. Therefore, we have a system and internal procedures for managing our suppliers comprehensively.

We aim to be able to effectively and consistently evaluate the performance of our suppliers and to ensure that our supply chain meets all of the automotive requisites, as well as the local and international legal and regulatory standards, which are key elements in guaranteeing the continuity of our business.

Through this management system, we:

- Monitor the performance of suppliers in a coherent and objective way;
- Check the regulatory compliance of essential suppliers (both direct material suppliers and those that are important to the business due to volume, product type and service). This includes requesting certificates and/or key supporting documentation;
- Comply with local and international legal requirements and sector regulations;
- Achieve greater transparency in the supply chain regarding both direct and indirect material suppliers;
- Facilitate risk management and product acquisition activities;
- Support the sustainability of our business, customers and suppliers.

This method of global supplier management is undertaken through the Gestamp Supplier Portal, a shared tool with which to manage all the purchases of the Group's companies. Locally, each production plant has a close relationship based on trust and commitment with the suppliers in its vicinity.



- 1. Letter from the Chairman
- 2. Gestamp Group
- 3. ESG Perspective
- 4. Business Development
- 4.1. Economic Section
- 4.2. Operational Excellence
- 4.3. Innovation
- 5. Environmental
- 6. Social
- 7. Governance
- APPENDIX

4. BUSINESS DEVELOPMENT

Supplier risk management

At Gestamp, we have been able to face the global crisis caused by the impact of Covid with confidence thanks to having a fully operational supplier risk management model, whose systems and procedures have enabled us to have the necessary visibility to be able to react to any adversity quickly and congruently.

In times of uncertainty, where all markets are suffering more than ever from the disappearance of suppliers, it has been especially crucial for Gestamp to be able to carefully analyse the situation of each supplier before starting any commercial relationship and also to apply exhaustive monitoring throughout the entire period of the relationship with the supplier based on updated information in real time.

All Gestamp's critical suppliers are included in the risk monitoring system, including all direct material suppliers.

The combination of internal data and data obtained from external sources allows us to establish a supplier risk profile tailored to Gestamp's needs. At first glance, we 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 in the event of being successfully awarded the contract.

Although internal adjustments to the impacts of Covid have forced us to rethink our implementation strategy for the model, we have managed to reach over 30 additional plants. As the project was implemented in the corporate and divisional offices, we were able to provide direct support to all plants where the model was not yet implemented, making all the necessary supplier risk information available to them.





1. Letter from the Chairman

2. Gestamp Group

3. ESG Perspective

4. Business Development

4.1. Economic Section

4.2. Operational Excellence

4.3. Innovation

5. Environmental

6. Social

7. Governance

APPENDIX

4. BUSINESS DEVELOPMENT

Supplier quality procedure

At Gestamp, we strive to manufacture high-quality products and we only work with suppliers who ensure that this is possible, contributing to the production of an excellent final product.

For that reason, we rate our raw material and component suppliers according to quality criteria on a production plant and corporate level (considering the ratings of any given supplier at different plants).

Sustainability in our suppliers

The aspects we evaluate include the ethical behaviour of our suppliers in accordance with our values and Human Rights. Any supplier that works with us must accept our requirements on Social Responsibility, based on the Global Compact principles of the United Nations.

They must also approve the Corporate Social Responsibility Requirements for Gestamp Group Suppliers, which are available on the website and the Supplier Portal.

Here at Gestamp, we perform annual on-site quality audits of our suppliers. The aim of these audits is to monitor and track their ability to meet our requirements and expectations. These audits are prioritised according to the supplier risk, which is evaluated using a risk matrix. The audit is based on an internal model that meets IATF 16949 and VDA standards, but which includes environmental aspects (energy, water and raw material usage; hazardous waste management) and social and ethical matters (working conditions, human rights, health and safety, anti-corruption)

Although the situation has improved compared to the previous year, this activity was still negatively affected in 2021 by travel restrictions and limitations imposed by some countries due to the pandemic. The situation was mitigated by optimally using the broad range of resources available worldwide, conducting audits with the nearest valid resource, always following the measures in place in the supplier's country as well as those of Gestamp and, where necessary, making use of remote audits or even self-assessments.

In 2021, 228 on-site supplier audits were conducted, 37% of which received the top rating (grade A), 55% earned an average rating with room for improvement (grade B) and 8% of which did not meet Gestamp's standards and were thus required to implement the relevant action plan. In addition to these audits, a further 26 self-assessment procedures were conducted. Out of the suppliers that were audited on more than one occasion in the past two years, 29% obtained a better rating in the latest audit.

+ CSR REQUIREMENTS FOR GESTAMP'S SUPPLIERS

Conflict minerals

Gestamp has had a Conflict Minerals Policy since 2014 in line with the main legislation and regulators' requirements.

Even though here at Gestamp we do not use any mineral or metal recognised as coming from such zones in our products, there is the possibility that one of our suppliers could be affected.

Through our policy, we are committed to adopting measures geared towards disclosing and/or avoiding the source and use of minerals that may finance or benefit armed groups from countries linked to conflict zones through our suppliers and/or production plants.

In order to control and monitor this on a regular basis, Gestamp has created a procedure based on the Conflict Minerals Reporting Template (CMRT).

Thus, when required by any stakeholder (mainly customers or regulatory authorities), we have all the information on their management and the results of the implementation of this Policy.

+ CONFLICT MINERALS POLICY



- 1. Letter from the Chairman
- 2. Gestamp Group
- 3. ESG Perspective
- 4. Business Development**
- 4.1. Economic Section
- 4.2. Operational Excellence
- 4.3. Innovation
- 5. Environmental
- 6. Social
- 7. Governance
- APPENDIX

4. BUSINESS DEVELOPMENT

SUPPLIER MANAGEMENT PROCESS

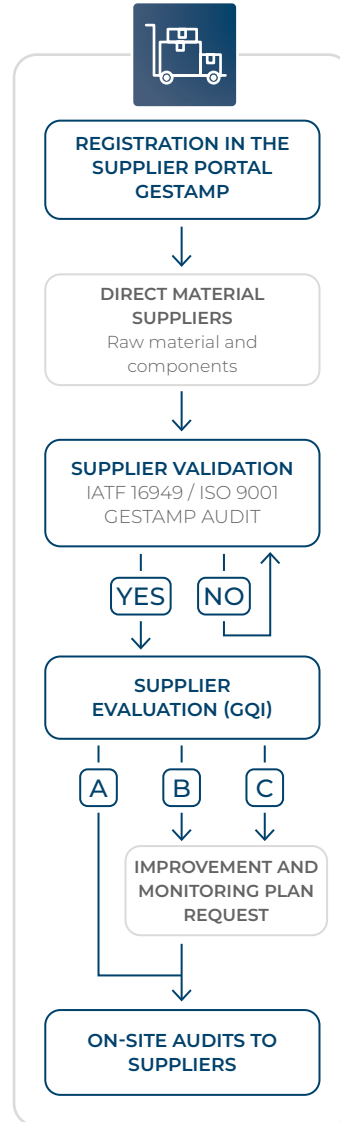
ESG CRITERIA

01 ACCEPTANCE OF GESTAMP CSR REQUIREMENTS

02 REVIEW OF CERTIFICATIONS, INCLUDING ISO 14001 CERTIFICATION

03 GESTAMP RISK MONITORING: RISK 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 Suppliers certified in accordance with the aforementioned references, 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** $IGC \geq 85$
Suppliers with optimal performance
- B** $60 \leq IGC < 85$
Suppliers that should improve their quality or logistic performance
- C** $IGC < 60$
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 B or 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 our 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

17.825 suppliers with some award
3.731 new registered suppliers
94% local suppliers
675 strategic Suppliers

2.825 authorized suppliers

1.249 suppliers evaluated

- A** 1.106
- B** 111
- C** 32

228 on-site audits
29% suppliers improved rating on the last audit
A 84 (37%)
B 126 (55%)
C 18 (8%)
Due to pandemic of Covid19 along the 2020, **26 Self-Assessment** were performed, **88% of them with successful result.**



- 1. Letter from the Chairman
- 2. Gestamp Group
- 3. ESG Perspective
- 4. Business Development**
- 4.1. Economic Section
- 4.2. Operational Excellence
- 4.3. Innovation
- 5. Environmental
- 6. Social
- 7. Governance
- APPENDIX

4. BUSINESS DEVELOPMENT

INDUSTRY 4.0

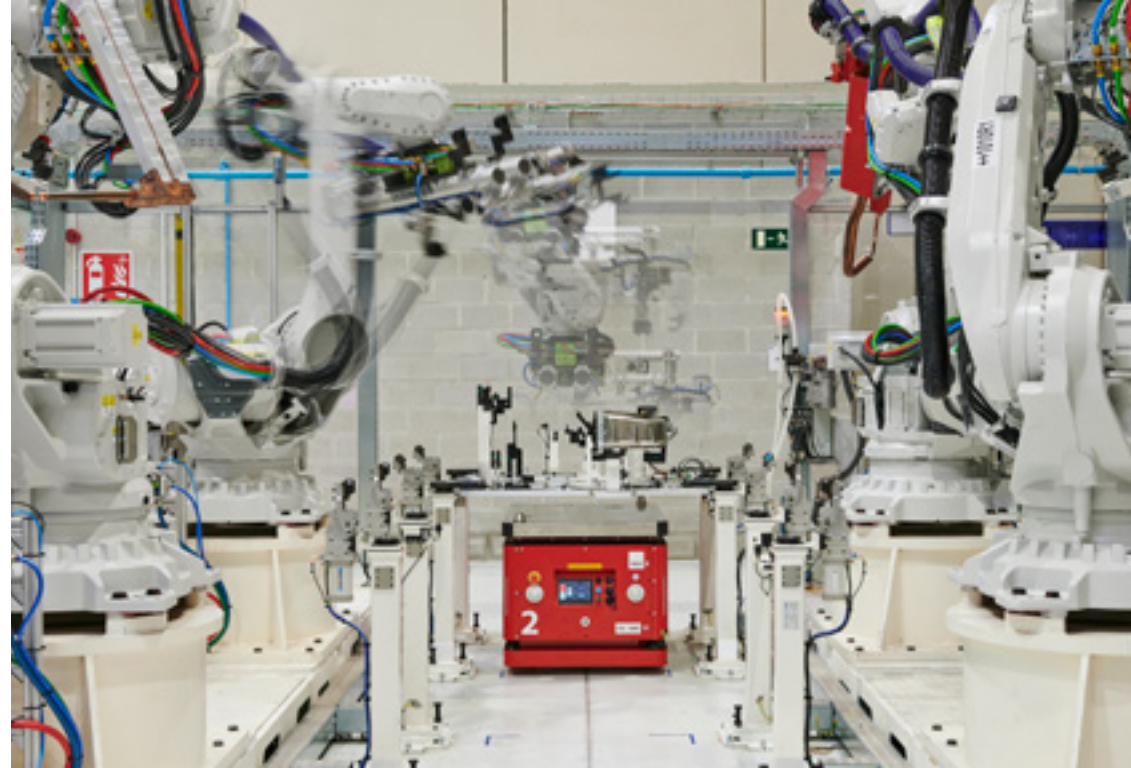
For several years, Gestamp has been committed to applying an Industry 4.0 model to our activities with a clear vision: creating more efficient and flexible production plants and more consistent and reliable processes by analysing our data and adding intelligence to our processes so that the right information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

During this time, we have implemented more than 100 IoT projects, covering Gestamp's main production processes, such as hot stamping, cold stamping, chassis manufacturing and spot welding. We have also virtualised over 50 projects, ranging from complex production lines to whole factories and have developed 9 applications for areas such as maintenance, logistics, quality or energy.

With all of these projects we have acquired in-depth knowledge regarding digital technologies, not only regarding IoT, Big Data and virtualisation, but also in other areas such as Artificial Intelligence, Collaborative Robots, Resource Orchestration and Computing (Cloud, Edge) among others. Most of these technologies are already being used in the projects we currently have implemented and some others, such as 5G, will be relevant in the future, which is why at Gestamp we are actively participating in the definition of cases of industrial use so that the development of technology adapts to the needs of the industry.

This knowledge has allowed us to develop a series of digital standards that are applicable to all Gestamp's activity and are already present in most of the projects implemented, such as the unit traceability of all operations or our Digital Quality Certificate (DQC), (Gestamp's Patented Standard).

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 our factories can operate efficiently at all times.



In order to make this digitalisation a reality, digital profiles are needed that can lead the transformation. These digital industrial profiles must be defined and upskilling and reskilling plans implemented to recycle employees to meet the new needs of the industry of the future, thus prompting a fair digital transition.

However, the objective pursued by Gestamp does not stop at the Digital Factory, it goes much further: we seek to transform our current operating model into the model of the future, digitalised and based on the Smart Factory: a virtual, autonomous and flexible factory.

The Digital Factory is now a reality at Gestamp. A Digital Factory in which everything is connected, products, machines, systems and people sharing information in real time



- 1. Letter from the Chairman
- 2. Gestamp Group
- 3. ESG Perspective
- 4. Business Development
- 4.1. Economic Section
- 4.2. Operational Excellence
- 4.3. Innovation
- 5. Environmental
- 6. Social
- 7. Governance
- APPENDIX

4. BUSINESS DEVELOPMENT

Smart Factory

Here at Gestamp, we are actively working on a new operating model based on the Smart Factory. A connected, smart, virtualised, safe and scalable factory that can be flexibly, swiftly and efficiently adapted to the constantly changing needs of the industry.

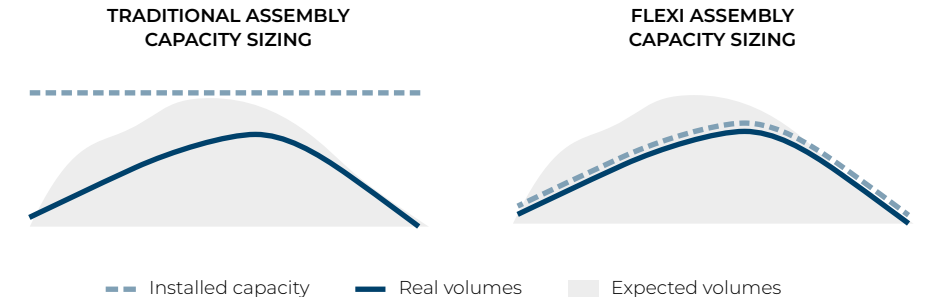
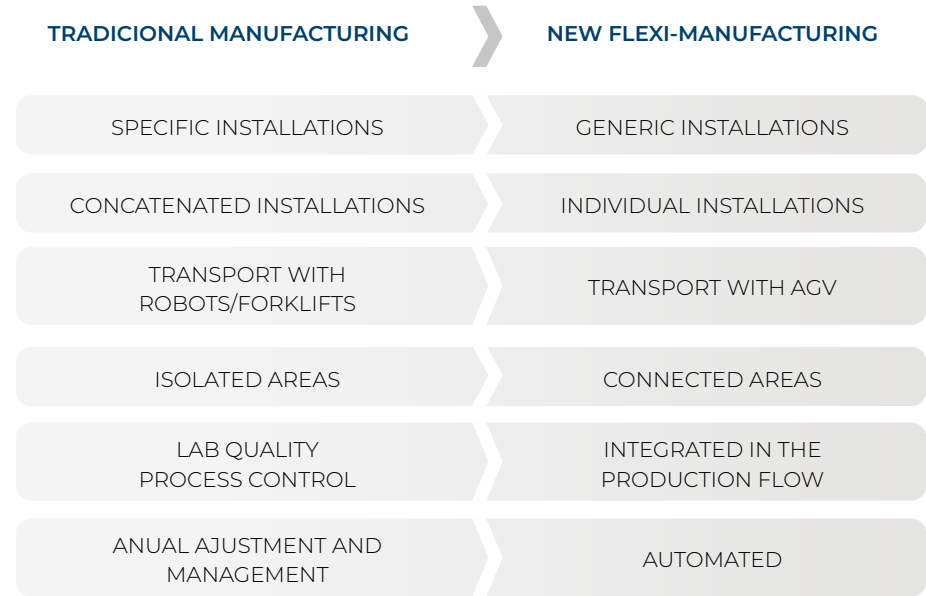
With all the changes in which the automotive sector is immersed, grouped together under the acronym C.A.S.E. (Connected, Autonomous, Shared and Electric cars), the emergence of new manufacturers and the macroeconomic and political scenario, vehicle manufacturing fluctuation has become one of the main attributes in the sector and will be for a long time to come.

In order to cope with the uncertainty in which the automotive sector finds itself, it is necessary to adapt. Here at Gestamp, we strive to make our operation as flexible as possible. We have taken a number of steps, including making our production lines generic so that they can be used for any type of product.

Thus, by combining our experience in digitalisation and advanced engineering, we have developed a new concept of flexible assembly which opens up a new range of possibilities, allowing us to produce different products on the same line. We are 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.

The traditional method involves investing in a specific production line for each product, sizing the line to the peak volume from the start of the project. With this new concept, we can add or remove capacity according to volume demand, investing progressively and ensuring maximum utilisation of the installed assets, either by being able to use them for different types of products, or, in the event of idle capacity due to a decrease in volume forecast, moving said assets to another plant.

This concept, which we are testing in our Centre of Excellence for Electric Vehicles and Flexible Manufacturing, means we can mitigate market uncertainty and reduce investment needs.





- 1. Letter from the Chairman
- 2. Gestamp Group
- 3. ESG Perspective
- 4. Business Development
- 4.1. Economic Section
- 4.2. Operational Excellence
- 4.3. Innovation
- 5. Environmental
- 6. Social
- 7. Governance
- APPENDIX

4. BUSINESS DEVELOPMENT

4.3. Innovation

OUR APPROACH

For Gestamp Research and Development is a priority. Innovation is a key factor for success through differentiating our products and services.

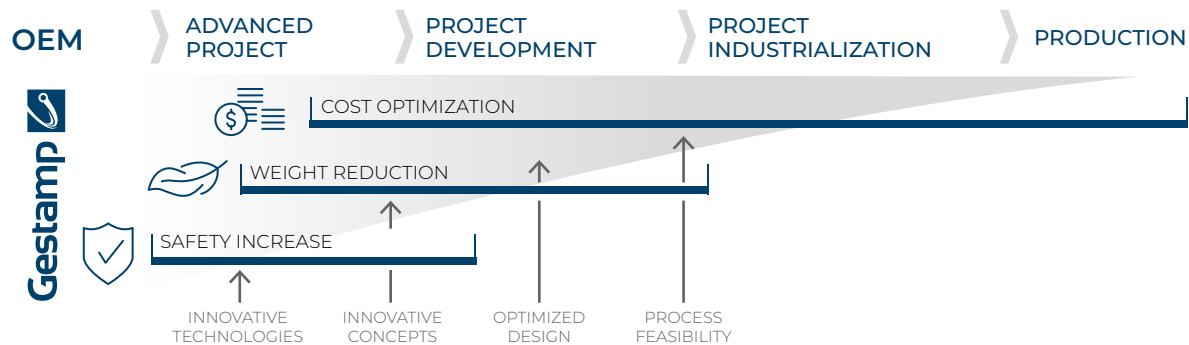
Through Innovation, Gestamp seeks to anticipate new technological trends and offer differentiating products that meet the requirements of efficiency, weight, cost, quality, comfort, safety and sustainability.

With 13 R&D Center around the world, in Gestamp we understand that innovation is one of the most important keys to keeping us in a strong and differentiated position in the automotive sector.

At Gestamp, we support our 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.

As a result of the COVID-19 pandemic and the semiconductors crisis in 2021, global vehicle production did not reach expected levels, but manufacturers continued to progress on the development of new models. Thus, we worked on a greater number of projects based on future models, totalling 380 body-in-white, chassis and mechanism co-development projects.

Co-development collaboration with OEM



Key factors for Gestamp R&D



LIGHTWEIGHT

Creating increasingly lighter products, as weight has a direct impact on vehicle energy efficiency and, therefore, CO₂ emissions. This is also key to support e-mobility launches, driven by reduced targets on carbon emissions, to support our customer's needs and improve performance.



SAFETY

Identifying formulas that increase safety for vehicle occupants and pedestrians.



COMFORT

Enhancing the convenience, accessibility and automation of side and boot doors is now a requirement to be kept in mind when developing certain vehicle parts.



LOW ENVIRONMENTAL IMPACT

The drive to protect our planet is moving beyond the emissions of the vehicle. Controlling and minimising the environmental impact of Gestamp's activity also contributes to reducing carbon emissions. The technology developed by the R&D department includes analysis of components carbon footprint and the impact within the vehicle's life-cycle. Conducted in the development phase to understand and reduce the impact prior to hardware being installed.

To improve this, we strive to use new materials developed by Gestamp or available around the world with consistent quality levels, and to ensure that our production processes are effective and flexible throughout the production chain. All at an affordable cost, using the appropriate technology in each case.



- 1. Letter from the Chairman
- 2. Gestamp Group
- 3. ESG Perspective
- 4. Business Development**
- 4.1. Economic Section
- 4.2. Operational Excellence
- 4.3. Innovation
- 5. Environmental
- 6. Social
- 7. Governance
- APPENDIX

4. BUSINESS DEVELOPMENT

RESPONSE TO MAIN SECTOR TRENDS

Outsourcing

The changing nature of the automotive industry has led to manufacturers prioritising their investments. In the struggle to stay ahead, they are opting to invest in and research current trends in mobility, such as electric vehicles, driverless vehicles and shared mobility. This leaves them less margin to invest in their internal capabilities in other areas that do not contribute as strongly to differentiation, such as body-in-white or chassis.

This trend, together with standardisation through global platforms, has given rise to an increase in outsourcing. Manufacturers choose a small number of strategic suppliers, like Gestamp, to provide them with parts containing or requiring advanced technology.

Global Platforms

Automobile manufacturers are focusing on standard platforms that are valid for several vehicles. This enables them to optimise developments and production costs while significantly reducing the gap between the product concept stage and its launch.

Gestamp is one of the leading developers and suppliers of combustion engine vehicle platforms. Following our customer development trends, we have participated in the development of numerous hybrid platforms and pure electric vehicles, enabling us to secure a number of mass production contracts for different vehicle manufacturers around the world.

Electrification

These days, most brands now offer fully electric or hybrid vehicles. 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.

Local initiative will be the driver behind more sustainable mobility based on clean, shared transport, in which both public and private electric vehicles will be the main feature. These needs will prompt technological developments towards more efficient, economical and recyclable batteries, as well as the creation of an adequate charging infrastructure. A reduction in battery costs and efficiency improvements to reduce cell mass is needed to make electric cars more competitive with combustion engine vehicles for mass acceptance to take place.

Electric car designs require new products and entail changes in the vehicle response in the event of a collision that are drastically different from those of a combustion engine vehicle. The increased mass of batteries also adds to the vehicle potential energy in a crash event. In addition, with the quieter powertrain of an electric vehicle road noise isolation and passenger comfort is starting to become an even more important feature in electric vehicles.

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, 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. Gestamp has developed a wide range of BIW products to increase crash safety in the body to make battery systems lighter.

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.



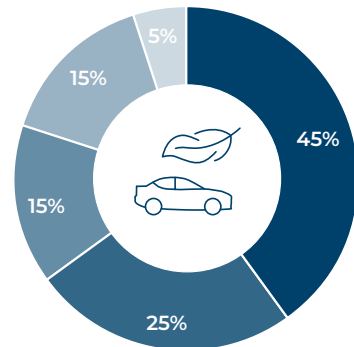
- 1. Letter from the Chairman
- 2. Gestamp Group
- 3. ESG Perspective
- 4. Business Development**
- 4.1. Economic Section
- 4.2. Operational Excellence
- 4.3. Innovation
- 5. Environmental
- 6. Social
- 7. Governance

4. BUSINESS DEVELOPMENT

Reduced weight and CO₂ emissions

The development and production of energy-efficient vehicles is a key growing trend in the automotive sector. This trend has been driven by both regulatory factors and, also by the growing environmental awareness of consumers, playing an increasingly important role in their decisions on purchasing vehicles. As a result, manufacturers face constant pressure to improve the fuel efficiency of their vehicles and to reduce CO₂ emissions. Reducing the weight of vehicles increases their fuel efficiency and reduces their CO₂ emissions, which makes the body-in-white and chassis components produced by Gestamp vital in achieving CO₂ emission targets.

Our R&D capacities, leadership in hot stamping technology and experience in developing multi-material solutions focused on making lighter components, help us to provide innovative solutions to address our clients' regulatory pressures in a cost-effective way. The following graphs present the effect that Gestamp products have on the weight of vehicles and, in turn, their CO₂ emissions.



Reducing the weight of the vehicles increases their fuel efficiency and reduces their CO₂ emissions

By reducing the weight of an average vehicle by 100kg, a reduction of 9gr.

■ Body ■ Chassis ■ Motor ■ Interior ■ Electronic Systems



Comfort and dynamics

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.



4. BUSINESS DEVELOPMENT

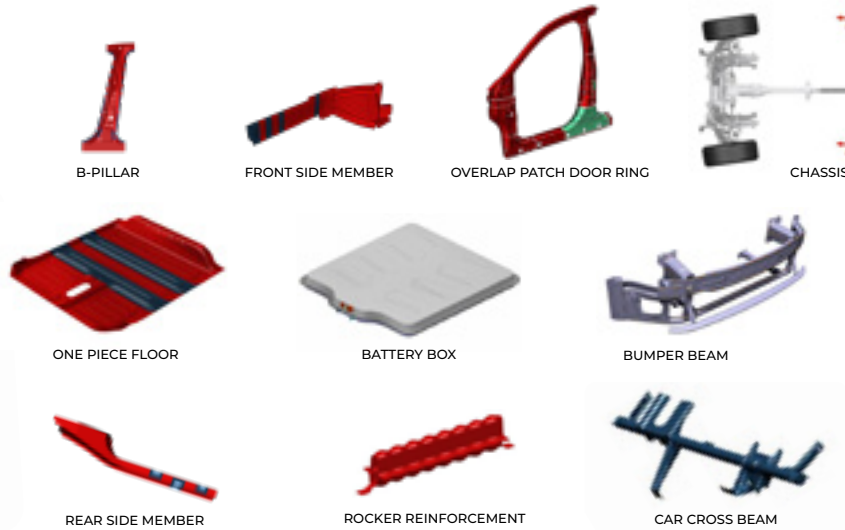
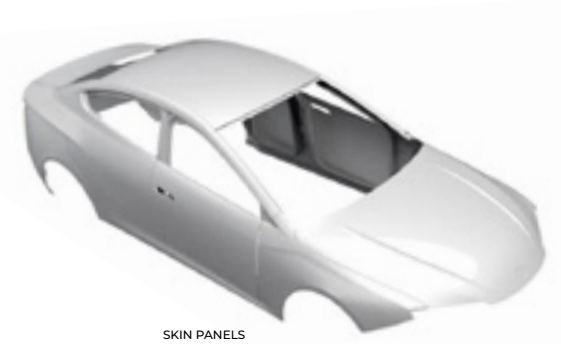
Safety

Many of our products help manufacturers to comply with the safety regulations, which are becoming increasingly complex and difficult to address regarding the comprehensive safety of vehicles. These regulations also differ across Europe, America and Asia and affect platform solutions across global markets. Understanding the legislative needs and the manufacturing processes is key to develop lightweight solutions. For example, our high-strength and ultra-high-strength steel products significantly improve the ability of vehicles to withstand impacts.

Furthermore, the energy absorption improvements in our portfolio of chassis and body-in-white products increase driver and passenger safety, reducing side impacts to a minimum, while the bonnet hinges in our mechanism product portfolio improve pedestrian safety.

Hot Stamping technology, in which we are leaders, allow us to meet even 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 our customer.

Gestamp´s products help meet the most demanding security requirements



Security regulations differ in Europe, America and Asia and affect platform solutions in Global markets.





1. Letter from the Chairman

2. Gestamp Group

3. ESG Perspective

4. Business Development

4.1. Economic Section

4.2. Operational Excellence

4.3. Innovation

5. Environmental

6. Social

7. Governance

APPENDIX

4. BUSINESS DEVELOPMENT

LEADING HUMAN AND TECHNICAL RESOURCES

We have made significant investments in recent years in developing and expanding our R&D area, which allows us to secure our strategic relationship with clients.

By late 2021, we had a team of almost 1,500 people both in the 13 R&D centres and in production plants. Many projects see 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.

Physical and virtual laboratories

Although our R&D teams work with the latest design and simulation tools, they also develop their own materials cards to improve simulation model correlation to physical test results. Gestamp also have developed in-house tools and procedures to increase accuracy and improve development efficiency and to save time.

We also have mechanism resistance and reliability testing labs that use specific equipment to evaluate prototype and production performance. Passive safety and crash tests are conducted at our lab in Luleå (Sweden) and we a number of global Chassis testing centres to validate stiffness, strength and durability performance and correlate our analysis predictions.

With each new model, vehicle manufacturers are driven to launch to market faster and therefore must reduce development cycles.

In recent years, Gestamp has developed virtual tools, to enable digital assessment to validate and test new technologies and new products, this even extends to developing our own digital vehicles range known as GLABs ("Gestamp Laboratory Cars").

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 us 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.

In addition to cars in various ranges and engine types, Gestamp also designed and simulated new technologies such as Ges-Multistep and Ges-Softbend. Through these simulations, all the process phases were perfectly analysed and launch periods were considerably reduced. New technologies such as Ges-Multistep are secured by Digital twins to assure the launch of new technologies.

Internal capacities
for undertaking
vehicle crash simulations





1. Letter from the Chairman
 2. Gestamp Group
 3. ESG Perspective
 - 4. Business Development**
 - 4.1. Economic Section
 - 4.2. Operational Excellence
 - 4.3. Innovation
 5. Environmental
 6. Social
 7. Governance
- APPENDIX

4. BUSINESS DEVELOPMENT

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.

Carbon fibre composites

Some manufacturers have used carbon fibre to reduce the weight of top-of-the-range vehicles and improve efficiency. However due to the cost barriers and processing of this material, combined with limitations on recycling, makes this material less attractive for mass produced vehicles currently.

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.



- 1. Letter from the Chairman
- 2. Gestamp Group
- 3. ESG Perspective
- 4. Business Development
- 4.1. Economic Section
- 4.2. Operational Excellence
- 4.3. Innovation
- 5. Environmental
- 6. Social
- 7. Governance
- APPENDIX

4. BUSINESS DEVELOPMENT

New Technology Development

Gestamp R&D teams are continually innovating new technologies in line with our 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.

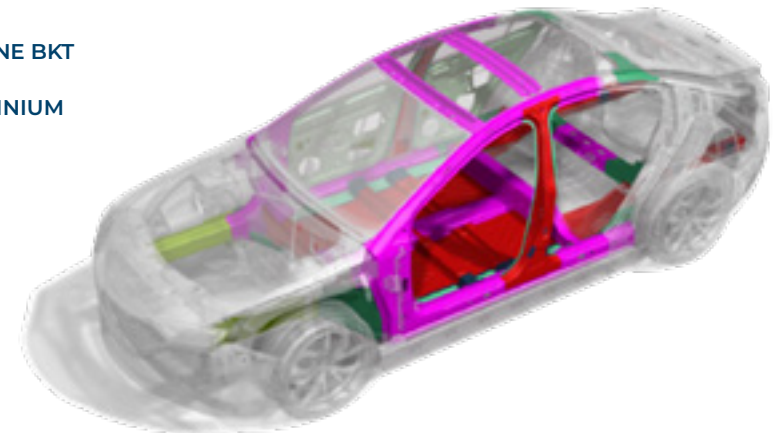
Three partial tempering methods are used to generate different mechanical properties along the length of a part in order to enhance performance in the event of a collision. New degrees of hardness/absorption have been achieved so that deformation is even further controlled.

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.

-  **MULTISTEP**
-  **2000 MPA & SOFT SONE BKT**
-  **HOTSTAMPING ALUMINIUM**
-  **ALU EXTRUSION**
-  **ALU MULTIMATERIAL**
-  **FURNACE SOFT ZONE**





- 1. Letter from the Chairman
- 2. Gestamp Group
- 3. ESG Perspective
- 4. Business Development**
- 4.1. Economic Section
- 4.2. Operational Excellence
- 4.3. Innovation
- 5. Environmental
- 6. Social
- 7. Governance
- APPENDIX

4. BUSINESS DEVELOPMENT

The progress seen in the in-furnace process for manufacturing parts in 2020 has prompted our clients to increase the number of orders for products manufactured using this technology, which will begin production in 2021.

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.

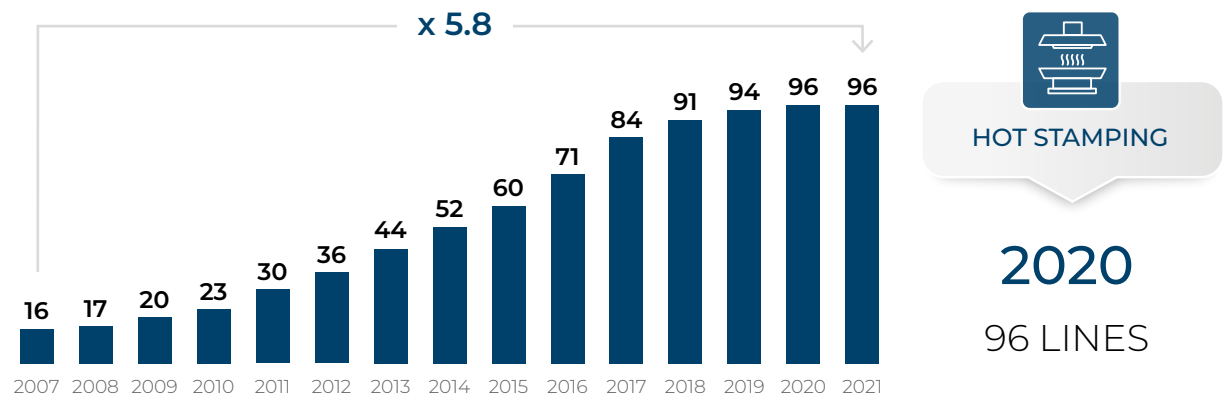
The low level of formability and the high elastic recovery of this material in the conventional cold stamping process has prompted our R&D department to process hot stamping, which produces parts with a design that is very similar to those made of steel, but much lighter and with almost no elastic recovery.

Both materials can currently be used on Gestamp's hot-stamping lines, changing only the process parameters. By the end of 2021 Gestamp had a total of 96 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.



Evolution of hot stamping lines





- 1. Letter from the Chairman
- 2. Gestamp Group
- 3. ESG Perspective
- 4. Business Development**
 - 4.1. Economic Section
 - 4.2. Operational Excellence
 - 4.3. Innovation
- 5. Environmental
- 6. Social
- 7. Governance
- APPENDIX

4. BUSINESS DEVELOPMENT

New Product Development

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

Developments focus on the following six areas.:

- 1 FRONT AND REAR COLLISION SYSTEMS**
- 2 SIDE COLLISION STRUCTURES**
- 3 DOORS AND MOVING PARTS**
- 4 BATTERY BOXES (ELECTRIC VEHICLES)**
- 5 CHASSIS COMPONENTS**
- 6 HINGES AND MECHANICALS**

Each of the development areas above have different component performance needs to contribute to the overall vehicle performance. From stiffness, strength and durability to ensure Chassis ride and handling, kinematics and effort needs for hinge mechanisms to energy absorption targets for crash structures.

Since ideal performance in the event of a front or rear impact is always a priority, longitudinal beams must be designed to respond to the different types of impact to which they may be subject and to predict the kinematics of the deformation to avoid excessive deceleration and intrusions into both the passenger cabin and the other vehicle that may be involved in the crash.

The use of hot-stamped longitudinal beams with soft zones combined with bumpers featuring laser-welded crossbars is an example of innovation thanks to the application of new processes.

In 2021 we also partnered with several customers to develop aluminium chassis and body solutions that are now launched in new e-mobility platforms around the world. We also worked with a number of customers on new multi-material solutions to further drive mass reduction.





- 1. Letter from the Chairman
- 2. Gestamp Group
- 3. ESG Perspective
- 4. Business Development**
- 4.1. Economic Section
- 4.2. Operational Excellence
- 4.3. Innovation
- 5. Environmental
- 6. Social
- 7. Governance

APPENDIX

4. BUSINESS DEVELOPMENT



To enhance the product solutions for side collisions, back in 2019 Gestamp launched large-scale hot-stamped products onto the market like the “One Piece Door Ring”. Further innovations were implemented on this product in the last years thanks to the application of the “patch” and “overlap patch” technique, making it possible to double the size of these assemblies to achieve a full single-part side structure. These designs not only improve product weight, but they also make them more attractive from an economic perspective.

A number of door-related projects have been developed with clients, managing to enhance steel products through hot-stamping techniques. Average- to low-capacity urban vehicles for passenger transport and mobility (UPM, or Urban People Movers) must enable passengers to enter and exit conveniently, must be as spacious as possible and also meet passive safety standards.

In this setting, Gestamp has developed a comprehensive sliding door system. The integration of the structural elements of the uprights into the sliding door is achieved and a strong structure in the central body of the door is optimised. This product features the latest innovations by Edscha for sliding systems and automatic opening.

Furthermore, Edscha developed numerous innovative projects with our clients focusing on improving vehicle accessibility and other mechanisms for increasing safety in the event of an accident.

When it comes to electric vehicles, battery protection and chassis subframes were some one of the areas in which the most R&D progress was made with clients. Developing new products that structurally support the vehicles batteries and e-motors whilst maintaining performance functionality for crash/safety and vehicle ride, drive and handling.

Gestamp collaborated with its clients on several battery box projects in 2021, and has also developed a number of product concepts, depending on the type of mobility. Thus, various designs were validated with different metal materials and joint technologies. These new concepts for battery boxes were developed in conjunction with some of the leading cell and cooling system suppliers on the market.

Within chassis, Gestamp has continued to deliver optimal solutions in terms of weight and cost for platform solutions, supporting the growing e-mobility trend. Following several solutions developed for our clients, a number of key global launches were concluded in 2021 for mass produced supply.



- 1. Letter from the Chairman
- 2. Gestamp Group
- 3. ESG Perspective
- 4. Business Development**
- 4.1. Economic Section
- 4.2. Operational Excellence
- 4.3. Innovation
- 5. Environmental
- 6. Social
- 7. Governance
- APPENDIX

4. BUSINESS DEVELOPMENT

PARTICIPATION IN STRATEGIC EVENTS

Over the past few years, the marketing, R&D and Sales teams have established a calendar of strategic events for Gestamp, enabling them to attend the main automotive events in diverse regions around the globe.

Gestamp also participates in activities arranged by customers and other stakeholders such as universities, associations and business partners.

All of these types of activities were affected by the COVID-19 pandemic in 2021, just as they were in 2020. Therefore, the company has become professionalised in the use of digital tools and virtual events which have enabled Gestamp's presence in the digital environment, thus adapting to the new circumstances.



Gestamp has become an expert in the use of digital tools and virtual events that have allowed Gestamp to be present in the digital environment, thus adapting to the circumstances caused by COVID-19

Technology Events and Public Fairs

In 2021, Gestamp took part in some Technology Conferences and Events online and also in person, presenting core Technologies and Innovations to an expert audience. This type of event allows us to provide a more in-depth picture of our concepts and innovative developments.

Another key feature of our strategy is attendance at leading Automotive Fairs in our core regions. By attending these fairs, we can show the market the latest innovations at Gestamp and strengthen our position as a leading international supplier of automotive components.

Technology workshops

Our R&D and Sales teams maintain a close, ongoing relationship built on trust with our customers and development partners. Thus, in 2020, we began customised internal events known as "Gestamp Tech Days" for these stakeholders, where we presented our innovations throughout 2021 to a limited group of customers and partners in a private setting in line with the topics and concerns. Following our international customer strategy, Tech Days were organised throughout the year to promote some of our innovations online.



- 1. Letter from the Chairman
- 2. Gestamp Group
- 3. ESG Perspective
- 4. Business Development
- 5. Environmental**
 - 5.1. Environmental Policy and Mgmt.
 - 5.2. Climate Change
 - 5.3. Circular economy
- 6. Social
- 7. Governance
- APPENDIX

Environmental 5

- Environmental Policy and Management 5.1
 - Climate change 5.2
 - Circular economy 5.3



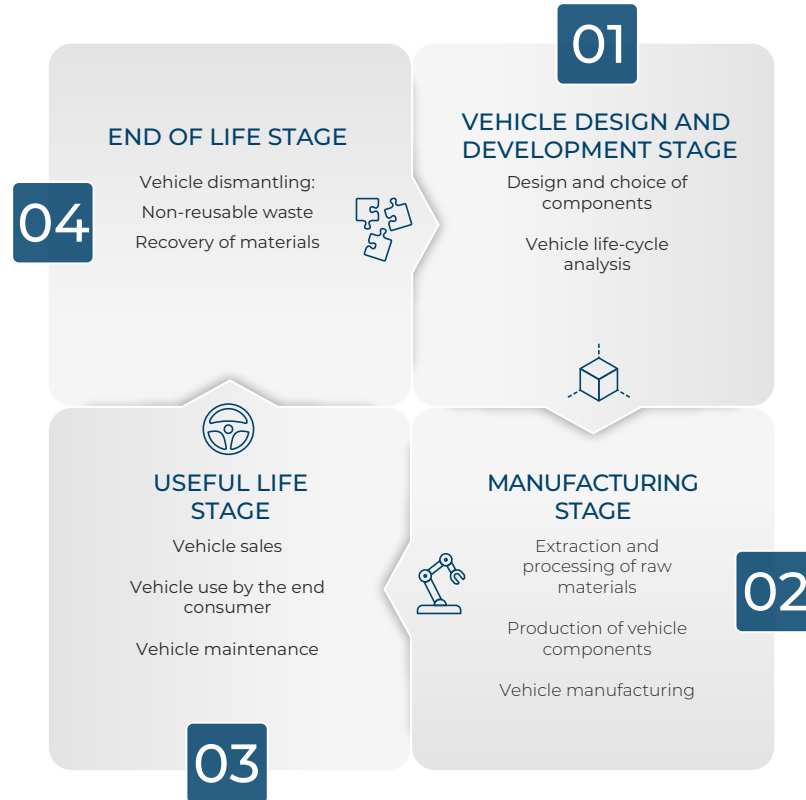
- 1. Letter from the Chairman
- 2. Gestamp Group
- 3. ESG Perspective
- 4. Business Development
- 5. Environmental
- 5.1. Environmental Policy and Mgmt.
- 5.2. Climate Change
- 5.3. Circular economy
- 6. Social
- 7. Governance
- APPENDIX

5. ENVIRONMENTAL

5.1. Environmental Policy and Management

OUR APPROACH

Gestamp's environmental management is comprehensive. We apply environmental criteria at every stage of production, from the selection of our suppliers and optimisation of raw materials to the way we manage the energy consumed in manufacturing components and management of waste and of greenhouse gas emissions in the product usage stage.



HOW DOES GESTAMP HELP?

STAGE 01 Through our R&D work and our technological developments, in conjunction with our suppliers we offer solutions for reducing the weight of the parts we manufacture, which is a key factor in reducing the emissions generated during a vehicle's useful life.

STAGE 02 At Gestamp, we use environmental and social criteria when selecting our suppliers of raw materials and components.

As suppliers of automotive components, we focus our activities on:

- 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.

STAGE 03 By reducing the weight of our parts, we help make vehicles consume less fuel, thus reducing greenhouse gas emissions.

STAGE 04 All our products are made from metal and are, therefore, 100% recyclable.

The decrease in weight in the pieces we produce, is one of the keys towards reducing emissions at each stage of production



- 1. Letter from the Chairman
- 2. Gestamp Group
- 3. ESG Perspective
- 4. Business Development
- 5. Environmental**
- 5.1. Environmental Policy and Mgmt.
- 5.2. Climate Change
- 5.3. Circular economy
- 6. Social
- 7. Governance
- APPENDIX

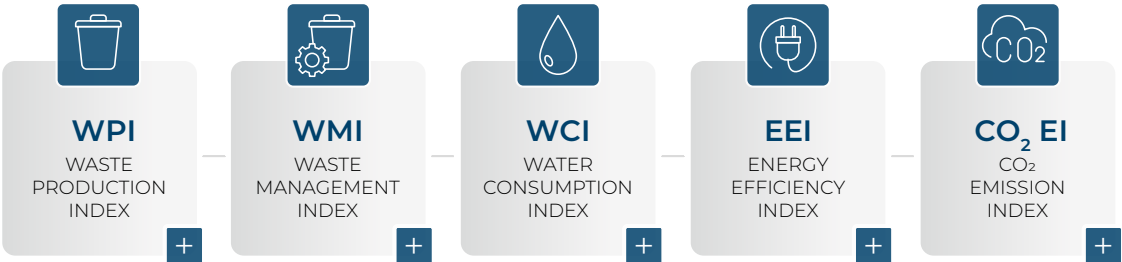
5. ENVIRONMENTAL

ENVIRONMENTAL POLICY

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

+ ENVIRONMENTAL POLICY



Gestamp has implemented the Systems of Environmental Management ISO 140001 and/or EMAS in all the Group's production centers





- 1. Letter from the Chairman
- 2. Gestamp Group
- 3. ESG Perspective
- 4. Business Development
- 5. Environmental**
- 5.1. Environmental Policy and Mgmt.
- 5.2. Climate Change
- 5.3. Circular economy
- 6. Social
- 7. Governance
- APPENDIX

5. ENVIRONMENTAL

CERTIFICATIONS AND HUMAN, TECHNICAL AND ECONOMIC RESOURCES

Certifications and audits

At 31 December 2021, 92% of the Group's plants were certified in accordance with the ISO 14001:2015 standard and/or EMAS. One new production centre was built or purchased becoming part of the Group and 5 centres disappeared due to closure or a merger with other plants compared to the previous year.

Because of the hiatus and mobility restrictions in place as a result of COVID-19 to ensure the safety of workers in 2021, Gestamp cancelled most of the Group's visits and travel. This has changed the company's certification objective: in accordance with the Environmental Policy, newly incorporated plants have a two-year period in which to be certified. However, given the current situation, the internal objective of certifying all plants, considering the scope of 2019, has had to be put back to 2024, having obtained 4 new certifications this year.

Similarly, 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. In 2021, the audits were conducted remotely, as they could not be carried out in person.

In the crossed audits, two technicians from different plants audit a third plant in order to share experiences, replicate solutions or propose improvements

Resources allocated to the prevention of the environment: people, provisions and guarantees

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

Total investments in systems, equipment and facilities relating to the protection and improvement of the environment amounted to 4.520 million euros gross at year-end 2021, while at year-end 2020 said investments amounted to 5.036 million euros.

The expenses incurred in 2021 in relation to the protection and improvement of the environment amounted to 1.685 million euros, compared to 1.091 million euros in 2020.

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.

In accordance with our internal classification of environmental accidents/incidents in which we establish the reporting of those incidents that affect an area outside our factories or that cannot be solved solely with our own means, during 2021, we had just one incident at Gestamp Santpedor caused by a spillage of wastewater with out-of-range values, which was solved without calling for the activation of the guarantees under the Environmental Liability Policy that the Group has taken out. The analysis of these kinds of events has allowed us to establish prevention and correction measures.



- 1. Letter from the Chairman
- 2. Gestamp Group
- 3. ESG Perspective
- 4. Business Development
- 5. Environmental**
- 5.1. Environmental Policy and Mgmt.
- 5.2. Climate Change
- 5.3. Circular economy
- 6. Social
- 7. Governance
- APPENDIX

5. ENVIRONMENTAL

PROTECTED AREAS AND BIODIVERSITY

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

In 2019, a study was conducted which concluded that, although 69% of our plants are located in an area close (<5km) or adjacent to a protected natural environment, given the characteristics of our processes, the risk of affecting the natural environment is very low in 88% of these plants. In 2021, we continued with the detailed analysis of the situation of our production centres in relation to nearby protected areas.

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, we carry out the necessary controls 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.

At the same time, we continue to voluntarily participate in the European Commission EU Business@ Biodiversity Platform.

On this platform, we work with pioneering companies to develop tools that help integrate biodiversity into different currently existing business models. The work focuses on three main areas:

:



Natural capital accounting

Helping companies identify best practices and available tools for assessing and integrating biodiversity into company decision-making, as well as developing systems for assessing the current natural capital in the different supply chains.



Innovation for business and biodiversity

Promoting innovations that contribute to valuing, protecting and enhancing biodiversity and natural capital by developing a toolkit for assessment and sharing and identifying opportunities and best practices



Finance

Facilitating a Community that provides a forum of dialogue between financial institutions to share experiences, raise awareness and promote best practices at EU level on how to integrate biodiversity and natural capital into financial activity trends.





- 1. Letter from the Chairman
- 2. Gestamp Group
- 3. ESG Perspective
- 4. Business Development
- 5. Environmental**
- 5.1. Environmental Policy and Mgmt.
- 5.2. Climate Change
- 5.3. Circular economy
- 6. Social
- 7. Governance
- APPENDIX

5. ENVIRONMENTAL

5.2. Climate Change

OUR APPROACH

Climate Change is becoming increasingly important for society, and also for Gestamp. In our Group, we are committed to this issue by pursuing partnerships to achieve common goals:

- Fulfilling our internal commitment to ongoing improvement set forth in the Group's Environmental Policy.
- Responding to the expectations of society today, which is demanding solutions to this issue. This social movement is reflected at the institutional level through the entry into force of the first universal agreement to fight climate change, the Paris Agreement, which confirms governments' commitment to reduce CO₂ emissions and promote low carbon economies, and through the European Union's recent approval of the Green Deal, which aims to make Europe the first climate-neutral continent by 2050.
- Meeting the expectations of our stakeholders in terms of climate reporting and transparency
 - Requirements imposed by our upstream customers in the supply chain.
 - Diverse surveys by our investors, who rate our performance in terms of Climate Change.





- 1. Letter from the Chairman
- 2. Gestamp Group
- 3. ESG Perspective
- 4. Business Development
- 5. Environmental
- 5.1. Environmental Policy and Mgmt.
- 5.2. Climate Change
- 5.3. Circular economy
- 6. Social
- 7. Governance
- APPENDIX

5. ENVIRONMENTAL

GESTAMP'S COMMITMENT REGARDING THE REDUCTION OF EMISSIONS

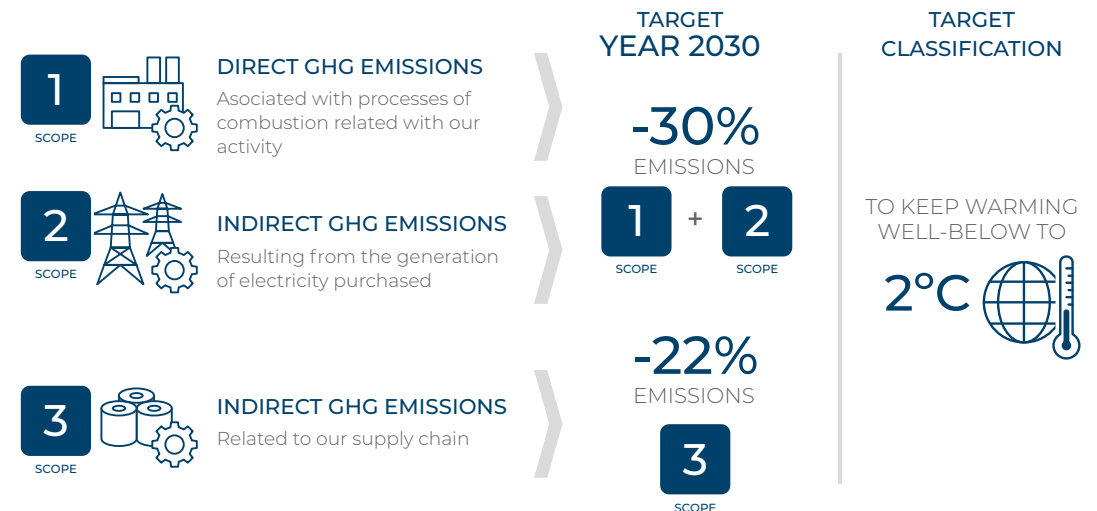
In line with the global commitment to limit the temperature increase adopted in the Paris Agreement, in 2020 Gestamp achieved official validation of its emissions reduction targets by the Science Based Target initiative, committing to a 30% reduction of its absolute emissions in scopes 1 and 2, and 22% in scope 3 by 2030 based on 2018.

These targets address the greenhouse gas emissions generated in the Group's operational processes and they are consistent with the reductions required to keep global warming well below the 2°C established in the Paris Agreement.

As such, Gestamp became one of the top 10 Spanish companies and the first in the automotive sector to obtain official endorsement of their emissions-reduction goals, demonstrating its firm commitment to the fight against climate change.

This commitment can be achieved by working on the following lines of action:

- **Analysis and Evaluation of risks and opportunities.** Identify and quantify potential impacts of climate change.
- **GHG environmental impact management.** Monitor and control the main environmental indicators that affect GHG.
- **Energy efficiency.** Reduce energy consumption and, consequently, greenhouse gas emissions in production processes.
- **Renewable energy supply.** Incorporate clean energies into the supply system.
- **Technological and R&D capacity.** Provide added value through its technological and R&D capacity, to develop new products and innovative solutions that allow lighter parts to be obtained, which help its customers to reduce their CO₂ emissions, since the lower the weight, the lower the consumption of fuel, and lower generation of emissions during the use of the vehicle.





- 1. Letter from the Chairman
- 2. Gestamp Group
- 3. ESG Perspective
- 4. Business Development
- 5. Environmental**
- 5.1. Environmental Policy and Mgmt.
- 5.2. Climate Change
- 5.3. Circular economy
- 6. Social
- 7. Governance
- APPENDIX

5. ENVIRONMENTAL

Agreements and partnerships

In 2021, the Group continued to work towards achieving the SBTi targets. To this end, the following agreements were signed which will allow us to progressively reduce our Carbon Footprint:

Renewable energy supply

Agreement with Naturgy for 100% renewable electricity consumption from 2022 for all the group's production and R&D centres in Spain. The company thus becomes the first in the automotive sector in Spain to operate with electricity generated entirely from renewable sources.

Specifically, Gestamp will receive a supply of energy equivalent to 203 GWh per year from solar and wind renewable energy, in an agreement that includes PPAs (power purchase agreements).

Thanks to this agreement, with a term of 10 years and starting in January 2022, the multinational automotive components group will reduce its atmospheric emissions by 50,000 tonnes of CO₂ per year. This represents a 13% reduction in the total carbon footprint due to the Group's electricity use and an amount equivalent to the CO₂ absorbed by 350,000 trees and has a direct impact on the 30% reduction target for Scope 1 and 2 emissions.

+ AGREEMENT WITH NATURGY



Collaboration with strategic suppliers

Agreement with ArcelorMittal to use XCarb® green steel certificates for the production of automotive components. Thanks to this initiative, Gestamp has become the first Tier 1 supplier in the automotive sector to offer its customers, the world's leading vehicle manufacturers, products with a lower carbon footprint resulting from project-based CO₂ savings achieved through ArcelorMittal's decarbonisation initiatives.

With this agreement, the company has acquired ArcelorMittal's XCarb® green steel certificates which allow customers to purchase the CO₂ emissions saving made during the steelmaking process and report this saving as a reduction in scope 3 emissions (indirect emissions from the purchased goods).

+ AGREEMENT WITH ARCELOR MITTAL



- 1. Letter from the Chairman
- 2. Gestamp Group
- 3. ESG Perspective
- 4. Business Development
- 5. Environmental**
- 5.1. Environmental Policy and Mgmt.
- 5.2. Climate Change
- 5.3. Circular economy
- 6. Social
- 7. Governance
- APPENDIX

5. ENVIRONMENTAL

Opportunity and risk analysis and assessment

In 2021, at Gestamp we updated the analysis of the risks and opportunities of Climate Change that affect our 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, we have identified the following risks and opportunities:

Risks

Physical:

- Extreme climatic phenomena in own factories that may bring production to a halt or cause damages in the facilities.
- Critical water stress in areas of operation affecting the communities where it operates.
- Increase in the outdoor ambient temperature that may have an impact on the indoor temperature of the facilities.

Transition:

- Uncertainty about technology leading to lower sales.
- Increased emission requirements from customers due to market changes.

Opportunities

- Improving energy efficiency and cost reduction as a result of regulations in this regard.
- Better positioning with respect to competitors by reducing the weight of the products (less emissions).
- Opening new business lines and developing new products as a result of emission regulations.
- Business growth through demonstration of competitiveness.

Following the TFCO methodology, we have estimated the potential financial impact for our Group of the materialisation of each of these risks and opportunities individually. With regard to risks, we have established procedures for their internal management in the event that they materialise, also assessing, where necessary, the costs of implementing these management methods. At the same time, for the opportunities, we studied the best strategies to develop them, also assessing whether they entailed any associated costs. This full paper has been published and can be found in our 2021 Climate Change report on the Carbon Disclosure Project platform.

In 2022, we will carry out an analysis of climate scenarios that not only enables us to identify the main present and future risks, but also to assess the potential effects and impacts that may result in the different assets and geographies from the different climate scenarios, and it is expected that this will inform us and serve to define mitigation and adaptation measures.



- 1. Letter from the Chairman
- 2. Gestamp Group
- 3. ESG Perspective
- 4. Business Development
- 5. Environmental**
- 5.1. Environmental Policy and Mgmt.
- 5.2. Climate Change
- 5.3. Circular economy
- 6. Social
- 7. Governance
- APPENDIX

5. ENVIRONMENTAL

Environmental Indicators and Carbon Footprint

Every quarter since 2006 we have monitored the carbon footprint of all our production centres corporation-wide. 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 procedures.

Energy consumption

All our processes need a source of energy in order to function. Therefore, we comprehensively track the different sources of energy consumed at our facilities: Electricity, natural gas, diesel oil and LPG.

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

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.

Energy consumption by fuel type (GJ)

	2019	2020	2021
Electricity	3,983,194	3,578,762	3,762,902
Natural gas	2,368,867	2,187,052	2,604,914
LPG	297,741	220,054	282,400
Diesel	36,203	32,280	26,342

Direct Electricity Consumption (GJ)

	2019	2020	2021
Europe	2,124,539	1,758,964	1,769,388
North America	1,036,176	1,025,083	1,106,996
South America	300,939	243,824	281,134
Asia	521,539	550,892	605,384
Total	3,983,194	3,578,762	3,762,902

Direct Electricity Consumption (GJ)

	2019	2020	2021
Europe	1,653,130	1,391,020	1,524,111
North America	483,680	576,794	868,250
South America	57,370	55,137	53,681
Asia	174,287	164,101	158,872
Total	2,368,867	2,187,052	2,604,914

Direct LPG Consumption (GJ)

	2019	2020	2021
Europe	98,718	74,408	75,907
North America	127,599	78,475	118,098
South America	54,559	51,757	63,903
Asia	16,865	15,414	24,492
Total	297,741	220,054	282,400

Direct Diesel Consumption (GJ)

	2019	2020	2021
Europe	14,714	11,973	13,200
North America	16,912	16,912	9,078
South America	344	120	210
Asia	4,234	3,276	3,854
Total	36,203	32,280	26,342



- 1. Letter from the Chairman
- 2. Gestamp Group
- 3. ESG Perspective
- 4. Business Development
- 5. Environmental
- 5.1. Environmental Policy and Mgmt.
- 5.2. Climate Change
- 5.3. Circular economy
- 6. Social
- 7. Governance
- APPENDIX

5. ENVIRONMENTAL

GHG MANAGEMENT

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 CO₂ emissions (in relative terms) thanks to improved environmental management and process improvement.

Internally, we use the CO₂ Emissions Index (defined as tCO₂ Scope 1 and 2/€100,000 AV) as a tool to assess our Group level performance in terms of emissions. In 2021, a reduction in this index was achieved thanks to the implementation of energy efficiency measures and contracting energy from renewable sources which have enabled us to contain the increase in emissions despite the recovery of the business after the hiatus caused by the COVID-19 crisis in 2020.

Greenhouse gas emissions (TnCO₂e_q)

	2019	2020	2021
Direct Emissions: Scope 1	249,717	223,155	209,106
Indirect Emissions: Scope 2	429,417	389,911	356,500
Indirect Emissions: Scope 3	9,861,701	8,581,475	9,674,616
Category 1. Acquisition of goods and services	7,554,157	6,678,513	7,559,053
Category 2. Capital goods	344,481	314,417	218,778
Category 3. Activities related to energy production	146,811	143,967	158,479
Category 4. Upstream transport and distribution	156,470	124,994	136,646
Category 5. Waste generated during operation	29,050	22,933	26,300
Category 6. Business travel	25,304	11,371	11,430
Category 7. Employees' commute home/work	36,557	20,183	31,988
Category 8. Assets leased by the organization	43,116	39,959	44,147
Category 9. Downstream transport and distribution	0	0	0
Category 10. Processing of products sold	0	0	0
Category 11. Use of products sold by the organization	0	0	0
Category 12. Waste derived from products sold by the organization	1,494,655	1,191,883	1,445,465
Category 13. Assets leased to the organization	0	0	0
Category 14. Franchises	0	0	0
Category 15. Investments	31,100	33,254	42,330

Evolution of the CO₂ Emission Index

	2019	2020	2021
CO ₂ Emission Index (tonnes of CO ₂ scopes 1 and 2)	22	24	21

SO₂ and NO_x Emissions (Tn)

	2019	2020	2021
SO ₂ Emissions	2.4	2.0	1.9
NO _x Emissions	302.7	267.9	322.4

VOC's (Tn) Emissions

	2019	2020	2021
VOC's Emissions	222	203	210

GHG reporting

Each year, Gestamp voluntarily reports its emissions performance through the international Carbon Disclosure Project (CDP) initiative. In 2021, Gestamp has held on to its 'B' score, which is higher than average for companies in the metal sector, with an average 'C' score.



CDP 2021 Climate Score

Gestamp	B
Average of metal sector Companies	C

CDP 2020 Supplier Engagement Rating

Gestamp	A
Average of metal sector Companies	B-



- 1. Letter from the Chairman
- 2. Gestamp Group
- 3. ESG Perspective
- 4. Business Development
- 5. Environmental**
- 5.1. Environmental Policy and Mgmt.
- 5.2. Climate Change
- 5.3. Circular economy
- 6. Social
- 7. Governance
- APPENDIX

5. ENVIRONMENTAL

ENERGY EFFICIENCY

At Gestamp, controlling the energy consumption of our plants is essential. Our objective is to reduce said consumption to meet our efficiency principles and our commitment to reducing CO₂ emissions.

In 2013, based on this principle, we commenced an ambitious Energy Efficiency project aimed at making improvements through several areas:

- Analysis of consumption and knowledge of the energy performance of our 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 our aims, we monitor the instantaneous consumption of electricity and gas of our equipment in order to create a model of its performance. Based on those consumption patterns, we establish algorithms to identify, quantify and notify of deviation.

Results achieved in 2021

In 2021, over 40 plants formed part of our Energy Efficiency initiative.

Specific Energy Efficiency measures were identified and implemented at each of these plants to optimise the functioning of equipment and to reduce its consumption. These measures enabled the Group to achieve a reduction of almost 27 GWh in 2021.

In 2022, we 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.

>40 PLANTS INVOLVED

Return on investment period: around 2.5 years

115 IMPROVEMENT MEASURES IMPLEMENTED

>30% have required no investment

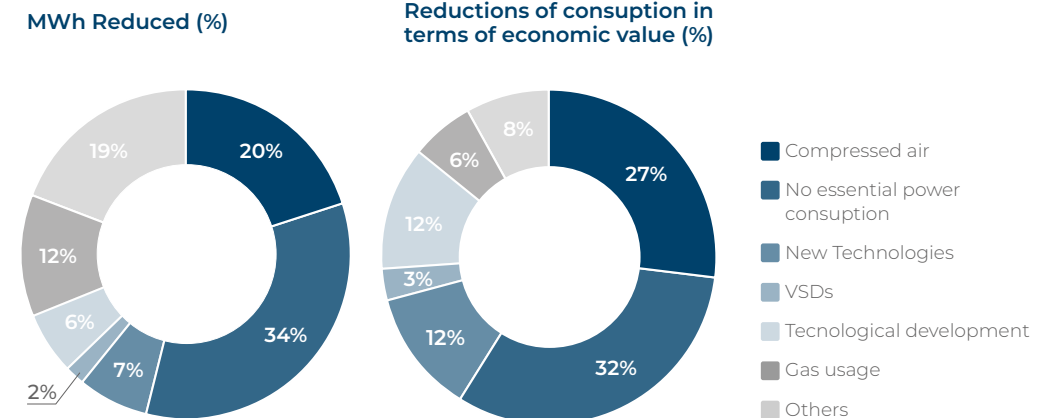
REDUCTION OF 10.500 Tn CO₂

Reduction of consumption: 27 GWh

Consumption reductions achieved in 2021

	Electricidad MWh	Gas MWh
Recurring 2016 - 2020	115,000 MWh	69,000 MWh
Achieved in 2021	20,500 MWh	6,500 MWh
TOTAL	135,500 MWh	75,500 MWh

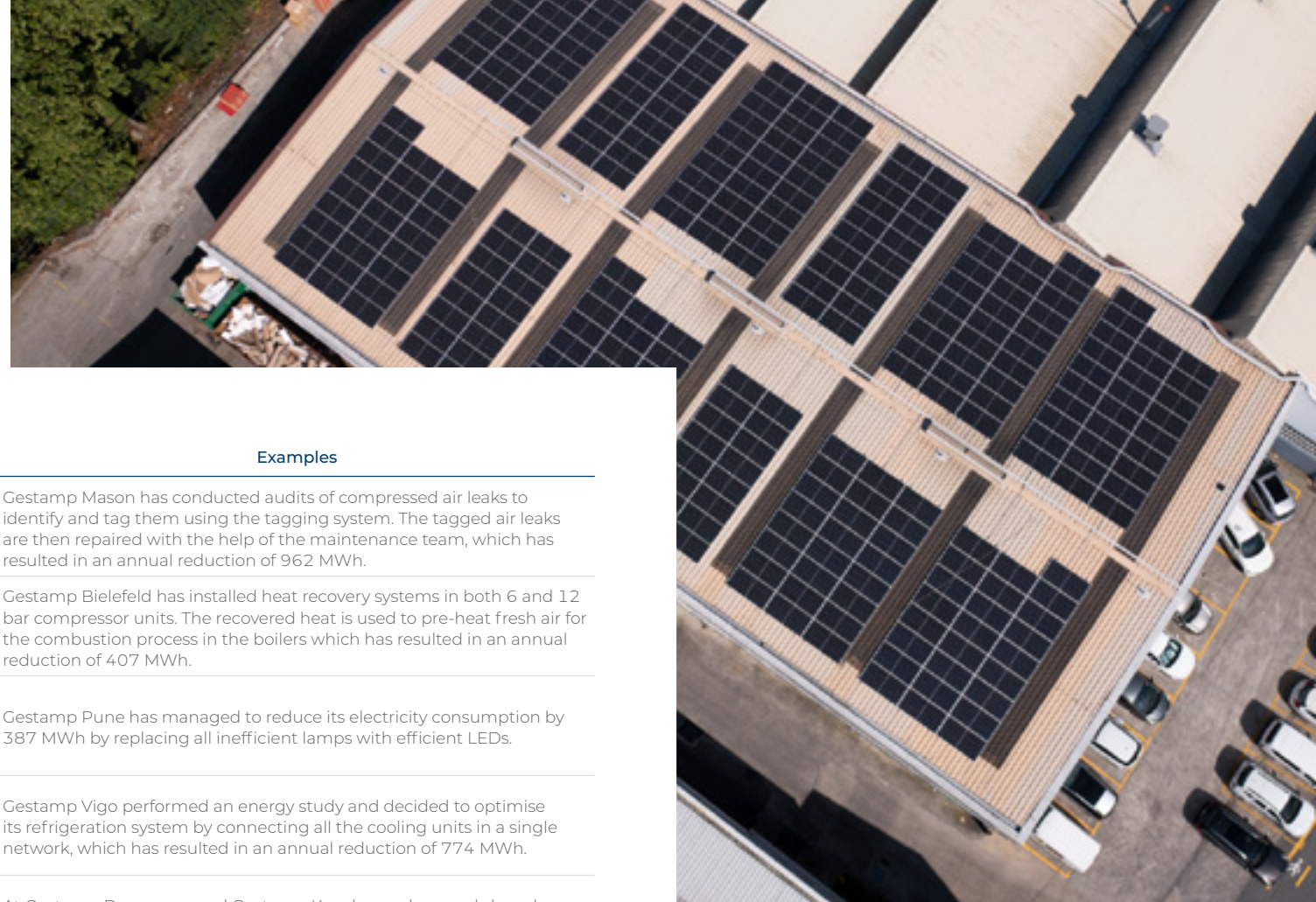
Distribution of measures according to type (%)





- 1. Letter from the Chairman
- 2. Gestamp Group
- 3. ESG Perspective
- 4. Business Development
- 5. Environmental
- 5.1. Environmental Policy and Mgmt.
- 5.2. Climate Change
- 5.3. Circular economy
- 6. Social
- 7. Governance
- APPENDIX

5. ENVIRONMENTAL



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	5,266	2,083	Gestamp Mason has conducted audits of compressed air leaks to identify and tag them using the tagging system. The tagged air leaks are then repaired with the help of the maintenance team, which has resulted in an annual reduction of 962 MWh.
Gas usage	10	3,355	682	Gestamp Bielefeld has installed heat recovery systems in both 6 and 12 bar compressor units. The recovered heat is used to pre-heat fresh air for the combustion process in the boilers which has resulted in an annual reduction of 407 MWh.
Lighting	29	1,839	789	Gestamp Pune has managed to reduce its electricity consumption by 387 MWh by replacing all inefficient lamps with efficient LEDs.
Non essential power consumption	38	9,347	3,338	Gestamp Vigo performed an energy study and decided to optimise its refrigeration system by connecting all the cooling units in a single network, which has resulted in an annual reduction of 774 MWh.
Others	9	5,234	2,925	At Gestamp Dongguan and Gestamp Kunshan, solar panels have been installed on rooftops to consume renewable energy and achieve an annual reduction in CO ₂ emission of 2,712 TON CO ₂ .
Technological development	7	1,717	400	Gestamp Le Theil has installed efficient chillers that support hot stamping and welding cell processes, which leads to an annual reduction of 711 MWh.
VSDs	2	531	306	Gestamp Kunshan has improved the performance of its 6-bar air compressor units by installing variable speed drives, which lead to an annual reduction of 444 MWh.
Total general	115	27,290	10,523	



- 1. Letter from the Chairman
- 2. Gestamp Group
- 3. ESG Perspective
- 4. Business Development
- 5. Environmental
- 5.1. Environmental Policy and Mgmt.
- 5.2. Climate Change
- 5.3. Circular economy
- 6. Social
- 7. Governance
- APPENDIX

5. ENVIRONMENTAL

Project expectations and plan for 2022

The reductions in consumption achieved through the measures implemented from 2016 to 2021 will continue in 2022. Furthermore, the new objectives for 2022 will be added.

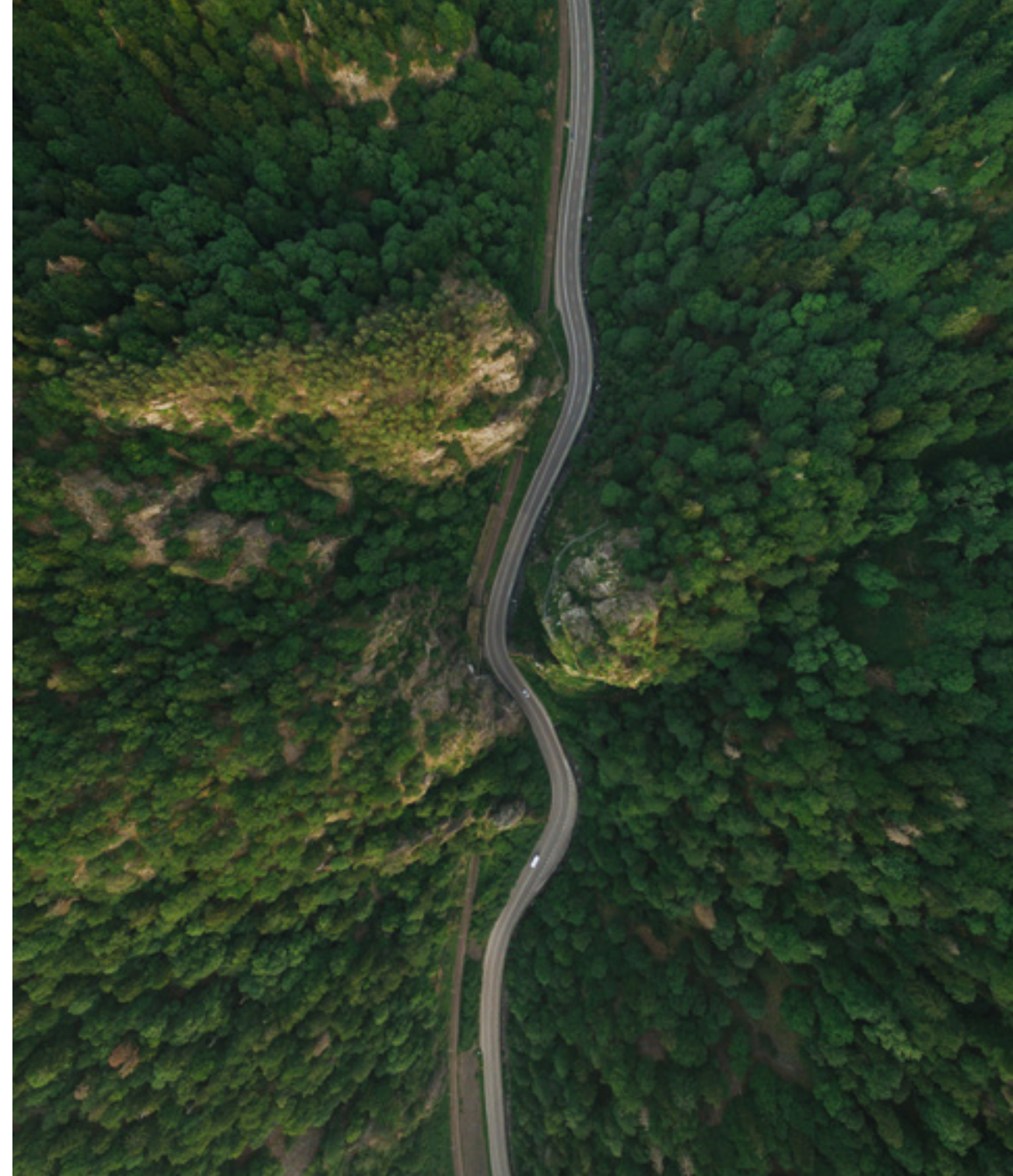
	Electricity MWh	Gas MWh	
Recurrent	135,500 MWh	75,500 MWh	
Estimated 2022	42,000 MWh	23,000 MWh	
TOTAL	177,500 MWh	98,500 MWh	276,000 MWh

The reduction in emissions proportional to a 276 Gwh reduction from the baseline is 95,000 tonnes of CO₂.

Long-term expected outcomes

From 2022 forward, we will continue to optimise consumption at the plants involved in the project, endeavouring to find ideal consumption levels for production and auxiliary equipment. We will consolidate the dynamics of responsible consumption at the plants by implementing an energy performance standard at the plants. In this way, and by monitoring energy consumption, we will be capable of standardising the expected performance and assessing and predicting deviations by using energy production indicators for equipment and energy management at the plants.

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





- 1. Letter from the Chairman
- 2. Gestamp Group
- 3. ESG Perspective
- 4. Business Development
- 5. Environmental**
- 5.1. Environmental Policy and Mgmt.
- 5.2. Climate Change
- 5.3. Circular economy
- 6. Social
- 7. Governance

APPENDIX

5. ENVIRONMENTAL

RENEWABLE ENERGY SUPPLY

To guarantee compliance with the targets validated by the SBTi, Gestamp is drawing up a strategy for the purchase of green energy that is sustainable over time and that contributes, together with the energy efficiency actions implemented, to achieving a 30% reduction in emissions in scopes 1 and 2 within the agreed timeframe.

This strategy will result in a combination of three possible supply channels: the signing of long-term renewable energy agreements or PPAs (Power Purchasing Agreements), the installation of solar self-consumption systems and the purchase of green energy certificates or guarantees of origin.

In 2021, the production plants in the United Kingdom, Gestamp Nitra, Slovakia, and Gestamp Hardtech, Sweden, used green energy with guarantees of origin, while in Poland green certificates were made available by the electricity company. It should also be noted that Gestamp has signed a PPA for the electricity supply of its plants in Spain, becoming the first industrial group in the automotive sector to sign this type of contract in this country. Specifically, from 2022, Gestamp will receive an energy supply equivalent to 203 GWh per year from solar and wind energy, which will reduce its atmospheric emissions by 40,000 tonnes of CO₂ per year.

+ PPA FOR THE ELECTRICITY SUPPLY OF ITS PLANTS IN SPAIN

In terms of self-consumption systems, 5 GWh of solar PV energy was consumed in 2021 thanks to the two plants that came on stream in 2020 in Chennai (India) and Hengersberg (Germany) and two other plants in Kunshan and Dongguan (China) that were commissioned in 2021. With the aim of further reducing emissions, it is important to stress that, in 2022, Gestamp will significantly boost self-consumption in its plants. There are 24 additional projects under study that are expected to be completed this year, including 20 projects in Spain, 2 in Portugal and 2 in China. Thanks to this, it is expected that, by the end of 2022, Gestamp will have 37 MWp of photovoltaic power installed in its plants, which will give it an annual energy generation capacity of 42 Gwh.



By way of summary, the following table shows the green energy consumed at Gestamp's plants and the tonnes of CO₂ derived from the use of electricity that were prevented from being emitted into the atmosphere in 2021 and the forecast for 2022.

	Green Energy (Mwh)	% Green Energy VS Total Consumption	Tn CO ₂
2021	118,772	11%	36,797
2022	284,102	27%	70,655

Lower impact products

Our commitment to mitigate climate change also extends to the conception, design and development of our products by our R&D teams around the world. This is one of the strategic cornerstones for innovation within the Group.

As mentioned in the Innovation chapter of the Economic Block, we invest heavily to include increasing amounts of manufacturing technology that enables us to offer customers lighter products.

We have a wide variety of products in our portfolio that, due to the lighter-weight design achieved by Gestamp, help improve energy consumption and the environmental impact of vehicles.



- 1. Letter from the Chairman
- 2. Gestamp Group
- 3. ESG Perspective
- 4. Business Development
- 5. Environmental
- 5.1. Environmental Policy and Mgmt.
- 5.2. Climate Change
- 5.3. Circular economy
- 6. Social
- 7. Governance
- APPENDIX

5. ENVIRONMENTAL

5.3. Circular Economy

OUR APPROACH

Gestamp has a perfectly implemented circular economy model according to which the use of natural resources is optimised and responsible waste management practices are encouraged, aimed at segregating, reusing, recycling and recovering the vast majority of waste, avoiding landfill as the final destination.

In 2021, it was decided to certify this management model with AENOR through its Regulation for Zero Waste Certification in order to demonstrate our position on this issue in relation to:

- Implementation at Gestamp of SDG 12 Responsible Production and Consumption, in line with our commitment to the Sustainable Development Goals.
- Preparing the Group for the development of the regulatory framework that is being promoted in this direction (European Green Deal) in order to provide the best possible response to customers, investors and society in general.





- 1. Letter from the Chairman
- 2. Gestamp Group
- 3. ESG Perspective
- 4. Business Development
- 5. Environmental**
- 5.1. Environmental Policy and Mgmt.
- 5.2. Climate Change
- 5.3. Circular economy
- 6. Social
- 7. Governance
- APPENDIX

5. ENVIRONMENTAL

SUSTAINABLE USE OF RESOURCES

Water

Water is a limited natural resource, and while we do not use it intensively, we do have savings and efficiency plans in place.

Water consumption at our 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 27% of the Group's centres have such a process.

To monitor the development of water consumption, we use the Water Consumption Index, or the 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.

In 2021, we recovered a great deal of activity after the hiatus caused by the COVID-19 crisis in 2020, 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, we have achieved a reduction in the Water Consumption Index.

Water consumption according to the source (m³)

	2019	2020	2021
Public Network	1,471,513	1,329,641	1,383,704
Surface Water	240	240	241
Underground Water	256,354	244,504	255,162
Total	1,728,107	1,574,385	1,639,107

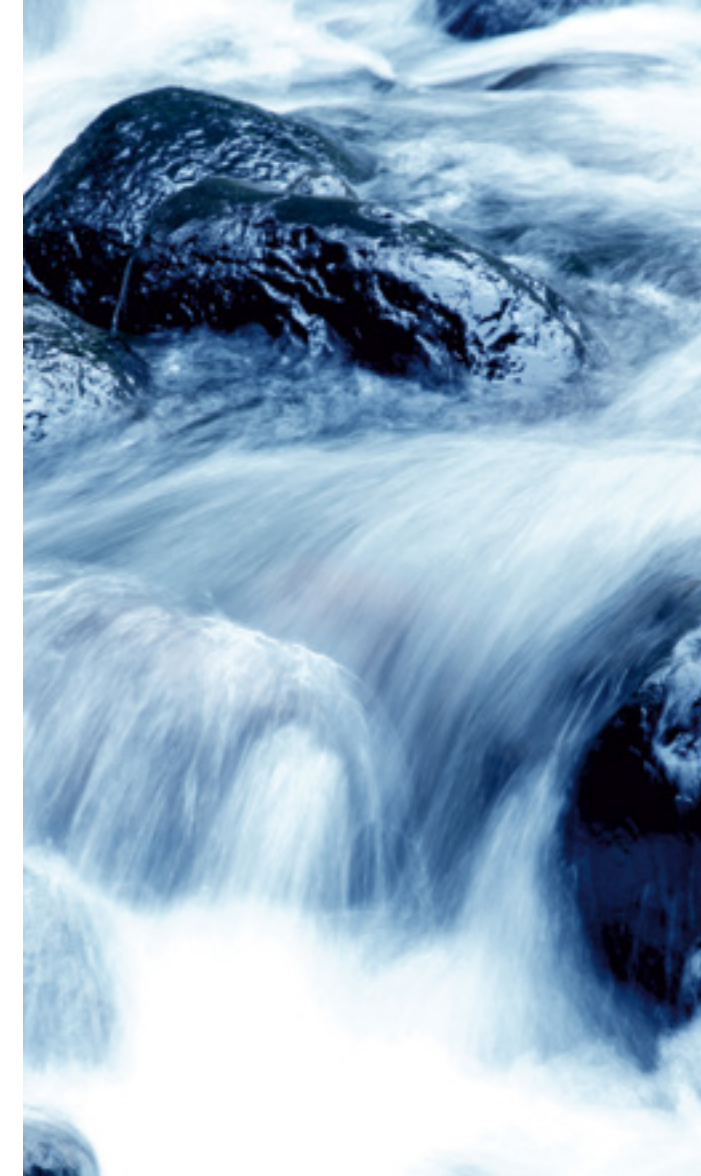
Water consumption per region (m³)

	2019	2020	2021
Europe	798,754	701,066	711,006
North America	355,219	361,170	350,078
South America	160,653	146,843	162,326
Asia	413,480	364,407	415,697
Total	1728106	1574385	1,639,107

Water Consumption Index Evolution

	2019	2020	2021
Water Consumption Index (m ³ of water consumed /100,000 euros of added value)	56	61	59

In addition, since 2015, we have completed the CDP Water Disclosure questionnaire, which specifically regards water issues, publicly disclosing our water footprint and providing information on the different aspects in managing the resource. The rating obtained in the CDP Water 2021 was "B", above the "B-" average for companies in the Metal Sector.



Gestamp **B**
Average of Metal Sector Companies **B-**



- 1. Letter from the Chairman
- 2. Gestamp Group
- 3. ESG Perspective
- 4. Business Development
- 5. Environmental**
- 5.1. Environmental Policy and Mgmt.
- 5.2. Climate Change
- 5.3. Circular economy
- 6. Social
- 7. Governance
- APPENDIX

5. ENVIRONMENTAL

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 42% of the Group's sales in the last three years, and steel represents around 88% of raw material purchases. In 2021, approximately 66% 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, our 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 our production processes, representing a weight of 97% and 2%, 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 to carry out our production activities are used in our 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.

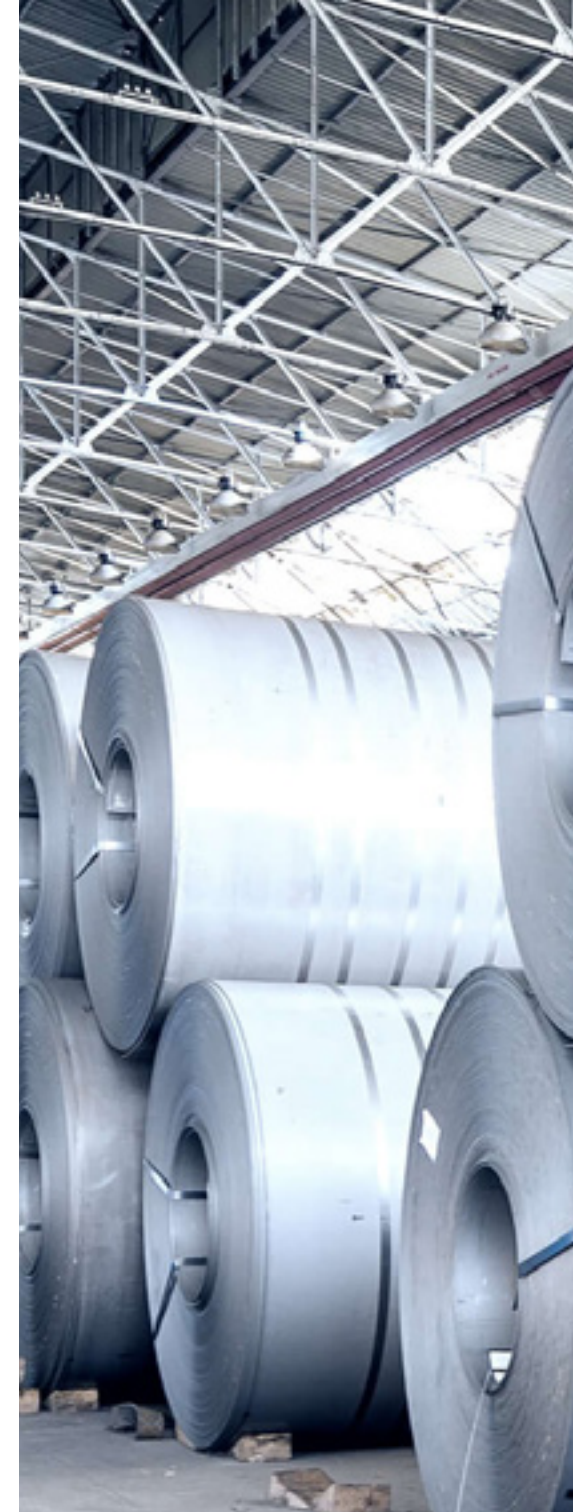
Our plants work on a progressive improvement in the use of oils and dangerous chemical products for others with better environmental behaviour or less toxicity

Consumption of Raw Materials and Procured Materials (% Tn)

	2019	2020	2021
Steel	98	96	97
Aluminium	1	3	2
Other procured materials ▼	1	1	1
Paint	0.06	0.08	0.05
Oil	0.09	0.06	0.05
Binder agent	0.07	0.08	0.09
Welding wire	0.28	0.27	0.26
Electrodes	0.01	0.01	0.01
Chemical products	0.10	0.09	0.09
Welding gases	0.39	0.41	0.44

Steel consumption per region (tonnes)

	2019	2020	2021
Europe	1,933,146	1,737,760	1,485,081
North America	685,863	533,873	1,112,524
South America	272,737	214,775	250,737
Asia	248,285	233,415	188,349
Total	3,140,031	2,719,823	3,036,691





- 1. Letter from the Chairman
- 2. Gestamp Group
- 3. ESG Perspective
- 4. Business Development
- 5. Environmental**
- 5.1. Environmental Policy and Mgmt.
- 5.2. Climate Change
- 5.3. Circular economy
- 6. Social
- 7. Governance
- APPENDIX

5. ENVIRONMENTAL

WASTE MANAGEMENT

In 2021, a total of 46,511 tonnes of waste was generated, not including scrap metal. 23,222 tonnes represented non-hazardous waste and 23,289 tonnes hazardous waste.

Out of the total non-hazardous waste, 98% represented 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 our circular economy model.

Types of waste generated (Tn)

	2019	2020	2021
Hazardous Waste	23,449	32,993	23,289
Non-Hazardous Waste	24,517	21,585	23,222
Scrap	1,150,818	927,340	998,309

Non-hazardous waste

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

Type of waste (%)

	2019	2020	2021
Wood	43	37	33
Solid urban waste	25	24	25
Paper/cardboard	15	12	13
Non-hazardous sludge	5	3	4
Other non-hazardous metals	5	5	12
Other non-hazardous waste	4	4	8
Plastic containers	3	3	3
Non-hazardous oil	0	13	2

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).

Type of hazardous waste (%)

	2019	2020	2021
Polluted water	54	73	69
Used oil	18	11	8
Sludge	10	6	8
Other waste	7	4	6
Contaminated material	3	2	3
Used oil filters	2	0	0
Blasting dust	2	2	2
Cutting oil	1	0	1
Welding powder	1	1	1
Contaminated packaging	1	0	1
Remainder ▼	1	1	1
Electronic and electrical devices	0,3	0,3	0,2
Mastics	0,2	0,2	0,4
Welding filters	0,2	0,2	0,1
Toner	0,1	0,04	0,07
Solvents	0,1	0,05	0,1
Medical waste	0,05	0,01	0,02
Fluorescents	0,03	0,01	0,02
Batteries	0,02	0,03	0,1

Plastics

In 2021, we collected 725 tonnes of plastic containers at Gestamp, 79% of which are recycled, 2% reused and 4% sent for energy recovery, with the other alternatives, such as, for example, being sent to landfills, being the last final destination option for this waste product, with only 15%.

Waste-related indexes

Group-wide, we work with two indexes that show us the trends in waste generation and management. As a consequence of the recovery of the business after the decline caused by the COVID crisis in 2020, added value has increased to a greater extent than waste production and, therefore, the Waste Production Index has decreased compared to the previous year. However, the general price increase in waste management costs prevents the Waste Management Index from decreasing to the same extent.

Waste Production Index Evolution

	2019	2020	2021
Waste Production Index (tonne of waste/€1,000,000,000 of added value)	15	21	17

Waste Management Index Evolution

	2019	2020	2021
Waste Management Index (cost of waste management in thousands of euros/€10,000,000 of added value)	17	19	19



- 1. Letter from the Chairman
- 2. Gestamp Group
- 3. ESG Perspective
- 4. Business Development
- 5. Environmental
- 5.1. Environmental Policy and Mgmt.
- 5.2. Climate Change
- 5.3. Circular economy
- 6. Social
- 7. Governance
- APPENDIX

5. ENVIRONMENTAL

FINAL DESTINATION OF WASTE AND ZERO WASTE CERTIFICATION

In 2021, Gestamp obtained the AENOR Zero Waste certification, highlighting its Circular Economy model, capable of reintroducing the waste it generates back into the supply 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 has confirmed that the waste management systems of 63% of the Group's plants comply with the requirements of full traceability of waste from generation to delivery to a waste manager for recovery, ensuring the non-existence of waste destined for landfill and the 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 audit 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.

Final Destination of Waste (%)*

	2019	2020	2021
Recycling	97.9%	97.4%	98%
Reuse	0.3%	0.3%	0.2%
Landfill	0.5%	0.6%	0.8%
Energy recovery	0.3%	0.3%	0.3%
Other	0.9%	1.4%	0.7%

*Including scrap metal

If we include scrap metal in these percentages, we have managed to ensure that 98.5% of our total waste ends up recycled, reused or with its energy recovered.

Gestamp has been the first international automotive Group to acquire the "Zero WASTE" certification



01 RECYCLING AND MATERIAL RECOVERY

Scrap	100%
Heavy and hazardous metals	100%
Hazardous used oils	71%
No hazardous used oils	34%

02 ENERGY RECOVERY

Solvents / Thinners	70%
Polluted material	49%
Adhesives / Mastics	43%

02 REUSE

Other non hazardous metals	36%
----------------------------	-----

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

+ CERTIFIED AS ZERO WASTE BY AENOR



- 1. Letter from the Chairman
- 2. Gestamp Group
- 3. ESG Perspective
- 4. Business Development
- 5. Environmental
- 6. Social**
- 6.1. Our professionals
- 6.2. Health and Safety
- 6.3. Local communities
- 7. Governance
- APPENDIX



Social 6

- Our professionals 6.1
- Health and Safety 6.2
- Local communities 6.3

6. SOCIAL

6.1. Our Professionals

OUR APPROACH

Gestamp's continuous growth and internationalisation process has brought with it major challenges in terms of culture and human resource organisation and management: ongoing adaptation of the organisational structure to the growing needs of the Group, downsizing of staff, standardisation of processes, training on new technologies, talent management and boosting corporate culture.

Through the Human Resources Department, we manage organisational structures and personnel at a corporate level, as well as at a divisional, regional and production-centre level through the following areas:

- **Planning, analysis and metrics** that enable us make decisions on the personnel requirements and the most suitable profiles at any given time.
- **Diversity and equal opportunities** among employees so that they are guaranteed and encouraged.
- **Remuneration and benefits** based on a common management model for the entire Group, that takes into account the pay reality in the different geographical areas where it operates, and that recognises the attribution of liabilities, rewards both individual and group performance and promotes non-discriminatory decision-making in this area.
- **Labour relations** developed in accordance with the labour legislation applicable in each geographical area and promoting ongoing and constructive dialogue with the workers' legal representatives.
- **Talent management** which identifies and monitors 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, and also on leadership skills to fill key positions in the future.
- **Occupational Health and Safety** is integrated at all levels of the organisation from day-to-day tasks to company decisions to ensure safe working conditions and facilities.



1. Letter from the Chairman
2. Gestamp Group
3. ESG Perspective
4. Business Development
5. Environmental
- 6. Social**
- 6.1. Our professionals
- 6.2. Health and Safety
- 6.3. Local communities
7. Governance

APPENDIX

6. SOCIAL

FLEXIBILITY AND WORK-LIFE BALANCE MEASURES

Due to the nature of its business, Gestamp's production plants have operated continuously, taking all necessary health precautions at all times to reduce the risk of infection in all its facilities. Groups classified as Direct and Indirect Labour have to work in shifts in the Group's factories. However, Gestamp promotes the rotation of such shifts, with the aim of facilitating the adjustment of working hours to the specific needs of workers.

For those groups based in offices, the Group reacted swiftly during the worst months of the COVID-19 pandemic, adopting teleworking measures to help reduce the risk of infection in our facilities. This teleworking measure and other measures that promote flexibility and a good work-life balance, such as flexible working hours, have been maintained in much of the Group's perimeter.

In 2021, 78 of Gestamp's work centres implemented measures related to the reconciliation of work and personal life. Due to the workforce's good response to these measures and seeing an opportunity to improve the flexibility and work-life balance of our employees, a Flexibility and Work-Life Balance Policy has been implemented.

This Policy has been implemented in Spain, in the Madrid, Barcelona and Basque Country offices and in 2022 it will be extended to other areas of the Group, following the model of the policy set by Corporate but adapting it to the needs and culture of each area. Some of the measures included in Gestamp Group's Flexibility and Work-Life Balance Policy refer to the flexibility of schedule in both the arrival and departure times, teleworking and disconnection from work, among others.





1. Letter from the Chairman

2. Gestamp Group

3. ESG Perspective

4. Business Development

5. Environmental

6. Social

6.1. Our professionals

6.2. Health and Safety

6.3. Local communities

7. Governance

APPENDIX

6. SOCIAL

PERSONNEL EVOLUTION AND PROFILE

At 31 December 2021, the global workforce was 39,908 company employees. That represents a decrease of 8.9% compared to 2019, when the company had accumulated an organic growth rate of 51.8%, following three large business acquisitions in 2010 and 2011.

Distribución empleados propios por país, sexo y edad

Country	2020	2021	Men	Women	<=20	21 - 25	26 - 35	36 - 45	46 - 55	56 - 65	>=66
Argentina	873	835	779	56	0	7	155	374	229	69	1
Brazil	3,922	4,255	3,636	619	107	531	1,562	1,507	460	82	6
Bulgaria	115	166	119	47	0	11	45	45	52	13	0
China	3,787	3,708	2,975	733	46	254	1,639	1,315	397	57	0
Czech Republic	1,643	1,506	932	574	34	170	480	377	277	165	3
France	1,618	1,586	1,298	288	14	59	258	441	616	198	0
Germany	4,194	3,995	3,602	393	132	174	710	888	1,046	1,040	5
Hungary	553	488	338	150	5	24	119	161	129	50	0
India	774	869	836	33	7	58	599	169	34	2	0
Japan	80	83	65	18	0	1	25	32	19	6	0
Mexico	3,154	3,140	2,336	804	95	448	1,412	811	336	38	0
Morocco	291	378	317	61	32	189	142	11	0	4	0
Poland	1,076	1,119	882	237	25	122	417	403	112	38	2
Portugal	1,296	1,249	793	456	4	97	380	366	315	87	0
Romania	329	308	172	136	2	41	108	73	59	25	0
Russia	543	459	367	92	1	19	211	166	51	11	0
Slovakia	349	348	217	131	5	21	98	108	90	26	0
South Korea	195	175	164	11	0	2	51	66	48	8	0
Spain	6,354	5,794	4,809	985	14	107	876	1,798	2,272	726	1
Sweden	248	241	209	32	3	4	56	53	82	43	0
Taiwan	17	17	14	3	0	0	1	7	3	5	1
Thailand	9	10	2	8	0	4	2	3	1	0	0
Turkey	3,400	3,277	3,066	211	11	172	757	1,307	842	180	8
United Kingdom	2,172	1,893	1,713	180	35	127	389	361	492	463	26
United States	3,820	4,010	3,076	934	92	368	1,096	981	871	561	42
Total Gestamp	40,811	39,908	32,716	7,192	664	3,010	11,588	11,823	8,832	3,897	95

At year-end 2021, in addition to the 39,908 company employees, 3,738 people from temporary employment agencies worked for the Group, a figure that recovered gradually in the second-half of the year as production resumed.



- 1. Letter from the Chairman
- 2. Gestamp Group
- 3. ESG Perspective
- 4. Business Development
- 5. Environmental

6. Social

- 6.1. Our professionals
- 6.2. Health and Safety
- 6.3. Local communities

7. Governance

APPENDIX

6. SOCIAL

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.

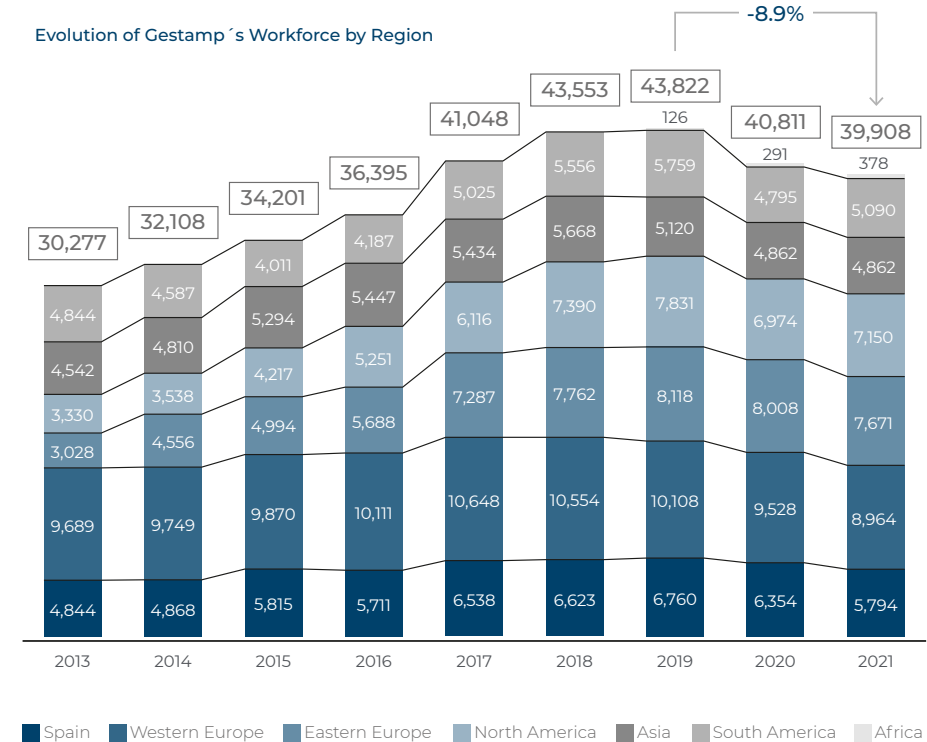
Thus, in the same proportions as in previous years, at 31 December 2021, 17,393 (43.6%) of the Group's employees fell into the category of direct labour, 13,439 (33.7%) into the category of indirect labour and the remaining 9,706 (22.7%) into the category of office staff.

Personnel profile

	Men		Women		Total
Direct Labour	13,746	79%	3,647	21%	17,393
Indirect Labour	12,280	91%	1,159	9%	13,439
Office Staff	6,690	74%	2,386	26%	9,076
Total	32,716	82%	7,192	18%	39,908

	Total Employees		Women		Men		< 35 years old		Permanent contract		Professional youth training		Disability		At the company > 10 year	
South America	5,090	13%	675	9%	4,415	13%	2,362	15%	4,986	13%	45	13%	198	23.2%	1,380	11%
Africa	378	1%	61	1%	317	1%	362	2%	75	0%	-	0%	-	0.0%	22	0.2%
Asia	4,862	12%	806	11%	4,057	12%	2,689	18%	4,518	12%	10	3%	22	2.6%	933	7.2%
Eastern Europe	7,671	19%	1,578	22%	6,093	19%	2,898	19%	7,012	19%	22	6%	158	18.5%	1,247	9.7%
Western Europe	14,757	37%	2,334	33%	12,424	38%	3,438	23%	13,607	37%	255	72%	468	54.8%	8,737	67.8%
North America	7,150	18%	1,738	24%	5,412	17%	3,511	23%	6,888	19%	24	7%	8	0.9%	575	4.5%
Total	39,908	100%	7,192	18%	32,716	82%	15,260	38.2%	37,085	92.9%	356	0.89%	854	2.1%	12,892	32.3%

Evolution of Gestamp's Workforce by Region



Workforce at 31 December each year shown in the above chart. Scope 100% of the workforce



- 1. Letter from the Chairman
- 2. Gestamp Group
- 3. ESG Perspective
- 4. Business Development
- 5. Environmental
- 6. Social
- 6.1. Our professionals
- 6.2. Health and Safety
- 6.3. Local communities
- 7. Governance
- APPENDIX

6. SOCIAL

DIVERSITY AND EQUAL OPPORTUNITIES

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 our Code of Conduct and under the sixth goal of the UN Global Compact, which we have complied with since 2008.

Cultural and geographical diversity

The cultural diversity among our professionals brings innovative and enriching ideas and approaches. As such, at Gestamp we believe that a heterogeneous workforce entails an opportunity for the Group in terms of finding the best solutions to the current global challenges.

Geographical and cultural diversity is one of the distinctive features of the Gestamp workforce: Our almost 40,000 professionals work in 24 countries and between them represent 87 different nationalities. In every country we work in, there is an average of 11 different nationalities in each workforce. The most culturally and geographically diverse country is Spain, where there are employees of 40 different nationalities within the workforce, followed by Germany, with 39 nationalities represented.

This geographic diversity is very enriching for Gestamp, which is committed to local talent, considering it a source of creativity and innovation. In addition, it promotes the Group's integration capacity, irrespective of country of birth, culture, race or gender, among others. Gestamp works to find points of cooperation between people from different cultures and ensure that they assume the common project and shared identity as their own.

In this respect, there are more than 97 plants with local plans and/or specific measures to foster equal opportunities, mainly in 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 others, within the company, in line with the United Nations Sustainable Development Goals.

Generational diversity

Gestamp's integration capacity is also shown in its inclusion of people of different ages. 38.2% of employees are under the age of 35, 51.8% are aged between 35 and 55 and 10% are over 55. This interaction between different generations is very enriching for Gestamp because it encourages innovation in problem-solving, as each generation provides a different perspective.

+ NUMBER OF PERMANENT STAFF BY TYPE OF CONTRACT AND AGE





- 1. Letter from the Chairman
- 2. Gestamp Group
- 3. ESG Perspective
- 4. Business Development
- 5. Environmental
- 6. Social
- 6.1. Our professionals
- 6.2. Health and Safety
- 6.3. Local communities
- 7. Governance

APPENDIX

6. SOCIAL

Gender diversity

At Gestamp, women represent nearly 18% of the Group's total workforce.

The automotive sector is still far from achieving gender parity, partly due to the traditional masculinisation of the sector and partly because women still have less access to STEM careers.

At Gestamp, we are striving to increase the proportion of women in our workforce. Our effort is reflected in the percentage of female recruits, which grew from 22% in 2018 to 24% in 2021. This shows a positive trend, due to the measures implemented 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, 15.3% of senior management and 20.4% of medium level positions are held by women.

In the average remuneration analysis, we have chosen to group employees by category rather than by type of labour as this enables us to better reflect the pay reality, considering homogenous groups from the perspective of responsibility reflected in pay

	Women		Men	
	2020	2021	2020	2021
Senior Managers	18.50%	15.30%	81.50%	84.70%
Middle management	18.40%	20.40%	81.60%	79.60%
All other employees	17.70%	18.60%	82.30%	81.40%

* Scope 2021: Employees under Gestamp Global Grading System (G3S) (97.5% of the total workforce, excluding Joint Ventures)

In 2021, nearly 25% of new hires were women, which is 7 percentage points higher than the percentage of women in the workforce

It is rather difficult to find women in selection processes for certain common positions in our business, such as die makers, welders or maintenance specialists, although in some work centres there is almost an equal number of men and women. This is the case in Gestamp Cerveira (Portugal) and Edscha Kamenice (Germany).





- 1. Letter from the Chairman
- 2. Gestamp Group
- 3. ESG Perspective
- 4. Business Development
- 5. Environmental
- 6. Social
- 6.1. Our professionals
- 6.2. Health and Safety
- 6.3. Local communities
- 7. Governance
- APPENDIX

6. SOCIAL

Functional diversity

In order to facilitate access to employment for people with disabilities, the Gestamp Group companies directly hire them, whereby they thus forming part of their staff, or they may outsource products and services to special employment centres.

The percentage of employees with a disability across the entire Group in 2021 was 854, representing 2.14% (compared with 1.9% in 2019) of the Group's workforce.

For the construction of new facilities, Gestamp hires local engineers that prepare the projects in accordance with local regulations, complying with the requirements in the field of accessibility.

Furthermore, in order to make information more accessible, the Gestamp website has been adapted and complies with the Level A conformance criteria developed by the World Wide Web Consortium's (W3C) Web Accessibility Initiative (WAI).

Absenteeism

The absenteeism rate at Gestamp stayed the same as the previous year at 5.0%. The total number of absenteeism hours in 2021 was 3,644,579. This includes hours of absenteeism due to common illnesses, accidents and occupational illnesses, accidents on one's way to or from work, and those that are unjustified. 64% are due to common illnesses.

Total Absenteeism Hours by Region*

	Hours Abs.	Abs. %
South America	384,032	4.2%
North America	464,360	3.2%
Asia	372,361	2.2%
Europe	2,423,827	7.3%
Total Gestamp	3,644,579	5.0%

The total Absenteeism Hours does not include Licence, Strike & U. Hours.

The Absenteeism % is a ratio between total group absenteeism hours and total planned working hours.

Scope 100% of the workforce

Total Absenteeism Hours by Country

	Hours Abs,	Abs, %
Argentina	82,617,3	5.1%
Brazil	301,415	4.0%
Bulgaria	36,337	5.0%
China	98,419	1.4%
Czech Republic	337,741	12.1%
France	215,527	8.0%
Germany	587,124	8.9%
Hungary	85,660	10.6%
India	78,550	3.7%
Japan	14	0.0%
Mexico	223,298	3.1%
Poland	175,539	8.9%
Portugal	114,814	5.0%
Romania	16,932	2.6%
Russia	34,165	3.7%
Slovakia	37,790	5.7%
South Korea	63	0.0%
Spain	614,213	6.6%
Sweden	21,828	5.3%
Taiwan	24	0.1%
Thailand	0	0.0%
Turkey	195,292	2.8%
UK	146,156	4.1%
USA	241,062	3.4%
Total	3,644,579	5.0%



6. SOCIAL

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, avoiding differences between men and women, beyond the merits achieved in the performance of their work

Average remuneration by professional category broken down by gender in 2021 Group Total Scope

With regard to the calculation methodology, it is worth noting the change in the remuneration criterion. Previously, the remuneration actually received was used, standardised to full-time working hours, whereas now the theoretical annual remuneration for full-time work is being used. (See Appendix: table IX- Average Remuneration by professional category and gender in 2020)

In the average remuneration analysis, we have chosen to group employees by category rather than by type of labour as this enables us to better reflect the pay reality, considering homogenous groups from the perspective of responsibility reflected in pay.

Average payment

	Women	Men	Total
Senior Managers	108,544	147,811	141,656
Middle management	62,886	66,047	65,406
All other employees	21,920	24,890	24,351
Total	24,112	27,395	26,798

The average remuneration data includes theoretical total annual wages. Scope: 94.4% of the workforce (Excluding Joint Ventures). The year-end exchange rate has been applied to compare remuneration. The differences between male and female remuneration is due to the distribution per country and their different local markets, cost of living and currency.

Average remuneration by professional category broken down by gender in 2021 Scope Spain

The table shows the average total annualised salaries, taking into account the exchange rate but not a possible adjustment due to different costs of living. Therefore, data based on the population per country may distort the analysis.

We have repeated this calculation based solely on remuneration in Spain. By doing so, we have eliminated the market difference and exchange rate variables.

Average payment

	Women	Men	Total
Senior Managers	128,633	159,061	152,322
Middle management	64,542	66,574	66,059
All other employees	33,542	33,487	33,496
Total	39,130	38,083	38,261

*Scope 94,4% of the workforce (excluding JV)

Average remuneration by age in 2021

The following shows the average remuneration by age in 2021.

With regard to the calculation methodology, it is worth noting the change in the remuneration criterion. Previously, the remuneration actually received was used, standardised to full-time working hours, whereas now the theoretical annual remuneration for full-time work is being used. (See Appendix table X: Average Remuneration by age in 2020).

<=20	21 - 25	26 - 35	36 - 45	46 - 55	56 - 65	>=66
13,060	15,465	20,108	26,720	35,025	38,701	41,014

The average remuneration data includes theoretical total annual wages. Scope: 94.4% of the workforce (Excluding Joint Ventures). The year-end exchange rate has been applied to compare remuneration. The differences between male and female remuneration is due to the distribution per country and their different local markets, cost of living and currency.



- 1. Letter from the Chairman
- 2. Gestamp Group
- 3. ESG Perspective
- 4. Business Development
- 5. Environmental
- 6. Social**
- 6.1. Our professionals
- 6.2. Health and Safety
- 6.3. Local communities
- 7. Governance
- APPENDIX

6. SOCIAL

Wage Gap

The result of the salary wage calculation is 7.83% with regard to total remuneration (fixed + variable). These differences are due to the composition of the workforce in each of the professional groups established in the G3S, in which the breakdown by gender includes different profiles of seniority in the company, age and work experience.

Methodology used

The wage gap calculation for 2021 is based on the great effort made by the company in implementing its own unique global professional classification system, named Gestamp Group Grading System (G3S). The assignment of all employees to the Professional Group corresponding to their responsibilities was reviewed throughout 2021, allowing for an updated, robust and reliable database and for comparisons to be made between positions of comparable responsibility.

The analyses carried out have been based on the active workforce as at 31 December 2021 for 15 countries (Argentina, Brazil, China, Czech Republic, France, Germany, India, Mexico, Poland, Portugal, Russia, Spain, Sweden, the United Kingdom and the United States of America). This covers 94.4% of the total population eligible for the pay gap, i.e. 33,749 people. The group excluded is composed of non-eligible employees (trainees, expatriates, long-term sick leave and external workers) and companies with no salary information reported in the system. In 2022, work is expected to be done in this area in order to record the information of 100% of the group in the system. In any case, Joint Ventures, where Gestamp has no management responsibilities, are excluded from the analyses carried out.

With regard to the calculation methodology, it is worth noting the change in the remuneration criterion. Previously the remuneration actually received was used, standardised to full-time working hours, whereas now the theoretical annual remuneration is being used. This has been possible due to the efforts made during 2021 to improve the database in SAP HCM by interconnecting it with the payroll systems and defining common salary additions across the Group, which has enabled the integration of reliable and comparable remuneration information into the database. The information used in the analyses is automatically extracted from the system. To confirm the quality of the data and review of eligible employees, all information has been validated with the local HR teams.



The result obtained is based on comparing all professionals who are in the same group, according to Gestamp's classification system (G3S), and who live in the same country. It has been calculated by comparing the average total annual salary target for men and women. Furthermore, we would like to add that we are currently working on assigning all employees to their corresponding Level in their Professional Group. In this way, all employees will be assigned to a Classification Level, as well as a Professional Group, which allows for a greater degree of detail as to the level of responsibility of each position. To date, the Classification Level has been determined for 60% of the eligible group, and it is estimated that the individual levels of the entire eligible workforce will be available in 2022.



- 1. Letter from the Chairman
- 2. Gestamp Group
- 3. ESG Perspective
- 4. Business Development
- 5. Environmental
- 6. Social
- 6.1. Our professionals
- 6.2. Health and Safety
- 6.3. Local communities
- 7. Governance
- APPENDIX

6. SOCIAL

Management of labour relations

At Gestamp, the management of labour relations is undertaken in accordance with the union and labour legislation applicable in each geographic area. With union representation in each production plant, all aspects relating to union, labour and contractual relations of employees are negotiated.

Country	2020			2021		
	Total workforce	Employees covered	%	Employees covered	%	%
Argentina	873	873	100.0	835	835	100
Brazil	3.922	3.922	100.0	4.255	4.255	100
Bulgaria	115	115	100.0	166	166	100
China	3.787	693	18.3	3.708	649	18
Czech Republic	1.643	0	0.0	1.506	0	0
France	1.618	1.618	100.0	1.586	1.586	100
Germany	4.194	3.826	91.2	3.995	3.640	91
Hungary	553	0	0.0	488	0	0
India	774	464	59.9	869	346	40
Japan	79.5	61	76.7	83	83	100
Mexico	3.154	3.064	97.1	3.141	1.749	56
Morocco	291	0	0.0	378	0	0
Poland	1.076	777	72.2	1.119	706	63
Portugal	1.296	712	54.9	1.249	621	50
Romania	329	329	100.0	308	190	62
Russia	543	77	14.2	459	0	0
Slovakia	349	207	59.3	348	226	65
South Korea	195	154	79.0	175	133	76
Spain	6.354	6.354	100.0	5.795	5.795	100
Sweden	248	248	100.0	241	241	100
Taiwan	17	0	0.0	17	0	0
Thailand	9	0	0.0	10	0	0
Turkey	3.400	3.400	100.0	3.277	3.277	100
United Kingdom	2.172	1.361	62.7	1.892	1.352	71
United States	3.820	120	3.1	4.010	110	3
Total Gestamp	40.811	28.375	69.5	39.908	25.959	65.0

Scope 100% of the workforce

In 2021, 65% of employees were covered by a collective agreement. There are specific Occupational Health and Safety Committees in most of the production plants. In 2021, 96% of the plants had employee consultation and participation mechanisms relating to occupational risk prevention compared to 90% in 2020.

In geographic areas that call for it, due to historical, cultural or legal obligations, we have inter-centre committees that complement the in-plant negotiating framework.

The company has a European Committee that represents all the countries inside its perimeter, where it has a Work group for Sustainability and another for Risk Prevention.

At Gestamp, we place special emphasis on issues that are unavoidable for the Group: respect for union and labour legislation, policies of non-discrimination, 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 of the fundamental labour rights set out in the agreements of the International Labour Organization (ILO).

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

Furthermore, we facilitate two-way communication channels to provide them with important information and to understand their real concerns and worries.

Each centre has its own formal communication channels between the company and the employees. The most common channels are the local and corporate intranet, the internal newsletter, the satisfaction and work environment 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.



- 1. Letter from the Chairman
- 2. Gestamp Group
- 3. ESG Perspective
- 4. Business Development
- 5. Environmental
- 6. Social
- 6.1. Our professionals
- 6.2. Health and Safety
- 6.3. Local communities
- 7. Governance
- APPENDIX

6. SOCIAL

INTERNATIONAL MOBILITY

Gestamp has highly qualified personnel that are able to work for a period of time in countries where new projects are being launched, such as the commissioning of a plant or implementing the or implementing new technology or processes. This capacity to move our talent provides flexibility and agility in the implementation of projects.

We differentiate between 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 circumstances of the project and the country, move for periods of 1 to 5 years (maximum) and in the majority of cases with their families.

Once the final aim has been achieved, said personnel return to their original work centres, leaving the project under the full or almost full management of the local employees.

We have a Corporate Policy that aims to establish, order, define and regulate regulations and guidelines that govern the expatriation of employees in the entire Group, regardless of the country of origin and/or destination country.

In 2021, we had a total of 95 expatriate employees living abroad for over a year, giving support at an international level.



Country	Origin	Destination
Brazil	3	1
China	0	20
Czech Republic	0	13
France	2	2
Germany	4	4
Hungary	0	2
India	2	2
Morocco	0	1
Mexico	1	8
Poland	0	10
Russia	0	3
Slovakia	0	6
Spain	77	1
Sweden	1	0
United Kingdom	3	1
USA	2	20
Total Gestamp	95	195

Tables and additional information in Appendix

Information linked to the “Our Professionals” Chapter, which can be found in the APPENDIX section.

- + (I) DISTRIBUTION OF EMPLOYEES BY TYPE OF CONTRACT AND COUNTRY
- + (II) PERCENTAGE OF EMPLOYEES ON TEMPORARY LAYOFF PROGRAMMES
- + (III) AVERAGE NUMBER OF EMPLOYEES BY TYPE OF CONTRACT AND PROFESSIONAL CLASSIFICATION
- + (IV) AVERAGE NUMBER OF EMPLOYEES BY TYPE OF CONTRACT AND GENDER*
- + (V) AVERAGE NUMBER OF EMPLOYEES BY TYPE OF CONTRACT AND AGE*
- + (VI) VOLUNTARY TURNOVER RATE
- + (VII) LAYOFFS BY GENDER, AGE AND PROFESSIONAL CLASSIFICATION
- + (VIII) DIRECT EMPLOYEES
- + (IX) AVERAGE REMUNERATION BY PROFESSIONAL CATEGORY AND BY GENDER IN 2020
- + (X) AVERAGE REMUNERATION BY AGE IN 2020



1. Letter from the Chairman

2. Gestamp Group

3. ESG Perspective

4. Business Development

5. Environmental

6. Social

6.1. Our professionals

6.2. Health and Safety

6.3. Local communities

7. Governance

APPENDIX

6. SOCIAL

TRAINING, MANAGEMENT AND DEVELOPMENT OF TALENT

Training

Developing the skills and competences of our personnel has always been a key element of our strategic priority in order to have a competent and effective workforce that drives the growth and transformation of our business. To build these capabilities we continually invest in developing the professional, technical and leadership skills of our employees.

2021 was an unprecedented year in many respects for learning and development at Gestamp; firstly, the pandemic confirmed the move towards e-learning, with more than 55,000 hours taught in Gestamp Global Learning, our online campus, the Gestamp Technology Institute and Gestamp Talks, live virtual seminars; secondly, we supported business transformation by enabling a new form of long-term continuous learning for employees to systematically develop the skills required in the future.

As a result of the digital revolution we are living through, new professions specialising in cloud, big data, mobile and social computing, data analytics, the internet of things and artificial intelligence technologies are emerging at a pace that the labour market is unable to keep up with.

In order to implement a sustainable upskilling and reskilling plan at Gestamp, its Learning and Development Area started in 2018 to actively contribute to modernising the Automotive skills framework by participating in the European Union's DRIVES project. By the end of 2021, Gestamp's experts had invested more than 6,000 hours in harmonising skills and work activities, offering the general public training in sector-specific skills and promoting apprenticeships.

In line with our goal to build safer and lighter cars, Gestamp is continuing to search for new materials and introduce innovations to its range of products. Both aspects, the new materials and the new products, have made it necessary to introduce new technologies throughout

our manufacturing processes, such as high performance computing (HPC), computer-aided design (CAD) and engineering software (CAE), cloud computing, the internet of things, advanced sensor technologies, industrial robotics, data analytics, machine learning and wireless connectivity. These state-of-the-art technologies, with their respective job profiles, have guided Gestamp's upskilling and reskilling plan in 2021:

Enabling technologies and smart manufacturing

Today's integrated factories connect machines with materials, methods and people to generate cross-cutting efficiency and innovation. As production moves towards Industry 4.0, the skills of our staff must be updated, in order to meet the challenges of improving overall equipment effectiveness (OEE) at a lower cost, while standardising quality and increasing traceability. In 2021, Gestamp invested more than 8,000 hours in teaching the basics of smart manufacturing and Industry 4.0 to both its most experienced staff and its future talent pipeline through programmes such as Smart Production Processes or Process Automation with Robots, with the support of the EOI Business School in Madrid (Spain).

Digital awareness

In order to bridge the digital divide at the operational heart of the company and make industrial digitalisation more accessible to our personnel, Gestamp has participated in the EU/CEOE/CEPYME Next Generation initiative "Digitalisation applied to the production sector". More than 500 plant professionals in Spain will be trained in basic digital skills over 2021 and 2022, corresponding to more than 15,000 hours of training on topics such as digital enabling technologies, cybersecurity and problem-solving.

In addition, in line with the EU Digital Competence Framework, we have created several editions of a live online course to improve our interaction, communication and collaboration skills through digital technologies.



1. Letter from the Chairman

2. Gestamp Group

3. ESG Perspective

4. Business Development

5. Environmental

6. Social

6.1. Our professionals

6.2. Health and Safety

6.3. Local communities

7. Governance

APPENDIX

6. SOCIAL

Reskilling for the green transition

The EU's move towards a net zero emissions economy by 2050 will entail massive changes in the labour market that will require new "green" skills. Gestamp's course on Zero Waste, taught in 2021, is one example of its initiatives to promote upskilling and reskilling and to equip our employees with the skills needed in a green economy. To be specific, around 90 environmental specialists received training and accreditation last year.

ESG learning programme

In 2021, Gestamp employees in the United Kingdom, Mexico, Argentina, India and Spain participated in the Introduction to ESG course; ESG training is an essential part of engaging and empowering our employees if we are to make sustainability a joint daily commitment. More than 1,300 employees have already completed the course; our aim is to train the rest of Gestamp's workforce in 2022.

New technologies

Technical training is always compulsory at Gestamp Corporate University. We must keep our technicians at the forefront of technologies, products and materials. As regards technologies, in 2021 we continued teaching arc welding, resistance welding and press hardening body parts, for a total 18,977 hours.

Aluminium automotive products, a general course for employees in technical and non-technical roles (sales, purchasing, monitoring, etc.) was attended by more than 200 people and its advanced version for employees in senior technical roles was attended by more than 100 experts at Gestamp. These two courses equated to 2,686 hours of training in the key performance indicators in the training department in 2021.

Failure mode and effects analysis (FMEA) course

FMEA is a method used to identify and fully understand what could go wrong with a system, process or design (a potential failure mode). It identifies the "cause of a failure", the "effect of the failure", the risks associated with the potential failure ("risk management") and what measures need to be taken to prevent this failure ("barriers and controls").

Gestamp engineers should internalise this bottom-up analysis that can help them identify part failures, many of which could be linked to a hazard, as it represents an important step in the

safety case management process. In 2021, 420 students participated in the FMEA Programme and invested more than 5,000 hours in training.

Client skills and sustainability

In line with our goal of generating long-term value by serving our customers with dedication and an entrepreneurial spirit, we have trained 25 customer experience specialists in our 2021 Automotive Market Study, including a detailed explanation of our future customer-facing challenges to determine where we need to focus our efforts first in order to meet market demand and get the maximum return on investment.

Company culture

Since 2020, our 'Gestamp Talks' have encouraged a dynamic business culture by providing our professionals with an online space where they can share their challenges and seek best practices to adapt to a constantly evolving environment. In 2021, these knowledge exchange seminars focused on the Standardisation of hot stamping, Good quality control practices in resistance welding, Global quality-related cost policy and Finance for non-financial managers, involving more than 2,178 professionals with a total time of 3,551 training hours.

Technical and personal skills

When training its employees, Gestamp must pay equal attention to technical skills (hard skills) and personal skills (soft skills).

Talent sustainability was a key factor throughout 2021 and we understood learning and development to be a key element in attracting, developing and continuously retaining people with the skills and commitment needed for the organisation's current and future success.

Last year, our efforts were focused on providing training in Gestamp's new talent management process and in the leadership skills needed to support it (defining objectives, assessing performance, giving and receiving feedback and identifying talent). To date, we have trained 850 professionals (more than 1,400 training hours) in several countries where Gestamp operates and we will continue training the remaining countries in 2022.



- 1. Letter from the Chairman
- 2. Gestamp Group
- 3. ESG Perspective
- 4. Business Development
- 5. Environmental
- 6. Social**
- 6.1. Our professionals
- 6.2. Health and Safety
- 6.3. Local communities
- 7. Governance
- APPENDIX

6. SOCIAL

Leadership and management development

In order to guarantee the future of Gestamp, in 2021 we continued to strengthen our commitment to managers through our Leadership Development programme, embedded in our values and leadership skills, and ensuring alignment with our corporate culture.

Throughout the COVID-19 pandemic, we have focused more on the skills needed to lead in a remote environment, adapting what we offer in virtual classrooms and online content. In addition, we have created tailored programmes, such as internal coaching for line managers, to help them cope with the new challenges of the pandemic.

A further investment in our internal talent saw 26 general managers from different Gestamp regions begin the plant manager development programme (PMDD) in 2021, an example of our internally developed content, in collaboration with the Hult Ashridge Business School. This programme was developed jointly by all regions and is based on templates and expertise provided and refined by team leaders from across the company.

In 2021, Gestamp placed sustainability at the centre of the Board's agenda and created a learning programme for the members of the Board of Directors in order to support them in their task of monitoring and driving the company's strategy from an ESG point of view. The training programme is tailored to their needs and taught in-house by a team of international experts (Forética and Gartner, among others).

In-plant training

Durante el ejercicio 2021, las más de 100 plantas de Gestamp continuaron con su esfuerzo en materia de formación profesional, garantizando la seguridad a más de 113.649 asistentes a cursos de formación e impartándose 1.097.163 horas de formación

	Number of attendees		Number of training hours	
	2020	2021	2020	2021
Direct Labour	91,057	72,392	333,374	420,009
Indirect Labour	36,480	34,023	181,152	253,343
Office Staff	27,334	21,088	100,554	359,245
Total	154,871	127,503	615,080	1,032,597

The data provided in the No. of attendees and No. of training hours tables relates to the training given by the Gestamp plants and does not include data from the Corporate University due to the data collection systems being unable to separate it by professional category

Training through the Corporate University

The different channels of the Gestamp Corporate University added another 62,115 hours of training to the above figures, provided to a total of 16,888 participants.

Group-wide training

In 2021, Gestamp carried out a total of 1,094,712 hours of training.

The number of participants in training activities was 144,391 in 23 countries, with the average number of training hours being 27 per employee.

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



- 1. Letter from the Chairman
 - 2. Gestamp Group
 - 3. ESG Perspective
 - 4. Business Development
 - 5. Environmental
 - 6. Social**
 - 6.1. Our professionals
 - 6.2. Health and Safety
 - 6.3. Local communities
 - 7. Governance
- APPENDIX

6. SOCIAL

Management and Talent Development

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

The company's growth in new markets or geographies has meant developing and providing career opportunities for employees in the organisation outside their place of origin.

At the same time, it has allowed us to create a talent pool of highly trained professionals, as well as to increase the internal promotion ratio in 2021, which, in the case of Division Directors and Country Managers, rose to 87%. In the case of Plant Managers, the ratio is 76%. The data 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 ratio increases to 86%.

In 2021 and within the framework of the Transformation Plan, Atenea, we continued developing the global talent management initiative to work on global and homogenous bases. Thus, the Group's talent is identified through a combination of two variables: employee performance and potential. To do this, an assessment process is being carried out for a large section of the organisation, the results of which will be reviewed on a yearly basis by the heads of each organisation and their Human Resources teams. In 2021, we launched a pilot in Spain, France and Portugal, achieving success ratios of 88% in setting goals.





- 1. Letter from the Chairman
- 2. Gestamp Group
- 3. ESG Perspective
- 4. Business Development
- 5. Environmental
- 6. Social**
- 6.1. Our professionals
- 6.2. Health and Safety
- 6.3. Local communities
- 7. Governance
- APPENDIX

6. SOCIAL



Talent Attraction Initiatives and Programmes

To attract talent, Gestamp has diverse local and corporate initiatives. At the Corporate University, we have partnered with educational institutions, such as the University of Comillas, the Engineering School (TECNUN) of the University of Navarra, the Mondragón University, the Technological University of Huejotzingo (Mexico) and professional training centres, on developing programmes that help to meet the needs of the Group relating to highly specialised profiles.

Last year, we launched a global Plant Manager development programme with participants from more than 13 countries with the aim of teaching our professionals the key knowledge and experience of a Plant Manager.

In addition, various initiatives were launched within the Atenea Transformation Programme aimed at excellence in the role of Human Resources, among which we would like to highlight:

Recruitment & Selection

In 2021, following a situation analysis of the recruitment and selection process within the Group, we began work on implementing a global selection tool that will enable us to standardise the Group's recruitment and selection activities, as well as obtain indicators that will allow us to measure the efficiency and quality of the processes and to identify the profiles that are most in demand or most difficult to find and develop, in order to find global solutions for attracting talent. We will also review our positioning as an employer brand, improving our presence in recruitment channels.

In addition, and as a mechanism to promote our employees' career development, we will set up a channel where they will have access to job offers before they are published externally.

Talent management

The entire talent model has been reviewed within the framework of the transformation plan, Atenea, with the aim of shifting the performance system towards a cascading goal-setting system, where based on the Group's strategic priorities we can link the performance of our professionals to the achievement of the Group's strategic objectives. This system will allow us to provide greater transparency and focus to our employees on what is expected of them and allow them to clearly focus their efforts on achieving these objectives.

All these initiatives, together with others related to compensation and training, will allow us to manage the employee lifecycle in a single system, and thus digitise all HR functions in the coming years.



- 1. Letter from the Chairman
- 2. Gestamp Group
- 3. ESG Perspective
- 4. Business Development
- 5. Environmental
- 6. Social**
- 6.1. Our professionals
- 6.2. Health and Safety
- 6.3. Local communities
- 7. Governance
- APPENDIX

6. SOCIAL

CORPORATE CULTURE ALIGNED WITH ESG

Gestamp fosters internal communication as a means for increasing company knowledge and the sense of belonging to the Group.

One Gestamp is the Group's internal corporate platform (intranet) that allows news about the Group to be published, while also maintaining private collaboration spaces for geographical areas and work teams. The aim of the corporate intranet is to serve as a channel for the launch of global campaigns, as well as the Group's strategy and the projects undertaken, in accordance with Gestamp's corporate principles.

In line with our goal of conveying our commitment to sustainability throughout the organisation, in 2021 the ESG Community was developed within the Group's corporate intranet.

In addition to the publication of news, reports and awareness-raising campaigns, this community provides a space for sharing good ESG practices and publicising the different initiatives carried out within the organisation. It also provides information on the latest sustainability trends of our customers and the automotive sector. It is also a means of communication between intranet users and the ESG department.

Inclusive and Transparent Culture

On 27 July 2021, a presentation of the Group's half-year results, presented by the Company's Executive Chairman, Francisco J. Riberas, was openly offered to all employees. No pre-event registration was needed because all the notifications were sent via One Gestamp to every employee without exception. In addition to the newsletters sent before the event, on the day of the presentation, the Intranet homepage was redirected to the live event page to reach the maximum possible audience.

Once the broadcast was over, the video was posted on the Group's intranet so that anyone who could not connect to the event would have access to it. Thanks to the live and pre-recorded publication of the results, a total of 1,615 of the Group's employees were able to access the video on 27 July 2021. Since then, the video has been available upon request by employees, so from the day of publication until the end of 2021, the video was watched approximately 600 more times.



ESG Training for the Entire Workforce

The ESG department has worked to ensure that the Corporate culture is more and more aligned with environmental, social and good governance issues. To this end, the ESG Academy has created a training platform that aims to familiarise Gestamp's different stakeholders with the most important aspects of ESG.

As part of the ESG Academy and with the aim of reaching 100% of the workforce, the 'Introduction to ESG' course has been launched, teaching the keys to understanding ESG and how Gestamp faces these challenges from a sustainable point of view.

This course is available at Gestamp's Corporate University and is included in the welcome training for new hires, forming part of the group's corporate culture. All Gestamp employees are expected to be ESG trained by the end of 2022.

In 2021, the members of the Board of Directors also received a session on ESG topics that will be expanded during 2022 to include the most relevant aspects linked to Environmental, Social and Governance issues, key to advancing our business strategy.



1. Letter from the Chairman

2. Gestamp Group

3. ESG Perspective

4. Business Development

5. Environmental

6. Social

6.1. Our professionals

6.2. Health and Safety

6.3. Local communities

7. Governance

APPENDIX

6. SOCIAL

6.2. Health and Safety

OUR APPROACH

Here at the Gestamp Group we are committed to offering our employees and the employees of other companies that provide services at our facilities a healthy and safe work environment.

We believe that health and safety refers to both having facilities and equipment in good condition and committed people who respect the rules and put prevention ahead of everything else.

All Gestamp Group employees must be aware of and comply with the health and safety regulations, instructions and procedures in force in their workplace. This rule also applies to the personnel of external companies in relation to the services they provide on Gestamp Group premises.

Moreover, people in charge of employees must ensure that they have the necessary training, information and relevant qualifications before starting work. In the area of their responsibility and in accordance with the policies of the Gestamp Group and its places of work, they must strive to improve health and safety conditions and to apply efficient occupational risk management, thus promoting responsible behaviour and fostering the long-term health and performance of all employees.

We have an innovative management system, Gestamp Health & Safety System, implemented in all facilities, integrated at all organisational levels, with all departments involved and with the support of Regions, Divisions and Corporate. This system allows us to measure health and safety performance both in existing working conditions and in the management of each of our facilities. In addition, this system provides a standard to be followed in new

projects or modifications of existing ones and also serves as a compilation of the knowledge we have gained in all our years of existence.

Our Occupational Health and Safety Policy is based on the following principles:

- Health and safety issues must be integrated into daily tasks and decision-making both in the design phase of the workplaces themselves, of each system to be used or of each piece of work equipment, as well as during their operation for the performance of the activity.
- Preventing occupational accidents and illnesses is the essential aim of this Policy. It is achieved by preventing and minimising the risks to the health and safety of people. Therefore, we undertake continuous improvement and actions based on the risk analysis.
- Complying with the legislation of all countries in which the Gestamp Group 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, we can control risks that we have not been able to prevent.
- Under no circumstances should activity be placed before safety.



- 1. Letter from the Chairman
- 2. Gestamp Group
- 3. ESG Perspective
- 4. Business Development
- 5. Environmental

6. Social

- 6.1. Our professionals
- 6.2. Health and Safety
- 6.3. Local communities

7. Governance

APPENDIX

6. SOCIAL

MEASURES TO PREVENT THE SPREAD OF COVID-19

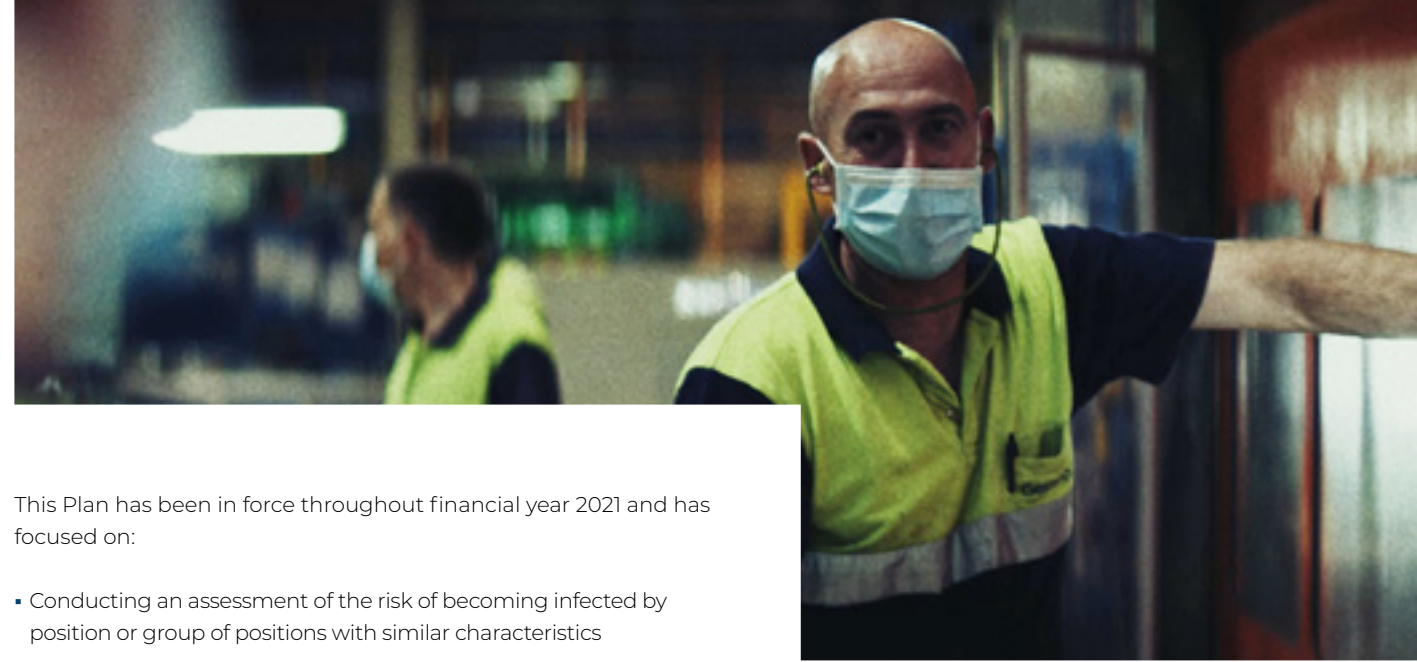
Contingency plan

COVID-19 has been at the centre of occupational health and safety principles since the beginning of 2020. From the moment the virus started to spread, Gestamp implemented a Coronavirus Contingency Plan that aimed to anticipate and reduce the impact of the COVID-19 infection among our employees and in the business.

The main lines of action were

- 01 Preparing an operational response to minimise the spread of the virus and to offer minimum production services
- 02 Preparing actions in the event employees are infected in order to avoid production stoppages and non-fulfilment of client agreements.
- 03 Being prepared for client production stoppages.

Since the beginning of the pandemic, at Gestamp we have implemented a Contingency Plan against Coronavirus



This Plan has been in force throughout financial year 2021 and has focused on:

- Conducting an assessment of the risk of becoming infected by position or group of positions with similar characteristics
- Implementing a procedure for action in the event of the appearance of one or more cases of persons suspected or confirmed to be infected.
- Ensuring procurement of protective equipment
- Internal communication to employees with information on personal hygiene measures and precautions
- Establishing instructions for access to the facilities, such as taking temperatures and staggered timetables to avoid waiting times, as well as organisational measures for breaks, lunches and the use of changing rooms.
- Reinforcement of cleaning and disinfection of common areas and places
- Marking out safety distances on the floor or installing partition screens between workstations
- Limiting internal meetings and suspending travel except in cases necessary for the maintenance of the activity.

Since the beginning of the pandemic, the positive cases in each of the plants and offices have been constantly monitored in order to make organisational decisions that would allow us to detect a source of contagion and thus take the appropriate measures to guarantee the safety of people and the continuity of the activity.

At 31 December, the situation of employees affected by COVID-19 in the Group in 2021 was as follows

- **210 people infected**
- **Over the course of the year, 4,156 people overcame the illness**
(only accumulated datum)
- **11 people died due to COVID**



- 1. Letter from the Chairman
- 2. Gestamp Group
- 3. ESG Perspective
- 4. Business Development
- 5. Environmental
- 6. Social
- 6.1. Our professionals
- 6.2. Health and Safety
- 6.3. Local communities
- 7. Governance
- APPENDIX

6. SOCIAL

EVOLUTION

The main aim throughout our history, until the creation of the Gestamp Health and Safety System (GHSS), has always been to facilitate and assist plants in their challenge to constantly improve safety by providing the best possible tools.

Three fundamental milestones can be highlighted in this evolution:



From outset until 2006: Accident rates

Up until 2006, we only worked with traditional accident rate indicators, which corresponded to our own workers, subcontracted workers and part-time agency workers that carried out their own tasks or tasks relating to our activity.

Gestamp Health and Safety Indicator (GHSI)

Accident rates are affected by external factors, social security and cultural differences, which does not allow us to compare the safety performance level.

Due to this, in 2006, the GHSI was created. The indicator, which goes beyond international standards, was first implemented in plants in Spain and Portugal, and subsequently in all of the other plants around the world.

This indicator maintains the same level of requirement in all of the production plants and it has been adapted to the particularities of our activity.

The analysis of diverse factors helps Gestamp to implement working and prevention management conditions that are safe and appropriate for its activity. All production plants must report the improvements carried out on a quarterly basis and they are all comprehensively audited every 2 years.

Gestamp Health and Safety System (GHSS)

The Group has had an integrated system at all organisational levels since 2017. All the departments are involved in the system and it receives regional, divisional and corporate support. It is implemented at all of our production plants without exception.

The GHSI has become the tool with which we measure performance in the area of health and safety and through which we detect improvement opportunities through the snapshot of current working conditions and the management undertaken.



- 1. Letter from the Chairman
- 2. Gestamp Group
- 3. ESG Perspective
- 4. Business Development
- 5. Environmental
- 6. Social
- 6.1. Our professionals
- 6.2. Health and Safety
- 6.3. Local communities
- 7. Governance
- APPENDIX

6. SOCIAL

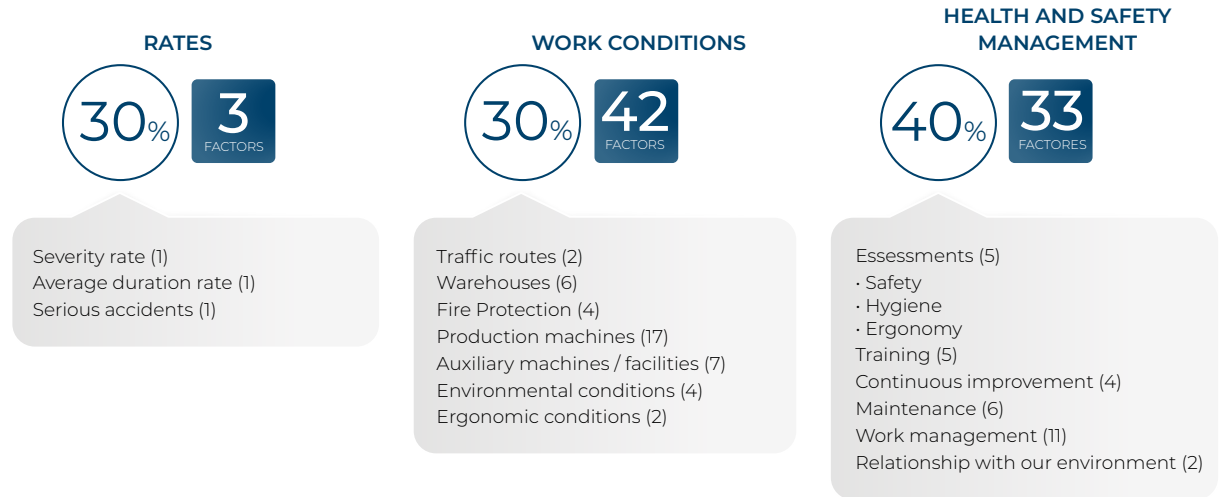
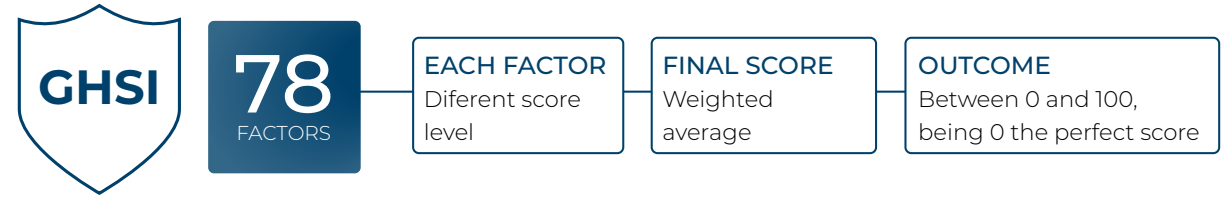
GHSI INDICATOR

The Gestamp Health & Safety Indicator (GHSI) is a tool that enables us to apply the same standards to all the 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.

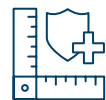
The 2021 version of the Indicator (GHSI) is composed of 78 factors divided into 3 main blocks: Traditional indicators, Working Conditions and Prevention Management. The breakdown and weighting of these factors are shown below.

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.



USES OF THE INDICATOR



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 BETWEEN THE PLANTS.



TO REFLECT IN THE STANDARD THE "KNOW-HOW" THAT HAS BEEN GATHERED OVER THE YEARS, AS A REFERENCE FOR IMPROVEMENT.



- 1. Letter from the Chairman
- 2. Gestamp Group
- 3. ESG Perspective
- 4. Business Development
- 5. Environmental
- 6. Social
- 6.1. Our professionals
- 6.2. Health and Safety
- 6.3. Local communities
- 7. Governance
- APPENDIX

6. SOCIAL

HEALTH AND SAFETY MANAGEMENT SYSTEM

Our GHSS Management System encompasses all fields of action and it is implemented at all levels in our organisation. Its main features are:



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.

Experts in working and prevention management conditions that seek best practices and solutions and define the direction of the system.



Measurement

Gestamp Health & 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.



Communication

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.



Experience

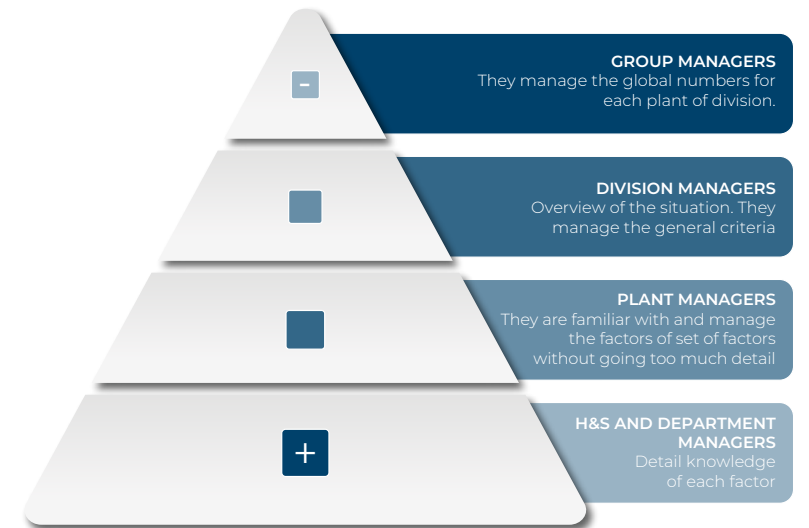
Creation of manuals and supporting documents. Safety standards, management guides, detailed specifications, good practices.

Responsibility and functions at all

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.





- 1. Letter from the Chairman
- 2. Gestamp Group
- 3. ESG Perspective
- 4. Business Development
- 5. Environmental
- 6. Social**
- 6.1. Our professionals
- 6.2. Health and Safety
- 6.3. Local communities
- 7. Governance
- APPENDIX

6. SOCIAL

Internal auditing systems

The System is audited regularly in two ways.

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 enable 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.

Due to the travel restrictions resulting from COVID-19, on-site audits were cancelled in 2021 to ensure the safety of both auditors and plant workers.

Quarterly remote audits

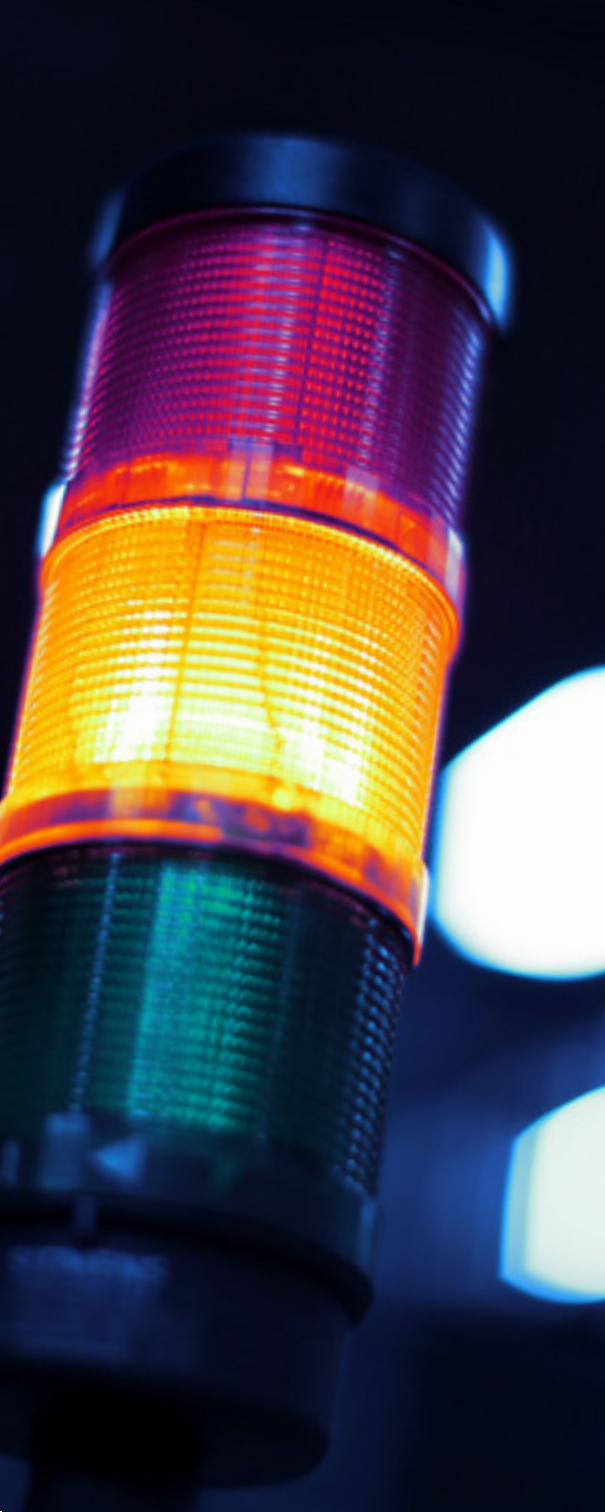
These are audits of factors that the plant aims to improve; they are conducted remotely through the use of an internally developed IT application.

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.

Thus, other documents are also generated 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.

Although there were no on-site audits in 2021 due to COVID-19 restrictions, work through the Group's IT tool did not stop, with all plant factors being strictly controlled. The total number of factors/improvements reviewed in the year was: 871.



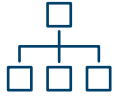

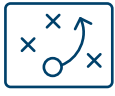






- 1. Letter from the Chairman
- 2. Gestamp Group
- 3. ESG Perspective
- 4. Business Development
- 5. Environmental
- 6. Social**
- 6.1. Our professionals
- 6.2. Health and Safety
- 6.3. Local communities
- 7. Governance
- APPENDIX

6. SOCIAL

Certificates

We strive to meet the strictest standard and, therefore, our GHSS system goes beyond compliance with the law and the framework of the ISO 45001 certification. Despite this, and in order to corroborate the value of the GHSS, Gestamp will soon undertake a multi-site ISO 45001 certification for all its plants. This will also ensure full compliance with customer H&S requirements.

ISO 45001 REFERENCE FRAMEWORK	GHSS - GESTAMP REFERENCE FRAMEWORK
 Context of the Organisation	<ul style="list-style-type: none"> Gestamp has its own system, which goes beyond mere compliance with the law to also define courses of action. It applies to all the plants in the Group and promotes integration at every level and across all departments. It provides tools to implement and monitor progress based on GHSIs.
 Leadership and Involvement of employees	<ul style="list-style-type: none"> Leadership through senior management, which sets targets, monitors progress and provides resources to maintain and develop the system. GHSS, through the agendas of the different management committees and boards of directors. The system fosters employee engagement by means of committees and other tools, even though there is no legal obligation. It also facilitates communication, with a corporate mailbox and an open community.
 Planning	<ul style="list-style-type: none"> Risk assessments represent the cornerstone of the system, as tools for quality and the basis for prioritisation of the improvement activities. Surpassing legal requirements, it goes beyond the existing safety standards. Strategic objectives set by Managers and aligned with the indicator.

ISO 45001 REFERENCE FRAMEWORK	GHSS - GESTAMP REFERENCE FRAMEWORK
 Support	<ul style="list-style-type: none"> Human and financial resources at corporate, division and plant levels. Specific training and awareness activities with managerial involvement. Multiple cascading and two-way communication methods. Updated documents available to the entire organisation in both official languages.
 Transaction	<ul style="list-style-type: none"> System focused on eliminating or minimising existing and emerging risks using innovative technical solutions and specific documentation for our production processes. Collaboration with other corporate departments and manufacturers in defining the standards for equipment, machinery, facilities, suppliers and processes. Requirements are set for fire protection resources at the plants and their emergency plans, including training sessions and conducting regular drills.
 Performance Evaluation	<ul style="list-style-type: none"> Plant performance is gauged through internal audit system of the GHSI, conducted by fully dedicated internal auditors. GHSI outcomes reviewed by management on a quarterly and annual basis at leadership meetings, becoming part of the KPIs.
 Improvement	<ul style="list-style-type: none"> Accident and incident investigation using systematic, logical and reasoned methods, analysing root causes. Investigation findings, safety alerts, accident drills, etc., are distributed to the entire group. Gestamp holds departmental meetings to establish strategies and discuss proposals for improvement. Best practices generated are distributed across the group. Comparative system with other companies, seeking opportunities for improvement.



- 1. Letter from the Chairman
- 2. Gestamp Group
- 3. ESG Perspective
- 4. Business Development
- 5. Environmental
- 6. Social**
- 6.1. Our professionals
- 6.2. Health and Safety
- 6.3. Local communities
- 7. Governance
- APPENDIX

6. SOCIAL

Continuous improvement

One of the keys to the success of the GHSS is the commitment to continuous improvement in all 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.
- Benchmarking activities with other companies

Safety alerts

Serious accidents and incidents with preventive significance 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 Health & Safety web community. This information is completely anonymous, the important thing is not where it happened, but that it happened in a Gestamp work site and we must prevent the situation from being replicated in another.

Since the launch of the initiative, 23 Alerts have been published with great success.

As a measure of awareness, the investigation carried out in the event of an accident, together with its graphic documentation in video and/or photography, are shared through the Health and Safety community´s website





- 1. Letter from the Chairman
- 2. Gestamp Group
- 3. ESG Perspective
- 4. Business Development
- 5. Environmental
- 6. Social**
- 6.1. Our professionals
- 6.2. Health and Safety
- 6.3. Local communities
- 7. Governance
- APPENDIX

6. SOCIAL

TESTIMONIALS OF THE HEALTH AND SAFETY SYSTEM



SILVIA BARROS
HEALTH AND SAFETY SPECIALIST AT GESTAMP CERVEIRA - PORTUGAL

"At Gestamp, the commitment of managers to Health and Safety is one of our fundamental principles. Through the Gestamp Health and Safety System, all levels of the company's operations are covered and safety standards are achieved by involving everyone".



LUÍS ENRIQUE GONZÁLEZ
HEALTH AND SAFETY MANAGER - MEXICO REGION

"Thanks to the complete acquisition of the Health and Safety system, we have been able to migrate risk and take better care of our employees".



LEON - BO GONG
GESTAMP SHENYANG TECHNICIAN - CHINA

"From the group management team to plant managers, we use GHSS to guarantee that our professionals work with safety and health, which is a complete safety and health management system".



LOUISE MEAR
HEALTH AND SAFETY MANAGER - UK

"The management teams in all plants strongly believe in this process and are fully engaged with it. This demonstrates our managers' commitment to enduring from day one. Safety first is the message given to our employees."

Winners of the 10th Excellence Award from the German Chamber of Commerce in Spain.

This award recognises the excellent performance of the GHSS, a system implemented in all of Gestamp's production centres that enables the uniform and consistent management of everything related to Health and Safety.



*María Alonso Tuñón
Director of ESG, Prevention and Environment, collecting the award*



- 1. Letter from the Chairman
- 2. Gestamp Group
- 3. ESG Perspective
- 4. Business Development
- 5. Environmental

6. Social

- 6.1. Our professionals
- 6.2. Health and Safety
- 6.3. Local communities

7. Governance

APPENDIX

6. SOCIAL

BALANCE 2021

In 2021, even with a 5% increase in total hours worked, the rates remain fairly stable. In addition, Gestamp has had no fatal accidents at its facilities since 2017.

Traditional Indicators	2020	2021
Frequency Rate ¹	9	10
Severity Rate ²	0.16	0.16
Fatal accidents	0	0

Indicators	2020			2021		
	Men	Women	Group	Men	Women	Group
Frequency Rate ¹	11	2	9	12	2	10
Severity Rate ²	0.19	0.04	0.16	0.18	0.05	0.16
Total Accidents³	707	29	736	786	33	819
Own Employees	619	26	645	702	32	734
Subcontracted Employees	88	3	91	84	1	85
Fatal Accidents	0	0	0	0	0	0
Total Occupational Disease⁴	2	0	2	1	0	1
Own Employees	2	0	2	1	0	1
Subcontracted Employees	0	0	0	0	0	0

(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 our 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 2021 by division

Division	Working conditions % improvement	Prevention management % improvement
South America	2%	4%
Southern Europe	2%	3%
Asia	3%	9%
North America	5%	14%
Germany - Hungary	2%	1%
Northern Europe	7%	11%
Edscha	5%	7%
TTE	4%	13%
Gestamp	4%	9%

Despite experiencing difficulties generated by the pandemic, GHSS has proven to be a robust system, not only remaining fully operational in 2021 but achieving substantial improvements in all divisions. Thus, in 2021, a group-wide improvement of 4% was achieved in the Working Conditions segment and 9% in Prevention Management.



- 1. Letter from the Chairman
- 2. Gestamp Group
- 3. ESG Perspective
- 4. Business Development
- 5. Environmental
- 6. Social**
- 6.1. Our professionals
- 6.2. Health and Safety
- 6.3. Local communities
- 7. Governance
- APPENDIX

6. SOCIAL

FUTURE CHALLENGES

Working conditions

Automated Guided Vehicles (AGVs)

The use of these vehicles to move loads in our workplaces is becoming more and more widespread.

Like with any new technology, it comes with new risks. In order to keep them under control, we are developing technical documentation to support new projects, defining safety requirements for purchasing them and studying different technical solutions available on the market.

Technical requirements for cranes

Cranes and everything linked to them are one of the greatest sources of risk for Gestamp.

Therefore, in our commitment to continuous improvement, new technical requirements will be added for all the Group's cranes to make them more reliable and safer.

One of these requirements is the inclinometer, a device that prevents the load from being lifted with the hook displaced and/or without the cable in vertical position, in order to prevent the load from moving and any blows and entrapment that cause accidents.

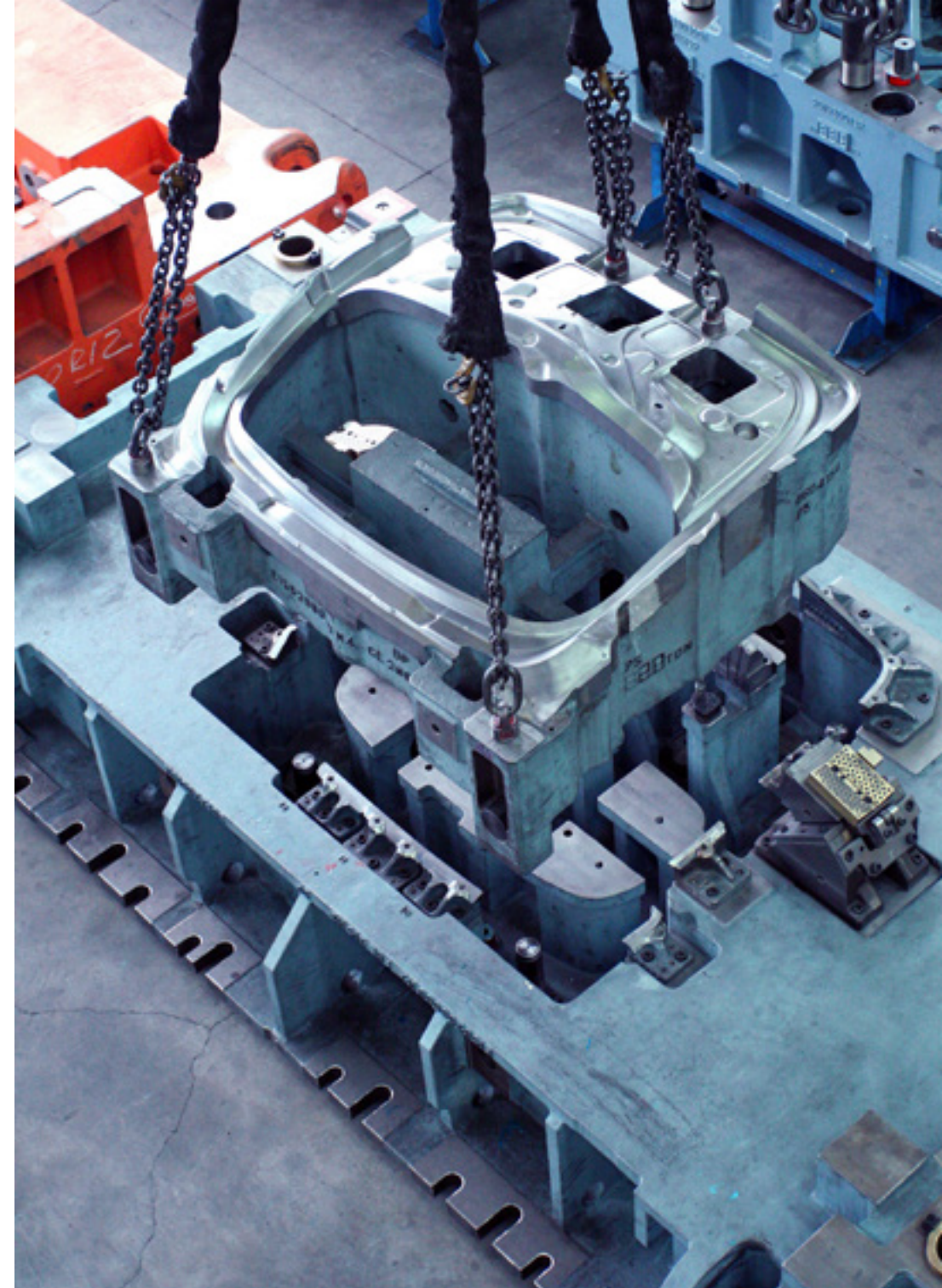
Following a market study, there are three available solutions valid for all types of cranes and with global coverage that would make it possible to implement them in all of Gestamp's cranes.

New safety systems for our machines

Working alongside the latest suppliers to improve worker detection systems in hazardous areas.

Risk currently covered by scanners, photoelectric sensors, etc.

These solutions being studied would be a significant improvement on the current ones, carrying out volumetric rather than linear scans and even detecting micro-movements of the human body, such as breathing.





- 1. Letter from the Chairman
- 2. Gestamp Group
- 3. ESG Perspective
- 4. Business Development
- 5. Environmental
- 6. Social**
- 6.1. Our professionals
- 6.2. Health and Safety
- 6.3. Local communities
- 7. Governance
- APPENDIX

6. SOCIAL

Health and Safety management

New factor developed for the GHSI: “Psychosocial Risk Assessment”

At Gestamp, we have always taken psychosocial risks into account and we ensure that all plants include them in their assessments in compliance with the legal requirements in each country.

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.

Best practices regarding ergonomic assessments

Based on the work done in this field by the Mexico and Argentina regions, best practices will be published setting out the detection of ergonomic risks, both in all existing positions in our plants and in the project development process.

Together with the best practices, a procedure and a template based on the Sue Rodgers method will be published, which will facilitate detection tasks, thus preventing the loss of information and taking into account all the situations to which workers may be exposed in the course of their activities in our organisation.

Support guides regarding factors with low success rates

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

The project will start 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.

Exposure to psychosocial risks has become more frequent and intense, making their identification, evaluation and control convenient and necessary in order to avoid their associated risks to health and safety at work





- 1. Letter from the Chairman
- 2. Gestamp Group
- 3. ESG Perspective
- 4. Business Development
- 5. Environmental
- 6. Social**
 - 6.1. Our professionals
 - 6.2. Health and Safety
 - 6.3. Local communities
- 7. Governance
- APPENDIX

6. SOCIAL

6.3. Local Communities

OUR APPROACH

At Gestamp, we view sustainability as striking a balance between economic growth, social development and proper management of our environmental footprint. In this regard, responding to the needs of the communities in which we operate is a responsibility that we accept and an opportunity in the path towards achieving the sustainable development of our business.

Thus, we collaborate on local initiatives promoted by economic organisations (business, technology and innovation clusters and associations) and social and environmental ones (road safety, education, environmental awareness, socio-economic development, etc.).

In the Group, we are firmly committed to socio-economic development and the technical, industrial and digital training of young people. In this way, we encourage new generations to gain the studies and skills required to enter the labour market under the best conditions and to improve their employability.

On a global level, we continue to participate in international programmes to target the greatest challenges of our century. In 2008, we adhere to the UN Global Compact and, since their approval in 2015, we adhere to the Sustainable Development Goals





- 1. Letter from the Chairman
- 2. Gestamp Group
- 3. ESG Perspective
- 4. Business Development
- 5. Environmental
- 6. Social
- 6.1. Our professionals
- 6.2. Health and Safety
- 6.3. Local communities
- 7. Governance
- APPENDIX

6. SOCIAL

COLLABORATION WITH NON-PROFIT ORGANISATIONS

In addition to undertaking activities related to the pandemic caused by COVID-19, we have continued to collaborate with diverse non-profit entities.

In 2021, we have changed the system of identification, classification and evaluation of our social contribution, using, from January 2021, the Business for Social Impact methodology (formerly LBG (London Benchmarking Group)). However, since 2013, we have been reporting our social contribution through the LBG Spain methodology.

In 2021, a total of 149 social and not-for-profit activities were identified, in which we collaborated with 94 entities and a total of 2,784 employees voluntarily participated in these actions. The total value of the contribution amounts to 748,877.18 euros.

By contribution type, most of the activities undertaken were volunteering activities, (hours dedicated by our employees during work hours), (49%), followed by monetary contributions (48%). Another contribution, albeit representing a small percentage (4%), were in-kind contributions, such as donating leftover construction materials to non-profit organisations, or surplus office supplies and furniture to families affected by natural disasters.



149

Number of initiatives



2.784

Employees participating in volunteer actions



94

Associates

Contribution type	Financial value (€)	%
Monetary	356,932.14 €	48%
Time	365, 619.10 €	49%
In kind contribution	26,325.94 €	4%
Total	748, 877.18 €	100%

Scope of action	Number of initiatives	Financial value (€)	%
Art and culture	1	200.0	0.03
Humanitarian aid	11	67,812.6	9.06
social welfare	21	30,584.86	4.08
Economic development	6	167,770.73	22.40
Education	37	297,156.55	39.68
Environment	17	53,066.96	7.09
Others	34	27,850.68	3.72
Health	22	104,434.8	13.95
Total	149	748,877.18	100.00

Geographic scope	Number of initiatives	Financial value (€)	%
Africa	1	1,441.4	0.19
Asia	17	10,569.81	1.41
East Europe	13	30,250.0	4.04
West Europa	81	604,214.44	80.68
North America	26	97,693.88	13.05
South América	11	4,707.65	0.63
Total	149	748,877.18	100.00

Distribution by sustainable development goals	Number of initiatives	Financial value (€)	%
SDG 1. No poverty	9	8,339.10	1.11
SDG 2. Zero hunger	7	16,381.06	2.19
SDG 3. Good health & well-being	34	149,662.07	19.98
SDG 4. Quality Education	41	288,150.68	38.48
SDG 5. Gender Equality	5	15,447.88	2.06
SDG 6. Clean water and sanitation	2	774.50	0.10
SDG7 . Affordable and clean energy	3	2,331	0.31
SDG 8 Decent work and economic growth	14	129,545.13	17.30
SDG 9. Industry, innovation and infrastructure	2	55,360	7.39
SDG 11. Sustainable cities and communities	7	21,695.50€	2.90
SDG 12. responsible consumption and prod.	4	28,980.81	3.87
SDG 13. Climate Action	6	2,635.95	0.35
SDG 15. Life On Land	4	18,366.70	2.45
SDG 16. Peace, justice and strong institutions	11	11,206.80	1.50
Total	149	748,877	100.00

During the financial year 2020, a contribution of € 550,429 was made, aimed at alleviating the effects of the COVID 19 pandemic and additionally, € 810,485 was contributed in Social Action not intended to alleviate the pandemic. The Group's social action total monetary contribution during 2020, was 1,360,914 euros. During 2021, the contribution to alleviate the pandemic has been reduced and these efforts have focused on more diverse actions as can be seen in the information provided by the Group.



- 1. Letter from the Chairman
- 2. Gestamp Group
- 3. ESG Perspective
- 4. Business Development
- 5. Environmental
- 6. Social**
- 6.1. Our professionals
- 6.2. Health and Safety
- 6.3. Local communities
- 7. Governance
- APPENDIX

6. SOCIAL

YOUTH EMPLOYMENT TRAINING

As part of Gestamp's strategy, we foster employability by providing technical and industrial training and skills-building for the young people in the local communities where we operate. To do this, we enter into collaboration agreements and make direct donations in the form of scholarships at regional universities, business schools and vocational training centres.

We also hire young apprentices, who take part in dual study programmes around the world, combining practical training at the company with theoretical sessions taught at vocational training centres.

Talent Development and Digitalisation

Training is the lever for the development of the professions of the future. At Gestamp, innovation and the digitalisation of processes are key to achieving the quality standards and operational excellence required to be competitive.

To lead the transformation process from traditional industry to the model of the future that Gestamp is carrying out with R&D and Industry 4.0 projects, digitalisation is fundamental. To make that digitalisation a reality, there must be a change from industrial profiles to more technological ones. In this regard, the training plans developed jointly between the industry and academic sectors are essential.

Gestamp has been working for some time on 'upskilling' and 'reskilling' programmes both internally, with specific training plans through the Corporate University, and outside the corporate perimeter, in collaboration with universities and educational centres.

The expert course in Smart Factory and Digital Transformation, in collaboration with MBIT, and the course in Smart Production Processes, developed together with the EOI, are two of the programmes already underway. Both courses are open to Gestamp employees and young students who want to train for the industrial model of the future.

In addition, Gestamp Technology Institute (GTI), the technological training and research centre of Gestamp's Corporate University, carries out different programmes aimed at innovation and technological specialisation, as well as the development of professional and leadership skills.



As a member of the Spanish Artificial Intelligence Industry Consortium, IndesIA, the training area of Gestamp is working on different projects in the field of Big Data and Artificial Intelligence (AI) to boost employability and to attract and retain qualified professionals. It also works to generate an ecosystem for AI research in industry.

- + SMART FACTORY AND DIGITAL TRANSFORMATION**
- + INTELLIGENT PRODUCTION PROCESSES**
- + GESTAMP TECHNOLOGY INSTITUTE**
- + INDESIA**



1. Letter from the Chairman

2. Gestamp Group

3. ESG Perspective

4. Business Development

5. Environmental

6. Social

6.1. Our professionals

6.2. Health and Safety

6.3. Local communities

7. Governance

APPENDIX

6. SOCIAL

SOCIAL CONTRIBUTION THROUGH ASSOCIATIONS AND ORGANISATIONS

We at Gestamp endeavour to promote the sector and local development from various perspectives. Putting this commitment into practice, we are actively involved in a range of initiatives geared towards social issues and economic issues, in the form of business clusters and associations.

We participate in organisations, institutions and forums that aim to foster socio-economic development, innovation and quality and to contribute to spreading knowledge about the automotive sector.

Innovation is a strategic priority at our company, which we promote through our participation in organisations like the University Institute of Automobile Research and the COTEC Foundation. We practice 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 our business model, which is why we take part in numerous educational programmes and dual vocational training schemes through CLEPA, the European Association of Automotive Suppliers.

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 area 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 our institutional dialogue. Furthermore, Gestamp is registered in the EU Transparency Register and abides by the rules and principles set out in Appendix I of the Interinstitutional Agreement.

 COTEC FOUNDATION

 CLEPA, EUROPEAN AUTOMOTIVE SUPPLIERS ASSOCIATION





- 1. Letter from the Chairman
- 2. Gestamp Group
- 3. ESG Perspective
- 4. Business Development
- 5. Environmental
- 6. Social
- 6.1. Our professionals
- 6.2. Health and Safety
- 6.3. Local communities
- 7. Governance
- APPENDIX

6. SOCIAL

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-
- Spain-Russia 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)

Economic Associations

- Círculo de Empresarios (Businesspersons 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

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 (promoted by the Adecco Foundation and CEOE)
- Asociación Española para la Calidad

Industrial associations

- CLEPA (European Association of Automotive Suppliers)- Steering Committee
- 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



- 1. Letter from the Chairman
- 2. Gestamp Group
- 3. ESG Perspective
- 4. Business Development
- 5. Environmental
- 6. Social**
- 6.1. Our professionals
- 6.2. Health and Safety
- 6.3. Local communities
- 7. Governance
- APPENDIX

6. SOCIAL

Presidency of SERNAUTO

The General Assembly of the Spanish Association of Automotive Suppliers (SERNAUTO) ratified in November 2021, at the proposal of the Board of Directors, Francisco J. Riberas, as the new president of the Association.

For the Board of Directors of SERNAUTO, Francisco J. Riberas is a very prominent figure in the sector and is well recognised in the business world. He has excellent capabilities to represent the Spanish automotive components industry, a strategic sector in our country, with a turnover of more than 30,000 million euros, providing 212,000 direct jobs and being one of the largest exporters in the Spanish economy.

The new president expressed his gratitude for the trust placed in him. "It is with enthusiasm and a sense of great responsibility that I assume the presidency of SERNAUTO, an association that has established itself as a reference for both the government and companies in the sector. I have always been directly linked to this industry and it is an honour to be able to help promote it through SERNAUTO", he said.

SERNAUTO is the Spanish Association of Automotive Suppliers. Founded in 1967, it covers more than 85% of the sector's turnover through its member companies. It represents an industry comprising over 1,000 companies that supply components to vehicle manufacturing plants and the aftermarket. It is a strategic sector with a turnover of more than 30.2 billion euros in Spain in 2020, with 344,500 direct and indirect jobs. It is the third largest exporting sector, accounting for almost 60% of its production directly, increasing to 82% when including the components installed in exported vehicles.

 [SERNAUTO, PRESS RELEASE](#)



"I assume with enthusiasm and responsibility the Presidency of SERNAUTO, an association that has established itself as a reference for the Administration and for companies within the automobile sector"

Francisco J. Riberas.
President of SERNAUTO



- 1. Letter from the Chairman
- 2. Gestamp Group
- 3. ESG Perspective
- 4. Business Development
- 5. Environmental
- 6. Social
- 7. Governance**
- 7.1. Governing Bodies
- 7.2. Risk management
- 7.3. Ethics and regulatory compliance

APPENDIX

Governance 7

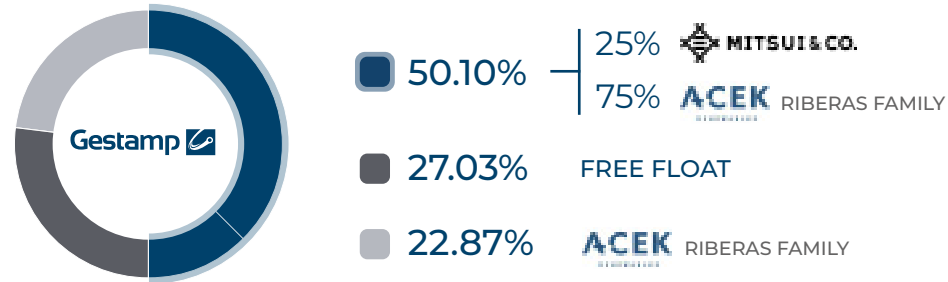
- Governing bodies 7.1
- Risk management 7.2
- Ethics and regulatory compliance 7.3



7.1. 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 131,597,303 shares, representing 22.87% 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. 27.03% 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

Our Corporate Governance is currently based on the following corporate rules, all of which are available on our 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.

Our Corporate Governance rules are periodically reviewed and updated. The contents are modelled and based on our commitment to the Best Corporate Governance Practices, business ethics and social responsibility in all areas of action.



- 1. Letter from the Chairman
- 2. Gestamp Group
- 3. ESG Perspective
- 4. Business Development
- 5. Environmental
- 6. Social
- 7. Governance**
- 7.1. Governing Bodies
- 7.2. Risk management
- 7.3. Ethics and regulatory compliance

APPENDIX

7. GOVERNANCE

To meet the transparency and business ethics commitments, the Company implements its rules of corporate governance through the following Governing Bodies, which distinctly undertake strategy and supervision, and administration and management duties

- 01

—

+

GENERAL SHAREHOLDERS' MEETING

The General Shareholders' Meeting is the shareholders' main way of participating in Gestamp, and it is our 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.
- 02

—

+

BOARD OF DIRECTORS

Focuses on establishing, supervising and monitoring the policies, strategies, and general guidelines to be followed by the Company and the companies in its consolidated Group.
- 03

—

+

COMMITTEES OF THE BOARD OF DIRECTORS

The Board of Directors receives support from specialist internal committees in the undertaking of its work. In this regard, the Board of Directors has formed an Audit Committee, a Nomination and Compensation Committee and a Sustainability Committee.
- 03

—

+

MANAGEMENT COMMITTEE

Is responsible for the organisation and strategic coordination of the Group by disseminating, implementing and monitoring the business strategy and guidelines.

GENERAL SHAREHOLDERS' MEETING

The General Shareholders' Meeting is the shareholders' main way of participating in Gestamp, and it is our 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.

- + [SHAREHOLDERS' MEETING 2021](#)
- + [REGULATIONS OF THE GENERAL SHAREHOLDERS' MEETING](#)

Duties

The General Shareholders' Meeting decides on matters within its competence in accordance with the provisions of the Law and our 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 date of publication of the notice of call to the General Shareholders' Meeting and the fifth day before the date scheduled to hold it on first call, shareholders may request in writing any reports or clarifications they deem necessary, or draw up in writing any questions they deem pertinent, concerning the matters included in 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 General Meeting's notice, to include one or more additional items in 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 proposed resolutions on any matters already included or which should be included in 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.



- 1. Letter from the Chairman
- 2. Gestamp Group
- 3. ESG Perspective
- 4. Business Development
- 5. Environmental
- 6. Social

7. Governance

- 7.1. Governing Bodies
- 7.2. Risk management
- 7.3. Ethics and regulatory compliance

APPENDIX

7. GOVERNANCE

BOARD OF DIRECTORS

The Board of Directors is responsible for supervising, managing, controlling and representing the Company.

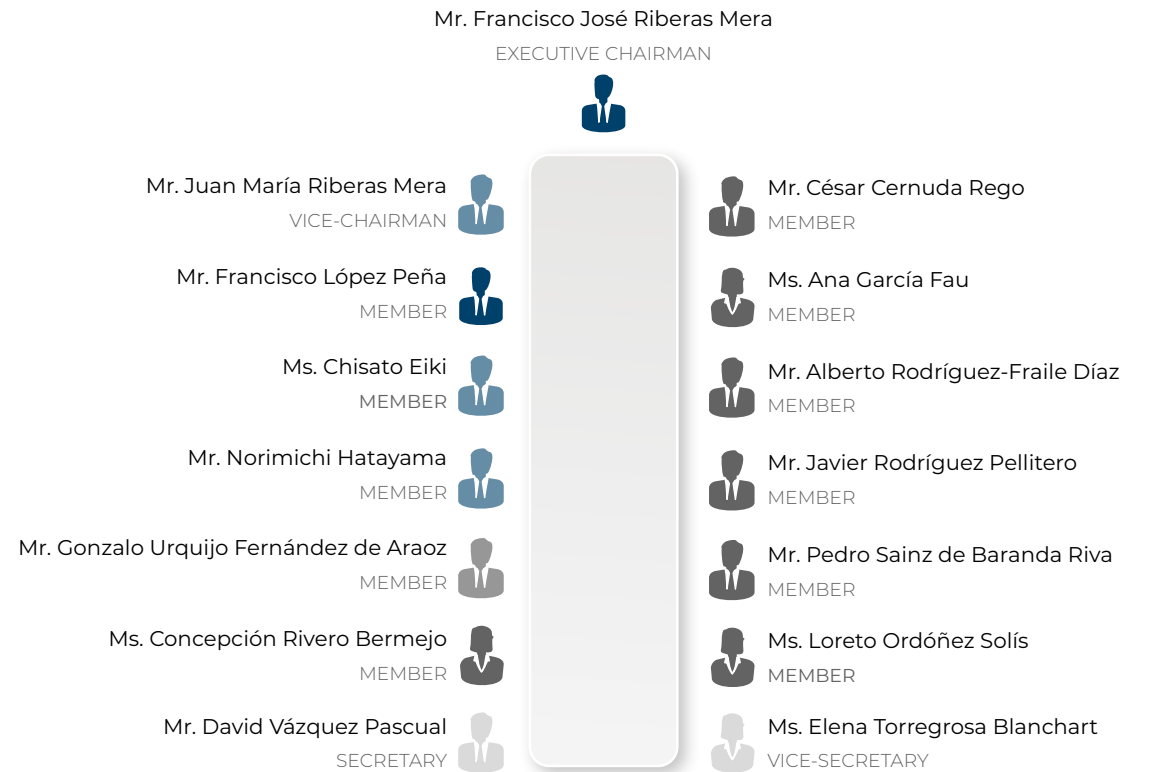
At the core of its mission, it must establish the approval of the Company's strategy and the organisation required to put it into practice, as well as the supervision and control of goal achievement by management, and respect for the Company's purpose and interests.

The structure, responsibilities and functioning of our Board of Directors are governed by Law and our corporate rules, corresponding to the duties set out in article 8 of Regulations of the Board of Directors the Gestamp

Structure

The Board of Directors comprises 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 a majority of independent directors.

+ REGULATIONS OF THE BOARD OF DIRECTORS OF GESTAMP





- 1. Letter from the Chairman
- 2. Gestamp Group
- 3. ESG Perspective
- 4. Business Development
- 5. Environmental
- 6. Social

7. Governance

- 7.1. Governing Bodies
- 7.2. Risk management
- 7.3. Ethics and regulatory compliance

APPENDIX

7. GOVERNANCE

Diversity of the Board

The Board of Directors' Selection Policy approved by the Company's Board of Directors on 14 December 2017, at the proposal of the Nomination and Compensation Committee, sets out the procedures and mechanisms for the selection of directors in order for the Company's Board of Directors to have the knowledge, skills and experience necessary to guarantee suitable governance of the Company at all times. 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 experience, knowledge and gender is to be encouraged.

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.



Proof of the fostering of the aforementioned principle of diversity in 2021 was the appointment by co-optation by the Board of Directors and subsequent ratification and re-election by the General Shareholders' Meeting of Gestamp, of the proprietary director Ms. Chisato Eiki, replacing Mr. Tomofumi Osaki, as well as the appointment by the General Shareholders' Meeting of Ms. Loreto Ordóñez Solís as a new independent director of the Company. Thus, Gestamp increases the number of independent directors on the Board of Directors reaching a majority, while increasing the number of female directors by two, with the number of women on the Board representing over 30%.

As a whole, the Board must possess sufficient knowledge, skills and experience to guarantee 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 26 July 2021.



- 1. Letter from the Chairman
- 2. Gestamp Group
- 3. ESG Perspective
- 4. Business Development
- 5. Environmental
- 6. Social
- 7. Governance**
- 7.1. Governing Bodies
- 7.2. Risk management
- 7.3. Ethics and regulatory compliance

APPENDIX

BOARD OF DIRECTORS OF GESTAMP AUTOMOCION, S.A.
SKILL MATRIX 26/07/2021

	Francisco Riberas Mera	Francisco López Peña	Norimichi Hatayama	Alberto Rodríguez Fraile	Pedro Sainz de Baranda	Gonzalo Urquijo Fdez. de Aroz	Ana García Fau	Juan María Riberas Mera	Javier Rodríguez Pellitero	César Cernuda Rego	Chisato Eiki	Loreto Ordoñez Solís	M ^a Concepción 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 (Environmental, Social & Governance)					✓			✓	✓	✓	✓	✓
SKILLS & KNOWLEGDE													
9	Legal								✓				
10	Accounting and Finance		✓		✓	✓	✓	✓	✓				
11	Audit		✓			✓	✓	✓					
GOOD CORPORATE GOVERNANCE													
12	Independence			✓	✓		✓		✓	✓		✓	✓
13	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.



- 1. Letter from the Chairman
- 2. Gestamp Group
- 3. ESG Perspective
- 4. Business Development
- 5. Environmental
- 6. Social

7. Governance

- 7.1. Governing Bodies
- 7.2. Risk management
- 7.3. Ethics and regulatory compliance

APPENDIX

7. GOVERNANCE

Evaluation of the Board of Directors' performance

Pursuant to 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 Chairperson of the Board and, should the position be held by a different person, that of the chief executive 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 they submit to it. This evaluation, in compliance with Recommendation 36 of the of Listed Companies, is carried out with the advice of an external consultant every three years.

The evaluation process of the Company's Board of Directors for 2021 began on 28 October 2021 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 2021 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 20 December 2021, 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, and of its Chairman and Secretary. On the same date, the results of their evaluation were presented to the Audit Committee and the Sustainability Committee, respectively. After analysing the results, each Committee 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 2022 together with the reports issued by each of the Committees.

Although the result of the evaluation corresponding to the 2021 financial year has been positive, the resulting action plan includes a series of recommendations on ESG aspects and the functioning of the Board of Directors, to be carried out during the 2022 financial year.

Calling and regularity of meetings

The Board of Directors shall meet as often as necessary to effectively perform its duties, provided this is required in Gestamp's interest, and at least six times a year with at least one meeting being held per quarter.

In 2021, the Board of Directors met on 9 occasions. All the meetings were presided over by the Chairman.



- 1. Letter from the Chairman
- 2. Gestamp Group
- 3. ESG Perspective
- 4. Business Development
- 5. Environmental
- 6. Social

7. Governance

7.1. Governing Bodies

7.2. Risk management

7.3. Ethics and regulatory compliance

APPENDIX

7. GOVERNANCE

EXECUTIVE CHAIRMAN OF THE BOARD OF DIRECTORS

Francisco J. Riberas Mera

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

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 substituir por Regulations of the Board of Directors.

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

- He has the 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.
- He prepares and submits to the Board of Directors a schedule of meeting dates and agendas; he 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.
- He chairs the General Meeting and guides the discussions and deliberations held.
- He is 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. He 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.



- 1. Letter from the Chairman
- 2. Gestamp Group
- 3. ESG Perspective
- 4. Business Development
- 5. Environmental
- 6. Social

7. Governance

- 7.1. Governing Bodies
- 7.2. Risk management
- 7.3. Ethics and regulatory compliance

APPENDIX

7. GOVERNANCE**LEAD INDEPENDENT DIRECTOR DIRECTOR****Alberto Rodríguez Fraile**

(Independent Director)

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 Lead Independent Director.

Duties

- 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, and
- To lead the periodic evaluation of the chairman of the Board of Directors.

COMMITTEES OF THE BOARD OF DIRECTORS

In order to foster a greater efficiency and transparency in the exercise of its powers and performance of its duties, the Board of Directors has created internal 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.





- 1. Letter from the Chairman
- 2. Gestamp Group
- 3. ESG Perspective
- 4. Business Development
- 5. Environmental
- 6. Social

7. Governance

- 7.1. Governing Bodies
- 7.2. Risk management
- 7.3. Ethics and regulatory compliance

APPENDIX

7. GOVERNANCE

AUDIT COMMITTEE

Duties

The Audit Committee is responsible for, among other matters:

01. Informing the General Shareholders' Meeting on issues related to the audit findings and other matters within its competence.

02. With regard to information systems and internal control:

- Overseeing and assessing the preparation process, integrity and presentation of financial and non-financial reporting.
- Periodically reviewing the internal control and risk management systems, including tax risks.
- Safeguarding the independence and effectiveness of the internal auditing department; proposing the selection, appointment, re-election and dismissal of the head of this department; proposing the budget; approving the annual work plan and ensuring that this activity is focused on the relevant risks; regularly receiving information about its activities; verifying whether senior management takes into account the conclusions and recommendations in its reports; and discussing with the auditor any significant weaknesses in the internal control system detected in the audits.
- Establishing and overseeing a mechanism whereby employees and other people related to the Company, can anonymously or confidentially report irregularities of any nature that they notice within the group.

- Ensuring that the policies and systems regarding internal control are effectively applied

03. With regard to the auditor:

- Submitting proposals to the Board on the selection, appointment, re-election and replacement of the auditor.
- Ensuring that the Company communicates the change of auditor via the National Securities Market Commission (CNMV) and, where there were any disagreements with the outgoing auditor, it will ensure that there is an accompanying statement regarding said disagreements and their content.
- Regularly receiving information from the auditor regarding the audit plan.
- Ensuring that the external auditor holds a meeting on an annual basis with the full Board of Directors to inform them about the risk situation of the Company.
- Establishing an appropriate relationship with the account auditor to receive, between others, information about any issue that could jeopardise its independence.
- Issuing a report expressing an opinion on the independence of the auditor once a year, prior to issuance of the auditor's report.

04. As regards the risk management and control policy:

- Proposing to the Board of Directors a risk management and control policy.
- Overseeing the operation of the Company's risk management and control unit.

05. Reviewing the prospectuses or equivalent documents for issuance and/or admission of securities and any other financial reporting that the Company is required to submit to the markets and its supervisory bodies.

06. Informing the Board, prior to the approval of the corresponding decisions, on matters provided for by Law, the Bylaws and the Regulations of the Board of Directors, such as the approval of financial information and related-party transactions.

07. Monitoring compliance with the Company's corporate governance rules, as well as the internal codes of conduct.








- 1. Letter from the Chairman
- 2. Gestamp Group
- 3. ESG Perspective
- 4. Business Development
- 5. Environmental
- 6. Social
- 7. Governance**
- 7.1. Governing Bodies
- 7.2. Risk management
- 7.3. Ethics and regulatory compliance

APPENDIX

7. GOVERNANCE

Structure

Below is a description of the structure of the Company's Audit Committee as of the date of this report, stating for each member the position, category and date of appointment as a committee member.

	Dña. Ana García Fau*	CHAIRWOMAN	
	D. Javier Rodríguez Pellitero	MEMBER	
	D. Juan María Riberas Mera	MEMBER	
	D. David Vázquez Pascual	SECRETARY	
	Dña. Elena Torregrosa Blanchart	VICE-SECRETARY	

Proprietary
 Independent
 Non-director

Pursuant to the provisions of article 529m section 2 of the Capital Companies Act, on 24 March 2021, Ms. Ana García Fau was appointed as the new Chairwoman of the Audit Committee, replacing Mr. Javier Rodríguez Pellitero.

Calling and regularity of meetings

The Audit Committee meets as often as necessary and whenever its chairman considers it appropriate. In any case, the chairman of the Committee will call a meeting of the Audit Committee whenever the Board of Directors or its chairman requests the preparation of a report or the adoption of a proposal, or whenever it is requested by at least 2 members of the Audit Committee.

In 2021, the Audit Committee met on 9 occasions. All the meetings were presided over by the chairman.





- 1. Letter from the Chairman
- 2. Gestamp Group
- 3. ESG Perspective
- 4. Business Development
- 5. Environmental
- 6. Social
- 7. Governance**
- 7.1. Governing Bodies
- 7.2. Risk management
- 7.3. Ethics and regulatory compliance

APPENDIX

7. GOVERNANCE

NOMINATION AND COMPENSATION COMMITTEE

Duties

The Nomination and Compensation Committee is responsible for, among other matters:

Duties relating to the appointment of directors and senior managers

- 01.** Assessing the competencies, knowledge and experience of the Board, describing the duties and required skills of the candidates to fill vacancies, and assessing the time and dedication required for them to perform the assigned tasks.
- 02.** Annually checking compliance with the director selection policy.
- 03.** Examining and arranging the procedure for replacing the chairman of the Board of Directors and, as the case may be, the chief executive.
- 04.** Guiding the proposals for appointment and dismissal of Senior Management members that the chairman submits to the Board and the basic conditions of their contracts.
- 05.** Submitting proposals to the Board of Directors for the appointment, re-election or removal of independent directors.

06. Reporting on proposals for the appointment, re-election or removal of remaining directors.

07. Guiding the Board on gender diversity issues, setting representation targets for the under-represented gender on the Board of Directors and creating guidelines for achieving such targets.

08. Arranging and coordinating periodic assessments of the chairman of the Board of Directors and, in conjunction with such person, periodic assessments of the Board of Directors, its committees, chairman, secretary and the Chief Executive of the Company.

Duties relating to the remuneration of directors and senior managers

01. Proposing to the Board of Directors the remuneration policy for directors and for the parties that carry out senior management duties and directly report to the Board, executive committees or managing directors, ensuring compliance with such policy.

02. Proposing to the Board the individual remuneration for directors and approval of contracts concluded between the Company and directors who perform executive duties, ensuring that the terms therein are met.

03. Proposing types of contracts for Senior Management to the Board of Directors.







- 1. Letter from the Chairman
- 2. Gestamp Group
- 3. ESG Perspective
- 4. Business Development
- 5. Environmental
- 6. Social
- 7. Governance**
- 7.1. Governing Bodies
- 7.2. Risk management
- 7.3. Ethics and regulatory compliance
- APPENDIX

7. GOVERNANCE

Structure

Below is a description of the structure of the Company's Nomination and Compensation Committee as of the date of this report, stating for each member the position, category and date of appointment as a committee member.

	D. Alberto Rodríguez-Fraile Díaz	CHAIRMAN	
	D. Pedro Sainz de Baranda Riva	MEMBER	<input checked="" type="checkbox"/> Independent
	D. Gonzalo Urquijo Fernández de Aroz	MEMBER	<input checked="" type="checkbox"/> Other external director
	D. David Vázquez Pascual	SECRETARY	<input type="checkbox"/> Non-director

Calling and regularity of meetings

The Nomination and Compensation Committee meets as often as necessary and whenever its chairman considers it appropriate. In any case, the chairman of the Committee will call a meeting of the Nomination and Compensation Committee whenever the Board of Directors or its chairman requests the preparation of a report or the adoption of a proposal, or whenever it is requested by at least 2 members of the Committee.

In 2021, the Nomination and Compensation Committee met on 6 occasions. All the meetings were presided over by the chairman.





- 1. Letter from the Chairman
- 2. Gestamp Group
- 3. ESG Perspective
- 4. Business Development
- 5. Environmental
- 6. Social

7. Governance

- 7.1. Governing Bodies
- 7.2. Risk management
- 7.3. Ethics and regulatory compliance

APPENDIX

7. GOVERNANCE

SUSTAINABILITY COMMITTEE

At its meeting on 3 June 2021, the Board of Directors agreed to create a Sustainability Committee for the purpose of assigning an independent committee to propose, oversee and review policies regarding environmental, social and corporate governance (ESG) matters and to ensure compliance with such, in line with the provisions of Recommendations 53 and 54 of the Good Governance Code for Listed Companies.

Duties

The Sustainability Committee will be responsible for:

- 01.** Proposing the environmental, social and corporate governance strategy, submitting any plans deemed necessary for this purpose to the Board of Directors.
- 02.** Periodically evaluating and reviewing the Company's corporate governance system and policies on environmental and social matters in order to ensure that it fulfils its mission of promoting social interest and takes into account, as applicable, the legitimate interests of the other stakeholders.
- 03.** Monitoring the Company's environmental, social and corporate governance practices to ensure that they are aligned with the strategy and policy established.
- 04.** Overseeing and evaluating the diverse stakeholder relationship processes regarding environmental, social and corporate governance matters, ensuring that responsible communication practices are followed.







Calling and regularity of meetings

The Sustainability Committee meets as often as necessary and whenever its chairman considers it appropriate. In any case, the chairman of the Committee will call a meeting of the Sustainability Committee whenever the Board of Directors or its chairman requests the preparation of a report or the adoption of a proposal, or whenever it is requested by at least 2 members of the Committee.

Given its recent creation, in 2021, the Sustainability Committee met on 3 occasions. All the meetings were presided over by the chairman.

Structure

Below is a description of the structure of the Company's Sustainability Committee as of the date of this report, stating for each member the position, category and date of appointment as a committee member..

	Mr. César Cernuda Rego	CHAIRMAN
	Ms. Chisato Eiki	MEMBER
	Ms. Loreto Ordóñez Solís	MEMBER
	Ms. M ^a Concepción del Rivero Bermejo	MEMBER
	Mr. David Vázquez Pascual	SECRETARY
	Ms. Elena Torregrosa Blanchart	VICE-SECRETARY

 Independent  Proprietary  Non-director



- 1. Letter from the Chairman
- 2. Gestamp Group
- 3. ESG Perspective
- 4. Business Development
- 5. Environmental
- 6. Social

7. Governance

- 7.1. Governing Bodies
- 7.2. Risk management
- 7.3. Ethics and regulatory compliance

APPENDIX

7. GOVERNANCE

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.

+ REMUNERATION POLICY

- 1. Letter from the Chairman
- 2. Gestamp Group
- 3. ESG Perspective
- 4. Business Development
- 5. Environmental
- 6. Social
- 7. Governance**
- 7.1. Governing Bodies
- 7.2. Risk management
- 7.3. Ethics and regulatory compliance

APPENDIX

AVERAGE REMUNERATION OF DIRECTORS (thousands of euros)

Name	Fixed	Allowances	Remuneration due to membership of committees	Salaries	Short-term variable	Long-term variable	Compensation	Other items	TOTAL 2021	TOTAL 2020
Mr. Francisco José Riberas Mera	0	0	0	714	312	0	0	0	1,026	579
Mr. Francisco López Peña	0	0	0	300	0	0	0	17	317	724
Mr. Alberto Rodríguez-Fraile Díaz	80	0	30	0	0	0	0	0	110	94
Ms. Ana García Fau	80	0	27	0	0	0	0	0	107	81
Mr. César Cernuda Rego	80	0	17	0	0	0	0	0	97	68
Mr. Pedro Saiz de Baranda	80	0	15	0	0	0	0	0	95	81
Mr. Javier Rodríguez Pellitero	80	0	19	0	0	0	0	0	99	94
Ms. Concepción del Rivero	80	0	9	0	0	0	0	0	89	68
Mr. Gonzalo Urquijo Fdez. de Araoz	80	0	15	0	0	0	0	0	95	81
Mr. Norimichi Hatayama	80	0	0	0	0	0	0	0	80	51
Mr. Juan María Riberas Mera	80	0	15	0	0	0	0	0	95	81
Mr. Tomofumi Osaki	20	0	0	0	0	0	0	0	20	51
Ms. Loreto Ordoñez	52	0	9	0	0	0	0	0	61	N/A
Ms. Chisato Eiki	60	0	9	0	0	0	0	0	69	N/A
TOTAL	852	0	163	0	0	0	0	17	2,359	2,090

Average remuneration of Directors by gender (thousands of euros)

Women	325
Men	2,034

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.

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.



- 1. Letter from the Chairman
- 2. Gestamp Group
- 3. ESG Perspective
- 4. Business Development
- 5. Environmental
- 6. Social
- 7. Governance**
- 7.1. Governing Bodies
- 7.2. Risk management
- 7.3. Ethics and regulatory compliance

APPENDIX

7. GOVERNANCE

MANAGEMENT COMMITTEE

The Management Committee is responsible for the strategic organisation of the Group by disseminating, implementing and monitoring the business strategy and guidelines.

From an organisation standpoint, the Management Committee performs its functions in accordance with the different geographical markets and operating segments where the Company operates.

The Management Committee has extensive experience in the automotive industry, which is paramount to the success of our business. In fact, many members have been working in our Group for over 10 years. The Management Committee is chaired by Mr. Francisco José Riberas Mera.

The remuneration of the members of the Management Committee amounts to 5,447 thousand Euros. This amount does not include the remuneration of Francisco J. Riberas, Executive President (See Remuneration of the Board of Directors)

The remuneration of Gestamp's Management Committee is published in the Corporate Governance Annual Report section C1.14.

Structure of the Management Committee

A description of the structure of the Company's Management Committee at 31 December 2021 is set out below, stating the position held by each member.

	Mr. Francisco José Riberas Mera	Executive President
	Mr. Fernando Macias Mendizabal	Corporate Director of Operations
	Mr. Manuel López Grandela	Mercosur Division Director
	Mr. Juan Miguel Barrenechea Izarzugaza	Commercial Corporate Director
	Mr. Kevin Stobbs	Asia Division Director
	Mr. Torsten Greiner	Director of the Mechanisms Business Unit (Edscha)
	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 Department
	Mr. Mario Eikermann	Director of the Chassis Business Unit and Commercial Director BIW
	Ms. Carmen de Pablo*	Chief Financial Officer
	Mr. Javier Ignacio Imaz	Corporate Purchasing Director

* As of the date of publication of this report, Carmen de Pablo is not part of the Management Committee due to her resignation effective December 31, 2021.



- 1. Letter from the Chairman
- 2. Gestamp Group
- 3. ESG Perspective
- 4. Business Development
- 5. Environmental
- 6. Social
- 7. Governance**
- 7.1. Governing Bodies
- 7.2. Risk management
- 7.3. Ethics and regulatory compliance

APPENDIX

7. GOVERNANCE

ANNUAL CORPORATE GOVERNANCE REPORT

At its meeting held on 28 February 2022, the Board of Directors approved the Company's Annual Corporate Governance Report for the 2021 financial year. In relation to the 56 Recommendations in the Good Governance Code for Listed Companies that are applicable to the Company, said report shows that 54 of these Recommendations are met, 1 is partially met and just 1 is not met.

For more information, please see the Gestamp 2021 Corporate Governance Annual Report published on the Gestamp and CNMV websites.





- 1. Letter from the Chairman
- 2. Gestamp Group
- 3. ESG Perspective
- 4. Business Development
- 5. Environmental
- 6. Social
- 7. Governance**
- 7.1. Governing Bodies
- 7.2. Risk management
- 7.3. Ethics and regulatory compliance

APPENDIX

7. GOVERNANCE

7.2. Risk management

OUR APPROACH

Risk management is one of the essential elements that have always formed an integral part of our philosophy and culture. In order to effectively deal with uncertainty and to reasonably and effectively manage the risks to which Gestamp is exposed and the opportunities associated with them, the Group has a Risk Management Policy and an Integrated Risk Management System (IRMS) approved by the Board of Directors.

Risk management is thus an intrinsic element of the Group's decision-making processes, both in terms of the governing and management bodies and in operational management in the various countries where it conducts its business.

The Integrated Risk Management System enables us to identify, assess, prioritise and respond to potential contingencies that, should they arise, could affect the accomplishment of the Group's strategy and objectives

INTEGRATED RISK MANAGEMENT SYSTEM

Gestamp's IRMS is based on the methodological standard "Enterprise Risk Management - Integrating with Strategy and Performance" published by the Committee of Sponsoring Organisations of the Treadway Commission on Risk Management (known as COSO ERM) and on the best practices of corporate risk management set out in the ISO 31000 standard).





- 1. Letter from the Chairman
- 2. Gestamp Group
- 3. ESG Perspective
- 4. Business Development
- 5. Environmental
- 6. Social
- 7. Governance
- 7.1. Governing Bodies
- 7.2. Risk management
- 7.3. Ethics and regulatory compliance

APPENDIX

7. GOVERNANCE

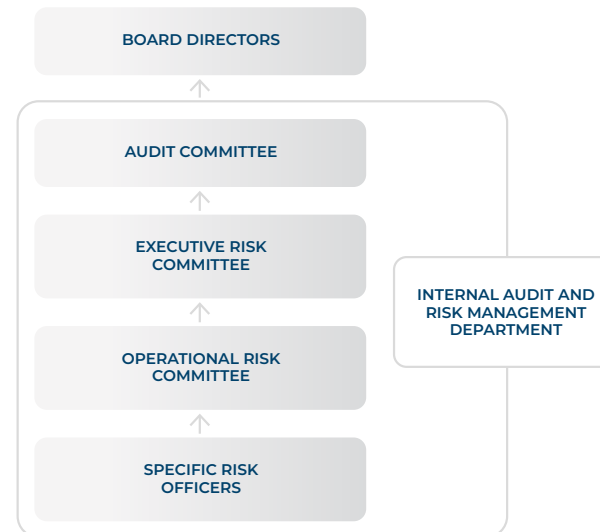
We have also taken into consideration the good practices mentioned in the Good Governance Code of listed companies and the Technical Guide 3/2017 on Audit Committees of Public Interest Entities.

- Gestamp has a risk management policy approved by the Board of Directors that applies to all companies, activities, processes, projects and business lines making up the Group and to all geographical areas where it conducts its business. This policy states:
 - The different financial and non-financial risk categories (operational, strategic, financial, compliance and reporting)
 - The basic principles, guidelines and general framework of action to be observed in the control and management of risks.
 - The bodies responsible for ensuring the proper functioning of the internal risk control and management systems, together with their roles and responsibilities.
 - The level of risk considered acceptable.

Although the Integrated Risk Management System is a process that affects and involves all of the Group's personnel, those entrusted with safeguarding its smooth operation and its main functions are the following:

- The risk owners responsible for identifying, assessing and monitoring risks that jeopardise the achievement of their goals.

- The Risk Committees (Executive and Operational), which ensure that the risks remain in line with the level of risk established as acceptable and report to the Audit Committee.
- The Board of Directors and the Audit Committee in their responsibility to establish the acceptable level of risk, and to regularly monitor internal information and control systems to ensure that they are consistent with the Group's strategy.
- The Internal Audit and Risk Management Department, which supports the Audit Committee and coordinates the risk identification and assessment processes, as well as the Risk Committees.



Each year the following activities are conducted:

- Review and approval of the risk assessment scales (impact, likelihood of occurrence and effectiveness of controls).
- Update of the Corporate Risk Map from a residual perspective, i.e., considering the controls that Gestamp has already implemented to mitigate the possible effects of these risks.
- Monitoring the indicators defined for measuring the risks.
- The implementation and monitoring of action plans required to keep risks within acceptable risk levels.

Two levels of risk mitigation and response can be distinguished:

- Global management elements and actions at corporate level include the Group's Code of Conduct, the work carried out by the Ethics Committee, and the Complaint Channel, together with other mechanisms broadly defined in the IRMS Policy.
- Response, management and oversight plans adapted to the characteristics of each specific risk. These plans are implemented at operational level and are constantly running on a daily basis. They are integrated into the systems and processes, thus ensuring that the operational activities performed are consistent with the Group's targets and objectives.



- 1. Letter from the Chairman
- 2. Gestamp Group
- 3. ESG Perspective
- 4. Business Development
- 5. Environmental
- 6. Social
- 7. Governance**
- 7.1. Governing Bodies
- 7.2. Risk management
- 7.3. Ethics and regulatory compliance

APPENDIX

7. GOVERNANCE

MAIN RISKS

The main risks faced by the Group in 2021 have not changed materially from those identified in the previous year. The following risks have become more relevant in the current environment: human health and safety risk, application security and cybersecurity risk, risks of volatility and supply chain stresses regarding raw materials and energy, risks of customer supply chain disruption, risks associated with uncertainty around forecasts of vehicle sales volumes and the ability to adapt to declines in said sales volumes, risks regarding necessary developments in the field of Industry 4.0 and non-financial risks, based on environmental, social and governance criteria.

The Group operates in multiple countries, markets and regulatory, political and socio-economic environments and is therefore exposed to financial and non-financial risks of a different nature, which may affect its performance and must therefore be mitigated in the most effective way possible, thus enabling us to generate value in a sustainable manner, protect the interests of our shareholders and stakeholders and, ultimately, achieve our strategic objectives.

Operational Risks



Risks to people's health and safety

To monitor these situations of risk, which may potentially result in serious occupational accidents or illnesses, Gestamp has a Health and Safety Policy and an Integrated Prevention System that is applicable to all of the Group's plants, regardless of their geographical location.

In response to the COVID-19 pandemic, at the beginning of 2020 the Group implemented a Coronavirus Contingency Plan containing strict preventative measures and a guide on how to act at all times, both at plants and in offices, in order to protect our employees and their families by preventing the spread of the virus and, thus, at the same time, ensuring business continuity. Throughout 2021, the Group constantly monitored the situation caused by the pandemic and took any measures that were necessary, guaranteeing production and making the protection and safety of individuals the utmost priority.





- 1. Letter from the Chairman
- 2. Gestamp Group
- 3. ESG Perspective
- 4. Business Development
- 5. Environmental
- 6. Social

7. Governance

- 7.1. Governing Bodies
- 7.2. Risk management
- 7.3. Ethics and regulatory compliance

APPENDIX

7. GOVERNANCE



Becoming a source of disruption in the customers' supply chain

With the aim of mitigating this risk, Gestamp develops purchasing strategies geared towards avoiding single supplier situations, monitors supplier services and conducts regular quality control checks; it has a Health and Safety Policy and an Integrated Prevention System in place; highly proactive efforts are made to ensure that our security is robust, safeguarding the company's assets and systems from potential cyberattacks; machinery load and capacity studies and facility maintenance are conducted regularly, ensuring that the facilities meet local construction requirements and recommendations in terms of prevention.



Risks regarding volatility and stress in the raw material and energy supply chain

In order to reduce the impact of price volatility, Gestamp has designed a long-term power purchase strategy with PPAs (Power Purchase Agreements). In this way, we ensure not only a stable electricity and gas supply in terms of both volume and price, but also that this electricity supply comes from renewable sources.

With regard to raw materials, most of the steel is purchased under "re-sale" agreements with customers, meaning that the automobile manufacturers regularly negotiate with the steel industry to reach the price at which the Group purchases the steel that is then used in the production of their automotive components. For the rest of the raw material supply, Gestamp negotiates the purchase prices with the steel suppliers once the agreements between the steel suppliers and the main car manufacturers are known, so that the agreements we reach are at least the same as those reached between them.

This is possible thanks to the R&D and supplier development strategy, where collaboration regarding the design of new materials for the automotive industry makes Gestamp a preferred channel for the distribution of high-quality steel products in the automotive industry.



Incidents related to the quality of Gestamp's products

Gestamp has several control processes, relating both to the product and the production process, which aim to prevent non-compliant products from being sent to customers. In order to carry out these controls, investments are made in state-of-the-art control equipment, in line with the company's strategy of implementing methodologies in the Industry 4.0 setting. Also, for this purpose, Gestamp has a quality management system that aids the proper use of the products and a response that is as quick and effective as possible.

This quality management system is certified by independent bodies and regularly audited by our customers and helps us to continuously improve and focus on the customer, thus promoting prevention over detection, with the consequent reduction in defects and waste in the supply chain, in a safe and sustainable manner. Similarly, Gestamp has a procedure for sharing the best practices across the entire Group, thus ensuring continuous improvement and updates in the quality management systems.

In this regard, it is worth highlighting the global implementation of a standard methodology, based on international standards, for risk management in the automotive sector called FMEA (Failure Mode and Effects Analysis) through the use of a computer tool.



Deviations in project profitability

Gestamp has several kinds of control measures relating to project management, including the development of a standard for project launches, holding executive and/or monitoring committee meetings on key projects, and indicators that allow projects to be analysed and monitored in their different phases.



- 1. Letter from the Chairman
- 2. Gestamp Group
- 3. ESG Perspective
- 4. Business Development
- 5. Environmental
- 6. Social

7. Governance

- 7.1. Governing Bodies
- 7.2. Risk management
- 7.3. Ethics and regulatory compliance

APPENDIX

7. GOVERNANCE



Difficulty in hiring or retaining key personnel, both managers in strategic positions and highly qualified personnel

Managing the transformation process undertaken by Gestamp with the aim of increasing the Group's operational efficiency and adapting to the new macroeconomic setting and the automotive sector in the coming years means consolidating and developing its strongest asset, people.

For this purpose, Gestamp has established a number of processes and initiatives aimed at talent management, identifying key people and people with strong potential, regular analysis of the number of vacancies and the number of potential candidates and, finally, drawing up any succession plans considered to be necessary.

At the same time, we develop our best talent through specific development plans aimed at covering the critical positions identified in the Group.

In addition, in 2021 we will start working on an initiative that will enable us to prioritise and develop our talent by publishing all the Group's professional opportunities internally before they are published on external channels.

We have also initiated the standardisation of the Group's selection processes and indicators in order to improve process efficiency and to be able to manage common Group needs.



Security of computer applications and cyberattacks

The Group is highly proactive in its efforts to continually improve the perimeter security of its IT networks and the industrial assets at its plants, as well as securing the Group's communications and applications, with the aim of providing robust control mechanisms that adequately protect the Group's assets from potential cyberattacks.

In 2021, a new Industrial Cybersecurity Plan was launched for all the Group's plants in order to update their protection policies.

Similarly, a review of the Security Master Plan has been launched to update the Cybersecurity Governance and Operation Model.



Uncertainty regarding vehicle sales volume forecasts

Faced with the growing need for flexibility in an environment of disruptive changes and uncertainty in terms of vehicle sales volume forecasts, due to, among other factors, the macroeconomic situation caused by the COVID-19 pandemic, which has led to a drop in global automobile production volumes, Gestamp continues to develop various projects aimed at making production more flexible and absorbing the associated costs. These projects are related to digitalisation initiatives and Industry 4.0, as well as other initiatives that are being developed in the field of advanced engineering.

In this respect, the Smart Factory project, in which a new concept of vehicle component assembly based on generic production lines has been developed, should be highlighted. In this way, it is possible to adjust the installed production capacity to the actual volumes of the individual vehicles at any given time, thus enabling optimal utilisation of the assets regardless of the level of market acceptance of the vehicles.

This project is currently developed for the most common joining technologies and we will extend its use with the entry into production of the electric vehicle programmes expected in the coming years. We also continue to integrate joining technologies into the Smart Factory concept, so that we can cover the production of any type of component under the same 100% flexible concept.



- 1. Letter from the Chairman
- 2. Gestamp Group
- 3. ESG Perspective
- 4. Business Development
- 5. Environmental
- 6. Social

7. Governance

- 7.1. Governing Bodies
- 7.2. Risk management
- 7.3. Ethics and regulatory compliance

APPENDIX

7. GOVERNANCE

Strategic Risks



Concentrating the business on a specific number of customers

The automotive sector is highly concentrated on a specific number of customers. As regards this type of risk, Gestamp performs detailed monitoring of orders and sales, seeking to diversify as much as possible the customer and product portfolios.



ESG risks

As an integral part of the automotive sector, Gestamp considers that environmental impact must be analysed from the perspective of a vehicle's life-cycle beyond the direct impact generated purely in the manufacturing process. As such, one of the Group's policies is to implement an environmental management system, ISO 14001 and/or EMAS, and to invest in projects and conduct research on new materials and products related to reducing CO₂ emissions and the use of raw materials.

The sustainability strategy and the fight against climate change is intrinsic to its strategy. From the beginning, the company has worked towards the responsible manufacture of lighter metal components for vehicles, thereby contributing to the reduction in CO₂ emissions during their use.

The company applies environmental criteria in all of its production stages: from the selection of suppliers and optimisation of raw materials and natural resources, to the management of energy and water consumption for the manufacture of components and waste management.

This is evidenced by the approval of reduction targets in 2020 by the international initiative Science Based Target and by the achievement of the AENOR Zero Waste certification in 2021 for its circular economy model, making it the first Group in the automotive sector to do so.

If we consider the social aspect, Gestamp's continuous growth and internationalisation process has brought with it major challenges in terms of culture and human resource organisation and management: ongoing

adaptation of the organisational structure to the growing needs of the Group, downsizing of staff, standardisation of processes, training on new technologies, talent management and the boosting of corporate culture.

With regard to Governance, the Board of Directors, at its meeting on 3 June 2021, agreed to create a Sustainability Committee for the purpose of assigning an independent committee to propose, oversee and review sustainability policies regarding environmental, social and corporate governance (ESG) matters and to ensure compliance with such, in line with what is set out in the recommendations of the Code of Good Corporate Governance.



Technological change and innovation

Using the appropriate technology, materials and processes is fundamental for us to hold onto our competitive advantage and offer customers products that meet their needs. Gestamp has undertaken a number of activities in this regard, such as participating in co-development with customers and several digitalisation and Industry 4.0 initiatives.

In addition, in 2021, Gestamp defined a technological roadmap for electric vehicles (Battery Electric Vehicle, BEV) which includes innovation projects in those technologies, materials and products that are already under development and cover the needs of the next models of electric vehicles, long-distance vehicles and urban mobility vehicles.



Political and economic instability in the different countries where Gestamp operates

Gestamp monitors the geopolitical situation (analysing the political, economic and social context in the countries in which the Group operates) in order to incorporate the effects of potential instability into the Group's forecasts and into its strategic and operational decisions.



- 1. Letter from the Chairman
- 2. Gestamp Group
- 3. ESG Perspective
- 4. Business Development
- 5. Environmental
- 6. Social

7. Governance

- 7.1. Governing Bodies
- 7.2. Risk management
- 7.3. Ethics and regulatory compliance

APPENDIX

7. GOVERNANCE

Financial Risks



Risks associated with fluctuations in the financial markets, mainly exchange rates, interest rates and raw materials

The Group is exposed to diverse financial risks such as credit or liquidity risk, market risks (including exchange and interest risks and risks in the prices of raw materials), and other specific risks deriving from its detailed financing structure. The Group has taken the following measures, among others, to manage the main risks of this nature:

- The use of derivative financial instruments to hedge both exchange and interest rates risks
- In reference to interest rates, it also seeks to strike a balance between security and the level of finance costs and their adaptation to the economic cycle by combining fixed and floating rates for debt
- In reference to raw material price fluctuations, most of the steel is purchased through re-sale programmes with customers.

Compliance Risks



Compliance risks associated with the various legislative and regulatory provisions to which the Group is subject, as well as any potential amendments thereto

In order to mitigate the probability of these risks materialising and to reduce their potential impact, some of the actions taken at Gestamp include constant monitoring of any changes in regulations that could affect Gestamp and the course of its business in order to promote prompt, conscious and responsible compliance, and to anticipate possible changes, seeking to manage them appropriately.

The Group also has a Criminal Risk Prevention Model as well as a Criminal Risk Prevention Manual and associated codes and policies, which are approved and periodically reviewed by the Board of Directors with the assistance of the Audit Committee.

Reporting Risks



Risks associated with mandatory public reporting processes, financial and non-financial

The Group has developed an ICFRS Policy (Internal Control over Financial Reporting System) approved by the Board of Directors, in which the managerial responsibilities and the general outline of each component of the ICFRS are assigned (control environment, risk assessment, control, reporting and communication activities and oversight activities).

Furthermore, the Group, through the ICFRS function and the involvement of the Group's members who help to prepare the financial information, has continued to develop and update the ICFRS documentation and assessment in the spirit of continuous improvement. To this end, Gestamp has an internally developed IT tool that has enabled us to assess the effectiveness of the key ICFRS controls in the different companies and countries where the Group operates in 2021, so as to ensure that the financial information we report is reliable.

With regard to non-financial information, in 2021, the Group began to implement an IT tool that facilitates the task of controlling, centralising and consolidating the collection of this information in order to report to the markets in a robust and reliable manner.

In addition, the Group has certain communication channels for employee complaints regarding irregularities of any kind, including those that could affect the reliability of the financial and non-financial information reported.



- 1. Letter from the Chairman
- 2. Gestamp Group
- 3. ESG Perspective
- 4. Business Development
- 5. Environmental
- 6. Social

7. Governance

- 7.1. Governing Bodies
- 7.2. Risk management
- 7.3. Ethics and regulatory compliance

APPENDIX

7. GOVERNANCE

7.3. 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 department supports the Board of Directors and, in particular, the Audit Committee in its role of supervising the Code of Conduct, the Complaint Channel and the Group's internal control systems (compliance programmes).

While the Ethics Committee, with the support of the Compliance Office, acts within the scope of the Code of Ethics and the Complaint Channel, the Regulatory Compliance Unit is limited to developing and monitoring the compliance programmes implemented in the Group.





- 1. Letter from the Chairman
- 2. Gestamp Group
- 3. ESG Perspective
- 4. Business Development
- 5. Environmental
- 6. Social

7. Governance

- 7.1. Governing Bodies
- 7.2. Risk management
- 7.3. Ethics and regulatory compliance

APPENDIX

7. GOVERNANCE

CODE OF CONDUCT

At Gestamp we have had a Code of Conduct since 2011. This Code 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 our parent company holds, directly or indirectly, the condition 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 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.



It includes a number of Rules of Conduct related to human rights, labor and environmental standards and the fight against corruption

 CODE OF CONDUCT

Training

Regarding training, all Group employees and members of the governing bodies must have completed at least once the introduction course on the Code of Conduct. It also forms part of the induction plan for new employees, at which 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

At Gestamp, we have a rotation plan for audits conducted by an independent firm to verify the degree of implementation and knowledge of the Code of Conduct by employees.

Due to the COVID-19 restrictions in 2021, we were unable to conduct the audits since access to the Group's facilities was prohibited for external parties. We are currently looking for a way to carry out audits, while also guaranteeing the safety of employees and ensuring they are that not influenced/delayed by the current restrictions. In previous years, audits were conducted at all our work sites in Germany, Argentina, Brazil, China, the US, France, India, Mexico, Portugal, the UK and Russia.

Specific improvements are identified through the external audits. Measures and action plans are carried out to resolve particular aspects and to improve the application and knowledge of the Code of Conduct and the communication channels.

Taking the Code of Conduct as reference, over the years we have developed specific internal regulations to ensure better compliance with the Code and other regulations that apply to it.



- 1. Letter from the Chairman
- 2. Gestamp Group
- 3. ESG Perspective
- 4. Business Development
- 5. Environmental
- 6. Social

7. Governance

- 7.1. Governing Bodies
- 7.2. Risk management
- 7.3. Ethics and regulatory compliance

APPENDIX

7. GOVERNANCE

CRIME PREVENTION

Gestamp's Criminal Risk Prevention Model aims to analyse and assess the risks arising from the potential perpetration of crimes within the Group, as well as to identify the controls, already implemented or to be implemented, that are necessary to prevent, mitigate or detect criminal risks. This Criminal Risk Prevention Model and (including the Criminal Risk Map and Criminal Risk Prevention Manual) are regularly reviewed and updated.

In financial year 2021, with the aim of detecting the main areas for improvement, an independent third party was commissioned to evaluate the Criminal Risk Prevention Model implemented at Gestamp.

As a result of this reflection, work has been undertaken to update the Criminal Risk Prevention Model, among other issues, to enable its convergence with recent international standards regarding standardisation and management.

This work, together with the regular reviewing of risks and controls, has resulted in an updated version of the Crime Prevention Manual, approved by the Board of Directors on 28 October 2021.

Finally, actions have also been planned to improve the measurement and control of the effectiveness of the Criminal Risk Prevention Model.

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.

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.

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 our 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 hospitality



Donations or aid

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.



- 1. Letter from the Chairman
- 2. Gestamp Group
- 3. ESG Perspective
- 4. Business Development
- 5. Environmental
- 6. Social
- 7. Governance**
- 7.1. Governing Bodies
- 7.2. Risk management
- 7.3. Ethics and regulatory compliance

APPENDIX

7. GOVERNANCE

RESPECT FOR HUMAN RIGHTS

For a global group like Gestamp, with an intensive workforce, it is relevant and strategic to respect Human Rights as universal rules of conduct that must be applied to all companies through which it operates in the market.

At Gestamp, we believe respect for Human Rights to be fundamental and, therefore, they are largely reflected in our Code of Conduct, the main focus of our commitment to integrity. We are also aligned with the main international initiatives in this area, such as:

- The International Bill of Human Rights.
- ILO Declaration on Fundamental Principles and Rights at Work.
- Tripartite Declaration of Principles Concerning Multinational Enterprises and Social Policy.
- The Guiding Principles on Business and Human Rights of the United Nations.
- The OECD Guidelines for Multinational Enterprises.
- The Ten Principles of the UN Global Compact.
- Modern Slavery Act "Slavery and Human Trafficking Statement" in UK.

Gestamp offers its employees decent employment, remuneration in line with their position and skills, and training that allows them to grow professionally in a healthy and safe working environment. This value proposal is included in the Group's Human Rights Policy which was approved by the Board of Directors on 16 December 2019 and is intended to establish the general parameters of action that should govern daily activity and convey the will of the Group to comply with international best practices in safeguarding Human Rights.

+ HUMAN RIGHTS POLICY

Fundamental principles contained in the Policy



Labour principles

- Fair working conditions
- Equality and non-discrimination
- Decent employee treatment
- Eradication of forced labour and other forms of modern slavery
- Condemnation of child labour
- Health and safety in the workplace
- Freedom of association and the right to collective bargaining



Matters relating to the work environment

- Freedom of expression and opinion of employees
- Foster local employment
- Physical safety of employees in complicated contexts
- Decent work and rights regarding migrants



- 1. Letter from the Chairman
- 2. Gestamp Group
- 3. ESG Perspective
- 4. Business Development
- 5. Environmental
- 6. Social
- 7. Governance**
- 7.1. Governing Bodies
- 7.2. Risk management
- 7.3. Ethics and regulatory compliance

APPENDIX

7. GOVERNANCE

Moreover, with the aim of extending this respect for human rights to the supply chain, Gestamp has Corporate Social Responsibility Requirements for its suppliers, which include, among other matters, labour and human rights, and business ethics. The document is available on the website and on the Supplier Portal. It is mandatory to accept these requirements in order to be a Gestamp supplier and is included in the Group's General Procurement Conditions.

In 2021, we conducted an assessment on Human Rights at all of the Group's work sites for the purpose of updating the key human rights issues, classifying them by relevance, criticality, likelihood of compliance and the capacity to manage them. This assessment will mirror the one conducted in 2018 that was used to draw up the Group's Human Rights Policy.

Although all HR managers and directors in the plants sign the Group's HR Policy, agreeing to comply with and enforce it, a questionnaire was carried out for all plants in order to identify plants at risk of these rights being violated and to take appropriate action if necessary.

93.6% of work centers have completed the survey.. There are, therefore, no operations or suppliers with a significant risk of forced or compulsory labour, or with a significant risk of child labour. Nor are there any operations or suppliers whose right to collective bargaining may be at risk.

It should be noted that, as in 2020, no complaints were received in 2021 related to the violation of human rights, considering as such, according to the United Nations Declaration, the right to work and to just and favourable remuneration that ensures an existence worthy of human dignity.

Our plants in the United Kingdom have a specific internal policy called "Slavery and Human Trafficking Statement" to comply with the regulations, of an eminently criminal nature, existing in the UK ("Modern Slavery Act") and which develops preventive measures and punitive in the fight against modern forms of slavery, forced labor, including minors and vulnerable people, human trafficking and sexual or other exploitation.

Gestamp extends respect for Human Rights to the supply chain, and we have mandatory Corporate Social Responsibility Requirements for our suppliers





- 1. Letter from the Chairman
- 2. Gestamp Group
- 3. ESG Perspective
- 4. Business Development
- 5. Environmental
- 6. Social

7. Governance

- 7.1. Governing Bodies
- 7.2. Risk management
- 7.3. Ethics and regulatory compliance

APPENDIX

7. GOVERNANCE

INTELLECTUAL AND INDUSTRIAL PROPERTY

We believe that our intellectual and industrial property rights and the implementation of the related trade secrets and know-how are a component of the competitive advantage of our business. Therefore, we devote our efforts and invest resources in submitting, registering, maintaining, monitoring and defending our intellectual and industrial property rights.

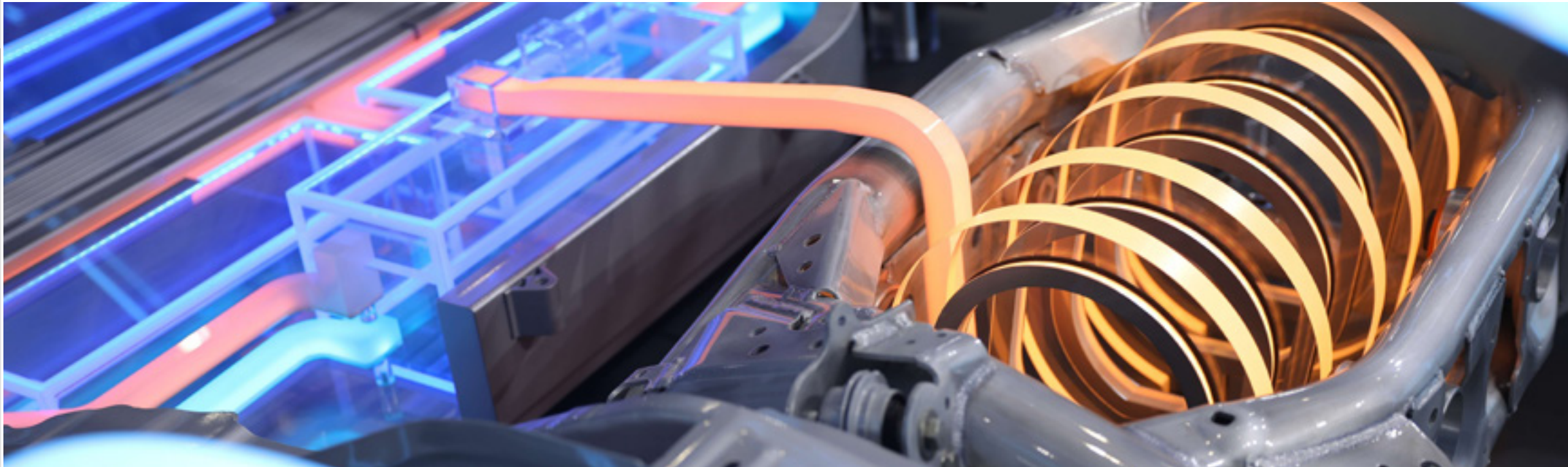
These intellectual and industrial property rights cover both the technologies, processes and products encompassed in Gestamp's core business and any technologies aimed at optimising and increasing the flexibility and efficiency of the processes and the quality of the products in the area of Industry 4.0.

Many of the technologies and processes that we use are the result of our scientific and technical personnel's knowledge, experience and skills. In some cases, these technologies and processes cannot be patented or protected through intellectual and industrial property rights. To protect our trade secrets, know-how, technologies and processes, we formalise

confidentiality agreements with our employees, clients, suppliers, competitors, contractors, consultants, advisors and collaborators that prevent confidential information from being disclosed to third parties.

When we formalise development agreements, we hold onto our pre-existing intellectual and industrial property rights and we do not transfer them to our collaboration partners, clients, suppliers, competitors or third parties. We claim ownership of any intellectual and industrial property rights that may arise during the course of said agreements and that relate to or are based on our know-how, trade secrets, technology and processes.

As of 31 December 2021, we had more than 1,200 patents, utility models and corresponding applications





- 1. Letter from the Chairman
- 2. Gestamp Group
- 3. ESG Perspective
- 4. Business Development
- 5. Environmental
- 6. Social

7. Governance

- 7.1. Governing Bodies
- 7.2. Risk management
- 7.3. Ethics and regulatory compliance

APPENDIX

7. GOVERNANCE



PERSONAL DATA PROTECTION

At Gestamp we are committed to the protection of personal data. For this reason, within the Group we are constantly adapting and strengthening our 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 in place that complies with General Data Protection Regulation (EU) 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 key element of the 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.

At Gestamp we continually strive 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. In this way, we apply Gestamp Group standards across all the territories in which we operate, are present and/or conduct personal data processing activities. In many regions, since these standards are based on the GDPR, they are more stringent than the 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.

At Gestamp, we also know that the training of our 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



- 1. Letter from the Chairman
- 2. Gestamp Group
- 3. ESG Perspective
- 4. Business Development
- 5. Environmental
- 6. Social

7. Governance

- 7.1. Governing Bodies
- 7.2. Risk management
- 7.3. Ethics and regulatory compliance

APPENDIX

7. GOVERNANCE

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

CONFLICTS OF INTEREST

Gestamp has developed different regulations in order to avoid conflicts of interest within the Group and the Board of Directors.

The Code of Conduct defines conflicts of interest as those situations where the personal interest of the employee or of his/her related parties are against Gestamp's interest. For these scenarios, the Code of Conduct sets out some rules which include, among others, the obligation to communicate the potential conflict of interest to the Human Resources Department (which, in turn, could involve the Ethics Committee if deemed appropriate), and the requirement that the express approval of the Human Resources Department is obtained prior to the performance of any activity or transaction that is subject to a potential conflict of interest. Furthermore, the Code of Conduct describes certain limitations and incompatibilities for those activities that could have an impact on the employees' objectivity in the performance of his/her functions.

In addition to the regulations of Code of Conduct with regard to the conflicts of interest that could affect our employees, Article 22 of our Board Regulations stipulates that our 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.

+ REGULATIONS OF THE BOARD OF DIRECTORS

The members of the Board of Directors will refrain from attending and participating in the deliberations and voting that affect matters in which they have a direct or indirect conflict of interest

Furthermore, each member of the Board of Directors must abstain from attending and participating in deliberation and voting (including by means of proxy vote) concerning matters in which they or a related party have a direct or indirect conflict of interest, as defined in the applicable law. 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.

COMPLIANCE IN TERMS OF COMPETITION

Our Code of Conduct establishes measures aimed at avoiding any conduct that could illegally restrict free competition in the markets in the Gestamp operates. In this regard, our Code of Conduct forbids engaging in secret agreements on prices or terms of sale with competitors, secret agreements on waiving competition, the submission of sham bids, and client sharing or other market segmentation criteria.

Furthermore, our 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, as well as a definition of effective controls for the prevention and minimisation of the possibility of committing such crimes.

Gestamp has not been involved in any legal proceedings in the last 5 years nor have any fines been imposed for anti-competitive practices.



- 1. Letter from the Chairman
- 2. Gestamp Group
- 3. ESG Perspective
- 4. Business Development
- 5. Environmental
- 6. Social

7. Governance

- 7.1. Governing Bodies
- 7.2. Risk management
- 7.3. Ethics and regulatory compliance

APPENDIX

7. GOVERNANCE

CYBERSECURITY

Gestamp's cybersecurity governance programme is based on the need to protect and safeguard the supply chain and business continuity processes.

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, so that the programme is aligned with the business objectives.

Gestamp relies on:

- The collaboration of certain companies and suppliers that support us in developing our strategy, evolving as a team in our regulatory compliance processes and policies, which, in conjunction with technological solutions tailored to our needs, guarantee an effective response to cybersecurity incidents and control over the risk of threats.
- A constantly evolving body of standards and best practices aligned with international regulations and organisations, focusing primarily on asset control, exposure of corporate networks outside the perimeter, data protection and industrial system control, which is consistently aligned with the company's objectives and its business continuity processes.
- Regular cybersecurity incident response drills, audits and tests of exposure to the threats to which the most critical processes within the business are prone in relation to our technology, processes and organisational model, to ensure they are in line with the company's requirements.

Strategy and action plan

The new demands of connected industry and digitalisation of production chains prompt a range of new needs in relation to cybersecurity processes and the organisational model. Gestamp has a Cybersecurity Master Plan based on risk management through implementation of international regulations and the MITRE ATT&CK methodology for responding to threats, which includes initiatives and projects, prioritising the ones that pose the greatest risk to the business. In 2022, our Cybersecurity Master Plan will be updated with the new projects that have been implemented in recent years, and the adjustments to the strategy and governance model for the coming years.

Gestamp continues to make progress with its goal to have a defined, documented strategy, fostering resilience processes with monitoring and a 24/7 incident response plan. The various initiatives are supported by specially trained teams, tools and processes for physical and logical security and they are implemented at all the plants worldwide.

Certificates

At Gestamp, our operational model and business continuity processes have been certified by the IATF, while our plants hold the TISAX / VDA ISA certificates required for operation in the automotive industry. Similarly, our partnerships with critical suppliers require certifications such as ISO 27001 to guide Gestamp in its cybersecurity needs.



The different initiatives in cybersecurity are supported by specialized teams, processes and security tools, both physical and logical, implemented in all its plants worldwide



- 1. Letter from the Chairman
- 2. Gestamp Group
- 3. ESG Perspective
- 4. Business Development
- 5. Environmental
- 6. Social

7. Governance

7.1. Governing Bodies

7.2. Risk management

7.3. Ethics and regulatory compliance

APPENDIX

7. GOVERNANCE

Actions in 2021

The new demands of the connected industry and digitalisation triggered several initiatives in 2021, hence the adjustment in our Cybersecurity Strategy. The highlights to be mentioned for 2021 are as follows:

- Implementation of a state-of-the-art technological solution for the protection of Gestamp's information systems against advanced threats.
- Launch of different initiatives to consolidate the governance model, risk management and cybersecurity compliance.
- Launch of the data network and access governance standardisation project in Gestamp factories, in order to adapt and prepare our infrastructure to the new challenges of the connected industry.
- Adaptation of cybersecurity standards in connected industry projects.
- Continuity and definition of new projects to promote cybersecurity awareness in the company, covering all Gestamp employees.
- Evolution of the monitoring systems and 24/7 response to incidents at our cybersecurity control centre.
- Training and specialisation of cybersecurity staff for the operation and implementation of new projects.

Training and awareness-raising

Users are a fundamental link and probably also the weakest in a company's cybersecurity programmes, which is why Gestamp has a global user cybersecurity awareness programme, accessible in different languages in order to reach all plants and offices. A new project is, in turn, being defined this year to improve the company's awareness-raising programme, with a special focus on methodology and content adaptation.

The state of cybersecurity in the company is constantly changing due to different external factors, new projects and the maturity level of the company's employees. The new programme has to adapt to these changes in order to achieve the business objectives.

In addition, in 2021, an executive training and awareness session on Industrial Cybersecurity was held for the Board of Directors. The session was a mixed session between the Cybersecurity team and an expert from a major technology consultancy firm in the area of industrial cybersecurity.

Audits

Gestamp has a DPO (Data Protection Officer) committee that launches diverse internal and external audits. The company is certified according to IATF, VDA ISA and TISAX, among others, to operate in the sector. In addition to these processes, audits related to the GDPR are also conducted at all our plants to verify the different processes linked to data protection, cybersecurity and business continuity.

Gestamp has also implemented audit programmes for cybersecurity and penetration testing, thus guiding our processes and policies within today's ecosystem of cyber-threats.



- 1. Letter from the Chairman
- 2. Gestamp Group
- 3. ESG Perspective
- 4. Business Development
- 5. Environmental
- 6. Social

- 7. Governance**
- 7.1. Governing Bodies
- 7.2. Risk management
- 7.3. Ethics and regulatory compliance

APPENDIX

7. GOVERNANCE

BODIES INVOLVED IN THE CODE OF CONDUCT AND REGULATORY COMPLIANCE

At Gestamp, we have the following bodies which, among other things, ensure compliance with internal regulations and legislation applicable to the Group and are involved in the supervision and control of our Code of Conduct and our Crime Prevention Model:

Board of Directors

The Board of Directors, as the highest supervisory, management and control body of the Company, has, among others, the duty to approve the Code of Conduct and other general policies related to it, as well as the Criminal Risk Prevention Model. It also supervises the correct functioning of the Compliance Model (including the Criminal Risk Prevention Model) with due diligence and efficiency.

Senior Management

Gestamp senior management, as the first line of defence, is responsible for complying with the policies and procedures established by the Group, and for acting in an ethical and responsible manner. In this regard, it is responsible for maintaining an effective control environment, ensuring that its areas of responsibility act in accordance with the pertinent legislation and other applicable internal regulations, and also for ensuring that the implementation of controls is optimal, overseeing that the different areas execute them correctly.

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 Complaint Channel.
- 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.

Ethics Committee

The Ethics Committee is a collegiate body with initiative and control powers. Its activities are supervised by the Audit Committee and consist mainly in:

- Promoting distribution of and knowledge about 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 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.
- Promoting the creation of a risk map of serious breaches of the Code of Conduct



- 1. Letter from the Chairman
- 2. Gestamp Group
- 3. ESG Perspective
- 4. Business Development
- 5. Environmental
- 6. Social

7. Governance

- 7.1. Governing Bodies
- 7.2. Risk management
- 7.3. Ethics and regulatory compliance

APPENDIX

7. GOVERNANCE

Compliance Office

The Compliance Office reports to the Ethics Committee. Its duties include receiving, directing, monitoring, suitably informing and documenting:

- 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, the implementation and overseeing of the Criminal Risk Prevention Model. Thus, the duties of the Regulatory Compliance Unit include, but are not limited to, the following:

- 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, regardless of their hierarchical level and location of employment.
- Promoting the periodical review of the Criminal Risk Prevention Model.
- Ensuring the establishment of the primary policies, procedures, controls and internal regulations to be implemented within the Group relating to regulatory compliance.
- Monitoring the operation, effectiveness and compliance of the Criminal Risk Prevention Model.



- Managing and coordinating the tasks of disseminating and providing training in relation to 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.



- 1. Letter from the Chairman
- 2. Gestamp Group
- 3. ESG Perspective
- 4. Business Development
- 5. Environmental
- 6. Social
- 7. Governance
- 7.1. Governing Bodies
- 7.2. Risk management
- 7.3. Ethics and regulatory compliance

APPENDIX

7. GOVERNANCE

COMPLAINT CHANNEL

In order to respond to communications in relation to 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 Complaint Channel with 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.

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.

- **Human Resources Managers (Delegates).** There is the possibility of reporting 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.

SUBJECT MATTER	2019 CASES	2020 CASES	2021 CASES
Integrity in our workplace			
Health and Safety	21	16	14
Discrimination and unfair treatment	11	9	10
Harassment	2	2	1
Respectful working environment	48	48	66
Equal opportunities	4	6	3
Respect for freedom of association and thought	0	0	0
Forced or child labour	0	0	0
Integrity in the supply chain			
Limitations and incompatibilities	3	0	1
Conflict of interest	7	8	0
Acceptance/offering of gifts and hospitalities	1	0	0
Bad practices with suppliers	9	9	4
Corruption	0	0	0
Political activity	0	0	0
Integrity regarding our shareholders and business partners			
Reliability of information	0	2	2
Handling of information*	3	0	0
Privacy and confidentiality	0	1	2
Control of insider information	0	0	0
Asset protection	4	6	3
Integrity in our environment			
Environment	0	0	0
Community commitment	2	1	0
Total	115	108	107

In 2021, 107 communications were received through the different channels. All the communications were in relation to non-compliances with the Gestamp Code of Conduct. Taking into account the communication channels used:

- 14** Complaints were received through the delegates
- 25** Directly through the Compliance Office by email
- 68** Through the Speak Up Line

As a result of the investigations, appropriate measures have been taken in cases that have been deemed necessary, including:

- 16** Number of dismissals
- 6** Suspension without pay
- 7** Written warnings



- 1. Letter from the Chairman
- 2. Gestamp Group
- 3. ESG Perspective
- 4. Business Development
- 5. Environmental
- 6. Social
- 7. Governance

APPENDIX



APPENDIX

Tables and additional information

Below are some of the data tables from the chapter entitled Our Professionals

1. Letter from the Chairman
2. Gestamp Group
3. ESG Perspective
4. Business Development
5. Environmental
6. Social
7. Governance

APPENDIX

(I) Distribution of employees by type of contract and country

Country	Total direct employees	Distribución por Tipo de Contrato				Total temporary employment agency employees	Total direct employees and agencies
		Indefinite	Temporary	Apprentices	Interns		
Argentina	835	834	1	0	0	0	835
Brazil	4255	4152	58	33	12	142	4397
Bulgaria	166	166	0	0	0	25	191
China	3708	3394	312	0	3	706	4414
Czech Republic	1506	1283	222	0	1	113	1620
France	1586	1556	5	25	0	247	1833
Germany	3,995	3,599	259	134	3	84	4,079
Hungary	488	488	0	0	0	0	488
India	869	842	20	4	3	811	1,680
Japan	83	82	1	0	0	24	107
Mexico	3,140	2,924	216	0	0	32	3,172
Morocco	378	75	303	0	0	0	378
Poland	1,119	786	312	16	5	113	1,232
Portugal	1,249	983	256	0	10	171	1,420
Romania	308	308	0	0	0	0	308
Russia	459	444	15	0	0	18	477
Slovakia	348	260	88	0	0	12	360
South Korea	175	173	2	0	0	42	217
Spain	5,794	5,403	354	3	34	259	6,053
Sweden	241	232	8	0	1	1	242
Taiwan	17	17	0	0	0	0	17
Thailand	10	10	0	0	0	19	29
Turkey	3,277	3,277	0	0	0	0	3,277
United Kingdom	1,893	1,835	13	45	0	255	2,148
United States	4,010	3,964	22	14	10	665	4,675
Total Gestamp	39,908	37,085	2,467	274	82	3,739	43,647

(II) Percentage of employees on temporary layoff programmes (*)

Country	May	June	July	Aug	Sept	Oct	Nov	Dec
Germany	2%	1%	1%	3%	8%	4%	3%	1%
Argentina	21%	22%	22%	18%	29%	8%	7%	5%
Brazil	15%	18%	29%	17%	4%	0%	0%	0%
China	0%	0%	3%	2%	2%	0%	0%	1%
Slovakia	5%	15%	8%	0%	25%	42%	0%	0%
Spain	7%	9%	5%	2%	12%	7%	7%	4%
United States	8%	7%	9%	0%	0%	0%	1%	0%
France	3%	6%	0%	1%	13%	12%	5%	2%
Hungary	0%	0%	0%	0%	0%	0%	0%	0%
India	1%	1%	1%	0%	6%	2%	5%	5%
Japan	0%	0%	0%	0%	0%	8%	0%	0%
Korea	13%	3%	0%	19%	0%	2%	2%	0%
Mexico	0%	17%	20%	3%	4%	3%	7%	4%
Poland	0%	0%	0%	0%	0%	0%	0%	0%
Portugal	0%	24%	26%	26%	17%	7%	2%	0%
United Kingdom	29%	19%	32%	24%	20%	8%	4%	3%
Czech Rep.	8%	1%	7%	14%	11%	4%	2%	0%
Russia	0%	0%	0%	0%	2%	9%	1%	0%
Sweden	0%	0%	0%	0%	0%	0%	0%	0%
Total	7.4%	9.6%	12.2%	7.2%	7.5%	3.8%	3.1%	1.7%

(*) The percentage is the workforce affected by temporary-layoff measures, mainly due to the semiconductor crisis, divided by the average workforce in the production plants in the countries where Gestamp operates.



1. Letter from the Chairman
2. Gestamp Group
3. ESG Perspective
4. Business Development
5. Environmental
6. Social
7. Governance

APPENDIX

APPENDIX

(III) Average number of employees by type of contract and fessional classification*

Type of contract	Direct labour	Indirect labour	Regular staff	Total
Indefinite-term (FT)	13,696	10,619	7,378	31,693
Indefinite-term (PT)	159	90	154	404
Temporary (FT)	1,306	608	269	2,182
Temporary (PT)	262	84	42	389
Apprentices (FT)	3	207	51	262
Apprentices (PT)	4	19	1	24
Interns (FT)	2	25	36	63
Interns (PT)	1	7	13	20
Total	15,433	11,659	7,945	35,037

(V) Number of permanent staff by type of contract and age*

Type of contract	<=20	21 - 25	26 - 35	36 - 45	46 - 55	56 - 65	>=66	Total
Indefinite-term (FT)	276	2,074	9,565	9,406	7,138	3,156	80	31,693
Indefinite-term (PT)	10	10	66	143	85	84	5	404
Temporary (FT)	114	398	777	520	255	116	2	2,182
Temporary (PT)	28	37	92	58	21	152	1	389
Apprentices (FT)	173	54	28	5	3	0	0	262
Apprentices (PT)	14	10	0	0	0	0	0	24
Interns (FT)	8	37	18	0	0	0	0	63
Interns (PT)	5	12	3	0	0	0	0	20
Total	627	2,632	10,549	10,131	7,502	3,508	88	35,037

*The tables includes the average workforce of the companies that are covered by the corporate IT system that comprises all the regions with the most significant countries where Gestamp has total management control. The information presented relates only to 2021
 FT: Full-time hours
 PT: Part-time hours

(IV) Number of permanent staff by type of contract and gender*

Type of contract	Men	Women	Total
Indefinite-term (FT)	26,186	5,508	31,693
Indefinite-term (PT)	203	201	404
Temporary (FT)	1,583	599	2,182
Temporary (PT)	295	94	389
Apprentices (FT)	227	35	262
Apprentices (PT)	24	0	24
Interns (FT)	51	13	63
Interns (PT)	15	5	20
Total	28,583	6,455	35,037



- 1. Letter from the Chairman
- 2. Gestamp Group
- 3. ESG Perspective
- 4. Business Development
- 5. Environmental
- 6. Social
- 7. Governance

APPENDIX

APPENDIX

(VI) Voluntary turnover rate*

Country	2018	2019	2020	2021
Argentina	5.8%	11.2%	10.5%	7.7%
Brazil	3.6%	2.8%	2.9%	4.7%
Bulgaria		11.8%	17.1%	14.4%
China	29.3%	21.7%	15.3%	18.8%
Czech Republic	13.1%	13.5%	11.0%	13.9%
France	4.2%	4.8%	4.7%	6.2%
Germany	3.2%	2.8%	2.4%	5.2%
Hungary	30.7%	23.2%	18.7%	21.6%
India	6.5%	6.8%	11.9%	13.1%
Japan	11.9%	13.7%	10.0%	11.2%
Mexico	12.2%	10.6%	8.0%	13.0%
Morocco		0.0%	0.0%	0.0%
Poland	0.9%	5.8%	6.0%	9.7%
Portugal	4.8%	3.3%	1.6%	3.9%
Romania	20.7%	14.1%	9.0%	13.6%
Russia	16.9%	11.2%	7.3%	23.7%
Slovakia	2.2%	6.2%	4.6%	6.9%
South Korea	16.7%	38.3%	22.9%	17.8%
Spain	3.0%	2.8%	2.1%	2.9%
Sweden	16.8%	15.0%	10.7%	9.5%
Taiwan	5.6%	0.0%	0.0%	0.0%
Thailand	0.0%	0.0%	0.0%	0.0%
Turkey	5.6%	3.8%	3.0%	6.0%
United Kingdom	8.8%	8.5%	6.2%	10.5%
United States	21.1%	18.6%	21.6%	37.1%
Total	10.3%	9.0%	7.7%	11.6%

* Voluntary turnover rate for employees with permanent contracts

(VII) Layoffs by gender, age and professional classification*

	2020				2021			
	Direct Labour	Indirect Labour	Regular Staff	Total	Direct Labour	Indirect Labour	Regular Staff	Total
<=20	109	23	2	134	60	9	1	70
Women	20	1	1	22	14	2	1	17
Men	89	22	1	112	46	7	0	53
21 - 25	327	118	25	470	222	43	11	276
Women	58	16	18	92	47	5	6	58
Men	269	102	7	378	175	38	5	218
26 - 35	519	296	123	938	511	204	63	778
Women	131	26	40	197	117	24	24	165
Men	388	270	83	741	394	180	39	613
36 - 45	394	250	125	769	323	149	67	539
Women	122	25	32	179	72	11	21	104
Men	272	225	93	590	251	138	46	435
46 - 55	142	162	93	397	154	79	47	280
Women	42	11	18	71	30	6	11	47
Men	100	151	75	326	124	73	36	233
56 - 65	73	81	54	208	60	43	41	144
Women	13	9	3	25	9	4	8	21
Men	60	72	51	183	51	39	33	123
>=66	5	6	5	16	7	4	3	14
Women	0	1	0	1	0	0	2	2
Men	5	5	5	15	7	4	1	12
Total	1569	936	427	2932	1337	531	233	2101

* Employee layoffs of the companies that are covered by the corporate IT system that comprises all the regions with the most significant countries where Gestamp has total management control. This corresponds to 86% of the perimeter. During the next exercises, work will be done to improve the scope of the information.

In 2021, out of the total number of layoffs, 1720 were employees with indefinite-term contracts and 381 employees with temporary contracts.



- 1. Letter from the Chairman
- 2. Gestamp Group
- 3. ESG Perspective
- 4. Business Development
- 5. Environmental
- 6. Social
- 7. Governance

APPENDIX

APPENDIX

(VIII) Direct Employees

Country	2019	2020	2021	Var. (%)	Var. (pax)
Argentina	970	873	835	-4.4%	-38
Brazil	4,789	3,922	4,255	8.5%	333
Bulgaria	115	115	166	44.3%	51
China	3,988	3,787	3,708	-2.1%	-79
Czech Rep.	1,498	1,643	1,506	-8.3%	-137
France	1,617	1,618	1,586	-2.0%	-32
Germany	4,373	4,194	3,995	-4.7%	-199
Hungary	534	553	488	-11.8%	-65
India	793	774	869	12.3%	95
Japan	78	80	83	4.4%	4
Mexico	3,738	3,154	3,140	-0.4%	-14
Morocco	126	291	378	29.9%	87
Poland	1,131	1,076	1,119	4.0%	43
Portugal	1,367	1,296	1,249	-3.6%	-47
Romania	451	329	308	-6.4%	-21
Russia	630	543	459	-15.5%	-84
Slovakia	380	349	348	-0.3%	-1
South Korea	232	195	175	-10.3%	-20
Spain	6,760	6,354	5,794	-8.8%	-561
Sweden	311	248	241	-2.8%	-7
Taiwan	18	17	17	0.0%	0
Thailand	11	9	10	11.1%	1
Turkey	3,379	3,400	3,277	-3.6%	-123
United Kingdom	2,440	2,172	1,893	-12.9%	-280
USA	4,093	3,820	4,010	5.0%	190
Total Gestamp	43,822	40,811	39,908	-2.2%	-903

(IX) Average remuneration by professional category broken down by gender in 2020*

Remuneración media	Men	Women	Total
Senior Managers	107,619	99,163	106,847
Middle management	62,992	58,132	62,152
All other employees	24,394	20,459	23,709
Total	27,807	22,932	26,967

(X) Average remuneration by age in 2020*

<=20	21 - 25	26 - 35	36 - 45	46 - 55	56 - 65	>=66
13,197	16,144	19,897	26,470	35,625	38,953	38,541

* Data on average remuneration paid includes all monetary concepts paid through payroll. Scope: 78% of Gestamp's workforce (85% if we exclude JVs and where Gestamp does not manage them). The information cannot be compared with the previous year because the scope is greater, the criteria used is different and the remunerations have been affected by the temporary reductions derived from COVID-19. During the next exercises, work will be done to improve the scope of the information.



- 1. Letter from the Chairman
- 2. Gestamp Group
- 3. ESG Perspective
- 4. Business Development
- 5. Environmental
- 6. Social
- 7. Governance

APPENDIX

Assessment of alignment with the European Green Taxonomy


Ever since 2015, the European institutions have been determined to boost sustainable investments and redirect finance flows to make them “consistent with a pathway towards low greenhouse gas emissions and climate-resilient development”.

The European Taxonomy is a classification system for environmentally sustainable economic activities. This classification determines what is considered sustainable and which activities are sustainable.

The aim is to be able to highlight the sectors of activity in which it is preferable to invest in order to enable Europe to achieve carbon neutrality by 2050. This objective is within the context of the European Green Deal, which places climate change at the forefront of the continent by proposing three points:

1. Achieve net zero carbon emissions by 2050
2. Decouple economic growth from resource use
3. Preserve biodiversity and reduce pollution

In order to be in line with the taxonomy, an organisation's economic activities must meet the technical selection criteria, satisfy a minimum of social safeguards and contribute to at least one of the six defined environmental objectives and not undermine the other objectives:

- Climate change mitigation  
- Transition to a circular economy 
- Adaptation to climate change  
- Prevention and control of pollution   
- Protection and sustainable use of water and marine resources  
- Protection and restoration of biodiversity and ecosystems  



- 1. Letter from the Chairman
- 2. Gestamp Group
- 3. ESG Perspective
- 4. Business Development
- 5. Environmental
- 6. Social
- 7. Governance

APPENDIX

APPENDIX

As part of its commitment to transparency, in 2021 Gestamp performed an assessment of its activity based on the European Green Taxonomy, regulated by Taxonomy Regulation 2020/852, Delegated Regulation (EU) 2021/2139 and Delegated Regulation (EU) 2021/2178 in compliance with the obligation to publish consolidated non-financial statements in line with article 29 bis. of Directive 2013/34/EU.

The assessment consisted of the following steps:

- Compilation of 2021 financial data broken down by activity (Revenue, CAPEX and OPEX)
- Analysis concluding whether the economic activities linked to such financial data are linked to activities covered by the current Taxonomy regulatory framework (eligible activities)

The conclusions reached are as follows:

- Gestamp is a company dedicated to the design, development and manufacture of metal components for automobiles.
- Gestamp's economic activity is classified as C29.3.2 within the NACE codes (statistical code for the classification of economic activities in the European Union). This code is not included in taxonomy-eligible activities.
- In addition, eligible activity 3.3 "Manufacture of low carbon technologies for transport" is not considered eligible as Gestamp does not manufacture electric vehicles, but rather metal components that may form part of them.
- According to the Q&A document approved by the European Commission on 2 February 2022, the manufacture of specific automobile and vehicle components is not automatically eligible under the section "manufacture of low carbon technologies for transport". From a supplier's perspective, this means that the activity of a company that supplies a Taxonomy-eligible activity is not, by definition, Taxonomy-eligible and the manufacture of specific automobile

components is not eligible by default under the activity "manufacture of low carbon vehicles for transport".

It can be concluded that, as none of the activities are associated with economic activities that are considered environmentally sustainable, the KPIs are close to 0%:

- Revenue generated from eligible activities based on Net Turnover in 2021
- Investment in CAPEX on eligible activities according to the total CAPEX (additions to property, plant and equipment and other intangible assets in the 2021 financial statements)
- OPEX expenditure on eligible activities according to non-capitalised expenditure related to asset maintenance, R&D&I and short-term leases in 2021.

Although our activity is not taxonomy-eligible, Gestamp's portfolio includes specific parts for electric vehicles, for example battery boxes, as well as other parts that can be used in combustion, hybrid or electric vehicles.

Throughout 2021, activities were carried out that could be considered within the taxonomy, such as energy efficiency initiatives, use of renewable energy or self-consumption systems or the current transition towards a business model based on the Smart Factory.

We will stay up to date with regulatory developments.

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 Matricería y Puesta a Punto, S.L.
- Almussafes Mantenimiento de Troqueles, S.L.
- Automated Joining Solutions, S.L.U.
- Automotive Chassis Products, UK Limited
- Autotech Engineering Deutschland GmbH
- Autotech Engineering France, S.A.S.
- Autotech Engineering R&D, UK Limited
- Autotech Engineering Spain, S.L.
- Autotech Engineering, S.L.
- Diede Die Developments, S.L.
- Edscha Automotive Hauzenberg GmbH
- Edscha Automotive Hengersberg GmbH
- Edscha Automotive Italia, S.R.L.
- 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 Santander, S.A.
- Edscha Togliatti, LLC
- Edscha Velky Meder s.r.o.
- Etem Gestamp Aluminium Extrusions, S.A.
- Gestamp 2008, S.L.
- Gestamp 2017, S.L.U.
- Gestamp Abrera, S.A.
- Gestamp Aragón, S.A.
- Gestamp Automoción, S.A.
- Gestamp Aveiro - Industria e accesorios de Automoveis, S.A.
- Gestamp Beycelik Romania, SRL
- Gestamp Bizkaia, S.A.
- Gestamp Cerveira, Lda.
- Gestamp Dienstleistungs GmbH
- Gestamp Esmar, S.A.
- Gestamp Estarreja Lda.
- Gestamp Etem Automotive Bulgaria, S.A.
- Gestamp Finance Slovakia s.r.o.
- Gestamp Funding Luxembourg S.A.
- Gestamp Global Tooling, S.L.
- Gestamp Griwe Haynrode GmbH
- Gestamp Griwe Westerborg GmbH
- 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 Ingenieria 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, S.P. Z.o.o
- Gestamp Prisma, S.A.S.
- Gestamp Ronchamp, S.A.S.
- Gestamp Servicios, S.A.
- Gestamp Severstal Kaluga, LLC
- Gestamp Severstal Vsevolozhsk, LLC
- Gestamp Solblank Barcelona, S.A.
- Gestamp Solblank Navarra, S.L.U.
- Gestamp Sweden, AB
- Gestamp Tallent, Limited
- Gestamp Tech, S.L.
- Gestamp Technology Institute, S.L.
- Gestamp Togliatti, LLC
- Gestamp Toledo, S.A.
- Gestamp Tool Hardening, S.L.
- Gestamp Tooling Engineering Deutschland GmbH
- Gestamp Tooling Erandio, S.L.
- Gestamp Tooling Services, A.I.E.
- Gestamp Try Out Services, S.L.
- Gestamp Umformtechnik GmbH
- Gestamp Vendas Novas, Ltda.
- Gestamp Vigo, S.A.
- Gestamp Washington, UK Limited
- Gestamp Wroclaw Sp.z.o.o.
- Gestión Global de Matricería, S.L.
- Global Láser Araba, S.L.
- GMF Holding GmbH
- Industrias Tamer, S.A.
- Ingenieria Global Metalbages, S.A.
- Ingeniería y Construcción de Matrices, S.A.U.
- IxCxT, S.A.U.
- Loire SAFE
- Matricería Deusto, S.L.
- Mursolar 21, S.L.
- Reparaciones Industriales Zaldibar, S.L.
- SCI de Tournan SURL
- Sofedit, S.A.S.
- Todlem, S.L.

1. Letter from the Chairman
2. Gestamp Group
3. ESG Perspective
4. Business Development
5. Environmental
6. Social
7. Governance

APPENDIX



1. Letter from the Chairman
2. Gestamp Group
3. ESG Perspective
4. Business Development
5. Environmental
6. Social
7. Governance

APPENDIX

APPENDIX

SOUTH AMERICA

- Edscha Do Brasil, Ltda.
- Gestamp Argentina, S.A.
- Gestamp Baires, S.A.
- Gestamp Brasil Industria de Autopeças, S/A
- Gestamp Córdoba, S.A.
- Gestamp Sorocaba Indústria de Autopeças Ltda.

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
- Gestamp Aguascalientes, S.A. de C.V.
- Gestamp Alabama, LLC
- Gestamp Cartera de Mexico, S.A. de C.V.
- Gestamp Chattanooga II, LLC
- Gestamp Chattanooga, LLC
- Gestamp Mason, LLC
- Gestamp Mexicana de Servicios Laborales II, S.A. de C.V.
- Gestamp Mexicana de Servicios Laborales S.A. de C.V.
- 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, S.A. de C.V.
- Gestamp South Carolina, LLC

- Gestamp Toluca, S.A. de C.V.
- 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.

ASIA

- Anhui Edscha Automotive Parts, Co. Ltd.
- Autotech Engineering (Shanghai) Co., Ltd.
- Autotech Engineering (Shanghai) Co., Ltd. Kunshan Branch
- Beyçelik Gestamp Şasi Otomotiv Sanayi A.S.
- Beyçelik Gestamp Teknoloji Sanayi A.S.
- Beyçelik Gestamp, A.S.
- Çelikform Gestamp Otomotiv, A.S.
- 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 (Shanghai) Co., Ltd.
- Edscha Japan Co., Ltd.
- Edscha PHA Automotive Components (Kunshan) Co., Ltd.
- Edscha PHA, Ltd.
- Gestamp (China) Holding Co., Ltd.
- Gestamp Auto Components (Beijing) Co., Ltd.
- Gestamp Auto Components (Chongqing) Co., Ltd.
- Gestamp Auto Components (Tianjin) Co., Ltd.
- Gestamp Auto Components (Wuhan) Co., Ltd.
- Gestamp Auto Components (Dongguan), Co. Ltd.
- Gestamp Auto Components (Kunshan), Co. Ltd.

- Gestamp Auto Components (Kunshan), Co. Ltd. Shanghai Branch
- Gestamp Auto Components Sales (Tianjin) Co., Ltd.
- Gestamp Auto Components (Shenyang), Co. Ltd.
- Gestamp Automotive Chennai Private Limited
- Gestamp Automotive India, Private Limited
- Gestamp Autotech Japan K.K.
- Gestamp Hot Stamping Japan Co., Ltd.
- Gestamp Kartek, Corporation
- Gestamp Metal Forming (Wuhan) Ltd.
- Gestamp New Energy Vehicle Components (Beijing) Co., Ltd.
- Gestamp Pune Automotive Private Limited
- Gestamp Services India, Private Limited
- Gestool Tooling Manufacturing (Kunshan) Co., Ltd.
- 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.

ÁFRICA

- Tuyauto Gestamp Morocco

CORPORATE HEADQUARTERS

GESTAMP AUTOMOCIÓN
Polígono industrial de Lebario
48220 Abadiño – Vizcaya (Spain)

GESTAMP GROUP
Calle Alfonso XII, 16
28014 Madrid (Spain)



1. Letter from the Chairman
2. Gestamp Group
3. ESG Perspective
4. Business Development
5. Environmental
6. Social
7. Governance

APPENDIX

APPENDIX

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 2021. The content has been prepared in order to constitute the 2021 Non-Financial Information Statement and applies to all of the Group's activities in the regions where we operate.

It also contains a description of the company's annual progress in implementing the Ten Principles of the United Nations Global Compact in the areas of human and labour rights, the environment and anti-corruption, and Gestamp's contribution to the achievement of the Sustainable Development Goals (SDGs).

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.

Furthermore, we have used other reports to provide more specific information on particular matters:

- Report on the consolidated Financial Statements of Gestamp Automoción S.A. corresponding to the financial year ending 31 December 2021.
- 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 28 February 2021.

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.



- 1. Letter from the Chairman
- 2. Gestamp Group
- 3. ESG Perspective
- 4. Business Development
- 5. Environmental
- 6. Social
- 7. Governance

APPENDIX

APPENDIX

SASB Indicators

The Sustainability Accounting Standards Board (SASB) indicators for the sector are presented below: Transportation - Auto Parts industry.

MATTER	INDICATORS	PAGES
Energy management	TR-AP-130a.1: (1) Total energy consumed (2) percentage grid electricity (3) percentage renewable	69, 74
Waste management	TR-AP-150a.1: (1) Total amount of waste from manufacturing (2) percentage hazardous (3) percentage recycled	78-79
Product safety	TR-AP-250a.1: Number of recalls issued, total units recalled	42-43
Design for Fuel Efficiency	TR-AP-410a.1: Revenue from products designed to increase fuel efficiency and/or reduce emissions	17, 51, 54, 74
Materials Sourcing	TR-AP-440a.1: Description of the management of risks associated with the use of critical materials	45-46
Materials efficiency	TR-AP-440b.1: Percentage of products sold that are recyclable	61
	TR-AP-440b.2: Percentage of input materials from recycled or remanufactured content	78
Competitive behaviour	TR-AP-520a.1: Total amount of monetary losses as a result of legal proceedings associated with anti-competitive behaviour regulations	148



- 1. Letter from the Chairman
- 2. Gestamp Group
- 3. ESG Perspective
- 4. Business Development
- 5. Environmental
- 6. Social
- 7. Governance

APPENDIX

APPENDIX

Index of contents and GRI Standards

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:

Additionally, it is indicated the section of the Report detailing the information in relation to the European Green Taxonomy (2020/852).

INDEX OF CONTENTS REQUIRED BY LAW 11/2018		REFERENCE FRAMEWORK	PAGE
GENERAL MATTERS			
Business Model	Brief description of the group's business model	GRI 102-1, 102-2, 102-3, 102-4, 102-5, 102-7, 102-8, 102-14, 102-15	4,6-14,28,29,33,44,68,83,134-140,155,156,161,162
General	Reporting framework	GRI 102-54, 102-46, 102-47	24, 163, 165
	Description of the policies that apply	GRI 103-1	32, 36, 45, 61, 65, 82, 90, 98, 120, 125, 143-144, 147, 149, 151-152
Management approach	Results of those policies	GRI 103-3	20, 142
	The main risks related to these issues related to group activities	GRI 102-15	68, 136-140
INFORMATION ON ENVIRONMENTAL ISSUES			
	Current and foreseeable effects of the company's activities on the environment and, where appropriate, health and safety	GRI 307-1, 308-2	46, 63,
	Environmental assessment or certification procedures	GRI 103-2, 308-1 ISO 14001 and EMAS II	46, 62-63
Environmental Management	Resources dedicated to the prevention of environmental risks	Financial accounting system	63, 139
	Application of the precautionary principle	GRI 102-11	61-79-98-110
	Amount of provisions and guarantees for environmental risks	Insurance policy	63, 139
Pollution	Measures to prevent, reduce or repair carbon emissions (also includes noise and light pollution)	GRI 305-1, 305-2, 305-3, 305-6, 305-7	4, 51, 66-67, 70, 74



- 1. Letter from the Chairman
- 2. Gestamp Group
- 3. ESG Perspective
- 4. Business Development
- 5. Environmental
- 6. Social
- 7. Governance

APPENDIX

APPENDIX

INDEX OF CONTENTS REQUIRED BY LAW 11/2018		REFERENCE FRAMEWORK	PAGE
INFORMATION ON ENVIRONMENTAL ISSUES			
Circular economy, waste prevention and management	Measures for prevention, recycling, reuse, other forms of waste recovery and disposal	GRI 301-2, 301-3, 306-1, 306-2, 306-3 Gestamp Environmental System	19, 78-79
	Actions to combat food waste	-	Not applicable
Sustainable Use of Resources	Water consumption and water supply in accordance with local limitations	GRI 303-3 Gestamp Environmental System	76
	Consumption of raw materials	GRI 301-1, 301-2 Gestamp Environmental System	77-79
	Measures taken to improve the efficiency of its use	Gestamp Environmental System	9, 49-50
	Direct and indirect energy consumption	GRI 302-1 Gestamp Environmental System	69
	Measures taken to improve energy efficiency	GRI 302-1, 302-4, 302-5 Gestamp Energy Efficiency System	9, 49-50, 71-73
	Renewable energy use	-	74
Climate change	Important elements of greenhouse gas emissions generated as a result of the company's activities	GRI 305-1, 305-2, 305-3 Carbon Disclosure Project	70
	Measures taken to adapt to the consequences of climate change	GRI 103-2 Carbon Disclosure Project	68
	Reduction targets set to voluntarily reduce greenhouse gas emissions in the medium and long term and the resources set for this purpose	GRI 305-5 Carbon Disclosure Project	4, 66, 74



- 1. Letter from the Chairman
- 2. Gestamp Group
- 3. ESG Perspective
- 4. Business Development
- 5. Environmental
- 6. Social
- 7. Governance

APPENDIX

APPENDIX

INDEX OF CONTENTS REQUIRED BY LAW 11/2018		REFERENCE FRAMEWORK	PAGE
INFORMATION ON ENVIRONMENTAL ISSUES			
Biodiversity protection	Measures taken to preserve or restore biodiversity	GRI 304-3	64
	Impact of activities or operations in protected areas	GRI 304-2	64
INFORMATION ON SOCIAL ISSUES AND PERSONNEL-RELATED MATTERS			
Employment	Total number and distribution of employees by country, gender and age.	GRI 102-8 SAP, BW	83, 156
	Total number and distribution of employees by professional category	GRI 102-8 SAP, BW	84, 86, 156
	Total number and distribution of employment contract modalities	GRI 102-8 SAP, BW	156
	Annual average by contract modality (permanent, temporary and part-time) by gender, age and professional classification	GRI 102-8 SAP, BW	156
	Number of dismissals by gender, age and professional categories	SAP, BW	157
	Wage Gap	GRI 405-2 Gestamp Global Grading System	89
	Average remuneration and its evolution broken down by sex and age	GRI 405-2 Gestamp Global Grading System	88, 158
	Average remuneration of directors by gender	GRI 102-35 Annual Corporate Governance Report Annual Directors' Remuneration Report	131
	Average remuneration of senior management by gender	GRI 102-35 Annual Corporate Governance Report	88



- 1. Letter from the Chairman
- 2. Gestamp Group
- 3. ESG Perspective
- 4. Business Development
- 5. Environmental
- 6. Social
- 7. Governance

APPENDIX

APPENDIX

INDEX OF CONTENTS REQUIRED BY LAW 11/2018		REFERENCE FRAMEWORK	PAGE
INFORMATION ON SOCIAL ISSUES AND PERSONNEL-RELATED MATTERS			
Employment	Implementation of work absenteeism policies	-	82. There are no disconnection policies. 78% of the workforce is directly involved in production processes
	Employees with disabilities	GRI 405-1	84, 87
Work management	Working time management	Collective Agreement of each country	82
	Number of absenteeism hours	Gestamp SAP HCM and BW	87
	Measures aimed at facilitating work-life balance and encouraging co-responsible exercise by both parents	Gestamp Health and Safety System	82
	Health and safety conditions at work	GRI 102-11 Gestamp Health and Safety System	98-109
Health and safety	Number of accidents at work by gender	GRI 403-2 Gestamp Health and Safety System	107
	Frequency rate by gender	GRI 403-2 Gestamp Health and Safety System	107
	Severity rate by gender	GRI 403-2 Gestamp Health and Safety System	107
	Occupational diseases by gender	GRI 403-2 Gestamp Health and Safety System	87, 107



- 1. Letter from the Chairman
- 2. Gestamp Group
- 3. ESG Perspective
- 4. Business Development
- 5. Environmental
- 6. Social
- 7. Governance

APPENDIX

APPENDIX

INDEX OF CONTENTS REQUIRED BY LAW 11/2018		REFERENCE FRAMEWORK	PAGE
INFORMATION ON SOCIAL ISSUES AND PERSONNEL-RELATED MATTERS			
Social relationships	Organisation of social dialogue, including procedures for reporting and consulting staff and negotiating with them	GRI 403-4 Collective Agreement of each country	90
	Percentage of employees covered by collective agreements per country	GRI 102-41	90
	Balance of collective agreements, particularly in the field of health and safety at work	GRI 102-41, 403-4	90
Training	Policies implemented in the field of training	GRI 404-2	92-93
	Total number of hours of training by professional categories.	GRI 404-1 (partial)	94
Accessibility	Universal accessibility of persons with disabilities	Building corporate standard	87
	Measures taken to promote equal treatment and opportunities between women and men	GRI 401-3, 405-2	85-86
Equality	Equality plans, measures taken to promote employment, protocols against sexual harassment and gender-based harassment	GRI 103-2	85-86
	Integration and the universal accessibility of persons with disabilities	Internal framework: Integration and accessibility of people with disabilities	87
	Policy against all types of discrimination and, where appropriate, diversity management	GRI 103-2	81, 144



- 1. Letter from the Chairman
- 2. Gestamp Group
- 3. ESG Perspective
- 4. Business Development
- 5. Environmental
- 6. Social
- 7. Governance

APPENDIX

APPENDIX

INDEX OF CONTENTS REQUIRED BY LAW 11/2018

INFORMATION ON RESPECT FOR HUMAN RIGHTS

	REFERENCE FRAMEWORK	PAGE
Application of due diligence procedures in the field of human rights	GRI 103-2 Gestamp Code of Conduct	144-145
Prevention of risks arising from human rights violations and, where appropriate, measures to mitigate, manage and repair possible abuses committed	Gestamp Code of Conduct	144-145
Complaints about cases of human rights violations	GRI 406-1 Gestamp Code of Conduct	145
Promotion and compliance with the provisions of the ILO fundamental conventions related to respect for freedom of association and the right to collective bargaining	Gestamp Code of Conduct	90, 144
Elimination of discrimination in employment and occupation	Human Right Policy Gestamp Code of Conduct	144-145
Elimination of forced or compulsory labour	Human Right Policy Gestamp Code of Conduct	144-145
Effective abolition of child labour	Human Right Policy Gestamp Code of Conduct	144-145

INFORMATION REGARDING THE FIGHT AGAINST CORRUPTION AND BRIBERY

Measures taken to prevent corruption and bribery	Policy against corruption and fraud Gestamp Code of Conduct	142-143
Measures to fight money laundering	Code of Conduct Policy against corruption and fraud	143
Contributions to foundations and non-profit organisations	Business for Social Impact	111-114

INFORMATION ABOUT THE COMPANY

Impact of the society's activity on the local development and employment	Business for Social Impact	111-112
Impact of the society's activity on local populations and in the territory	Business for Social Impact	111-112
Company commitment to sustainable development		
Relationships maintained with local community actors and the dialogue modalities maintained with them	GRI 102-43	23
Partnership or sponsorship actions	GRI 102-12, 102-13	114



- 1. Letter from the Chairman
- 2. Gestamp Group
- 3. ESG Perspective
- 4. Business Development
- 5. Environmental
- 6. Social
- 7. Governance

APPENDIX

APPENDIX

INDEX OF CONTENTS REQUIRED BY LAW 11/2018		REFERENCE FRAMEWORK	PAGE
INFORMATION ABOUT THE COMPANY			
Subcontracting and suppliers	Inclusion in the purchasing policy of social, gender equality and environmental issues	GRI 102-9 Gestamp Code of Conduct and CSR Requirements for Gestamp Group suppliers	43-46
	Consideration in supplier and subcontractor relationships of their social and environmental responsibility	GRI 102-9 Gestamp Code of Conduct and CSR Requirements for Gestamp Group suppliers	22, 45
	Supervision systems and audits and their results	Gestamp Supplier Risk Management System	46
Consumers	Consumers' health and safety measures	Gestamp Quality System	17, 22, 24, 41-42
	Complaint systems	Gestamp Quality System	41
	Complaints received and resolution thereof	Gestamp Quality System	41
Tax-related information	Profits earned country by country	Consolidated Annual Accounts	32
	Taxes paid on profits	Consolidated Annual Accounts	32
	Public subsidies received	Consolidated Annual Accounts	32

MATTER	INDICATOR	PAGES
EU Tonomy according to Regulation 2020/852	General description of Gestamp's activities in relation to the EU Taxonomy Regulation	156-160



- 1. Letter from the Chairman
- 2. Gestamp Group
- 3. ESG Perspective
- 4. Business Development
- 5. Environmental
- 6. Social
- 7. Governance

APPENDIX

APPENDIX

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.pactmundial.org and at <https://www.unglobalcompact.org/what-is-gc/participants/4608>



ASPECTS	PRINCIPLES OF THE GLOBAL COMPACT	GRI INDICATORS	SDGs
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, 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	1, 2, 3, 4, 5, 6, 7, 8, 10, 11, 16, 17
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	1, 3, 5, 8, 9, 10, 16, 17
	5. Businesses should uphold the effective abolition of child labour	409-1, 412-2,	1, 3, 5, 8, 9, 10, 16, 17
	6. Businesses should uphold the elimination of discrimination in respect of employment and occupation	401-1, 405-1, 405-2, 406-1, 414-1	1, 3, 5, 8, 9, 10, 16, 17
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	2, 6, 7, 9, 11, 12, 13, 14, 15, 17
	9. Businesses should encourage the development and diffusion of environmentally-friendly technologies	301-3	2, 6, 7, 9, 11, 12, 13, 14, 15, 17
Anti-corruption	10. Businesses should work against corruption in all its forms, including extortion and bribery	205-1,	3, 10, 16, 17



- 1. Letter from the Chairman
- 2. Gestamp Group
- 3. ESG Perspective
- 4. Business Development
- 5. Environmental
- 6. Social
- 7. Governance

APPENDIX

Report on Independent Review

Independent Limited Assurance Report of the Consolidated Non-Financial Information Statement for the year ended December 31, 2021

GESTAMP AUTOMOCIÓN, S.A. and DEPENDENT COMPANIES



Ernst & Young, S.L.
Calle de Raimundo Fernández Villaverde, 65
28003 Madrid

Tel: 902 365 456
Fax: 915 727 238
ey.com

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 2021, of GESTAMP AUTOMOCIÓN, S.A. and subsidiaries (hereinafter, the Group) which is part of the Group's 2021 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 and GRI Standards Indicators" included in the accompanying NFS.

Responsibility 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 in conformity with the criteria outlined in the Sustainability Reporting Standards of Global Reporting Initiative (GRI standards) selected, as well as those other criteria described according to what is mentioned for each subject in the table "Index of Contents and GRI Standards Indicators", 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 also responsible for defining, implementing, adapting and maintaining the management systems from which the necessary information is obtained for the preparation of the NFS.

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 (NIQC 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.

- 1. Letter from the Chairman
- 2. Gestamp Group
- 3. ESG Perspective
- 4. Business Development
- 5. Environmental
- 6. Social
- 7. Governance

APPENDIX

APPENDIX



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.

Our responsibility

Our responsibility is to express our conclusions in an independent limited assurance report. 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 2021 NFS.
- ▶ Check, through tests based on a selection of a sample, of the information related to the content of the 2021 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 of the Council of 18 June 2020 establishing a framework to facilitate sustainable investments lays down the obligation to disclose information on how and to what extent the company's activities are associated with economic activities that are considered environmentally sustainable in relation to the objectives of climate change mitigation and adaptation to climate change for the first time for the financial year 2021 provided that the Non-Financial Information Statement is published as of January 1, 2022. Accordingly, comparative information on this issue has not been included in the NFS. 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 Annex "Assessment of alignment with the European Green 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, 2021 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.

(Signature on the original in Spanish)

Alberto Castilla Vida

February 28, 2022



EDITED BY
Gestamp Automoción S.A.
C/ Alfonso XII, 16
28014, Madrid, España
www.gestamp.com

DESIGN AND LAYOUT
Art Factory Comunicación S.L.
www.artfactory.es

For any clarification, doubt or
advice related to this report:

GESTAMP ESG
GestampESG@gestamp.com

Gestamp 2022